



Winner-Publications Contests: 1991—1995, 1998, 2000, 2001, 2003—2005

Volume XXI, Number 3 July-September, 2005

## Southern California Area Council Newsletter

# 2005 NMA NATIONAL CONFERENCE



The National Management Association (NMA) will be celebrating its 80th Anniversary (1925-2005) at John Ascuaga's Nugget Casino Resort in Sparks, Nevada from October 1 through October 3, 2005 and NMA extends a sincere invitation to all of you to its premier learning event. During the three-day conference, you will

- ⇒ Attend Educational Forums to make you more valuable to your organization.
- ⇒ Gain a better understanding of emerging business trends and how they affect your career.
- ⇒ Expand your professional work by exchanging ideas with NMA members from across the country.
- ⇒ Experience firsthand the value of recognition.
- ⇒ Learn about new services and benefits.



Avis French SCAC Speech Coordinator, Justine and Pete Kurzhals, SCAC President

The Conference begins on Saturday afternoon at 4:00 p.m. with the National Finals of the NMA American Enterprise Speech Contest where you will be hearing six young people from across the United States putting forth their "best." Our Council sponsored **Justine Kay**, who will be represent-

ing Pacific South Area in the Finals competing for the \$10,000 Savings Bond award. Winners will be announced at the Member of the Year Banquet that night.

Several educational forum sessions will be held on Sunday by inspirational speakers. This is the day when many of the chapters will be honored for their work during the past administrative year at the Recognition Luncheon. **SCAC** will be honored again with its 11th **Outstanding Award** including its 11th **First Place Publication Award** for "On Track with SCAC" in the Councils category during the past 13 years. Council chapters receiving **Outstanding Awards** are **Boeing Aerospace Leadership Chapter (BALC)**, who also won **3rd place in the Publication Award** in Group 1 for "New Horizons" and **Boeing Anaheim Leadership Association (BALA)**. The attendees will have an open evening to enjoy the casino (gambling, see a show, etc).

The Annual Meeting will begin Monday morning; then more educational forum sessions will continue. The last event will be the Executive of the Year Banquet.

This is YOUR National Conference—please join us! Remember the emphasis is on recognition and personal development. But best of all, it's an opportunity to network with all the NMA family and to make new friends from business and industries similar to yours!

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## From the desk of the president

By Peter Kurzhals, Ph.D.



SCAC has continued its successful year with the sale of 750 Return to Flight (RTF) bears to raise almost \$1,800 for our 2006 American Enterprise Speech Contest. We hope that your chapter will consider hosting a speech competition and send your winner to the SCAC contest to compete for valuable scholarships and a chance to participate in the Area and National speech contest. Justine Kay, our 2005 SCAC winner, also won the Pacific South Area Contest, and will be competing in the National Speech Contest in Reno. Please contact Avis French at [eavis@sbcglobal.net](mailto:eavis@sbcglobal.net) if you need more information on next year's SCAC contest.

We have also obtained a number of 2006 Entertainment Books for Orange County, Los Angeles/Long Beach and the Inland Empire and can get other books for your area. Sold at \$5 below their cover price, these books provide valuable discounts for meals, movies and services from date of purchase to November 2006. If you go out at all, these books will pay their cost many times over and make great gifts for birthdays and the holidays. If you would like to order a book, please contact me at [peter.r.kurzhals@boeing.com](mailto:peter.r.kurzhals@boeing.com) or Laura Swinth at



[lswinth@socal.rr.com](mailto:lswinth@socal.rr.com)

In August, we held a SCAC dinner and Board meeting for chapter presidents at Coco's in Foun-

tain Valley, where we jointly reviewed SCAC activities to date and discussed



plans for the Fall and for next year. Unfortunately, only the Boeing

Aerospace Leadership Chapter (BALC) and the Boeing Anaheim Leadership Association (BALA) presidents



were able to join us, but the associated SCAC material was mailed to the other SCAC chapters to keep them in the loop. This mailing was followed by an email from me requesting validation or update of your chapter delegate list for the upcoming year, feedback on your chapter's interest in participating in SCAC's 2006 Speech Contest, and National Management Week activities. By pooling our efforts on Management Week next year, we can all receive extra R1 Credits and have more effective and interesting Management Week events. If you have not yet responded, please send me your inputs as soon as possible.

Since our August dinner, SCAC has made arrangements for a series of **free** TV Show Tours at Paramount Studios where participants can take part in

(Continued on page 8)

## Chapter Presidents Directory

MEMBER CHAPTERS			MEMBER CHAPTERS		
Boeing Anaheim	Bob Noel	(714) 762-2724	San Luis Obispo		
Boeing Aerospace Leadership	Joe Morano	(714) 934-0945	City Employees	Rich Ogden	(805) 781-7100
City of Orange	Julie McWhorter	(714) 744-2219	<b>CANDIDATE CHAPTERS</b>		
Harbor-UCLA Med Ctr	Mary Lee Ryba	(310) 222-2207	Tri-City Chapter		Kathryn Roberts
			San Luis Obispo County Chapter		Joe Alves

## National Happenings

By Peter Kurzhals, Ph.D., National Director



The June NMA Board of Directors meeting in Dayton, Ohio, was an interesting event. Wendell Pichon, NMA Chairman of the Board, reported on four key initiatives developed by the National Officers during their March 2005 executive session, and chaired by a

National Officer as follows:

- Vice Chairman, Cay Robertson: Web-delivered services and programs
- Past Chairman, Bill Mahaffey: Leadership Development certificate program(s)
- Secretary, Eddie Williams: Partnership with leading training and development providers
- Treasurer, Alan Watson: Effective headquarters operations and volunteer structure

Teams composed of Board Members, Chapter Officers, and Company Representatives were named to work each of these initiatives, and team surveys were sent out to address



related challenges. Preliminary resultant recommendations are expected by the 2005 National Conference.

