Are You Investing in Your Future?

Steve Menke, CM / 2013 NMA Chairman of the Board
Lockheed Martin Leadership Association / Palmdale, CA

Let’s face it: companies are no longer looking out for their employees as they once did. Neither are employees continuing to stay in one job during their professional careers. Employees now stay an average of three to five years.

NMA was founded on the principles brought to famed inventor Charles Kettering by Louis Ruthenberg, that “an individual foreman could become a skilled, effective manager of people through his own efforts and on his own time” and in those ensuing 94 years it seems we have gone full circle! Companies did not start out preparing people for roles in management, much less leadership. If the results they wanted were not there, they would simply hire that person and hire some other untrained person. It is rumored that if you were a manager in the early days at NCR in Dayton, OH, and were not doing a good job, you’d find your chair on fire in the parking lot the next morning when you would come to work! Not many people went to college in those post-WWI and pre-depression days; most workers were just coming off the farm. Hence the “unique” idea that Louis Ruthenberg brought to Charles Kettering about actually “teaching” people how to “manage” others.

In 2013, NMA provides almost countless resources to prepare you for the challenges of today and tomorrow! The new Foundations of Management Program is a collaboration with the Institute of Certified Professional Managers. Through NMA, Project Management certification (PMP®...which is increasingly in higher demand, worldwide) is now much easier thanks to our partnership with educational provider IQ-Share. Interested in self-study and e-learning? MindEdge is another partner focused on meeting your professional needs.

NMA provides you the tools and access to the requisite skill sets for today and the future in a global environment – easily accessible and at very affordable rates. Companies may be pulling back funds that once went for training and development. Those needs and requirements are still there in whatever field of work you choose and whatever career path you take.

Yet NMA, YOUR NMA, is preparing tomorrow’s leaders today with the tools and skills needed for the future. Your investment as a chapter member or Individual Member is minimal; the return on investment (ROI) can be enormous. I encourage you to maximize your returns by actively engaging in the many resources we’re working so diligently to prepare for you!

Grow Your Membership!

Look on page 9 in this publication and find out all the details about our exciting 2013 membership drive!! The member who recruits the most new members by July 1 will receive a complimentary 2013 San Antonio Annual Conference Registration (including hotel room and tax)! If your chapter participates in this membership drive, all your new members will be entered into this drawing where one of them could experience NMA at its best!!
Most leadership books teach you the right knowledge and the right strategies, if you were to teach leadership in a classroom. There are countless articles about how to motivate people, the talents of a leader, how to plan to not fail, and about the wisdom of a leader. Here is what I believe.

“A good leader must motivate their people all the time”... Well, not exactly.

Life keeps teaching us there is no such thing as a one-size-fits-all solution when talking about how to motivate people. What works for some doesn’t work for others and what works for most people, won’t last long. Motivation is not permanent. But then, neither is bathing; but it is something you should do on a regular basis. Most people have the intrinsic desire of working hard and evolution has installed in us the desire to do quality work. This is survival 101. So what if, in fact, we have been thinking about this backwards? What if instead of thinking about how to motivate people, we start thinking about how to not de-motivate them? (Jim Collins, “Good to Great”). Here is the tricky part. To succeed in this theory you have to build a team of self-motivated people who will do their best without feeling the imperative necessity of a boss to motivate them to do their job every day. Have you expressed to your boss lately that he or she must motivate you to perform the job that you were in fact hired to do and get paid to do? Chances are the answer is no, but that doesn’t mean you don’t see things that your boss could do differently to have a better work environment that doesn’t de-motivate you. Think about your new goals for this year. If you had to write a goal about motivation, then my advice for you is to write this: “Build a team of self-motivated people and don’t do stupid things that de-motivate them”. That sounds pretty harsh doesn’t it? Or maybe it’s easier said than done, but it surely makes a lot of sense to me.

“A good leader must be very talented” ... once again, not exactly.

We all know that someone, despite his or her talent, whose luck hasn’t necessarily been on their side. We also know that someone who may not be as talented and always seems to have luck on their side. Certainly being lucky counts, but so does being talented. However, being lucky or being talented is not enough. Talent is a great value, but talent by itself is overrated if in fact you want to become a better leader. Keep in mind that it’s not about what you know; it is about what you do with what you know that will determine the type of leader you will become. Some people are too nice to execute this; good leaders execute regardless.

