Holidays are a time to take stock – to look around, reflect, wonder "where on earth" another 12 months have gone, and ask yourself if you’re better off than you were a year ago.

As I look at 2014, I recall that we began the year, eager to “Rejuvenate Leadership”; that was our Chairman’s “Call to Arms” if you will. Did we? Absolutely.

2014 will definitely be remembered as the year we accomplished two major objectives:

- Launch our new website
- Introduce an exciting new NMA logo

Neither objective was reached quickly – they have taken a lot of work, a ton of research, and ongoing feedback. Seeing the wide-eyed acceptance of the new logo when it was unveiled in Miami at the Annual Conference was the highlight of the year. And, YOUR input, support, and suggestions as we continue to roll out the new website are SO important. After all, this is “your” new logo and definitely “your” website.

The year saw increased sales of our *Foundations of Management* program and the launch of *Building Virtual Teams*. Now you’ll find a whole suggested chapter Professional Development Calendar on the website, supported by NMA Live Online webinars on the third Thursday of every month. MUCH more is coming your way in 2015!

Three chapters celebrated 50 Year Anniversaries – Lennox, Lockheed Martin SSC at Cape Canaveral, and Boeing Space Coast at the Kennedy Space Center (KSC).
2014 Reflections and Resolutions! (Cont’d)

We brought in four new chapters – Florida Spaceport at KSC; Rockwell Collins in Melbourne, FL; Lockheed Martin in Aurora, CO; and Lockheed Martin (Kelly Aviation) in San Antonio, TX. Welcome to all of you!

So what will 2015 bring? A commitment to offer MORE benefits and services coupled with new ways to leverage the NMA “community”. How many times have you heard me say, “None of us is as smart as all of us”?! Well, we need to find new and creative ways to build on each other’s strengths. Dr. Renée Stewart, our Professional Development Committee Chair, likes to use the word “pathways”. NMA wants to provide pathways for networking, engaging in open forums, accessing proven education tools, and brainstorming possible solutions to workplace issues (including testing their value in a safe environment).

What can YOU do? Keep the dialogue going – with us and among yourselves. Resolve to provide substantive growth opportunities for your members next year. Be innovative and creative. If you uncover something we can share with other chapters, let us know. We are Team NMA you know.

I will be out of the office for a couple of weeks, but as always, you’re in good hands with Kim, Robin, and Sue. So, allow me to wish you and your family a wonderful, safe, and fun holiday season.

Happy Holidays from your NMA Staff!!

NMA Office Holiday Hours!
The NMA office will be closed after Tuesday, December 23, 2014, and will reopen Monday, January 5, 2015.
The next Board of Directors meeting will take place at NMA Headquarters in Dayton, Ohio, on January 23-24, 2015. If you have any NMA issues you would like to have discussed at that meeting, contact your assigned National Director who represents you and your chapter.

If you don’t know your NMA National Director, contact Robin or Sue for assistance!!

robin@nma1.org or sue@nma1.org

Lockheed Martin Leadership Association #525

2014 Annual Conference Recap
Steve Menke, CM
Lockheed Martin Leadership Association #525 / Palmdale, CA

Once again we are proud of our Lockheed Martin Leadership Association Chapter #525!! We walked away from the 2014 NMA Annual Conference with a number of awards that include Professional Development, Community Services, Outstanding Chapter, and the coveted Publications Award for Size Group 1. Please do not think that I’m diminishing the Professional Development, Community Service, nor the Outstanding Chapter Award; however, the Publications Award is a competitive award that is judged against other publications in the same size group. We are very proud to have come away with first place honors in this category!!

Pictured below are our delegates posing with Astronaut Chris Ferguson (center) who attended the Annual Recognition Luncheon to show his appreciation to the Boeing Space Coast Leadership Association #629, Recognition Luncheon sponsor.
The LMLA Bay Area Chapter held our annual Chapter Leadership Recognition Dinner on Saturday evening, August 16th at Florentine Trattoria in Saratoga, California. Forty-two members, guests, and honored retirees celebrated a great year and great friendships. The dinner is a “thank you” to members who performed a leadership role during fiscal year 2014.

Chapter President Araya Silpikul was Master of Ceremonies for the evening assisted by Executive Vice Presidents Diana Ly and Rob Giacomi.

