



Winner-Publications Contests: 1991—1995, 1998, 2000, 2001, 2003—2006, Volume XXVI, Number 4 October - December, 2007

## Southern California Area Council Newsletter

### A Jolly Holiday

By Avis French

For some years, SCAC has a tradition of meeting in December for a business/social event. This year the event was held at the Long Beach Marriott, long a favorite of BALC members. In fact, the musicians remembered us from last year “for being so much fun.” Much of SCAC’s business is conducted by teleconference and by email, and this event is an opportunity for the Board to meet face to face. Representatives of our member chapters are also invited to attend.

The SCAC directors who attended this event were Mike Patricelli and his wife Linda, Joe Morano and his guest Richard Price, Jim Gonzalez, Dave Andersen and his wife Cathy, Charlie Duke and his wife Jackie, Jerry Blackburn and his wife Kathy, Avis French, Pete Kurzhals and his wife Trina, Mike Chaney and his

wife Marge. Also joining the event were Ian MacDonald and Rosie Flores from the City of Orange Chapter who were meeting us face-to-face for the first time; Bob DeVries from BALC and his wife Cindy; and long-time SCAC members Laura Swinth and her husband Fred, Gary DuMas and his wife Tricia, and Dave Dutcher and Peggy Davis. If you think this list of attendees is long, Gary said he couldn’t remember the last time we had this many folks at this event!

After enjoying several servings from the buffet, the event culminated in the gift exchange. As always, there was fierce competition for some gifts, which went through the maximum number of swaps. As they all trooped out the door, there was a merry chorus of “let’s come back next year.”



*Mike Patricelli presents 1st Place Publication and Outstanding Chapter award to Ian MacDonald of the City of Orange Chapter*



*Mike presents 1st Place Publication and Professional Development award to Mike Chaney of the Anaheim Chapter*



*Mike presents 1st Place Publication and Professional Development award to Bob DeVries of the Boeing Aerospace Leadership Chapter*

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## From the Desk of the President

By Mike Patricelli, President



The end to another year is amongst us; they seem to go quicker every year. It seems like it was just a few months ago that the 2007/2008 SCAC BOD was installed by our National Director, Pete Kurzhals.

This year SCAC and its member chapters had many successes and accomplishments. Following are some of the accomplishments by SCAC and its member chapters.

### **We had quite a few firsts this year.**

The City of Orange chapter, Boeing Anaheim Leadership Association (BALA), and SCAC all won first place in the NMA publications contest. BALA, Boeing Aerospace Leadership Chapter (BALC), the City of Orange chapter and SCAC won the Outstanding Award for chapters and for council from the NMA. This is the first time that the City of Orange Chapter has achieved the Outstanding award!

SCAC had its first combination dinner meeting and workshop in October with Dorothy Breininger, national expert on organization. This was a major success, and something we plan on doing again in 2008. Look for upcoming information on our 2008 workshop schedule.

A first for SCAC is the addition of the Chapter member newsletters to the SCAC website. Members can now view the City of Orange, Harbor/UCLA and SCAC newsletters in one convenient location. We will be adding a link to the BALC newsletter website so members will soon have access to all the member chapter newsletters.

We had another successful year of fundraising. A first for SCAC was sponsoring a day at Disneyland with dinner at the exclusive Club 33. We did well this year and look forward to increasing our fundraising activities in 2008.

### **We also had quite a few winners and successes this year.**

The American Enterprise speech contestant from the BALA chapter, Brisa Simmons, placed first in the council level contest sponsored by SCAC. She went on to win first place in the Pacific South contest and took second place in the NMA National Speech contest. Just making it to the finals is great accomplishment because every year thousands of students nation wide enter this and only the cream of the crop make it to the finals, so coming in second is testament to the hard work and dedication by Brisa.

BALC placed third in the NMA publication

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## 2008 SCAC Member Chapters

### **Boeing Anaheim Leadership Association (703)**

Theresa DeLeon (714) 762-0165

### **Boeing Aerospace Leadership Chapter (701)**

Debora Compean-Zrinski (714) 896-3479

### **City of Orange (194)**

Ian MacDonald (714) 288-2550

### **Harbor-UCLA Medical Center (402)**

Calvin Kwan (310) 222-2155

## National Happenings

By Dr. Pete Kurzhals, CM, National Director



As you get ready for 2008, think about how you can better use all that the NMA has to offer. Start with the monthly membership meetings. While these meetings cover interesting topics, their real value lies in their networking opportunities. Talk with people you haven't met yet by introducing yourself and telling them where you work and what you do. Find out where they work, what they do, and how they like it there. Try to sit with different people at your table, and do the same with them. This is a great way of making new friends, finding out what goes on where, and perhaps learning about new opportunities you can pursue in the future. Many chapter members have found these contracts invaluable when they had to look for new work elsewhere.

