The National NMA Board of Directors have been busy and very productive the past several months. The theme for this year, as I announced at the Annual Conference in September, is “Building the Future with Vision and Action.” To set the stage for the vision for the future, a new Strategic Plan for 2017-2019 has been developed by the Planning Committee. The Planning Committee consists of the NMA National Officers, NMA Committee Chairmen, and the Executive Director. In addition to the Executive Director, the rest of the NMA staff also assisted in the development of the Strategic Plan. The Board met in early January and has begun implementing actions identified in the Strategic Plan. The 2017-2019 Strategic Plan will be available on the NMA Website very soon.

The NMA Educational Foundation Trustees authorized funding to do a pilot test of a microlearning product provided by a company named Grovo, Inc. Microlearning is an innovative approach to learning that presents one or two key learning opportunities in 1-2 minute videos. It is super flexible, so you can learn from anywhere - whether it’s on your computer, laptop, smartphone, or tablet. This approach covers thousands of topics, including management, leadership, workplace communication, productivity, self-improvement, time management, stress management, conflict resolution, and many more! This technique is designed to maximize information retention and has proven success for all professionals, both old and young. Users have access to a unique online learning platform of over 5,000 short training video presentations. There is no charge to you and your Chapters; the cost of the contract for this one year trial is being paid for by a one-time grant from the NMA Educational Foundation. For the trial, we have a contract for 150 licenses. This and some restrictions on use mean that we will have to use a rotational system and Chapters will take turns over the one year period. The contract is good for a user and their e-mail address. Except for an occasional group viewing it, the license cannot be used by multiple users who have not been issued an individual license. The licenses will rotate about every 5 to 6 weeks.

Grovo is a leading-edge provider in this type of application and has a substantial client list. They have developed, and their clients have access to, over 5000 videos presentations. Additionally their website and service is structured to allow its customers to upload their unique training materials that they would like shared with other divisions or chapters. However, they have never done this type of roll out with a professional organization, concentrating instead on individual companies and clients. So, this trial period is to give us the opportunity to determine if it works well as a delivery method and also provides the freedom of access that we believe could make it successful. We also want to determine during this one year period what our best contracting strategy for the future might be.

The involvement of every Chapter in this is absolutely critical. Thus, we ask you and your Chapters to help us evaluate this tool. We are aiming to get it in front of as many people and types of Chapters as possible.

If you have any questions or feedback for me, please feel free to contact me.

Best regards,

Lisa Hart, CM

2017 NMA Chairman of the Board
Tim McNulty Receives Santa Cruz Facility Award

By Tami Hengen / LMLA Bay Area Chapter #540


Rich Neal was a Santa Cruz Facility Machinist from 1986 through 2016 and upon his retirement, the Santa Cruz Facility created an annual award in his honor to be given to an employee who embodies and models Rich’s behaviors:

- unwavering cooperation
- extreme respect for others
- genuine human kindness

The recipient was selected following nomination by his peers. Tim received the Award at a Resident Director Staff Meeting and accepted it with humility and grace, totally in character with the nature of the award itself!

LMLA Members know Tim for his support of chapter activities at the Santa Cruz Facility. He not only serves on the planning team for the Summer BBQ events, he is Lakehouse Host and GrillMaster. After the BBQ lunch, he and his trio U-Turn provide entertainment for attendees. Well deserved congratulations Tim!

Rich Neal Award Plaque

Tim McNulty

Tim at Work

Dates to Remember!!

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>NMA LiveOnline Webinar Series—“Shaping Criticism as a Conversation”</td>
<td>March 16</td>
</tr>
<tr>
<td>2017 West CLT (Chapter Leadership Training) / Coeur d’Alene Resort, Coeur d’Alene, ID</td>
<td>April 27-29</td>
</tr>
<tr>
<td>2017 East CLT (Chapter Leadership Training) / Embassy Suites, Huntsville, AL</td>
<td>May 18-20</td>
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<tr>
<td>NMA Officer/Staff Meeting / NMA Headquarters, Dayton, OH</td>
<td>June 15</td>
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<tr>
<td>NMA Finance / Policy / Planning Committee Meetings / NMA Headquarters, Dayton, OH</td>
<td>June 16</td>
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<tr>
<td>NMA Full Board of Directors Meeting / NMA Headquarters, Dayton, OH</td>
<td>June 17</td>
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Attention Speech Contest Directors

All Speech Contest paperwork should now be sent electronically to NMA at robin@nma1.org or mailed to NMA, 2210 Arbor Blvd., Dayton, OH 45439. Please do not try to FAX the information, the fax number is no longer in service.

The West CLT Level contest will take place Saturday, April 29th in Coeur d’Alene, Idaho; required contestant paperwork must be submitted to NMA no later than April 13th.

The East CLT Level contest will take place Saturday, May 20th in Huntsville, Alabama; required contestant paperwork must be submitted to NMA no later than May 4th.