Following social hour and excellent dinner, Araya started the evening’s program by announcing the chapter will receive three chapter awards at the upcoming 2014 NMA Annual Conference in Miami, Florida, in late September. The chapter will receive an Outstanding Chapter Award, a Community Service Award, and a 1st Place Publications Award for the Missile chapter newsletter. This makes the LMLA Bay Area Chapter one of the best in the nation.
2015 Speech Contest Reminder

If your chapter/council is planning to conduct a Speech Contest during 2015, Chapter Speech Contest Confirmation forms must be received at NMA by January 31st.

The form can be accessed by following this link:

http://www.nma1.org/documents/speech-contest/Speech-Contest-Chapter-Council-Confirmation.docx

or, it can be found in the Speech Contest Guide Book.
From its inception in 2005, Mack Bean has been an integral part of the Miracle League Foundation as a volunteer coach. He was also an active member of Boeing Leadership Association of Richardson, TX (BLA-RT).

Soon Boeing Richardson and BLA-RT began filling many ongoing and one-time volunteer roles. The president of Miracle League, of Frisco, affiliated with the Miracle League Foundation (see more about the Miracle League of Frisco at the end of this article), Cacy Saffery, had this to say: “Your group’s commitment is very much appreciated. I would like to comment on the Long Standing Commitment and contributions of Mack Bean and Brent Barefield. Both of these Gentlemen have spent hundreds of hours each year making dreams for our Children come true. Their initiative and leadership cannot be overlooked.”

This year BLA-RT reached out to our sister chapters in Richardson – Alcatel-Lucent Leadership (ALL) and Rockwell-Collins Leadership Association (RCLA) to sponsor a joint volunteer day.
Joint Volunteer Day in Texas! (Cont’d)

We were privileged to assist with multiple games on October 25 – and were rewarded with the bonus opportunity to participate in the end-of-the-season trophy presentations. Supported by MLB, each team has its official MLB uniforms with the added Miracle League emblem. Where else can you be on the field with your favorite team!

There is one little girl that – to use a Texas phrase – “blesses the socks off of me” when I see her. She is not able to hit and run like some of the other special needs children. In fact, she is not only wheelchair bound, but has only the use of the toes on her right foot to operate her motorized chair. Yet this young lady *always* has a smile on her face. And when she laughs it’s with her whole being. What an inspiration!

Without buddies and other volunteers, Miracle League simply could not exist. And like Mack Bean, many who start out as a volunteer become part of the core leadership team – like Brent Barefield (Baseball League Director) and Amy Duke (Buddy Coordinator).

What a rewarding day it was as our chapters joined forces on the baseball field to be the encouragers, mentors, and sometimes arms and legs of these delightful special needs children. Each “buddy” is assigned one child to coach/assist as little or as much is needed for the duration of the baseball game. Each game is two innings and each child has an at-bat each inning on their specially-surfaced field. Many of the buddies are students that come every week to help. They started out doing it for the community service points, but many have now been doing it for several years. (Minimum age for a buddy is 12-years-old.)

The Miracle League of Frisco is a sports organization for special needs children from the ages of 5 through age 19. Their goal is to provide a positive experience for the children that participate in the league.

Miracle League offers baseball, soccer, bowling, football, basketball, track — and soon golf. Eligible players are any child with special needs (with all levels of disabilities) that reside throughout the North Texas area.

The origin of the Miracle League of Frisco is a classic story of “if you build it, they will come.” The concept of building a "Miracle Field" was originated when the idea was presented to the City of Frisco leadership in the spring of 2005. The idea was quickly adopted and with the support from the City Council and funding provided by the Community Development Council, construction of the Miracle Field currently known as "Mike Simpson Miracle Field" and located in Bacchus Community Park began in the Summer of 2005.

With a field to play on, or the "where" in place, the next step was to execute the "how." Within a 90-day period, a group of community leaders which included several current board members, Cacy Saffery, June Taylor, and Rich Kaeufer, quickly went to work and formed the 501(c)3 organization known as The Miracle League of Frisco. Players and Volunteers were recruited, operating capital was raised, and forty "baseball players" took the field for opening day on April 22, 2006.
Over the next month, Cacy was able to pull in directly or indirectly a group of people to help with the planning. These folks became the initial Board of Directors.

