



Winner-Publications Contests: 1991—1995, 1998, 2000, 2001, 2003, 2004, 2005 Volume XXI, Number 2 April-June, 2005

Southern California Area Council Newsletter

Justine Kay To Represent Pacific South Area at National Speech Contest in Reno, Nevada



Justine Kay

Justine Kay, a senior at Aliso Niguel High School, sponsored by Boeing Aerospace Leadership Chapter (BALC) and the Southern California Area Council, took home the first place prize of \$2,000 Savings Bond from the Pacific South Area American Enterprise Speech Contest held at the Leadership Development Conference in Phoenix, Arizona on April 16, 2005. Justine will now represent the Pacific South Area at the national competition to be held October 2, 2005 at Reno, Nevada.

Justine began her quest to reach the national finals by participating in the BALC competition on February 24. Her win qualified her to compete against **Anna Dewey**, a sophomore at Corona High School and sponsored by the Boeing Anaheim Chapter in the Southern California Area Council contest on March 12.



Anna Dewey



Justine & Avis

At the Senior Awards at Aliso Niguel High School, Avis French, SCAC Director and Speech Coordinator, presented an award to Justine for all her efforts on behalf of the American Enterprise Speech Contest. She was recognized for being an outstanding representative of the NMA, The Boeing Company and of Aliso Niguel High School. Avis often re-presents such awards to recognize the recipient in front of their peers, to raise the visibility of the NMA at the school, and to entice other students to participate in the speech contest.

Justine now picks up the support of the entire Pacific South Area in her quest for the national title and the top prize of \$10,000 Savings Bond. The Southern California Area Council congratulates the chapter and council directors who worked so hard to make this contest a success.



BALC members with Winner: L-R: Pete Kurzhals, Justine, Charles Duke, Speech Coordinator Judy Tejwani, Laura Swinth and Jason Monroy



L-R: SCAC Speech Coordinator Avis French, Justine and President

We also wish Justine the best of luck at the National competition!

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From the desk of the president

By Peter Kurzhals, Ph.D.



It has been a fantastic first four months for SCAC thanks to your help and active involvement. SCAC membership is up to five chapters, namely the Boeing Anaheim Chapter, the Boeing Aerospace Leadership Chapter (BALC), the City of Orange Chapter, the Harbor-UCLA Medical Center Chapter and the San Luis Obispo City Employees' Chapter; and we welcome these chapters to the SCAC Leadership Team. I am also

happy to report that all five chapters took part in one or more of the brand new NMA/SCAC pilot sessions which provided four live-online lunch-time training classes in March and two live-online afterwork SCAC FaciliSkills workshops in April. For those of you who missed these important leadership lessons, you can still review the related briefings on the Chapter Leadership Lessons link on the new SCAC website (<http://nma1.org/councils/scac/index.htm>).

Thanks to the success of the NMA/SCAC pilot, the NMA has now rolled out live online training sessions nationwide, so that all chapters can participate in future sessions by paying a \$25 registration fee per link to cover the communication and course costs. Because live interaction is by far the best way to learn these lessons and share related experiences of class participants, I urge those of you who missed the pilot courses to check out the updated national releases during May and June on the NMA website URL (<http://nma1.us/lrc/online.htm>), or to try new topics such as effective email management when those are offered.

The SCAC American Enterprise Speech Contest, held in Mission Viejo on March 12, was also an exhilarating experience; and all attendees were inspired by the outstanding speeches delivered by Anna Dewey (representing the Boeing Anaheim Chapter) and Justine Kay (representing BALC). It was a close

contest in which Anna Dewey placed second and Justine Kay placed first, but both took home certificates and valuable scholarships.

Justine went on to represent SCAC at the Phoenix Leadership Development Conference (LDC) where she had three other tough competitors from other Pacific South chapters. I am happy to report that Justine won that contest as well, and will be going on to the Reno National Conference as the Pacific South Area representative. We all wish her luck as she competes for the \$10,000 scholarship awarded there.

I was also glad to see all five SCAC chapters represented at the Phoenix LDC, where the 24 SCAC chapter participants made up over 20% of all chapter registrants. I trust that all of you who went had as great an experience as I did, and will spread the word to get more chapter members involved in the upcoming National Conference.