The required paperwork includes:
- CLT Speech Contest Registration Form
- Student Entry Form
- Consent and Acknowledgement of Risk Form
- Copy of Contestant’s Speech

Did you know NMA developed the Management Week in America program in 1978? Numerous governors, mayors and commissioners ceremoniously have proclaimed the first week in June as a special time for people to recognize the profession of management. During 1982, a Joint Congressional Resolution was signed into law reflecting the dates of the 1983 observance, and President Ronald Reagan issued a proclamation designating the week of June 5-11, 1983, as Management Week.

NMA Chapters and Councils are encouraged to promote a local Manager of the Year Award … or Leader of the Year. One of our responsibilities as an Association is to recognize and reward outstanding leadership and management in America. You can do your part by organizing your own Local Manager/Leader of the Year Award this year. In addition to promoting excellence in management, you will gain exposure for your Chapter/Council.

Chapters participating in Management Week in America activities can receive points on the CAR1 under section D2, MWIA. Councils may report their MWIA activities on the CAR2 under E1, Other Activities.

To learn more, download NMA’s Management Week in America Guidebook.
LMLA Bay Area Chapter Hosts Season of Giving
Leslie Dunn / LMLA #540, Sunnyvale, CA

As always, the end of the year Holiday Season brings the Season of Giving and 2016 was no exception. Once again, Lockheed Martin Space Systems Company employees exceeded goals!

Starting in November, the Bay Area Chapter sponsored the annual Lockheed Martin Second Harvest Food Bank Collection and supported the US Marine Corps Reserve Toys for Tots Program. With Facilities Management distributing barrels to different buildings in Bay Area locations, hundreds of pounds of food were donated to the Second Harvest Food Bank and building representatives collected checks from donors. Barrels full of toys were delivered for holiday distribution by Marines and representatives collected checks from donors.

LMLA also continued to support monthly collections for Operation Care and Comfort and added an additional collection for a local Santa Clara County organization called Destination: Home which helps homeless veterans get back on their feet and off the streets. Donations of new blankets, sheets, towels, toiletries, and kitchen needs are greatly appreciated.

LMLA sponsored the annual Holiday Coat Drive for the Homeless received over 200 coats, sweaters, gloves, hats, and scarves. They also provided donations to City Team Ministries for distribution to the homeless shelters.

Thanks to all the supporters and donors for making this Season of Giving such a successful one.

Susie O’Brien, Joanne Tindall, Leslie Dunn, and Bea Pires pose with Season of Giving Donations.

Has your chapter or council had a change in Officers??

If so, please complete the Officer Update Form which can be found on the NMA Web Page; we want to insure our records are accurate and that we’re reaching everyone. Go to https://nma1.org/officer-update-form/ or call NMA at 937-294-0421
There’s Always a Cinderella Team at March Madness!!

Be a WINNER and purchase NMA Courses NOW!

“March Madness” determines the national champion of college basketball – BE the champion in your chapter and get NMA’s best leadership development programs at a whopping 25% off. Use your Chapter Rewards dollars and get them for “a song”!!!!

We’re “betting on you” to see the value and the cost savings.

From now until April 15th, the following discounts will apply:

**FOUNDATIONS OF MANAGEMENT**

<table>
<thead>
<tr>
<th></th>
<th>Regular Price</th>
<th>SALE Price</th>
<th>FINAL Price with 20% Chapter Rewards Discount</th>
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<tbody>
<tr>
<td>Leader Guide</td>
<td>$100*</td>
<td>$75</td>
<td>$60</td>
</tr>
<tr>
<td>Participant (per manual)</td>
<td>$80*</td>
<td>$60</td>
<td>$48</td>
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**BUILDING VIRTUAL TEAMS**

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<tr>
<td>Leader Guide</td>
<td>$100*</td>
<td>$80</td>
<td>$40</td>
</tr>
<tr>
<td>Participant (per manual)</td>
<td>$50*</td>
<td>$37.50</td>
<td>$18.75</td>
</tr>
</tbody>
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Call NMA for further details or learn more AND place your order online at:

https://nma1.org/product-category/courses/
Remember Your Benefits Available for NMA Members!

NMA members have access to exclusive savings on our endorsed programs. The savings that people enjoy can more than cover their annual national (and often local) membership dues. Through NMA, members are treated to special, competitive offers, dedicated customer-service teams, and individualized treatments in order to offer you multiple opportunities to save money via your Association membership.

To view a list of your member benefits and access links for all of them, go to: https://nma1.org

Please help us share NMA’s Member Benefits with Your Chapter Members!!!

Your “key to savings!”
Become a Leadership Speech Contest Donor!

Support Our Most Popular Youth Program

You may now support the NMA Speech Contest at one of several different levels! Become a donor and receive a beautifully embossed certificate, framed in a goldtone-trimmed plaque, prepared especially for you! In addition, you will be recognized in NMA Breaktime as well as during our Annual Conference National Speech Contest Finals! Individual Members and chapters earn points on the monthly CAR1 report too!