Get actively involved in chapter activities. Even if you don't serve on the Board of Directors, there are always things you can do to help and to try out your leadership skills. Contact one of the chapter officers to see if you can serve as an alternate or on a committee. Or offer to help with individual activities such as special events or professional development courses like NMA LiveOnline or LeaderLab. You will get valuable experience by coordinating and leading these activities, and will make more new friends in the NMA family.

Take advantage of NMA leadership and management courses. Work with the Professional Development officer to see if your chapter can offer FaciliSkills and its people skills training. The NMA Supervisory Management Skills (SMS) program allows you to learn the skills needed for effective management, and to earn management certificates from the NMA and Cerritos College – all paid for by Boeing's Learning Together Program. And check out the new NMA's great online learning tool, the Leadership Evaluation And Development

Systems (LEADS), which can teach you more about Boeing and NMA leadership attributes. For the Boeing leadership attributes (available to Boeing employees only), go to [http://hbcdev02.web.boeing.com/devgrp02/A068493/boeing\\_leads/apply.cfm](http://hbcdev02.web.boeing.com/devgrp02/A068493/boeing_leads/apply.cfm). For the NMA leadership attributes, go to <http://nma1.org> and click on the NMA LEADS link. Either of these programs will allow you to learn more about your understanding of associated industry best practices, and to apply the resultant lessons in your work environment.

If you're interested in earning your certification as a professional manager, check out the Institute of Professional Managers (ICPM) Certified Manager program at <http://www.icpm.biz/>. Your chapter can generally provide the CM study manuals, and you can study for the three two-hour exams you will have to pass either on your own or with a group of the other CM applicants. There are also test questions for every manual chapter which you can answer prior to your exams (highly recommended), and it helps if you develop your own crib notes for each manual chapter. You can take the closed-book exams online or in a group session, but you will have to pay (about \$300) for the exams and certification out of your own pocket.

I took the CM training over a two-month period in the Summer of 2006; and found it very comprehensive and informative. Plus, earning a CM rating can be a discriminating factor in many proposals, since it shows that you have demonstrated your understanding of all aspects of management. Once you earn your CM, you will have to pay an annual fee of \$50 to keep it current and will have to complete at least 10 hours of further management or leadership training each year.

Each Spring, the NMA sponsors a Leadership Development Conference, where you can learn

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# From the Desk of the President (Continued)

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contest. BALC falls into the most competitive level of the contest and consistently places in the top three. In addition, Mike Mott, nominated by BALC, won the NMA Hall of Fame award; and Pete Kurzhals, our National Director from BALC, was presented with the NMA Chairman's Award for his major contributions to the NMA.

We had excellent participation by the council BOD members and the chapters throughout the year. I am proud of all your participation and

accomplishments. A few examples are the outstanding participation at the NMA National conference where we had three chapters represented: City of Orange, BALA and BALC. And we closed the year out with a fun holiday brunch at the Long Beach Marriott. We had over 25 people attend the brunch and gift exchange.

SCAC has an outstanding leadership team in place going into 2008 and I am proud to be a part of the team. We had a good 2007 and we're looking forward to a great 2008.

# National Happenings (Continued)

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more about leadership development and chapter operations. Each Fall, the NMA holds its National Conference where speakers cover current leadership development approaches; and where the NMA presents its national and chapter awards. If you have a chance to go to one of these conferences, don't pass it up.

These are just a few of the many opportunities offered by the NMA. To find out more, go to the NMA website at <http://nma1.org> where you can access others such as NMA QuickTools, read the NMA Breaktime newsletter, and keep up with national NMA activities.

Your NMA benefits can be key to your success as a person and as a leader...make the most of them.

*Pete Kurzhals, CM*

NMA National Director  
NMA Professional Development

## The NMA Leadership Model



Derived from a similar model in *Results Based Leadership* by Ulrich, Zenger, & Smallwood.