President: Cacy Saffery; Vice President: Rich Kaeufer; Secretary: Felicia Reed; Treasurer: Mary Unger; Fundraising Chair: Kathy Heath; Publicity Chair: Dana Saffery; Buddy Chair: June Taylor; Media Relations: Niki Rodgers; League Director: Mitzi McHenry; League Photographer: Mauricio Frye; Game Officials: Rich Gadwood.

Cacy received a call from a woman named Julie Pici (a beauty pageant contestant) who wanted to name MLF (Miracle League of Frisco) as her charitable organization. Turns out Julie was at every MLF function throughout our first season and a valuable volunteer for MLF.

This core group of leaders who held their first meeting in January 2006, had no idea what it would lead to or how they would get there.

During the next 112 days, the planning team organized their structure, established by-laws, raised funding, recruited players, buddies, and more volunteers. They asked anyone who would listen for advice. Steve Peck, of The Michigan Miracle League, flew to Frisco and spent a couple of days passing on everything we did not know and desperately needed to know. Prior to MLF, many of the volunteers and board members did not have a personal connection with a special needs child.

Frisco’s Michael E. Simpson Miracle League Field is located within Frisco’s Harold Bacchus Community Park.

The custom-designed field incorporates a cushioned synthetic turf that accommodates wheelchairs and other walking assistance devices, while providing a safe atmosphere for children with disabilities to participate and enjoy.
Want to Earn $$$ Revenue for Your Chapter?

Help NMA Charter a New Chapter in 2015!

NMA chapters can now receive a financial incentive 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, then keep reading and learn how to receive $2,500 for your efforts!

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.

How do you get started?
1. Survey your local geographic area and/or personal and professional “spheres of influence” to find organizations/communities suitable for an NMA chapter
2. Call upon representatives/key decision-makers in the organizations/communities in order to introduce the NMA chapter concept to appropriate audiences; invite them to chapter meetings, possibly recognize their executives through NMA awards, etc.
3. Establish, maintain, and “work” all promising leads, calling upon the NMA staff and/or volunteer leaders (Directors, chapter leaders, etc.) to assist in marketing NMA as appropriate
4. Work with the NMA staff to establish a Steering Committee and provide advice and counsel to individuals working toward the establishment of a chapter
5. Guide said new chapter(s) through all steps of formation and chartering and keep NMA Headquarters advised of all action plans and accomplishments
6. Serve as an ex-officio advisory group to new chapter during its first year of operation.

What assistance will be available?
1. Chapters should have a New Chapter Development Committee and a Chair who will contact NMA headquarters to express interest in learning more and/or declaring that you are positioning yourselves to become representatives of NMA and will identify target organizations/communities as ripe for new chapter development.
2. NMA will provide your chapter with marketing materials and work with you to design “targeted” materials if requested. Chapters that develop their own will be asked to share them with headquarters to ensure uniformity, conformity with standard NMA marketing messages, and professional appearance.
3. The NMA President or a designated Board member will coach and counsel your chapter representatives in the areas of representing NMA professionally, your knowledge of NMA chartering processes and procedures, your ability to understand and apply first-rate marketing strategies, and your desire to work collaboratively with the NMA staff and volunteers.
4. Chapters will be asked to determine any “conflict of interest” concerns or appearances; those will need to be addressed as appropriate.
5. Interested chapters may ask for a new chapter development tutorial/orientation program conducted by the NMA President.

What is the compensation/revenue-sharing plan?
1. $25 will be paid to the sponsoring chapter for each member of the new chapter for whom dues and registration fees are paid and received by NMA.
2. Payment will be made after the submission of the new chapter’s first Membership Report (along with dues and registration fees).
3. Additional compensation (at $25/member) will be paid at the end of six months if the new chapter adds new members and their total membership is more at the end of six months than it was at the end of the first month.
4. No expenses for travel or marketing will be reimbursed; volunteers who work on new chapter development projects are not employees of the Association.

Don’t forget that in addition to this new chapter incentive program, NMA will also work with individuals who wish to become Commissioned Marketing Representatives of NMA under a similarly styled program. To learn more, simply contact NMA Headquarters.
Prescott, AZ, is located about an hour outside of Phoenix in North Central Arizona and is home to the Lockheed Martin Leadership Association (LMLA) Chapter 566. Although this chapter only has 56 members, don’t let its size fool you!