To make a donation, contact an NMA staff member by calling 937-294-0421 or go to https://nma1.org and under “Speech Contest”, click on “Become a Speech Contest Donor”. You may pay by credit card or request an invoice in order to pay by check/money order.

Remember: Donations to the NMA Educational Foundation, Inc., (a 501c3 organization) and its Speech Contest are tax deductible. Your chapter may receive points on the CAR1 for member contributions under B5d. Points for donations to the Silent Auction and/or monetary contributions to Speech Contest! Councils may receive points for contributions on the CAR2 under B11, Council Donations.

You can receive one of these beautifully framed certificates!

Select Your Donation Level Today!

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

NMA...THE Leadership Development Organization

Pay Your NMA Invoices Online!

Save time by paying invoices using NMA’s On-Line Credit Card Payment site https://nma1.org/online-credit-card-invoice-and-statement-payments/

Day or night, you can now pay invoices for dues, merchandise, webinars, conference registrations etc., on the NMA Web Site all with only a few clicks.
Highly Acclaimed Executive Education Programs Offered to NMA!

If you have been on the NMA website within the past month, you’ve not doubt noticed that Carnegie Bosch Institute, the acclaimed research center within the Tepper School of Business at Carnegie Mellon University, recently announced their 2017 Open Enrollment Programs. Our NMA members and our affiliated companies and organizations have been extended an invitation to participate in this world class professional development opportunity. The Institute’s mission is to improve international management and its impact on leadership. Carnegie Bosch sets itself apart from other education providers “by positioning itself at the intersection of academia and industry”.

Speaking to that unique alliance between academia and business, Carnegie Bosch Institute (CBI) offers cutting-edge executive education programs for mid- to senior-level executives. Leaders from around the globe come together to enhance their leadership skills, knowledge, and effectiveness in the changing global business environment. These highly interactive seminars are taught by leading international faculty, providing the leadership skills that are critical for navigating today’s increased global opportunity and increased global competition. Highlights are:

- **World-renowned university** – Throughout its history, top-ranked Carnegie Mellon University has been a birthplace of innovation. Today, CMU is known for bringing groundbreaking ideas to market and creating successful startup businesses.
- **Top faculty and industry experts** – Gain cutting-edge insights from industry experts and consultants from around the world, as well as academics from Carnegie Mellon and other top universities. Network with industry leaders and make new business connections.
- **Human element** – Understanding how people react to change, perceive the world around them, and work most effectively are keys to success in today’s business environment. Our programs focus on the human element of leadership.
- **Engaging classroom experience** – Their faculty’s dynamic, interactive teaching style is supported by hands-on projects, team exercises, computer-based simulations and other experiential learning to deliver actionable insights when you return to the office. A small class size contributes to the intimate and effective learning atmosphere.

CBI was recognized as “Best in Class” in the 2014, 2015, and 2016 Leadership Excellence Awards presented by HR.com!

**Arrive as a Manager, Leave as a Leader**

**Programs for 2017**

**Leading Innovation: Creating a Dynamic Organization**
March 28-30, 2017 and October 24-26
$4,100

**Global Leadership Executive Program**
May 30- June 15, 2017
$25,000

**Leadership as a Daily Challenge**
October 9-13, 2017
$6,700

**Leadership, Influence, and Change Management**
November 7-9, 2017
$4,100

**SPECIAL NMA RATES:** NMA members will receive a 10% discount. Special pricing for groups or team that choose to attend as an e.g. cohort – groups that may wish to attend as part of a team building exercise or working on a particular project – they would also participate within the larger group.

You are highly encouraged to pass this information along to your senior leaders and executive management team.

For more information, visit CBI.TEPPER.CMU.EDU, email CBI@andrew.cmu.edu, or call 1-412/268-6261
Former Speech Contestant Marches in Inaugural Parade

By Jim Lorenz / The NMA Peach Council

It is rewarding to hear in the news about someone you know who has achieved an honor or become a success story. My wife, a 1st grade teacher / reading specialist, is always glad to see some of her former students receive academic honors at their high school graduations.

But now it was my turn to see the success of one of my former speech contestants. True, he had a head start with a fine family and would have garnered his award without my minimal assistance, but it still feels good.

Four years ago, our local NMA speech contest was held in Savannah, GA. Our winning student was Devin Oliver of nearby Bluffton High School in South Carolina, which happens to be my current town. It was the first time that school had a student win one of the local contests. It was now my responsibility to aid Devin for the next council level of competition. It was very enjoyable working with him, a very mature young adult. His ambition was to attend the West Point Academy. Even though he did not advance in the contest nor receive an appointment to WestPoint, I recognized that his personality and work effort would be a benefit to any organization of which he became a part, whether it be a school, business, corporation, or the military.

His success is now documented as he is a senior at The Citadel, the military college in Charleston, South Carolina. He has achieved the distinction of being selected as a Sumerall Guard, the silent precision drill squad composed of 61 cadets. The squad’s most recent honor was to participate in the inaugural parade for President Donald Trump. This was only the fifth time in their 175 years that The Citadel has marched in a Presidential inauguration. So they were quite proud of this privilege.