## Chapter Chatter

### Harbor-UCLA Medical Center Chapter of NMA By Avis French

#### Events

- The Harbor-UCLA Chapter began their Fall season with their 2007 New Member Luncheon. At the event, they welcomed seven new members into their chapter. In his welcoming remarks, Miguel Ortiz-Marroquin, the chapter's Executive Advisor, commended NMA members for sharing in leadership.
- An event sponsored by the chapter was the presentation in November on the Art of Relaxation where Rena Joy gave helpful tips on how to get through the Holiday season stress-free.
- The December event was the annual chapter Food Drive, when chapter members brought in unwrapped gifts and canned food items to be shared with others in the community.

#### Members of the Month

- The chapter's October recipient was Diana M. Jones, the Administration Manager for the President's Office at Los Angeles Biomedical Research Institute. Diana is a whiz when it comes to computers and mentions that her second career choice would have been computer programming.
- Rebecca Moore, lead therapist in Radiation Oncology, was honored in November. She wanted to find a way to contribute to a very positive group and she thinks she found it in NMA.

The chapter continues to provide their campus leaders with valuable tools and educational opportunities to face the challenges ahead. Chapter leaders are working hard to provide professional development programs and activities. One of these opportunities is in January, when the chapter will

welcome Dennis Campos, Human Resources Director, LA BioMed, discussing "Communicating with Difficult People."

### City of Orange Chapter By Avis French

The City of Orange Management Chapter has had a busy Fall season.

- At the October general membership meeting, City Manager John Sibley shared his definition of LEADERSHIP. John explained that leaders generally "care for the spirit of people" while managers generally are more concerned with the "care for rules, structure, and politics." He believes that effective leaders embody the best of both roles.
- In November, the meeting featured Gene Howard, the Chief Executive Officer at the Orangewood Children's Foundation Academy, as well as the chapter's annual Thanksgiving feast. Gene gave some background on the Orangewood Children's Foundation, specifically the residential high school academy the foundation hopes to build to enable the transition for foster youth to independent adults. Once released at the age of eighteen, many of the kids taken into custody have no resources or family to assist them. The Academy would require funds and space to build, and the Foundation is working diligently to get the project started.
- The chapter celebrated the Holidays at their December meeting with their annual White Elephant Gift Exchange (if you thought the SCAC folks were aggressive about "stealing" gifts, you should see the Orange Chapter in action). Avis French, NMA Associate Director, gave a brief overview of the NMA Awards Program, to help the attendees better understand the

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## Chapter Chatter (Continued)

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importance of the awards presented to the chapter at the national conference in November, attended by Virginia Miscione.



*Ian MacDonald is impressed with the White Elephant gift he just received*

Virginia wrote an excellent article about her experience at the conference, which you can read in the chapter newsletter posted on the



*Members of the Orange chapter's December meeting busy swapping gifts*

SCAC website.

Several chapter members attended the SCAC Workshop presented by Dorothy Breininger. You can read the meeting review in the chapter newsletter posted on the SCAC website.

The following STARR awards were presented:

- The September recipient was Jennifer Wilson-

Charles for truly understanding that the citizens are the city's customers and making her first priority to serve them with dignity and respect.

- In October, Terry Velasquez was recognized for always being polite and understanding, always volunteering when something needs to be done, and always being very conscientious with every aspect of his job.
- Leticia Bonilla was recognized in November for always being willing to help, for insuring the recyclables go into the proper place, that the Civic Center and Main Library are spotless.
- For being an invaluable resource both to the business license division and to the accounts receivable division, Shawn Blackiston received the award in December

The STARR awards is designed to represent excellence in the workplace and honors those employees who maintain a high standard of **Service Teamwork Achievement Responsibility Recognition**

### **Boeing Aerospace Leadership Chapter Chapter of NMA By Dave Andersen**

#### **Events**

- John P. Strelecky - Leadership Expert and Best Selling Author. Thursday, February 21, 2008.
- NMA American Enterprise Speech Contest sponsored by the National Management association (NMA) Boeing Aerospace Leadership Chapter (BALC). Wednesday, March 5, 2008.
- Roger Crawford - America's Possibility Coach who has been living and sharing a message of optimism and courage for over 25 years. Wednesday, March 19, 2008.
- Dr. Phil Borges - The famous photographer of indigenous peoples will speak about his adventures at the four corners of the world. Tuesday, April 22, 2008.

