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Southern California Area Council Newsletter

SCAC Celebrates

By Avis French

The Southern California Area Council of the NMA, affectionately referred to as SCAC, annual December meeting celebrates several events, and the 2010 meeting was no exception.

It is the one meeting of the year when all the council members and invited guests meet face to face. This year the group met at the Dosa Place in Tustin for a meal of classic Indian food. The group donated gifts to all 43 children at La Casita, a shelter for women and their children. Everyone participated in a spirited gift exchange, and “stealing” ran rampant. Incoming SCAC officers were installed by Dr. Pete Kurzhals, NMA National Director for SCAC.

at the Miami Conference for his long years of service to NMA. This plaque was to thank Pete for everything he had done for SCAC as National Director, as council president and director. Pete will continue to serve SCAC as a director and advisor. The plaque was presented by Bob Noel, Pacific South Area Chair, and Avis French, NMA Associate Director appointed by Pete.

After Pete’s recognition, Avis was surprised to receive recognition from NMA and SCAC for her 25 years as an NMA member. Avis has been a council member of all those 25 years. In that time she has served as council secretary, as newsletter editor for the council, as speech contest director at the chapter level and the council level, and as NMA Associate Director.

SCAC is proud of Pete’s and Avis’s accomplishments and is eager to continue the council’s association with people like Pete and Avis who support NMA and the council with such dedication.



(L-R) Jim Gonzalez, 2nd Vice President, Joe Morano, Director-at Large, Cindy Tran, 1st Vice president, Avis French, VP Finance, Theresa De Leon, President, Deborah Cannon, Director-at Large, and Dave Andersen, VP Communication

Because this installation was Pete’s “last hurrah” as the council’s National Director, the council took the opportunity to present Pete with a special plaque commemorating his years of service to NMA and the council. Pete had received recognition from the NMA



National Director, Bob Noel presents a plaque to Pete Kurzhals for his service to NMA and SCAC and presents Avis French a plaque for her 25 years as a NMA member.

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From the Desk of the President

By Theresa De Leon, President



for 2011.

In recapping a few of our accomplishments in 2010, we launched our newly modified website and we held the required number of Professional Development workshops. SCAC was recognized as an Outstanding Council and received a Publication Award for our newsletter by the National Management Association. We also raised enough funds to meet our allocated budget for the year and supported our community with a toy drive donation and a walk-a-thon. It has been a very successful year for SCAC.

In November, SCAC put out a call for Board of Director nominations. Dr. Pete Kurzhals chaired the

Wow! This year just flew by. Happy New Year! I can't believe how well this council has worked together in 2010 to be such an outstanding success. I am proud to report that SCAC has achieved all their goals in 2010 and I look forward to seeing what they have planned

elections and I am happy to report we have an even larger board for 2011. The newly elected officers were installed at the traditional SCAC Holiday luncheon held in December. Along with me, President Theresa De Leon, the following officers are returning and fulfilling the second year of their term - 2nd Vice President Jim Gonzales, Treasurer Avis French, Director at Large Deborah Cannon and Director at Large Pete Kurzhals. Our newly elected officers in 2011 are 1st Vice President Cindy Tran, Vice President of Communications Dave Andersen, Director at Large Joe Morano and Vice President of Fundraising Michelle Echeverria. You can find contact information for our 2011 Board on the SCAC website.

As we close out 2010 and transition into 2011, I want to thank the entire 2010 SCAC Board of Directors for all the hard efforts. Their execution was seamless throughout the year. As always, from year to year we are looking for new volunteers and new initiatives to enhance our organization. If you would like to bring forth a suggestion or an idea or support one of our activities please feel free to contact any of the 2011 SCAC Board of Directors.

What is NMA?



NMA...THE Leadership Development organization is a professional association dedicated to growing the leader in YOU. In today's world, you don't have to sit in a corner office on the top floor to be a leader. In fact, you'll never get to the top floor if people don't see your leadership potential a few floors below!

NMA is here to help. You can acquire and practice the leadership competencies and attributes you need to get ahead.

Headquartered in Dayton, Ohio, NMA is a national, not-for-profit organization serving over 18,000 customers worldwide. Many members belong to company-based, in-house chapters, representing organizations such as healthcare, utilities, manufacturing, communications, government, aerospace, and defense. Others are members of community chapters, comprising members from multiple organizations and disciplines.

Still others participate in our Individual Membership Program.

NMA provides management and leadership development opportunities to help sponsoring organizations discover, develop, and showcase leadership talent. They are all yours for the asking. Come explore the website and learn more.

National Happenings

By Bob Noel, National Director



As 2010 draws to a close, the National Management Association (or the NMA as we all call it) looks back on another successful year.

In January, we began with a lively National Directors meeting back in Dayton, Ohio – the birthplace of the NMA. Our new Chairman of the Board, John Kuntzmann, took over in the midst of a deep countrywide economic funk and realized that NMA had to change to serve its members even better. John, with the help of the committee chairs and others, instituted a set of four strategic responses to the challenges that NMA faced. These responses (Market Growth, New Products, Continuous Process Improvement, and creating a Community Culture among the members) included action plans and key targets for 2010 and beyond. The Continuous Process Improvement response – increasing the productivity of the NMA staff - was so successful in 2010 that the response is considered achieved already but of course, will continue anyway. This included application of LEAN thinking. These responses, once completed, will mean that NMA members can expect better service, support and leadership focus from the NMA in the future.