As I mentioned earlier, my impact was minimal at best, but it does give one hope when our local young adults show such determination and fine character.

For a full story please follow this link:

Note: Due Date of the e-Postcard

The e-Postcard is due every year by the 15th day of the 5th month after the close of your tax year. For example, if your tax year ended on December 31, the e-Postcard is due May 15 of the following year. If the due date falls on a Saturday, Sunday, or legal holiday, the due date is the next business day. You cannot file the e-Postcard until after your tax year ends.
A Leader Building Relationships within the Team

Amy Ponomarey

“Leadership is about building relationships,” says Toby Holowaty, Director of the KBRwyle Science, Technology and Engineering (STE) Group’s Safety, Health and Environmental Office (SHEO) and WLA Executive Advisor. He lives this idea, which was evident during a presentation he gave to an enthusiastic crowd in the KBRwyle atrium during the July 26 Wyle Leadership Association General Membership Meeting. As he spoke, Toby walked around, interacting with people at all the different tables, so the audience knew he was speaking directly to them. This gave his presentation to a large group the feeling of a personal conversation. Toby applies this principle in his daily work, too. As he moves about his day working on safety issues, he makes a point of talking to people, and getting to know them. He believes this is an important part of safety work, because when we are connected as a team, we are more likely to look out for the safety of others. Toby wants to share these important leadership principles:

- We do work through a team
- Both safety and leadership require innovation
- The new Zero Harm model is a safety program that empowers employees to intervene when unsafe acts are observed, and each employee recognizes their responsibility to speak up when a fellow employee is at risk.
- Being a good leader means setting a good example for others, adopting an attitude of caring, and developing good work habits so safety becomes second nature.

Toby has worked for KBRwyle for 15 years. In addition to being the SHEO Director, he is the Manager of Safety, Health, and Environmental for KBRwyle’s Human Health and Performance Contract. He has been an NMA/WLA member for more than 18 years.

Toby closed his talk by walking about the atrium reciting this poem, to great dramatic effect:

I Chose to Look the Other Way

I could have saved a life that day,
But I chose to look the other way.
It wasn’t that I didn’t care,
I had the time, and I was there.

But I didn’t want to seem a fool,
Or argue over a safety rule.
I knew he’d done the job before,
If I spoke up, he might get sore.

The chances didn’t seem that bad,
I’d done the same, He knew I had.
So I shook my head and walked on by,
He knew the risks as well as I.

He took a chance, I closed an eye,
And with that act, I let him die.
I could have saved a life that day,
But I chose to look the other way.

Now every time I see his wife,
I’ll know, I should have saved his life.
That guilt is something I must bear,
But it isn’t something you need share.

If you see a risk and walk away,
Then hope you never have to say,
I could have saved a life that day,
But I chose, to look the other way.

If you see a risk that others take,
That puts their health or life at stake.
The question asked, or thing you say,
Could help them live another day.

by Don Merrell
donmerrell@hotmail.com
SELECT TWO SALE MONTHS FOR REDUCED REGISTRATION FEE

Start planning your Chapter’s 2017 Membership Campaign today. Chapters may select any two months (of your choice) during 2017 in which the National New Member $20 Registration Fee will be reduced to $10 per new member. You may select consecutive months or conduct a “Sale” month twice during the year. No special forms are required, simply indicate “Sale Month” on the Chapter Dues Worksheet.

Contact NMA Headquarters with any questions.

937-294-0421

Looking for a way to recognize or thank a special member or officer of your chapter???

Visit “Shop NMA” at https://nma1.org/shop-nma/ for beautiful NEWawards that show your appreciation.

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.
Special Recognition for Career Achievements

How to become a “Senior Member”, “Fellow”, and “Fellow Emeritus”

NMA announces the addition of a Tiered Membership Program – multi-level membership categories reserved for select NMA members whose extraordinary accomplishments in their careers are deemed fitting of special recognition and an elevated membership status within our professional organization.

Why? For starters, many of the most distinguished professional societies have had the grade of Fellow for over 100 years. IEEE (the Institute of Electrical and Electronics Engineers) is one of them. The term “Fellow” first appeared in their constitution in 1912 in order to recognize engineers who had demonstrated outstanding proficiency and who had achieved distinction in their profession. Other organizations quickly followed suit.

Speaking generally, members are usually allowed to make direct application for higher levels of membership, accompanied by references, and then be approved by the governing board. In other cases, people may/must be nominated by a third party for various levels of distinction. Still others have a formal process of “invitation” for certain membership levels.

Today, tiered membership levels are commonplace within educational and professional societies. Most have only a limited number of members in certain categories, nominations and detailed applications are accepted and/or considered on an annual cycle, and the highest levels tend to be “conferred” on members at annual meetings & conferences. Now, NMA is developing its own such program. The goal is to “recognize and reward NMA members whose professional achievements suggest special recognition and its accompanying benefits”.