Most Chapter 566 LMLA members are fresh graduates from Prescott’s Embry-Riddle Aeronautical University campus joining the LM family of Automated Flight Services Stations (AFSS). These AFSS specialists provide life-saving services such as weather briefings and updates on closings or changes at airport facilities. They also file flight plans to help keep non-FAA monitored skies safe for non-commercial aircraft pilots.

What can one small chapter of 56 members do? PLENTY!!! Some of the activities they have done are:

- participated in “Hungry Kids Backpacks” for 30 kids
- awarded four $750 college Scholarships
- adopted a mile of highway to service
- helped sponsor an Educational Tour to Paris, France
- adopted a school and conducted a mentoring program with Humboldt School District
- supported and donated to the West Yavapai Guidance Clinic
- umpired Little League games

These are but a few of the activities one small chapter does!! How they take what they do every day and carry it over to the LMLA – Prescott Chapter 566’s “WHO WE ARE”, Mission and Vision statement may be something all the chapters in the NMA Family can adopt!

We applaud everything this “One Small Chapter” does to help make their community a better place!!!

LMLA—Prescott Who We Are

LMLA Prescott chapter 566 seeks to better itself through professional development as well as service to the community and those in need. Through service to the community and constant efforts to build and develop professional skills, Lockheed Martin Leadership Association – Prescott Chapter 566 seeks to become a fixture in the local community through service and education.

Mission – Create exceptional leaders who will continue to excel and achieve a higher standard of leadership in our company, community, and membership; through providing education and opportunities to serve.

Vision – To promote and develop education, ethics, and responsibility in leadership by fostering the diverse back-grounds, education, and life experiences of our members and providing leadership opportunities that will benefit our company, our community and our members.
On November 10, 2014, the Lockheed Martin SSC Leadership Association in Sunnyvale, CA, sponsored a Holiday Card sorting event for the American Red Cross Holiday Mail for Heroes Campaign.

For several years and counting, the American Red Cross has shown support of the U.S. military by sending holiday cheer to the servicemen and women who help defend our freedom. While military deployments and hospital stays may keep many of our nation’s heroes away from their families, these holiday cards containing a simple note of thanks, words of encouragement, gratitude, and cheer can have a profound impact on all military men and women—those on active duty as well as the wounded and recovering. Even our mighty veterans of all eras appreciate heartfelt words letting them know they are not forgotten.

At the end of the evening, 25 Lockheed Martin employees in Sunnyvale, California, stepped up to help Holiday Mail for Heroes by sorting ribbon, wrapping, and packaging cards for distribution to military units and families in this region. Armed with holiday ribbons and decorative bags, creative minds prepared 6,000 holiday cards in only 2.5 hours. It was a holiday party just to read, sort, and share the variety of handmade and retail cards that contained special messages for troops, sailors, airmen of the Army, Air Force, Navy, Marine Corps, and Coast Guard.

In preparation for this holiday season, the American Red Cross Northern California Coastal Region, partnered with Red Cross supporters and corporations to sort and distribute 40,000 cards from October through December 2014.

On behalf of the American Red Cross Service to the Armed Forces, the Red Cross appreciates each of the volunteers for your passionate spirit and the time spent for others we may never meet. Your valued partnership with Service to the Armed Forces resonates throughout the military community for many such projects throughout the year.
Major Online Leadership Magazine Highlights NMA!

December Issue Focuses on NMA!

By: Laurie Wilhelm
Realizing Leadership

NMA is the Association Feature in this month’s issue of Realizing Leadership magazine! Following interviews with NMA President Steve Bailey and NMA members Kiran Dambala, Steve Menke, Renee Stewart, and Jessica Carlson the article showcases membership benefits and the career impact that membership in NMA offers.

"I’m delighted to showcase NMA in this month’s issue of Realizing Leadership magazine. I am so impressed with the organization - the programs offered, support provided, and the very reasonable cost to be a member! It’s a truly exceptional leadership development association and one that I’m proud to share with the magazine’s readers." ~Laurie Wilhelm, Editor Realizing Leadership magazine

Realizing Leadership magazine is dedicated to developing leaders to be more effective today and exceptional leaders tomorrow through quality, intelligent, and thought-provoking articles by and interviews with a wide variety of experts, coaches and real-life leaders. Every issue of Realizing Leadership features a leadership expert in the In Conversation section where they share their knowledge and offer actions and steps that can be taken, right now, to become the leader we aspire to be.