“Failure is bad for your career”... actually it could be the greatest thing in your career!

Leadership is about understanding that failure can be your best friend or your worst enemy. Remember, failure is an event, not a stigma, and failure doesn’t define a person. This reminds me of a note I read the other day on someone’s desk, “Everyone has the right to be stupid, but some people abuse the privilege.” I don’t want to say I encourage people to abuse that privilege, but I certainly believe in the saying that good judgment comes from experience, and a lot of that experience comes from bad judgment. Speaking of learning, there are two methods of learning: experience gained by your own mistakes and wisdom which is learned from the mistakes of others. The logical path is to learn as fast as possible from others’ mistakes, because the truth is, we will never live long enough to make them all ourselves. So my advice to you is to find a mentor, not just any mentor of course, seek advice from someone who has successfully handled his or her own failures and learn from them. Leadership is about taking risky actions and please be aware I say “risky actions” rather than “risky decisions”.

“To provide the right direction a leader must have all the answers” ...really?

Contrary to that, leadership is about having questions. When you are an individual contributor you try to have all the answers. You try to be the smartest person in the room. That’s your job. When you are a leader your job is to have all the questions—the right questions. Your questions have to inspire your team to see beyond the achievable. Your questions should encourage your team to accept failure and become better. Don’t let perfection get in the way of being better. Your questions must drive to immediate actions. Always seek for a multitude of small victories and daily achievements. Remember, there is not much difference between failure and success and the little difference there is, makes a big difference. Once you unleash the debate generated with questions such as “what if?” and “why not?” you will be able to see clearer. And the most important advice is that you trust your team.

Finally, just because you are a leader, saying something doesn’t mean it will happen. Leaders make sure their teams are always moving in the right direction. Honest and direct feedback is always necessary to define reality. Leadership is personal; it’s a mental, emotional and a physical challenge, and it is a challenge I enjoy every day.
Girls Exploring Math and Science Career Event
Cindy Brown
Lockheed Martin SSC Leadership Association #534
Silverdale, WA

LM employees supported Girls Exploring Math and Science (GEMS) Career event. This year’s event was held on March 23, 2013, at Olympic College in Bremerton, WA. The popularity of this event resulted in attendance of 400 girls and 70 adults. GEMS is a recipient of a grant from the LM Foundation. The Lockheed Martin Leadership Association Bangor Chapter donated ink pens for the girls. Several of the members also volunteered at the event.

This event is held for girls in the 5th through 8th grades. The purpose of the event is to increase girls’ interest in mathematics and science through hands-on experiences, and to introduce the girls to career opportunities for women in math and science related fields. The girls pick three workshops from an offering of 14 different workshops. Each workshop allows hands on science and/or math experience such as the observation skills required to be a Veterinarian or a police officer, math skills used by carpenters and cooks, building robots, and what the girls can do to protect wildlife and the environment. Additionally, a workshop on STEM opportunities was offered for adults.

The LM Strategic Weapons Facility PacificPAC volunteer effort was a family affair with 10 LM employees, a daughter, a granddaughter and a retiree volunteering to make the 2013 GEMS event a success. The LM SWFPAC effort consisted of staffing the registration tables, and lending a hand wherever needed. Kelsi Canavan and Sydney Lewis presented the workshop, “Blast Into the Future” (basics of rocket science). Cindy Brown, Lori Blackwell and Reshonda McInnis, as well as retiree Janet Brittain are active throughout the year as members of the GEMS Planning Committee.
ICPM Corner

The Institute of Certified Professional Managers (ICPM) has awarded five Scholarships to managers interested in enhancing their managerial skills and increasing their professional recognition with the Certified Manager (CM®) Certification.

The scholarships are funded by the Administrative Management Society (AMS), a professional organization recognizing administrative managers. AMS terminated operations in 2007, and as a legacy, left funds to ICPM to award annual “merit” scholarships to support management development. The first scholarships were awarded in 2009. This year, five scholarship recipients were selected from among numerous applicants. Each scholarship award in the amount of $495 offsets a portion of the cost of CM certification.