NMA will offer three tiers of membership:

- **Senior Member**: If an NMA member has been in good standing for 5 or more years and would like to document their technical competence, occupational experience in leadership, professional organization responsibility, and/or civic service for personal/professional reasons, then a self-nomination application can be submitted to NMA via the website, once that has been set up.
  - Annual fees will be $250 and a recognition package includes a special certificate, an engraved name badge, an Annual Conference discount of 25%, and Senior Member recognition on the NMA website.

- **NMA Fellow**: After three years as a Senior Member in good standing, an individual can be nominated by a business, educational institution, or government, civic, or professional organization for the honor/status of NMA Fellow. A Fellow is an individual of distinction who meets the requirements for Senior Member and has made notable and valuable contributions in not only his/her areas of specialty but also to the fields of management and/or leadership.
  - Annual fees include the $250 Senior Member Fee and a one-time refundable conditional application fee of $500. Recognition includes a special certificate, an engraved “gold” name badge, Annual Conference discount of 40%, and an NMA Fellow biography and photo located on a special page of the NMA website.

- **Fellow Emeritus**: When an NMA Fellow in good standing has retired from his/her primary occupation and continues to make a significant contribution to the Leadership Body of Knowledge (e.g., a widely-adopted process, program, etc.) the NMA Board of Directors may invite the individual to submit an application for the designation of Fellow Emeritus.
  - Annual fees include the $250 Senior Member Fees and a one-time NMA Fellow Fee of $750. Those in this category will receive a special certificate, an engraved “gold” name badge, an Annual Conference registration fee of $250, a listing on the website, and a press release for appropriate notification and publication.

Additional information, specifications, judging criteria, etc., are available for the asking and will soon be posted on the NMA website. In the meantime, if you are interested in learning more, please contact NMA Executive Director Steve Bailey, CM, at steve@nma1.org.
NMA’s Website...a Work in Progress!!
Aden Humbert / NMA IT & Communications Coordinator

Visit our Website
https://nma1.org

The NMA Website is your go-to resource for anything and everything NMA. Receive breaking news from the NMA Newsroom, access important documents, learn about the organization and its history, sign up for conferences, and participate in MyNMA. (Keep reading to learn more!)

Have You Registered for MyNMA?
https://nma1.org/welcome-to-mynma

Get more out of the NMA website with a MyNMA account!

MyNMA unlocks exclusive content and enables you to participate in social-networking features on our website. After you’ve setup your account, you may login to the website and access additional content curated specifically for you. As an example, you can track of your Continuing Education Units (CEU) and even generate reports.

Additionally, MyNMA serves as a private, members-only social network. It was designed to connect you with a myriad of managers, aspiring leaders, and business professionals spanning a broad range of industries throughout the United States. You will have profile page, and can add other NMA Members as friends/coworkers. We trust that this will help you stay in touch with people you meet at NMA networking events, and even make some brand new connections online. The benefits are too numerous to list, and we’re adding more all the time.

Getting started is easy, and only takes about 5 minutes. Visit this link: (https://nma1.org/welcome-to-mynma) and verify your membership. You will need your NMA Member ID and a one-time security passcode. Your Member ID is printed on your Membership Card.

The Temporary Passcode is: nma2015!!

Next, you will be asked to enter a current e-mail address and your desired sign-in password. That’s pretty much all there is to it! You now have full access to the NMA website!

PS: MyNMA is better with friends!

After creating your account, invite your fellow chapter/council members to participate, as well. You can then add each other as colleagues and experience some of the social networking features of MyNMA. An online discussion board is coming very soon!
If you were a member of an NMA chapter chartered in November 1966, would not you be proud to celebrate your chapter’s 50th anniversary in 2016? Well, members of the Harbor-UCLA Medical Center NMA chapter were just that – proud and pleased.

The Gala (and yes, it was a gala with a capital G) began as they walked into the reception. It was a beautiful little room with lots of room for networking. And how they did network. You could hear cries of delight as one person after another, representing the history of the chapter, walked into the room. Arriving were Ed Foley and Frank De Santis, “Founding Fathers” of the chapter. Both of these gentlemen received the Silver Knight award and the Gold Knight award. Many other Silver Knight recipients attended:

- William H. Swanson, MD
- Richard J. Glassock, MD
- Harriett S. Kaplan, MD
- Melvin R. Kaplan, MD
- Calvin Kwan
- Kouichi Tanaka, M.D.
- Paula V. Siler, RN, MS
- Rosemary D. Leake, MD
- David I. Meyer, Ph.D.