Realizing Leadership is dedicated to leaders, like you, who have embarked on their leadership journey to develop and sharpen their leadership skills to create better places to work. They know that when they improve the lives of those around them, they improve their own.

To get your copy of Realizing Leadership with the NMA feature, go to RealizingLeadership.com/nma on your mobile device for a complimentary 3-month subscription. As well, for this month only, you can get free access to the November issue which showcases an interview with renowned leadership expert James Kouzes who discusses The Leadership Challenge.

Please note: Realizing Leadership is an app-based magazine and is available on select mobile devices only.
How can you tell someone is listening to really understand??

By: Christina Bain

Lockheed Martin Rocky Mountain Leadership Association #560 / Colorado Springs, CO

How can you tell someone is listening to really understand? Do I bring my “full self” to work? How do major shifts in business impact diversity and inclusion? What role do allies play in creating a diverse and inclusive culture?

In June of 2014, for the first time, the western regional chapters of the Lockheed Martin national leadership forums joined together to share ideas and resources and put on a joint conference in Sunnyvale, CA, with a focus on diversity and inclusion. The event was so successful that a second event was organized and held at the Deer Creek Facility outside Denver, CO, on October 10th to continue to spread the message and ponder these and many more questions. The forum was sponsored by all seven regional leadership forums in the company - African American Leadership Forum; Council of Asian American Leaders; Hispanic Leadership Forum; Lesbian, Gay, Bisexual, and Transgendered Leadership Forum; Military/Veterans Leadership Forum; People with Disabilities Leadership Forum; and Women’s Leadership Forum. The theme was NextGen LM and the Value of Diversity and Inclusion.

Internal, customers, and professional speakers inspired participants to consider different perspectives and share their own stories of diversity and inclusion. A customer perspectives panel included Dr. Byron Knight of the National Reconnaissance Office, Col. Kenneth Warcholik from the Defense Contract Management Agency, Julie Kramer White from NASA, and Dr. Jack Wilks from the U.S. Air Force. The panel offered a unique perspective of how our customers view diversity and inclusion within their own organizations as well as in building relationships with Lockheed Martin. The keynote speaker, Dr. Calvin Mackie, was a definite highlight of the event as he told stories of his life growing up in New Orleans without books, and later earning his Ph.D. in engineering and championing STEM education. He spoke about the response efforts to Hurricane Katrina, identifying that a lack of diversity was a key contributor to the greatest engineering disaster in our country.

Leadership Quote

The ultimate measure of man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.

- Dr. Martin Luther King, Jr.
NMA Live Online Series

Thursday, December 18, 2014

NMA Live Online Series
When: Thursday, December 18, 2014
Times: 12 noon (EST) and 3 pm (EST)

Certified Manager Webinar
“Accelerating the Leadership Process”

Learn about how you can take charge of your leadership development with ICPM’s Foundations of Management certificate and Certified Manager® certification.

Lynn Powell, MBA, CM
Executive Director
Institute of Certified Professional Managers (ICPM)

Friday, December 19, 2014

NMA Live Online Series
When: Friday, December 19, 2014
Times: 12 noon (EST) and 3 pm (EST)

The Art of Negotiation

This webinar will help you find common grounds and make wise decisions through collaboration and trust.

Bob Noel
Senior Systems Engineer
The Boeing Company

Kathy Spatz
Landscape Architect & Planner
City of Columbus, Ohio
How is ICPM related to the NMA?

By: Emily Benusa, Marketing Specialist
Institute of Certified Professional Managers / Harrisonburg, VA

The Institute of Certified Professional Managers was founded in 1974 by the National Management Association (NMA) and the International Management Council (IMC) to provide a formal program of management training to first line supervisors and to enhance the recognition of management as a profession. A grant from the George R. Brown Foundation funded the Institute, which originated at Trinity University in San Antonio, Texas. In 1977, the Institute moved to the NMA headquarters in Dayton, Ohio, and then to James Madison University (JMU) in Harrisonburg, Virginia, in 1984, where it resides today as a business center of the College of Business. Today, the Institute of Certified Professional Managers is the largest management certifying body in the United States with more than 11,000 managers certified. It continues to work closely with the NMA and its chapters to advance managerial excellence through training and certification.