Scholarship recipients include:
- Dawn L. Carboneau – VA Medical Center; White River Junction, VT
- Steven T. Guillory Jr. – City of Houston; Houston, TX
- Shaneesha W. Jackson – Winston Salem State University; Winston-Salem, NC
- Craig A. Petronella – US Army; Fort Eustis, VA
- Ermias B. Darbie – Libero Construction PLC; Addis Ababa, Ethiopia

AMS scholarship submissions are accepted in January and February of each year, and scholarship awards are made in March. More information about the AMS scholarships can be found on the ICPM website at: http://www.icpm.biz/?page=scholarships.

Blood Drive Awards

Avis French / 1995 NMA Member of the Year

At the annual volunteer recognition event sponsored by the Orange County Chapter of the American Red Cross, the Shepherd of the Hills United Methodist Church received two awards: the county chapter Platinum award and the Southern California region GIVE award. Both of these awards were presented to the coordinator of the blood drives for exceeding the previous drive results by 176%.

In accepting the awards on behalf of all the blood drive volunteers at both the Mission Viejo church campus and the Santa Margarita church campus, Avis French, NMA Individual Member and blood drive co-coordinator, explained that the drives could not have been successful without the assistance of all the donors, the volunteers, and the organizations that partner with Shepherd of the Hills.

Why does this article appear in NMA Breaktime? The drives were successful in 2012 because they required the project management skills that I learned in NMA! The drives covered two campuses with different demographics and available facilities and several partners with even more demographics. The 2-campus schedules were coordinated in such a way that the two campuses were able to conduct six blood drives during the year. There is no other organization in the Orange County chapter of the Red Cross that conducts that many drives every year. To organize that many drives with that many different partners means you must set mutually-acceptable goals, schedule available resources, advertise the blood drives in a variety of media that reaches all possible donors, use an on-line donor system to expedite scheduling.

Though I accepted the awards on behalf of all the volunteers, I did so understanding that, without the skills developed through membership in NMA, the drives would not have been as successful as they were. Thank you, NMA!
Become a Leadership Speech Contest DONOR

PRMIA is offering discounted prices for its Associate Professional Risk Management (PRM) Certificate and its Associate Professional Risk Manager (PMR) Webinar prep material.

The Associate PRM Certification is designed for staff entering the risk management profession, or other users such as auditing, accounting, legal, and systems development personnel who need to understand fundamental risk management methods and practices.

Associate PRM Certificate vouchers: $225 (list price, $300)
Associate PRM Webinar prep material: $225 (list price, $325)

For further information: http://prmia.org/index.php?page=exam&option=trainingAPRM

APICS discounts on their most popular certifications, the Certification in Product & Inventory Management (CPIM) and the Certified Supply Chain Professional (CSCP).

CPIM Exam North America: $165 for NMA members (non-members, $175)
CSCP Exam North America: $695 for NMA members (non-members, $795)

For further information: http://www.apics.org/careers-education-professional-development/certification/cpim

For further information: http://prmia.org/index.php?page=exam&option=trainingAPRM

Thank You!
Speech Contest Donors!

Platinum Level
Jean Christopher
#171 Boeing North American Leadership Assoc. / Richardson, TX
Bobby H. Menke
Redlands, CA
David B. Williams
#249 Lockheed Martin Leadership Association/Ft. Worth, TX

Gold Level
Doris Dickerson
#171 Boeing North American Leadership Assoc. / Richardson, TX

Silver Level
John Kuntzmann / 2010 NMA Chairman of the Board
#764 Santa Clara Valley Leadership Assoc. / Santa Clara, CA

NMA wishes to thank those who have become Speech Contest Donors by making a tax-deductible contribution to the NMA Leadership Speech Contest. You, too, can help support this important NMA youth activity by becoming a “Speech Contest Donor.” The levels are:

Bronze Level—$25
Silver Level—$50
Gold Level—$100
Platinum Level—$250
Diamond Level—$500

(Visit our website at http://nma1.org for complete information)
The Art of Medicine

Avis French / 1995 NMA Member of the Year

Why is a local medical building called the Medical Arts Building? Is it due to the intersection of Art and Medicine? According to a recent presentation by Dr. William W. Stringer, Chairman of the Department of Medicine at the Harbor-UCLA Medical Center:

- Medicine is the art and science of healing.
- Art is the quality, production, or expression according to aesthetic principles, of what is beautiful, appealing, or of more than ordinary significance.