Pre-eminent among the attendees were Candi Creel, 2016 NMA Board Chair and her husband Bill, and Steve Bailey, CM, NMA Executive Director. Even the “SCAC Table” was recognized by banquet presenters for its more-than-60-year support of NMA and the Harbor chapter. Representing SCAC history were:

- Glenn Button, 2016/2017 Southern California Area Council (SCAC) President
- Steve Stakley, 2016 President Boeing Leadership Association of Southern California (BLASC)
- Joe Morano, past NMA National Director for Harbor
- Laura Swinth, past NMA Associate Director for Harbor
- Pete Kurzhals, past NMA National Director for Harbor, and his wife Trina
- Don Safarik, former Staff Vice President for NMA, Dayton
- Susan Galvan, 2016 President of the City of Orange Leadership Development Association (LDA) NMA Chapter, and her brand new husband Robert
- Avis French, current NMA Associate Director for Harbor and 1995 NMA Member of the Year

For the remainder of the evening, everyone moved into another lovely room for dining and presentations and then dancing. The history of the chapter was presented by the Edward Foley and Frank De Santis, what some people called the “Ed and Frank Show.” Having known each other for so long, they played off each other very well. They did an excellent job of describing the challenges and the successes of the chapter. After recognizing the Silver Knight and the Gold Knight recipients, the next presentation was Steve Bailey recognizing the accomplishments of the chapter. He began by reading the less-than-positive appraisal of the chapter’s request for charter. Ed Foley and Frank De Santis had mentioned some of these challenges in their presentation. But as they listened in surprise, everyone realized that, despite the appraisal of the chapter’s possibilities at the time, the chapter is still here and is still going strong. Frank De Santis was honored with the Founders Appreciation Award for all of his achievements. Pam Shea, newly-retired long-time chapter officer and mainstay of the chapter, was presented with the Heart of NMA award, as well as an NMA Lifetime Membership card. After all the presentations, everyone “danced the night away.”

The Gala committee consisted of chapter members:

- Kathy Benson
- Dana Denis, past chapter President
- Diane Doty, 2016/2017 chapter President
- Nicole Hostetler
- Martee King
- Shelia Mitchell
- Rosalie Orozco
- Debbie Rhodes
- Pam Shea
- Lorena Toro, past chapter President
- Umay Tsai
- Katie Uyemura
- Bill Warren

The committee was congratulated by one and all for putting on a “bang-up” affair. They were given a warm round of applause and a hearty “well done.” Frank De Santis also congratulated them in a “Note of Thanks” included at the end of this article.
50 Is Golden! (Cont’d)

By Avis French / NMA Associate Director / 1995 NMA Member of the Year / SCAC #c190

Candi Creel, CM, 2016 NMA Board Chair, and her husband Bill

Steve Bailey, CM, NMA Executive Director

Diane Doty, 2016/2017 President of the Harbor and Steve Bailey, CM, NMA Executive Director

Edward Foley and Frank De Santis, co-founders of the Harbor chapter and Pam Shea, newly-retired member of the Harbor

50th Gala Committee!
The challenges and successes of the chapter were presented a “Historic Overview” included in the Gala program, written by Frank De Santis.

“The need for a management chapter was born with the arrival of professional personnel directors at Harbor General Hospital (now Harbor-UCLA Medical Center). Frank J. De Santis arrived in 1959 and attempted to start a chapter but at that time, the development of the idea was not encouraged. In 1963, Edward J. Foley succeeded Frank J. De Santis as the Personnel Director. Mr. De Santis then became the Research Administrator for the Attending Staff Association, which would later become Los Angeles Biomedical Research Institute (LA Bio-Med). The Institute was the sponsoring organization for the newly arrived UCLA faculty.

In 1966, Mr. Foley was successful in establishing a management chapter at Harbor. The chapter became affiliated with the National Management Association which had an excellent track record with many aerospace companies.

“There were many problems getting the chapter off the ground; however, Mr. De Santis and Mr. Foley, who both had been trainees together at the Civil Service Commission, were able to work cooperatively and to overcome these problems.

“Due to the rapid growth that was taking place in hospital services involving employees and the medical staff, there was a need for the hospital’s managers to be acquainted with and communicate with each other. Therefore, it was decided that chapter membership would be extended to all of the employees based at Harbor-UCLA Medical Center.

The initial chapter advisory committee consisted of the Hospital Administrator, The Medical Director and the Research Administrator. This committee provided the highest level of support and recognition to the chapter and made for an instant coordination of chapter programs and activities. However, more activities were still needed to attain the visibility and participation of its members.

“NMA guidelines were used to establish an annual awards ceremony. The first award title - the Silver Knight Award- would honor a chapter member or high level administrator in the health system who meets the specific criteria of the award. The approval of the advisory committee was sought and it was decided that the chapter would seek candidates from the key organizations represented by the chapter.

“The first award was presented to Mr. William Barr who served as the Deputy Superintendent of Charities for the County Health system. Mr. Frank De Santis and Mr. Larry Seacord, who at the time was the Chapter President and Director of Hospital Transportation, made an appointment to see Mr. Barr and informed him of the chapter’s decision to honor him with the award. Although Mr. Barr held a very important position, he was stunned as he had never been honored with this type of recognition. He accepted the award and plans were then made for a banquet dinner. This singular event placed the chapter on the map in health and academic communities both locally and nationally.

“Chapter 402 at Harbor General Hospital was the first management chapter for a health organization in the nation and word got around. Many hospitals in the Los Angeles County system began to contact this chapter for advice on how to establish their own chapters. In the Los Angeles County area, chapters were also established; some under NMA and some free standing. Eventually, seven other health organization chapters were chartered and affiliated with the Southern California Area Council.