## Roger Krone talks Leadership Technology at BALC

It's by joining organizations such as the Boeing Aerospace Leadership Chapter (BALC) of the National Management Association that employees can gain valuable leadership experience, Roger Krone, president of Network and Space Systems, told about 200 attendees at BALC's board installation event Wednesday night in Lakewood, Calif. "For me, one of the best learning experiences [I had] was trying to lead a volunteer organization," Krone said. "The way you lead an organization like that is you inspire, you empower, and you create a shared destiny that gets everyone in the organization excited. The truth be known, that's also how you manage at The Boeing Company."



*Roger Krone, president of Network and Space Systems, holds up his car's GPS unit as an example of the fast pace of technology when compared to the functionality and cost of a similarly-sized item he brought: his HP-35 calculator from 1972. Boeing, which began building GPS satellites in 1974, is under contract for twelve GPS IIF satellites and is competing for the next-generation GPS III contract from the U.S. Air Force. (Tony Romero Photo)*

Krone then began his keynote presentation by recognizing Rick Baily, vice president and general manager of C3 Networks, who had introduced Krone to the audience. "The collection of programs that Rick was asked to lead in January 2006 has an incomparable list of challenges," Krone said, "and he's done a terrific job and many members of Rick's team are here tonight and I want to extend my appreciation to Rick and his team" for their hard work.

The main theme of Krone's presentation was the

increasingly fast pace of technology and how the Network and Space Systems business is poised to develop and exploit new technology in order to grow in the future. To demonstrate that, Krone showed three examples from Boeing's past and present:

- The Minuteman II's guidance and control technology from 1964 compared to today's Ground-based Midcourse Defense system, which targets in-flight ballistic missiles using highly-accurate guidance and control.
- North American Autonetics, a Boeing heritage company, linked several computers together in 1965 to demonstrate command and control while today, Future Combat Systems will link soldiers, platforms and systems with net-centric command and control.
- Syncom in 1963 was the world's first geosynchronous communications satellite and weighed 78 pounds and had approximately 28 watts of power, compared to the Thuraya-3 satellite weighing over 12,000 pounds with 14 kilowatts of power. Thuraya-3 launched January 15 and helps provide mobile satellite services to more than 110 countries inhabited by 2.3 billion people.

"We work on some absolutely terrific programs and products that have made our world closer and safer," Krone said.

Krone went on to talk about Network and Space Systems and some of the critical captures that the business will go after in 2008. Emphasizing how employees are key to Boeing's success, Krone said "you come up with the ideas that allow us to go create the future and to bid for and win these terrific programs."

"I am really humbled every day when I come to work to be involved in what you all collectively do, to be involved in the programs that I talked about," Krone said. "And I am really proud to be your partner in helping to design, develop and define the future."

## What is the Certified Management Manager (CM) Program ?

By Mike Chaney

The updated 2006 version of the *Professional Development Resources Guide* available at <http://nma1.us/forms/pd/index.htm> contains CM Program information on pages 20 and 21 and states that NMA strongly suggests that the CM Program become an integral part of the professional development of each chapter by: Advocating CM certification for all chapter members, Obtaining and distributing CM brochures, Scheduling CM information sessions, and Administering a CM Program within their chapter.

The CM program began as a concept discussed between the National Management Association (NMA) and the International Management Council when they determined that a certification program would enhance the status of management as a profession and also provide direction in the study of management. In October 1974, a proposal was approved to create the Institute of Certified Professional Managers at Trinity University in San Antonio, Texas.

Today, the CM program is administered by The Institute of Certified Professional Managers (ICPM) and their founding partner is NMA...THE Leadership Development Organization and their business partner is the James Madison University College of Business. You can view ICPM's Home Page at <http://www.icpm.biz/> for more information and facts.

Let's look at some common questions posed today, such as *What have you done for me lately?*, *What is in it for me?*, or *What value added is a CM certification?* To help with this I will travel to the Certified Manager page of NMA at [http://nma1.us/benefits/about\\_cmprogram.htm](http://nma1.us/benefits/about_cmprogram.htm) and state the CM Program is a comprehensive management training program that develops and enhances general management and interpersonal skills and prepares



individuals to take the CM assessment exams. Managers who successfully complete the CM assessment exams achieve CM certification and gain use of the public CM credential that recognizes the competency and professionalism of managers worldwide. At ICPM's site, they add that CMs possess the tools and dedication to be leaders in the workplace, practice quality management, and engage in lifelong learning. Have any of us heard these phrases before, either related to business or individual goals and / or competencies? For bullet statements, the NMA site lists: For Managers, CM certification: Builds knowledge and skills, Reflects personal achievement, Enhances career opportunities. For Employers, CM certification: Confirms competence, Demonstrates commitment, Sets a model for quality mgmt.