In the springtime, the NMA hosted two Leadership Development Conferences – one for the chapters in the west and one for the chapters in the east. These conferences are intended to drive home the necessary leadership skills and subject matter knowledge for chapter and council officers. There was a new focus this year on “On the job training” where the group actually served to operate a simulated chapter and report results. Several of the

attendees from SCAC’s chapters played a key role in the simulation and helped it to provide more value for attendees. I attended the LDC in San Antonio, Texas and can tell you that the Riverwalk was a nice distraction in the evenings!

In July, the NMA hosted another National Director’s meeting – again in Dayton, Ohio - to assess progress toward the four strategic responses. This is where we found out about the success of the office productivity strategic response. We also reviewed the national membership numbers and saw numbers starting to increase after the decreases you would expect in the economic turmoil that the country was in. That was great! We discussed specific actions and recognition for chapters at the meeting. We also took the opportunity to discuss the Annual Conference that was coming up in September!

In September, the NMA met for its Annual Conference in Miami, Florida. There was another National Director’s meeting at the start to discuss many of the same topics and make last minute adjustments but the real fun was yet to come. The Annual Conference started as it always does with the national level of the NMA Speech Contest. For BALC and SCAC, it was especially important as our very own Lauren Bousmail was one of the six contestants. At the end of the evening, Lauren landed in second place versus a very tough field and had plenty to be proud of considering how many students had started the contest and Lauren finished ahead of all of them but one!

The conference continued for 2 more days with many exciting topics for attendees and three award banquets for special award recipients. This included the honoring of Howard DeCastro, Vice President and Space Shuttle Program Manager,

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National Happenings (Continued)

By Bob Noel

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United Space Alliance as Executive of the Year – the highest honor bestowed by the NMA. Howard's acceptance speech was full of inspirational thoughts about what constitutes true leadership and all of us at the conference felt great pride seeing the pictures and videos of the Space Shuttle in action. At the end of the evening, new NMA Chairman of the Board Bill Kitchen was formally installed and will take over for John on January 1, 2011.

A special moment occurred at the Annual Conference where Pete Kurzhals was recognized for his service to the NMA. Dr. Pete, as we call him, has contributed so much to the NMA as a National Director and as the Chairman of the Professional Development committee that he was singled out for recognition as he closes his time as a National Director. He is a great leader and will be missed at the National level but will be available for all of us to draw on to help with BALC and SCAC – I hope! One of his many accomplishments that will benefit the NMA membership for years to come is the introduction of "spousal memberships". This enables spouses of members to join the NMA and be part of the community – learning from others and teaching others. This innovation is an example of many of the great things Pete has created for the NMA.

In summary, the NMA has transformed during the year to an even better association for its member with new creative ideas in its conferences and its policies. You can find out more details about any of these items by giving me a call or sending me an e-mail. Just let me know! I look forward to 2011 and the chance to represent all of you as your National Director and Pacific South Area Chair.

Bob Noel,

NMA National Director

The NMA Leadership Model



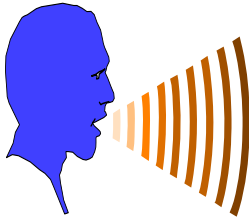
2010 SCAC Member Chapters

Boeing Aerospace Leadership Chapter (701)
Joe Morano (562) 797-7919

City of Orange (194)
Joe DeFrancesco (714) 744-5545

Harbor-UCLA Medical Center (402)
Susan Butler (310) 222-3836

Chapter Chatter



Harbor-UCLA Medical Center Chapter of NMA By Avis French

The October GMM at the Harbor-UCLA Medical Center NMA Chapter featured the chapter's annual *New Member Luncheon*. The chapter welcomed 7 new members to the chapter. They were installed by Mack Oliver, who did his usual eloquent presentation. Also during the month of October, the chapter participated in a campus-wide eWaste/recycling/fund raising event. Besides chapter members volunteering to make the event a success, a book sale raised \$250 to be used for future recycling projects on campus, a bratwurst sale netted \$60, and proceeds from a bake sale table sponsored prizes for the December dessert contest.



Back row, Member-at Large, Amy Teixeira and Treasurer, Kevin Crawford. The three new member in front are Barbara Lee, Antwain Wall, and Luz Garcia.

At the November GMGM, John Munz, Assistant Vice-President Human Resources, LA BioMed, presented *Effective Communication*, including tips on communication techniques. Also in November, the chapter presented a Lunch and Learn webcast *Crucial Conversations*, presented by Ron McMillian.

He discussed the skills that top leaders use to step up to controversial issues when stakes are high, emotions run strong, and opinions vary.