On our 2005 SCAC Awards, I was disappointed by the low number of nominations received from SCAC member chapters since these awards are free for the chapter and are an excellent way to recognize chapter or sponsoring organization leaders. Hopefully, more of you will take advantage of this awards opportunity next year as the nomination forms (available on the SCAC website) are very easy to fill out and submit.

However, the BALC did submit four excellent 2005 nominations which were approved by the SCAC Selection Committee and Board...and the winners are described in other articles in this issue. The awards were presented during the special BALC Emmy Awards Night on May 25.

So where are we going from here. SCAC is currently looking into additional special events and leadership opportunities which we can provide this year...and we'd like to hear your suggestions. Some of the things we're considering are an Arts and Crafts sale in conjunction with BALC, additional tours of Hollywood TV shows, and live online leadership simulation sessions where chapter participants would explore various leadership situations and challenges in a real-time group setting. But before we implement these, we want your ideas on areas of interest to you....please send these to me at peter.r.kurzhals@boeing.com.

We, together can make a better tomorrow, and can keep SCAC on track to a successful future for all of us.

Chapter Presidents Directory

CHAPTERS

Boeing Anaheim	Bob Noel	(714) 762-2724
Boeing Aerospace Leadership	Joe Morano	(714) 934-0945
City of Orange	Greg Warren	(714) 744-7282
Harbor-UCLA Med Ctr	Mary Lee Ryba	(310) 222-2207
San Luis Obispo City Employees	James Bremer	(805) 781-7295

CANDIDATE CHAPTERS

Tri-City Chapter	Kathryn Roberts
San Luis Obispo County Chapter	Gina Nielsen
Santa Maria City Employees	Tiffany Perez

National Happenings

By Peter Kurzhals, Ph.D., National Director

The 2005 NMA Pacific South/Pacific North/Southwest Leadership Development Conference (LDC) was held in Phoenix, Arizona, on April 14-16. Attendees included 110 representatives from 30 NMA chapters, and two individual members. All five SCAC member chapters participated; and the associated 25 attendees comprised over 22% of the LDC registrants.

The LDC kicked off on Thursday afternoon with an Educational Workshop on “Burnout in Volunteer Organizations,” derived from the new live online seminar Karen Tobias presented to SCAC chapters in March. Steve Bailey and Sue Kappeler did an excellent job of covering the material and the resultant life lessons on avoiding burnout, namely:

1. Balance your work, volunteerism and home life to survive.
2. Learn to prioritize your activities and say NO when required.
3. Delegate or share your duties to succeed.

A subsequent 1-hr Orientation session attended by new LDC participants set the stage for the meetings to follow.

Thursday evening was devoted to a networking mixer by the swimming pool where participants shared experiences, and learned about the challenges and concerns faced by their chapters and organizations.

Friday morning was devoted to two excellent Leadership workshops on Vision and Teaming. The Vision workshop was presented by Larry Colbert, who – despite going blind as a young man – managed to achieve his life goals by pursuing his dreams and a few extras like learning how to fly a glider and to

drive his personally-rebuilt Ford to a dance in a neighboring village – with help, of course. The Teaming workshop was facilitated by Jim Brown (Raptor 17), the lead F-22 test pilot, who talked about Ernest Shackleton and his ill-fated attempt to reach the South Pole in 1915-16. After their boat, the Endurance, was trapped in pack ice and sank, Shackleton and his team spent over a year traveling by life boat and foot to cover hundreds of miles over broken water and barren ice fields until they finally reached shelter...despite impossible odds. Shackleton’s leadership and their teamwork allowed all 28 team members to survive. Jim also talked about the need to think fast and make decisions in critical situations, which he illustrated by the true story of a commercial flight crew which managed to successfully land their aircraft – after loss of all hydraulics and flight control – by learning how to fly by differential engine thrust alone. He then concluded his workshop by grouping the participants into teams, which were challenged to work their way out of a crash scenario where they only had minutes to select essential items for survival and vacate the plane before it exploded – an interesting exercise in teamwork and crisis management.