Both disciplines:

- Are careful observers of the physical world
- Are concerned with documenting and improving the human condition (physically, emotionally, and spiritually)
- Require thoughtfulness, attention, purpose, insight, sacrifice, and lifelong devotion
- Employ emerging technologies and scientific principles

From the beginning of time, art has been a method of expression.

In 32,000-40,000 years BC, the Lion Man was the first known art displaying the arrival of the modern mind. Cave drawings from 10,000-15,000 years BCE are further displays of the art of the modern mind.

In 3100 BCE health care and the Code of Hammurabi were developed. For the first time, surgeons were liable for the outcome of health care vs. the social status of the patient. Imhotep, the first named physician, was known to exist in 2650-2600 BCE. Disease was thought to exist because something “isn’t right” with the Gods, requiring divine intervention to restore “order.” A prophet was believed to be a person who has come in contact with the supernatural or divine, and serves as a link with humanity.

In 400 BCE, Hippocrates, the Father of Medicine, created the Hippocratic Oath, spoken by all graduating medical students. In 304-250 BCE, Erasistratos of Loulis founded a school of anatomy in Alexandria.

In the Bible, we have Old Testament tales like that of the prophet Elijah ascending to heaven and Christ at the Pool of Bethesda in Jerusalem. In the New Testament we have the tale of Lazarus.

In the Middle Ages, we had art depicting the Black Death.

In the Renaissance, we have Leonardo Da Vinci, who was a scientist, mathematician, engineer, inventor, anatomist, painter, sculptor, architect, botanist, musician, and writer.

Coming in later centuries, we have art depicting doctors, diseases, diagnoses, and therapies. Goya painted Los Capriccios in 1797 and Dr. Arietta in 1820, Theobald Chart depicted the first stethoscope in 1816, and the first use of ether was painted in 1846 by Robert C. Hinckley.

Technology brought photography to portray medical art, like the daguerreotype of ether anesthesia in 1846 and vaccinations in 1809. Life and the lifespan has always been a popular subject in art. Just look at all the depictions of Adam and Eve through the centuries, as well as the Fountain of Youth. There are many versions of the Dance of Death and countless writings about the nature of Death.

What are the future directions of Art and Medicine? In the age of digital images, does Art exist? Is cloning, transplantation, and genetic selection the new Art? Who is to say? But it certainly is worth considering, don’t you think?

Since 1966, the Harbor-UCLA Medical Center NMA Chapter has been a beacon for all the various facilities located on the Torrance campus. The chapter serves all the employees of the organizations housed on the campus, including the research group, physicians, county employees, etc. There was a need for leaders to be able to know each other and to communicate, especially with the rapid growth that continues to take place today in hospital services, employees, and medical staff.

The chapter was the first in the nation to serve a health organization, and they have been an example for other health organizations. Chapter members are proud of the chapter’s accomplishments and for its contribution to managers in the health industry. With multiple employers on the Harbor-UCLA Medical Center campus, this NMA Chapter is an important unifying force. Dr. Stringer’s presentation on Art and Medicine gives us all words to consider.
Remember...NMA’s New Chapter Rewards Program!

CHAPTER REWARDS PROGRAM

NMA chapters can now SAVE MONEY on a wide array of NMA products and services. A new “perk” for our affiliates, there are now great redemption alternatives for the former “Educational Dividend Program”, which has now been replaced with this Chapter Rewards Program.

How does it work?

As a chapter “in good standing” (with its dues current), you get $2.00 “credit” for every member of your chapter, based on the official NMA Membership Report on December 31st of the previous year. If you had 200 members as of December 31, 2012, (in essence January 1, 2013) then you have a $400 credit to “spend” as you wish.

There is no carryover from year to year. We will provide Rewards Program “available credit” notice each January and a reminder notice in September, advising you of any unused credits still available to you. Feel free to “check your remaining rewards points” with a staff member at any time, of course!

Rewards credits may be used to receive a “percentage” of the cost of selected NMA products listed at the right.