The December GMM was the chapter's annual *Holiday Luncheon*. It featured lots of finger food, a food drive, donations of gifts for patients, the usual lively gift exchange where some gifts were challenged, AND the highly-anticipated homemade dessert contest. The lucky people who judged the contest were chapter members Susan Patridge, Vice President and COO at LA BioMed, and Art Zweben, Director of New Business Ventures at LA BioMed, and Avis French, NMA Associate Director. Placing second was Dana Denis and her chocolate kahlua cake, she received a \$25 prize. In first place, was



People gather around the dessert table during their homemade dessert contest

Barbara Parenti with her velvet peppermint cupcakes, she received a \$50 prize.

The chapter newsletter continues to feature articles by Frank De Santis, CAE, reviewing the history of the Medical Center. Frank's memories and insights are invaluable. Susan Butler supplied much information and lots of photos from the NMA annual conference in Miami. The chapter newsletter also contains information and photos about all the construction currently affecting the campus and why the parking difficulties are so prevalent.

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Chapter Chatter (Continued)

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City of Orange Chapter By Avis French

The October GMM for the City of Orange NMA chapter featured Dee Thomas, a Trainer from the Learning, Training & Development Department at Boeing Corporation. In her presentation *Effective Communications – Using Tact and Diplomacy*, she described ways we can better communicate with each other. She emphasized the importance of creating an environment that fosters a receptive attitude toward those with whom we want to communicate.

At the chapter's annual Thanksgiving feast in November, the featured speaker was Dr. Kathleen Bates discussing *Leadership Vs. Management*. In an interactive discussion with feedback from the audience, a consensus was reached that the best managers lead well and the best leaders manage well.

The chapter's annual December meeting featured their White Elephant gift exchange. Once again, stealing ran rampant through the room.



Bob Noel, Pat Roth, and Joe DeFrancesco have some fun at the White Elephant gift exchange.

The chapter newsletter contained articles and photos from the NMA annual conference in Miami. The newsletter continues to feature article on city employees. The November issue featured an article by Alice Angus, Community Development Director. The newsletter's bright new masthead is garnering raves.

Boeing Aerospace Leadership Chapter By Deborah Cannon

The 4th Qtr of 2010 for BALC was icing on the cake for a great year's end. October hosted Western Night—always a smash. It was held at the Waterfront Hilton in Huntington Beach. The “Saddle Sores” band provided great western musical entertainment. Also, the new BALC 2011 BOD members were announced, and received a hearty round of applause.



Executives serving the grub to attendees at the Western Night

Dinner was served by a mixed group of Boeing Executive members, managers and advisors. There was a great Leadership talk by David Bever, Director, DoD Payload Programs for Navigation and Communication Systems, and the night overall was a wonderful Western success. October also hosted a number of professional development classes, sporting events, plays and financial workshops. November at BALC, as usual, is dark, meaning there is not a GMM. But the month was filled with many activities, similar to those mentioned above for October. In December, to close out a spectacular year, BALC hosted its annual Holiday Dinner Dance and Casino Night Party.

This year, we also had a bazaar/fund raiser in the lobby at check in, with some of the proceeds

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Chapter Chatter (Continued)

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A whole lot of dancing was going on the BALC Holiday Party

supporting the Speech contest, as well as a fundraiser providing toys and cash donated to several youth groups in Orange County. There also was a ballroom dance group hired to entertain the party and give dance lessons, which also stayed through the event engaging members to dance and passing out party favors—they truly helped make the evening a great success and lots of fun.

We look forward to a great 2011, with a new 2011 Board of Directors, including some returning Board members. January 20 is their installation at the Waterfront Hilton. It's still early in January, but not too soon to tell that 2011 promises to be another great year for BALC.

NMA FACT SHEET

- Founded in 1925 in Dayton, Ohio
- Non Profit, Non Political Professional Education Society
- Major emphasis on educational programs to supplement training provided by employers
- Recognizes that an individual's development as a professional can be obtained through personal effort, motivation and participation
- The only known management organization offering chapter services
- 18,000 plus members, 75 chapter organizations representing a cross section of business, industrial, governmental, and service organizations
- Governed by its members who elect National Officers and Directors
- Elected officers are Chairman of Board, Vice Chairman, Secretary, Treasurer, and Area Chairman
- National Directors are elected by the chapters in a particular state and the number of national directors is governed by the number of chapters in that state
- The Executive Board guides the affairs of the Association and is comprised of Elected Officers, President of the Association, Area Chairman and the Chairmen in Standing
- A paid professional staff at NMA Headquarters in Dayton administers the day to day operation of the Association
- Staff positions are President, Vice President of Professional Development, Finance Manager, and Vice President of Information Systems
- Offers certificates in management studies and course leadership
- Encourages certification for managers through the Institute of Certified Professional Managers (ICPM)
- Host Executive Luncheon programs throughout the country to obtain new chapters
- Combines National Conference with Management Workshops to ensure a rewarding and educational experience for all in attendance

Board of Directors

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 gonznmo@aol.com
 VP-Communication Dave Andersen
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 Treasurer Avis French
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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



October 13, 2010 October Board Meeting
 November 10, 2010 November Board Meeting
 November 11, 2010 Workshop-Getting Your Foot in the Door
 December 12, 2010 SCAC Holiday Luncheon/Board Meeting
 January 13, 2011 January Board Meeting

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.