Friday night, all participants headed off for the Pinnacle Peak Patio, an old-west town in the mountains, where we competed in a

(Continued on page 5)

To visit SCAC’s Home Page, go to <http://nma1.org/councils/scac/index.htm>
 To view NMA Home Page, go to <http://nma1.org/>

*SCAC Pilots New NMA Online Training**By Avis French*

Pete Kurzhals, NMA National Director and SCAC Council President, volunteered SCAC to pilot the New NMA Chapter Leader Workshops Online. This new venture for NMA will pave the way for additional online workshops offered by the NMA Headquarters office in the near future.

Although the scope of this pilot is to provide training through the Council for chapter leaders, NMA hopes to broaden the scope to include a full range of topics on Leadership Development, Self Management, Communications, and many other topics.

All you had to do to participate in an online workshop was to register for the workshop, call a toll free number, and click on the link to a website. You are there in the classroom able to interact with other learners ready to participate too.

The first workshop was Increasing Participation. The goals for this workshop were to

- Increase participation
- Share a few helpful concepts about leadership
- Increase the odds of getting the participation you want

The participants discussed how to identify the right people to be involved in a project, how to get the right people on the team, how to identify the different stages of a project when you need to involve different people.

This workshop was followed by the Avoiding Burnout workshop. The goals for this workshop were:

- Learning the traits of burnout victims
- Lessons learned from the volunteer world

- Practical ideas for avoiding burnout
- How to keep your own fire burning

Many of the participants shared their personal experiences at this workshop. Also, there was a lively discussion about the difference between working in the volunteer world and in the business world.

The next workshop was Succession Planning. The goals of this workshop were to

- Learn how to plan for personal leadership transition
- Share a few helpful concepts about leadership
- Develop your own plan for yourself or for others you lead

Again, participants shared their personal experiences, discussed what worked for them, and what they would do differently the next time.

The final workshop in this series was Win-Win Management. The goals of this workshop were to

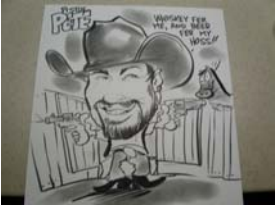
- Harness the energies of the team
- Create an atmosphere of trust
- Encourage people to jump in with both feet

The participants focused on dealing with conflict in a group setting to achieve the goals listed above.

Also included in this series of workshops is a 2-day Facilitator course, which teaches communications and facilitator skills to update your team building expertise.

Evaluations of these workshops were positive and encouraging. Most participants enjoyed the give and take of the discussions and the personal experiences. They all came away with something new.

**“ON TRACK WITH SCAC” wins 1st Place Award
for the 11th time in the 2005 Publications Contest in
Group 8, Council Publications**

*National Happenings (Continuation)**(Continued from page 3)****Pistol Packing Pete***

friendly chili cook-off, and learned how to line dance to a country-music band. It was a night to remember.

Saturday morning was devoted to leadership presentations by Steve Bailey, NMA President, and on an NMA overview by Wendell Pichon, NMA Chairman of the Board. Much of this discussion focused on what it takes to make the NMA The Place To Be, and stressed participation by the best and the brightest young people, lightening-fast responses to the marketplace, the latest training and development offerings and leadership growth opportunities for all members. A number of new initiatives including Web-Based Member Services, Leadership Certificate Programs, Training Partnerships and Streamlined Staff/Volunteer Structures will be rolled out this year to make NMA The Leadership Development Organization for the future.

After a Recognition Lunch for the three area chapters, where 2004 chapter contributions were acknowledged by certificates presented to chapter officers, the audience adjourned to the American Enterprise Speech Contest where 11 high school students from the three Areas competed for scholarship awards. The Pacific South Area had four contestants, and the competition was won by Justine Kay, the BALC and SCAC winner, who now advances to the finals at the NMA National Conference and a chance to win a \$10,000 savings bond.

Saturday night continued with the McFeeley Award dinner where Norm Augustine, former CEO of Lockheed Martin and author of several books, including "Augustine's Laws," was recognized for his many contributions. In accepting the award, Norm presented

the audience with a baker's dozen of leadership lessons and related examples from his extensive experience. What were these lessons?