If you have any questions about this new program, please contact

NMA at 937-294-0421 or email:
Steve Bailey—steve@nma1.org
Robin Furlong—robin@nma1.org
Sue Kappeler—sue@nma1.org
Kim Kelly—kim@nma1.org

YOUR REWARDS CREDITS MAY BE APPLIED AS FOLLOWS:

- Awards and merchandise – 10% off the purchase price of all awards & merchandise
- LDC Registrations (in addition to the Early Bird Discount!) – 10% off
- Annual Conference Registrations (in addition to the Early Bird Discount) – 10% off
- President & Past Presidents Pins – 20% off
- Foundations of Management Program – 20% off
- FaciliSkills™ - 50% off
- Leadership in a Virtual Workplace (available later in 2013) – 50% off
- NMA’s Next Top Leadership Model – 50% off
- SMS (Supervisory & Management Skills Program) – 100% off
- Live Online Group Login – 100% off
- NMA LEADS Assessment – 100% off
- Sponsored Speaker - 100% of the cost of a speaker, with a $200 maximum
Leadership Quotes!

Management is doing things right; leadership is doing the right things.
- Peter F. Drucker

A good leader can’t get too far ahead of his followers.
- Theodore Roosevelt

Leadership consists not in degrees of technique but in traits of character; it requires moral rather than athletic or intellectual effort, and it imposes on both leader and follower alike the burdens of self-restraint.
- Lewis H. Lapham

Effective leadership is putting first things first. Effective management is discipline, carrying it out.
- Stephen Covey

A leader takes people where they want to go. A great leader takes people where they don’t necessarily want to go, but ought to be.
- Rosalynn Carter
Membership Campaign Incentive—2013!

NMA is going out of this world...

2013 Membership Campaign!
NEW MEMBERS WILL HAVE A CHANCE TO WIN THEIR OWN GALAXY OR iPAD!

IF THEY JOIN YOUR CHAPTER IN 2013, THEIR NAME WILL BE ENTERED INTO A DRAWING FOR EITHER A SAM¬SUNG GALAXY TAB 2 OR AN iPAD 4!

DRAWING...JULY 20, 2013!
New members who join your chapter in 2013 and who are reported to NMA (and paid for) between January 1st and June 30th, will be entered into a drawing which will take place on July 20, 2013, during the July Board of Directors meeting.

NEED HELP FIRING UP YOUR BOOSTERS AND RECRUITERS???
We can do that!! The individual who recruits the most new members between January 1st and June 30th will not only receive a brand new Kindle Fire, but also a complimentary NATIONAL conference registration and 3 days lodging at the beautiful Hilton Palacio del Rio on the San Antonio Riverwalk!! The conference will take place September 6-8 (Friday-Sunday)!

Wait! There’s more!!

Chapters may select one month during the year in which the $20 Registration Fee is reduced to $10 for all new members (50% savings) so start planning your membership campaign now!! Once you've determined the "Sale" month, simply indicate "Sale" on the Reporting Form, calculate the figures and pay half the registration fee along with the membership dues.

Chapters will receive a special Membership Reporting form which provides space to include the recruiter’s name and email address.
As of January 1, 2013, NMA chapters will receive financial incentives for taking a lead role in chartering new NMA chapters. For example, if your chapter can help us develop a 100-person chapter nearby or within your parent organization, your chapter’s “kitty” will become richer by $2,500!

This new Chapter Marketing Incentive Plan has been designed to get our existing chapters engaged in initiating and sustaining a new chapter development relationship with a potential prospect. You’ll get $25 for every member who joins that chapter within the first six months after chartering.

To learn more, go to: http://nma1.org/Marketing/Chapter_Incentive.html
The Lockheed Martin Leadership Association Bay Area Chapter and executive leadership from Lockheed Martin Space Systems Company and Star One Credit Union honored seven new Certified Managers and twelve graduates from the Supervisory and Management Skills Program from the “Class of 2012” at a Professional Development Graduation Luncheon in Sunnyvale, California on Tuesday, 12 March 2013. Wanda Sigur, LMSSC Vice President and Deputy for Civil Space, Rick Heldebrant, President and CEO of Star One Credit Union, and Carol Safberg, Executive Vice President and COO of Star One Credit Union, were featured speakers and presenters. Each graduate invited his or her Manager to the luncheon to share in the accomplishment.