“Chapter 402 at Harbor General Hospital was the first management chapter for a health organization in the nation and word got around. Many hospitals in the Los Angeles County system began to contact this chapter for advice on how to establish their own chapters. In the Los Angeles County area, chapters were also established; some under NMA and some free standing. Eventually, seven other health organization chapters were chartered and affiliated with the Southern California Area Council.

“The chapter can be proud not only of its accomplishments but for its contribution to managers in the health industry. The status of the chapter is now well established, well known and well respected.”

The Golden Anniversary of the Harbor-UCLA Medical Center chapter of NMA was truly a golden time for all concerned.

This edition of Breaktime includes a few photos from the Gala. But rather than put any more words onto paper, instead please direct your attention to the link that will show you photos of all these merry people than photos appearing in this newsletter: https://www.dropbox.com/sh/gkthkjn1ecvweer/AAAdP8BZXcnTR4nVEvCta?dl=0

Also, Frank De Santis was mentioned several times in this article. Please read his “Note of Thanks” included in this newsletter.
50 is Golden! (Cont’d)
By Avis French / NMA Associate Director / 1995 NMA Member of the Year / SCAC #c190

Frank J DeSantis, CAE

11-4-16

Dear Pam, Lorena Toro, Shelia Mitchell, Dana Denis, Bill Warren, Members of Harbor’s NMA Membership,

I wish to express my congratulations to all of you for the exquisite 50th Anniversary Event held in San Pedro. It was so nicely done that I believe your guests in addition to Harbor Membership were impressed. In all my 50 plus years I have never experienced such a well done celebration!

I am sure much work, planning and effort made this happen.

The program prepared by Pam was very professionally done and served as an example of what a success the Harbor NMA has been and how it has served the community and its members.

I am personally pleased to have been part of this achievement and to have participated. I am hopeful that the future continues to be bright for the NMA at Harbor.

I also wish to thank Pam Shea, who despite her numerous responsibilities, family illness and pending retirement gave this event her all. It is dedicated members like Pam who make the NMA the wonderful organization it is. I will treasure the moments we spent as well as my NMA award.

Needless to say the assistance of the National office and its representatives who have helped guide the club has been immeasurable and without which the club could not have succeeded. I was very pleased to see the large group from our sister club at Boeing who attended the event, the Executive Director of NMA who came from Ohio and Avis French our longtime friend and coordinator.

Sincerely yours,

[Signature]
Frank J DeSantis, CAE
Don’t Forget...Our CLTs Are Coming Soon!! Register Today!!

2017 ANNUAL CONFERENCE
SEPTEMBER 7–9, 2017
HILTON CLEARWATER BEACH
400 MANDALAY AVE.
CLEARWATER BEACH, FLORIDA 33767
$129 S/D

2017 WEST CLT
APRIL 27–29, 2017
COEUR D’ALENE RESORT
115 S. 2ND STREET
COEUR D’ALENE, IDAHO 83814
$129 S/D

2017 EAST CLT
MAY 18–20
EMBASSY SUITES
800 MONROE STREET
HUNTSVILLE, ALABAMA 35801
$129 S/D
Don’t Forget...

Do you want your chapter to be recognized for excellence in communications? Enter NMA’s 2017 Publications Contest!

In 2017, NMA will be recognizing those chapters who have conducted the best chapter programs in America!! Enter our NEW 2017 Programs Contest!!

Publications Contest Entries
Due at NMA by: May 1, 2017

NEW-Programs Contest Entries
Due at NMA by: June 1, 2017

Would you like to give national recognition to one of your organization’s top Executives? If so, nominate that individual for our 2017 NMA Executive of the Year Award!!

Executive of the Year Nominations
Due at NMA by: June 1, 2017

Do you have a chapter member who has gone “above and beyond”… and maybe was selected as your Member of the Year?? If so, why not nominate that individual for the national Member of the Year Award?

Member of the Year Nominations
Due at NMA by: June 1, 2017

If you have someone you’d like to recognize for significant personal and professional contributions to the development of management and/or leadership, nominate that person for our 2017 NMA Hall of Fame!!

Hall of Fame Nominations
Due at NMA by: June 1, 2017

Go to NMA’s website and download the 2017 forms; instructions are on the forms!! https://nma1.org
The Rocket City (a.k.a. Huntsville, AL) LAUNCHES TWO New NMA Chapters!!

A VERY SPECIAL WELCOME TO:
BOEING ROCKET CITY LEADERSHIP ASSOCIATION OF HUNTSVILLE, ALABAMA
CHARTERED OCTOBER 19, 2016

AND COMING SOON

KBRwyle Leadership Association
CHARTERING MARCH 22, 2017

WELCOME New NMA Members Reported in January and February 2017!