1. Recognize the Necessity to Change
2. Get the Right People on Board
3. Set Lofty Goals
4. Have a Strategy
5. Challenge All Assumptions
6. Plan and Focus
7. Communicate
8. Move Quickly
9. Culture is an Asset, Not an Excuse
10. Watch the Warning Signs
11. You Still have a Business to Run
12. Take Considered Risks
13. A Degree of Arbitrariness is Sometimes Necessary

The evening concluded with dancing to music provided by DJ Sue Kappeler, and everyone agreed that the conference had been an outstanding success.

So what's next on the national front? Principal near-term emphasis will be on the new leadership initiatives discussed earlier, including development of a new set of Leadership QuickTools which will help chapters and councils operate more effectively. Other near-term activities will include the national rollout of the live web-based courses pioneered by SCAC for a fee of \$25 per chapter link. And, of course, the NMA National Conference in Reno, Nevada on October 1-3 is just around the corner.

I will keep you informed of related developments as they occur, and hope that you will check out these new NMA benefits.

Check out June, 2005 issue of "NMA Breaktime," an Electronic Newsletter for NMA members!

<http://nma1.us/breaktime/2005-06/>

If YOU have any chapter/council activities and/or member profiles that you would like to share with other NMA affiliates across the nation, please forward the information to Sue Kappeler!!

HIGHLIGHTS OF 2005 WEST NMA LEADERSHIP DEVELOPMENT CONFERENCE Pacific South / Pacific North / Southwest April 14-16, 2005



*Steve Menke, CM
Pacific South
Area Chair*



*Steve Bailey, CM
NMA President*



*Larry Colbert
signing his book*



*Wendell Pichon conduct-
ing his workshop*



*Laura Swinth with
her Chili Cook-off
team*



*Felie Beaty, Bob Noel and
Elaine Fafilek networking*



*Joe Morano got
his tie cut off
based on "No
Necktie Policy"*



*Hottest chili winners con-
sisting of several SCAC
members*



*Bob Noel & Felie Beaty,
team members of the 1st
Place Chili Cook-off
Team*



*John Riedl with
Pinnacle Peak
Patio Steakhouse
entertainers*



*Eric Runkle of
Dale Carnegie
explaining the
COACH system*



*Pictured with BALC poster
are L-R: Bob DeVries, Joe
Morano, Laura Swinth, De-
bora Compean-Zrinski, Marie
Mungaray, Al Getz, Dave
Andersen and Pete Kurzhals*



*National Officers L-R: Alan
Watson, Cay Robertson,
Wendell Pichon, Steve Bailey
and Eddie Williams*



*McFeely Award
Recipient
Norm Augustine*

HIGHLIGHTS (Continuation)



Felie Beaty accepts Outstanding Chapter Award for Boeing Anaheim Chapter from Steve Menke



Recognition Luncheon where 2004 awards were presented



Steve Menke presents to Pete Kurzhals the Outstanding Council Award for SCAC



Mike Patricelli accepts Outstanding Chapter Award for Boeing Aerospace Leadership Chapter (BALC) from Steve Menke



Speech contestants from Southwest, Pacific North and Pacific South Areas



1st Place Winner Justine Kay with proud dad, John



Pacific South Speech Contest Winners L-R: Justine Kay, 1st Place, Theresa Frassrand, 2nd Place and Julie Depner, 3rd Place



Justine Kay with SCAC Board of Directors L-R: Avis French, Pete Kurzhals, Elaine Fafilek, Justine, John Kay, Marie Mungaray, Laura Swinth and Felie Beaty



Justine Kay with sponsoring chapter, BALC L-R Debora Compean-Zrinski, Mike Patricelli, Avis French, Bob DeVries, Elaine Fafilek, Joe Morano, Justine, Dave Andersen, Marie Mungaray, JoyVonne Bragg, Laura Swinth and Al Getz

COLLINS NAMED 2005 GOLD KNIGHT OF MANAGEMENT



The Southern California Area Council has named **Daniel J. Collins** as its 2005 recipient of the Gold Knight of Management. Mr. Collins, Vice President of the Boeing Expendable Launch Systems (ELS) organization in Huntington Beach, California has been an avid supporter of the Boeing Aerospace

Leadership Chapter (BALC) of the NMA and the pre-merger Huntington Beach Management Association (HBMA). Throughout his career, Dan has been a significant participant and strong supporter in BALC events, and on many occasions has played a key role in their success. Dan understands the value of the NMA and can often be heard encouraging fellow management and employees to become involved in the association.