Both the Certified Manager Program and Supervisory and Management Skills Program are major elements of the Lockheed Martin Bay Area Chapter Professional Development Division. NMA Chapter professional development is conducted as part of the LMSSC Employee Development Forum. The chapter uses a classroom environment because this format best meets the needs of the program and the participants. Classes follow the program textbooks in a guided tutorial format to review the subject matter and discuss application to participants’ needs and experiences. A frequent comment from participants is that a highlight of the courses is sharing experiences and understanding among class members as specific subjects are reviewed in the round – table class discussions.

In addition to the primary speakers, graduates, and managers, chapter officers attended. Both Wanda Sigur and Carol Safberg also serve as chapter executive.

Addressing the Graduates

| Wanda Sigur | Rick Heldebrant | Carol Safberg |
Bay Area Chapter Honors Graduates (Cont’d)

Lynn Brubaker, CM and Vaughn Abbott, CM
Lockheed Martin SSC Leadership Association
Sunnyvale, CA

Supervisory and Management Skills Program Class of 2012
From left to right in the group photo are SMSP Graduates Dwayne Maragoni; Anthony Cuevas; Jeanne Austin; Lynn Brubaker, CM, SMSP Program Facilitator; Bernadette Landis; Marina Gepte; Jacqueline Flowers-Orange; Sesa Seshadri; Monica Sierra; Aaron Neargarder; and Tina Rose. SMSP graduates Janet Garcia and Will Lee were unable to attend.

Presentation to Anthony Cuevas
From left to right in the photo are Carol Safberg, CM, Star One Executive VP; Wanda Sigur, LMSSC VP; SMSP Graduate Anthony Cuevas; Lynn Brubaker, CM, SMSP Program Facilitator; and Rick Heldebrant, Star One President.
THE FIVE NEW FACES OF LEADERSHIP

In the context of seemingly endless challenges, many of us have paused to reassess what it really takes to win. What attributes will we need to overcome the strong headwinds of this hyper-competitive business storm?

We certainly know that the models of the past won't cut it. To seize our full potential - in both public and private efforts - we must embrace the five new faces of leadership:

1. **Sherpa** - The leader of a mountain-climbing expedition's sole purpose is to help others reach the summit. Sherpa leadership isn't about individual achievement - you are in your role to serve others - your team, your customers, and your community. If your team knows you are there to help them succeed, they'll give back far more than any rah-rah speech or management technique of the week.

2. **Provocateur** - Tip-toeing around deeply entrenched viewpoints is less productive than trying to fry eggs on a hot sidewalk. Your job is to challenge everything and be a poking-stick of change. A healthy disdain for the status quo is the hallmark of leaders who shape history. Don't let fear glue you to conventional wisdom.

3. **Futurist** - Aiming your efforts at last year's market data will yield a surefire miss. You must clearly articulate your vision of what lies ahead, and ensure your organization is ready to seize it when that window opens. Imagine all the possibilities, and never allow the past or present to restrict your imagination.

4. **Story-teller** - Getting your message to stand out and be heard above the noise can by tougher than running a four-minute mile.
Make sure you’re crafting your story - to both internal and external audiences - in such a compelling way that it cannot be ignored. You must communicate your purpose and a clear plan of how you’ll get there if you expect your team to leap forward with urgency and alignment.

**5. Speed Demon** - The world of getting things 100% right before hitting the market is long over. Today, you must execute and problem solve with ferocious speed, making regular adjustments in real-time. Complete business cycles can now last weeks instead of years. You must build a culture that embraces speed in all aspects of business - from innovation to customer delivery to hiring to technological advances. On the highway, speed kills. In business, speed wins.

New challenges call for new approaches. To really hit your stride, you’ll need to upgrade your game plan with a modern set of tools.

The surest path to obsolescence is clinging to the status quo. It’s time relinquish the techniques of the past in favor of approaches better suited to the challenges of the day. Good leaders may stay the course, but great leaders reinvent.

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Reprinted with permission from Josh Linkner from his April 29, 2013, blog in conjunction with The Institute for Applied Creativity, LLC.

Josh Linkner is a NY Times Bestselling Author *(Disciplined Dreaming – A Proven System to Drive Breakthrough Creativity)*, a five-time tech entrepreneur, Founder and former CEO/Chairman of ePrize (the largest interactive promotion agency in the world), and CEO and Managing Partner of Detroit Venture Partners. Josh is a regular contributor to *Inc.* and *Forbes.*

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### Dates to Remember!!