Certification is available for individual and chapter members. To get started, the NMA site identifies three (3) steps: 1) Get Trained – complete classroom training (groups) or self-directed study (individuals), 2) Get Certified – successfully pass three, 2-hour CM assessment exams, and 3) Get Recognized – use the public CM professional credential, which is recognized worldwide. If you are a chapter member your chapter professional development focal should be able to answer any questions you may have regarding the CM program, and may already have a group-study session established. The online option is available to individual members or

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## What is the Certified Management Manager (CM) Program ? (Continued)

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chapter members that choose that option.

The cost structure was just changed as of January 1, 2008. The costs and changes are available on page 5 of the December 2007 issue of the *NMA Breaktime* available at <http://nma1.us/breaktime/2007-12/2007-12.pdf>. If you are a Veteran eligible under the G.I. Bill, [http://www.icpm.biz/index.php?option=com\\_content&task=view&id=67&Itemid=112](http://www.icpm.biz/index.php?option=com_content&task=view&id=67&Itemid=112) has tuition assistance information that may be of interest to you.

Look this over, decide if it is for you, either as an individual member or as a chapter and then take action to learn the tools to support the 2008 NMA Theme: Cultivating a Community of Leaders, and The NMA Leadership Model: Mobilize Individual Commitment for Change – Set Direction – Demonstrate Personal Character - Engender Organizational Capability. Your career resiliency, NMA President Steve Bailey's often quoted term, value should rise and as Charles Kettering, NMA's founder, said, *one needs to participate in order to gain the opportunities.*

## National Speech Contest Results

By Avis French

Brisa Simmons, a senior at Corona High School, placed second in the 2007 national NMA American Enterprise Speech Contest for high school students, and received a \$5000 US Savings Bond. This is the second year that Brisa has represented Pacific South Area, SCAC, and the Boeing Anaheim Leadership Association in this prestigious event.

The contest is open to high school students in the local school districts. The students' speeches are judged on speech content, originality, effectiveness, and value; the physical presentation, voice, and manner in which the speech is delivered; the appropriateness and correctness of the language used.

By researching, writing, and delivering a speech on our economic system, the young men and women -- and their audiences (faculty, family, friends, and NMA members) -- acquire a greater understanding of the role that a free economy plays



in a free society. The contest also provides an incentive for the development of communication skills that will be so vital to them upon entering the workforce or furthering their education. Certainly, the financial rewards help winning students to go on to college or otherwise fulfill their dreams.

All of us at SCAC congratulate Brisa for her accomplishments and wish her the best in her future endeavors.

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 with SCAC”  
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The train masthead was created by Anita Bauer of the Boeing Aerospace Leadership Chapter (BALC)

Articles contained herein may be reprinted in whole or in part in chapter publications.

**Calendar of Events**



February 6, 2008 ..... February Board Meeting  
 March 5, 2008 ..... March Board Meeting  
 March 5, 2008 ..... American Enterprise (AE) Speech Contest  
 April 10-11, 2008..... Leadership Conference, Las Vegas, Nevada

**Statement of Principles**

- ◆ We believe in the highest standards of personal and organizational integrity and respect for the individual.
- ◆ We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.
- ◆ We believe management is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.
- ◆ We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.
- ◆ We believe that individuals and organizations have a community and civic responsibility.

**Code of Ethics**

- ◆ I will recognize that all individuals inherently desire to practice their occupations to the best of their ability.
- ◆ I will assume that all individuals want to do their best.
- ◆ I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.
- ◆ I will be guided in all my activities by truth, accuracy, fair dealing, and good taste.
- ◆ I will keep informed on the latest developments in techniques, equipment and processes. I will recommend or initiate methods to increase productivity and efficiency.
- ◆ I will support efforts to strengthen the management profession through training and education.
- ◆ I will help my associates reach personal and professional fulfillment.
- ◆ I will earn and carefully guard my reputation for good moral character and good citizenship.
- ◆ I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.
- ◆ I will recognize that leadership is a call to service.