Nathalie Adourian  Yangming Chen  Tracy Compton  Lindsey Gibbons  Tracy Lamm  Erica Navarro
Fernando Albayros  Rocco Corbo  Patricia Anne  Nicholas P. Gile  Amanda Layton  Melissa Neel
Rozie A. Amenya  Constantino  Kim Couch  Raul E. Gomez Cortez  Kenneth R. Lee  Mina A. Nolen
Tanesha D. Andrews  John P. Cox  Rod Cummings  Glenn Gonzales  Agatha L. Lee  Colin W. Nuyen
Joseph Ansley  Janica A. DeLaruelle  Lisa M. Drake  Shari Goodwin  Aijana Ldonard  Brietta Oakley
Erica Anyanwu  Fernando Albayros  Nathalie Adourian  Larry Grieve  Crystal A. Lewis  Tameka Pea
Emma Baker  Rontrevis Barnum  Stephanie C. Bastian  Teresa Gutierrez  Jean H. Huillier  Tyler A. Pittman
Daniel Banda  L. Angel Baytop  Arunabh Bhattacharya  Ken Hall  Scott Long  Mark Polansky
Ronnie Bando  Janice A. DeLaruelle  Charles Dutch  Tamara L. Hengen  Weei Ling Luo  Timothy J. Price
Stephanie R. Bastians  Jason E. Emer  Scott Engle  Rick Hinkelmann  Shelby L. Love  Andrew Reiter
L. Angel Baytop  Jason M. Emero  Cary Ferguson  Juquin Holmes  Daniel Marano  Curtis J. Remmert
Jody R. Bly  Scott Engle  Cary Ferguson  Scott Eyer  Tiffany Marr  Dawn Riley
Ken Hall  William Harris  Barb Heim  Tamara L. Hengen  Daniel Marano  Andrea H. Ritter
Tim Borden  Theodore Ferrell  Charles Foxworthy  Gerard G. Hills  Rick Hinkelmann  George M. Marshall
Renee Hudson  Cynthia Hudsphet  Joanna Hwu  Juquin Holmes  Scot Long  Aaron Mason
Nelida Francis-Willis  Kyle Franklin  Robert J. Freed  Rachel G. Hensel  Nate Kinnell  Justine M. Marshall
Charles Foxworthy  Charles Foxworthy  Robert J. Freed  Gregory S. Jones  Todd I. Kim  Aaron Mason
Karen H. Ziolowski  Judith L. Ghormley  Holly Gardner  Margaret M. Kleindl  Wendy M. Klaban  Stacie Musgrave
Brandy L. Carter  Robert T. Smith  Sicily E. Simonson

2210 Arbor Boulevard • Dayton, OH 45439 • 937-294-0421 • https://nma1.org
Are You Getting the Most out of YOUR Membership?
Wendell M. Pichon, CM / 2005 NMA Chairman of the Board

There is more than just being a member in NMA...THE Leadership Development Organization. If all you have done is submitted your membership application, you are missing out on a lot. The founder of NMA, Charles F. Kettering, stated; “The Opportunities through NMA are unlimited. One needs only to participate.” Notice he used the word, “Participate!” NMA is constantly working to prove value to all our members. NMA’s mission statement is to offer leadership development products and create opportunities that maximize the potential of our members. There is much to be gained by joining an organization of your peers. YOU only need to PARTICIPATE!

Network with your peers
NMA is a national network of company-based, in-house chapters, representing organizations such as healthcare, aerospace, government, manufacturing, utilities, communications, and defense. Professional Networking provides you the opportunity to meet like-minded peers and exchange ideas about your companies, thereby enhancing your next job search. From General annual Chapter Leader Training sessions, Annual Conferences and Council Activities, your membership offers many opportunities to meet people with similar professional interests and goals.

Professional Development is what NMA is about – Take Advantage!
NMA provides a sustainable development approach that creates an active leadership experience based on our needs and development goals...with affordable access to relevant resources and national networking opportunities. In addition;

- NMA is the leadership laboratory where theory meets reality.
- NMA is constantly searching for new Professional Development opportunities to offer our members.
- NMA is the partner that helps businesses accelerate and leverage leadership talent...where talented people begin to populate a company’s leadership pipeline.

Grow within your community
Chapters are encouraged to support worthwhile community projects that allow the chapter, organization, or company to become “good citizens.” There are a variety of community activities where chapters of all sizes can become active participants. Many chapters dedicate time and resources to spreading goodwill in the places where their members live, work, and play. Recruit chapter members who enjoy working with young people and who are interested in becoming involved or already involved in Community Service Projects.

Gain leadership experience
Becoming a member and participating can offer opportunities to develop your own leadership skills thereby increasing your opportunities for other leadership challenges within your company. Accepting an officer or board-level position after gaining some experience within a chapter will offer greater networking opportunities that can help you make a name for yourself and add more experience to your resume.

Discount Benefits
Are you aware of all the benefits included with you NMA membership? See the entire list of benefits at: https://nma1.org

REMEMBER – “When you join a professional organization, PRICE is what you pay for your membership. VALUE is what you get by becoming a participant.”

Wendell M. Pichon, CM