Dan Collins has spent his entire career at Boeing in Southern California and has held various leadership positions during this time. Within Boeing's ELS business segment, He is responsible for approximately 1,500 employees and is a frequent public speaker at various events in Southern California.

As a firm believer in the NMA's Code of Ethics, Collins strives to perform his job to the best of his ability and can often be heard encouraging his management team to do the same. He believes in his team and is confident the individuals who work for him not only want to do their best but also always strive to perform at their highest capabilities.

Mr. Collins uses Professional Development Plan (PDP) process to encourage his management team to strive for management excellence, personal and professional growth, and leadership development. He is a huge supporter of Employee Involvement (EI) and encourages the use of EI teams to achieve organizational objectives. The key principle behind EI is that managerial responsibility is shared among all individuals at all levels of the organization.

Mr. Collins is a member of the Board of Directors for the Discovery Science Center (DSC) in Santa Ana, California. The DSC is a nonprofit organization dedicated to educating young minds, assisting teach-

ers and increasing public understanding of science, math and technology through interactive exhibits and programs. He uses his position on the Board to ensure a better understanding of management principles while at the same time promoting science education throughout the community. Collins is a strong proponent for NMA and encourages his management team to participate in key events throughout the year. His belief is that if Boeing employees join and participate in NMA, they will begin to better understand what the NMA stands for and will have an appreciation for the NMA's principles and Code of Ethics.

Collins' management career began in 1991. In 1990 he began his career with McDonnell Douglas as a structural analysis engineer on the Space Station Freedom program and moved rapidly into management. Since the McDonnell Douglas/Boeing merger, he has held positions of increasing responsibility that attest to his executive leadership skills.

Dan Collins takes great pride in shaping the careers of the future leaders of The Boeing Company. He was recently named the executive sponsor for the Learning, Education, and Development (LEAD) program at the Huntington Beach site. LEAD is a developmental program designed to provide managers with opportunities to enhance their professional and personal growth through networking, learning, and teaming. He is also a mentor to many individuals and is often seen giving one-on-one guidance to individuals throughout all levels of the Boeing organization.

Mr. Collins, you are indeed worthy of this prestigious award:

**2005
GOLD KNIGHT
OF
MANAGEMENT**

Congratulations!

JAMES E. PHILLIPS RECEIVES 2005 MANAGER OF YEAR AWARD



A leader and team player with a high energy, people-oriented management style are just a few of the attributes that describe the 2005 SCAC Manager of the Year:

James E. Phillips

Jim Phillips is a financial executive with over 28 years of finance and accounting experience in Boeing's multi-location, international corporate environment. He is currently responsible for the management and performance of the finance organization for the Huntington Beach Air Force Systems Programs and Huntington Beach Site. Phillips earned an MBA from Pepperdine University after he graduated with a B.S. in Business Administration from Pepperdine. Phillips has held progressively more responsible positions over the past ten years within the predecessor companies of Rockwell, McDonnell Douglas, and Hughes Space and Communications.

Phillips' strengths include: business acquisition and analysis; strategic planning; leadership development; financial planning and analysis; financial and operational management; and process analysis and improvement.

Mr. Phillips has been involved with community leadership on both a work level with the local community and with the community where he lives. He supports and staffs the annual Employees Community Fund (ECF) drive for his organization. The Southern California ECF supports over 700 charitable organizations each year with special awards and grants. He also participated on the team to bring the Air Force ROTC National drill team competition to the Huntington Beach campus for 2005; this competition turned out to be a great success and potentially will become an annual event.

Phillips' involvement with the local community is highlighted by his support to the Friends of Rowland Unified School District foundation; this foundation provides classroom teachers with additional programs and learning aids. Jim and his family also volunteer

for Boeing's support to Junior Olympics.