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<td>July NMA Board of Directors Meeting</td>
<td>Jul. 18-20</td>
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<td>NMA Headquarters, Dayton, OH</td>
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<td>September Board of Directors Meeting</td>
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<td>Hilton Palacio del Rio / San Antonio</td>
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<td>2013 NMA Annual Conference</td>
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NMA Members! Looking for an easy, low cost way to tap into some of the best thinking and experience about simple, practical and applicable ways to be an even more effective leader?

We have an affordable, ONLINE answer for you!

Announcing a series of talks, presentations, and strategy sessions by leading figures, thought leaders, and leadership experts.

Held online over a 3-week period, it will be largest event in the industry!

NMA is now an Official Partner of the “World Business of Leadership Summit” that’s taking place from June 17 to 28th. WBOLS is bringing together many of today’s top thought leaders in one event to share what effective leadership looks like in the digital and global age. The speakers won’t just give you the situation analysis, they’ll give you actionable ideas on what it takes to lead others to get results in a constantly changing competitive environment.

You will be able to listen to leadership legends Marshall Goldsmith, John Maxwell, Doug Conant, John Baldoni and Jim Kouzes as well as new generation experts such as Charlene Li, Jody Thompson, Chester Elton, and Lisa Bodell to name a few. And we are lending our support to this unique online event.

Want to try before you buy? No problem. The WBOLS has brief Pre-Summit sessions with featured speakers throughout the month of May that are completely complimentary. Just paste this link into your browser to sign up for the free Pre-Summit sessions, see the full schedule, and let them know you’ll be joining in http://wbols.com/. You can attend as many of these free Pre-Summit sessions as you wish. They have been designed to introduce you to many of the expert presenters who will be presenting at the Full Summit, and to give you stand alone value and practical ideas that you can use immediately in your leadership and managerial role.

Each Pre-Summit session will be approximately 15-20 minutes long (using a TED talk style).

Once you’ve signed in and registered for the free Pre-Summit sessions, you’ll see various links to all kinds of information, including a special early bird registration price of only $297 for a FULL ACCESS PASS to the official Leadership Summit, June 17-28. It’s a low cost way to take your leadership to the next level without leaving your desk. You can sign up at http://wbols.com/ to be a part of this exciting leadership development opportunity.
Spring Training for Managers!

Foundations of Management!

Three power-packed courses providing essential knowledge and tools for managers, supervisors, and leaders.

Whether it’s a baseball franchise or a global business enterprise, every organization wants to field the best team possible. Whether you’re new to management or “an old pro”, Foundations of Management is all about understanding the competencies and attributes of a well-rounded manager and leader. It’s about preparedness. It’s about being ready for the challenges, changes...and the curve balls...that come our way each and every day.

Program Description

The Foundations of Management (FoM) program comprises approximately 28 hours of group learning and includes 3 custom-published study manuals (in print or eBook format). A separate Leader Guide with instructional materials, quizzes, and PPT presentations is available to facilitators for leading group discussion sessions. Available for self-study as well!

Participants who successfully complete all three courses will receive an NMA certificate of completion to document their achievement and 2.8 CEU.

3 courses, 14 chapters total

Course 1 – MANAGEMENT FUNDAMENTALS
Course 2 – MANAGERIAL FUNCTIONS
Course 3 – BUSINESS CONCEPTS FOR MANAGERS

To see all 3 complete course outlines click here:

Outline – Foundations of Management (FoM)
**Special Early Bird Pricing**

Order now and SAVE 20%.

**Foundations of Management Pricing**

Each of the three FoM courses is value priced at $75 per softbound book or eBook. You may purchase 1, 2, or all 3 courses as you wish.

**SPECIAL INTRODUCTORY PRICE:**

Between now and June 30th, chapters may order materials at only $59 per softbound book or eBook. Better yet, you do not have to use your Chapter Rewards dollars to get the discount. You can save those toward the purchase of other materials, awards, and the Annual Conference registration fees.

Contact NMA at 937/294-0421 or kim@nma1.org to order...or simply to preview!