Phillips' recent original contributions to the Huntington Beach finance team have been in his executive leadership and support to employee development. He has been an executive champion and mentor to the Business Career Foundation Program (BCFP), an entry-level rotation program for the finance organization across Boeing. He initiated an additional three-year site level rotational program (Business Skills Rotation Program) for new college hires to develop multi-skilled finance professionals for the future. Jim is an advisor to the REACH (Recent College Hires) Program, which is an entry level networking/support group. He is also an executive champion and mentor for the LEAD (Leadership, Education and Development) program, which is a mid-level leadership development program.

Mr. Phillips is an instructor at the Boeing Leadership Center (BLC) in St. Louis, MO for the Business Management University (BMU), teaching financial techniques to mid-level managers. He is also an instructor for a new course at the BLC entitled "Critical Thinking," the successor to the BMU course. He holds quarterly All-Hands Meetings for his 500-person organization to make sure the entire team stays informed and focused. When Boeing's annual or quarterly earnings are publicized, he hosts these sessions at the Huntington Beach site. Interpreting the announcements and answering questions, Mr. Phillips helps all participants to understand the significance of Boeing earnings.

As a positive role model, Jim Phillips leads both new college hires, experienced employees, and community leaders with a level of industry knowledge, expertise, and dedication that have earned him recognition and respect.

**Congratulations, Mr. Phillips, your demonstrated
dedication to leadership and integrity earns you
the honor of being
Southern California Area Council's
2005 Manager of the Year!**

MEMBER OF THE YEAR: ELAINE F. FAFILEK



The SCAC 2005 Member of the Year, **Elaine F. Fafilek** has provided experienced advice/support to all NMA levels: chapter, council and national. In prior years, Fafilek was elected by chapter members as VP Membership and President/Past President. In 2005, she was elected Council 1st Vice Presi-

dent and is also serving as an Associate NMA Director. Although she is no longer on the chapter Board of Directors, she remains involved in chapter activities by volunteering for many chapter-sponsored events.

As past president of the chapter, Ms. Fafilek possesses a wealth of knowledge about all chapter activities and often provides advisory support to current Board members. To support the VP Programs, she served as host to company executives, reviewed publicity flyers, and provided behind-the-scenes support. Supporting the VP Education/Community Events, she volunteered at the American Enterprise Speech Contest, the scholarship competition, Educator Enrichment Day, and Summer Science Camp. In support of the VP Finance, the nominee helped develop budgets and interfaced with company executives to explain budget needs. Ms. Fafilek conducted the chapter awards activity, edited the news publication, and advised on scoring criteria for monthly NMA reports for the chapter VP Communications. For the VP Membership, an all-member e-mail distribution list was maintained and reports were prepared for company accounting. The 2005 Board election was the primary responsibility of this chapter past president; a record-breaking number of candidates ran and enhancements to the electronic

voting process were implemented.

Elaine Fafilek supported the CBLA (Council of Boeing Leadership Associations), a nationwide association of company NMA chapters and management associations. She conducted a monthly telecon, advised other monthly hosts of responsibilities, initiated a dialogue with corporate headquarters to provide more support to CBLA member organizations, and made presentations at NMA national conference meetings on issues relevant to all CBLA members.

Elaine serves at the council level as 2005 1st Vice President. She has supported council fundraising events and attended council FaciliSkills presentations. She attended and evaluated the NMA pilot program for online training sessions on key leadership issues. Elaine also participated in the council initiative to draft concise two-page "How-To" guides to help chapters plan and participate in NMA activities.

At the national level, Elaine Fafilek has served as an Associate NMA Director in 2004 and 2005. Maintaining a direct interface with NMA staff, she has helped the chapter to receive national recognition. She participated with the NMA Director on an initiative for improvements in the Boeing pre-management assessment program. For the 2004 NMA Leadership Development Conference in La Jolla, Elaine's organizational skills played a key role in rating the two-day conference a success.

As the 2002 chapter Member of the Year, the 2003 NMA Member of the Year, and the 2005 SCAC Member of the Year, Elaine Fafilek continues to promote the principles of NMA.

Congratulations, Elaine!

A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be!

—Rosalyn Carter

BOEING AEROSPACE LEADERSHIP CHAPTER WINS THE CHAPTER INNOVATION AWARD AGAIN



Victor Koman

Once again, Boeing Aerospace Leadership Chapter (BALC) is awarded the Chapter Innovation Award—this time for their innovative creativity of their chapter's website.

Description: For several years since its inception, the Boeing Aerospace Leadership Chapter website resided on a web server in the B-1 division of Boeing. A change of servers forced the website to find another home. Recently joined NMA member **Victor Koman**, a Web application developer in Boeing's IT department, offered to find a new server for the site and volunteered to upgrade the entire site using Macromedia ColdFusion to interact with an Oracle database, instead of the Access database previously used.



Dave Andersen

Implementation: With BALC members **Jason Monroy** and **Dave Andersen** working on graphics, the three took the existing site and upgraded the pages to utilize the latest in web standards: Cascading Style Sheets dynamic generation of the Event Calendar an online membership roster pulled from the membership database and updateable by passworded administrators an electronic voting system for the Board of Directors election that guaranteed a secret ballot yet allowed for auditing of votes in event of a close call or a challenge.



Jason Monroy

Koman decided to tap into the Oracle database he had developed for NMA National's Outreach Website. Since he had designed the database of relational tables for maximum flexibility, he knew he could query against the database for BALC events and set up a new website that would display the events in a familiar form for BALC members.

Using the existing BALC calendar, which had previously been manually updated, Koman wrote code that would query the NOW database and display the names of the events in calendar format.

Boeing is located behind a firewall, so its dynamic website is duplicated in a non-dynamic form on an external server for retiree members and BALC members in NuVision and Financial Partners credit unions.

Another innovation on the site is using it to display photos taken at the GMMs. Monroy uses Adobe Photoshop to generate digital photo albums using images taken at each meeting. He posts the album on the website, which allows members to view and download their favorite shots from these events. Newsletters - beautifully produced by Andersen - are also online, with a similar dynamically generated page of links drawn from the database; Using the BALC membership database, the BALC Web Team also plans to create an online reservation system for GMMs and ultimately for courses and social events, too. This database came in handy for the Board of Directors election in 2004. Koman created a voting system that utilized two tables. One had fields for each candidate in which a running vote total for each was maintained. In the other table, four fields kept track of the following for each member: the member's ID, a timestamp that recorded the time of the vote, the IP address of the computer used in voting, and the quantity of candidates (but no other identifying data) for whom the member voted.

Summary: The BALC membership website is an example of using the latest in Web standards and tools to create a dynamic, easily navigable site that benefits all members with its ease of use and breadth of information.

Board of Directors

President Peter Kurzhals, Ph.D.
 (714) 896-1123
 1st Vice President.....Elaine Fafilek
 (714) 896-3665
 2nd Vice President.....Felie Beaty
 (714) 762-7361
 SecretarySheila Fountain
 (949) 790-1548
 Treasurer Laura Swinth, CM
 (562) 496-6808

Directors-at-Large Avis French
 (949) 830-1167
 Marie Mungaray
 (562) 797-1249
 Jason Monroy
 (714) 896-3077

Advisors.....Charles Duke, CM
 (714) 372-6897
 Gerald Blackburn, CM
 (562) 941-7735

“On Track with SCAC” Staff

Managing Editor..... Laura Swinth, CM
 Copy Editor..... Avis French
 Graphics & Layout Laura Swinth, CM

Submissions

Comments or submissions may be addressed to

Laura Swinth, CM
 The Boeing Company
 2401 E. Wardlow
 MC: C078-0514
 Long Beach, CA 90807
 Phone (562) 496-6808
 Fax (562) 593-3227
 Email: laura.b.swinth@boeing.com

The new 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



April 6, 2005 On-Line Workshop: Concepts and Principles
 April 7, 2005On-Line Workshop: Strategies and Methods
 April 14-17, 2005.....Leadership Development Conference,
 Phoenix, Arizona
 June 13-17, 2005 Management Week in America
 October 1-3, 2005 National Conference
 Reno, Nevada

NMA 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.

Code of Ethics for Management

- ◆ 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.