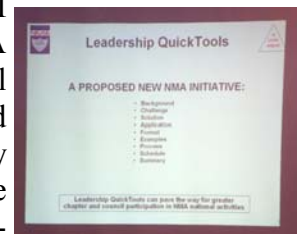
In the interim, most of the new leadership capabilities being developed to support NMA members are being piloted by SCAC and its chapters. These focus on a three-phase approach.

The first phase, kicked off at the 2005 Leadership Development Conferences (LDCs), will provide live online training on current personal and organizational leadership topics such as:

- ◆ Preventing Burnout
- ◆ Increasing Participation
- ◆ Succession Planning
- ◆ Win-Win Leadership
- ◆ Professional Growth
- ◆ Mastering Emails

and many other timely issues and challenges. These live online leadership courses can be accessed by any chapter at affordable costs (\$25/link).

The second phase, which I presented to the NMA Board for approval, will evolve a set of web-based tools designed to help any chapter or council operate more effectively and to expand their member participation in national activities. This would be accomplished through a collection of two-page guides (designated QuickTools or QTs) which would be rolled out at the NMA National conference in Reno, Nevada this October. Draft versions of five of these QTs have been completed, and can be accessed on the SCAC website (<http://nma1.org/councils/scac/index.htm>) under the Chapter Leadership Tools link. The NMA Board of Directors unanimously voted to approve this effort, and a joint letter signed by Wendell Pichon and myself has been sent to a core leadership team which is charged with development of ten additional QTs by September 2005.



The third phase, designated NMA LeaderLabs, will develop a series of interesting role-playing exercises which will allow participants to hone their leadership and teambuilding skills in challenging and entertaining situations. I briefed the NMA Pro-

*(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/>

## Leadership in Your Chapter

By Bob Noel, Chapter President  
Boeing Anaheim Leadership Association



These days, we hear **Leadership** all the time in business journals and our organization's communications. Why? Well, corporations, Government organizations and other organizations have learned its value. Loosely defined, "leadership" is the art of inspiring a group to reach amazing goals. If your organization can perform its role more economically than before, this will result in a competitive edge (for a corporation) as well as the ability to meet financial goals and even have budget left for other items. With the pressures of the day, leadership is clearly a valuable commodity.

According to many articles in the magazines, there are two primary attributes that mark great leadership. The first of these is a strong ethical persona. Ethical behavior is a very strong societal and personal expectation especially after the well known debacles of Enron and the like. People who follow a leader want to be able to trust them. If they cannot trust their leader to do the right thing, a lack of credibility will be created that will impede their ability to dedicate themselves to the leader's vision. People will wonder whether they will be treated fairly or properly rewarded for their work toward the leader's vision. Not very motivational!

The ability to communicate an inspirational vision is also a strong attribute. Looking over history, most persuasive leaders, such as Winston Churchill or Martin Luther King, had the ability to communicate their vision and inspire their followers to join them in their quest. Specifically, these leaders were able to "connect" with their audiences even though they had different circumstances in their personal lives. People enjoy the thought that "the leader is just like me." If the leader can relate to their followers, he can sympathize and empathize with them as well. He also will ask for and understand their opinions, making use of those opinions judiciously in forming his vision of the future. A leader who is "out of touch" with his followers quickly loses his ability to lead -

for example, many Americans felt that the first President Bush almost didn't seem qualified to lead just because he was unfamiliar with supermarket scanners - even though that isn't a job requirement for a President!

Leadership has many benefits beyond exceeding normal goals. Leaders feel a job satisfaction that will make them more committed to their organization. Cultures can be established that make employees feel that they can excel and rise in their careers, achieving personal goals as well. Employees will have a higher level of job security at companies with better competitiveness. Of course, our organizations will profit tremendously by all of this. And it is something we can all strive for and assist the senior leadership team at our organizations to develop.

So, what is NMA's role in this? What can your chapter do? Perhaps the first thing is for chapter leaders to honor their organization's ethics statements and using the NMA-established ethical guidelines, if a supplement is needed. Next, our chapters must assist our organizations in developing a culture of leadership. This can be done by offering classes in better management, offering volunteer opportunities, running speech contests, etc. Members can help in these efforts and have chances to develop and tune their leadership qualities. Still another way to sponsor the "leadership culture" for the chapter and organization is to be sure that it presents a strong image of leadership. The Anaheim chapter recently changed the chapter name from the bland "Boeing Anaheim Chapter" to the "Boeing Anaheim Leadership Association." Though just a small change, it reflects our chapter's mission more clearly and attracts others with the same goals, helping to create a culture that understands the need for leadership.

Leadership is the path to growth and increased health of our chapters and the organizations we support. For NMA chapters to be viable and valuable, we must embrace leadership and provide assistance to our organizations to do the same.



*(Continued from page 3) National Happenings*

fessional Development Committee on related formats and several sample exercises, and the committee agreed to identify additional scenarios by this Fall to support a planned LeaderLabs rollout at the 2006 LDCs.

Once completed, these three phases should provide the NMA with a broad base of web-delivered leadership products which can be accessed by any chapter or individual members.

Wendell Pichon also reported on the 2005 Membership Drive and Sale which has resulted in 423 new members nationwide so far. In addition, five new potential chapters – including one for the newly formed United Launch Alliance – are currently in work. A step-by-step process of how to form a chapter is now available on the NMA website; and a marketing kit for developing a new chapter will be added to the website soon.

The 2006 West LDC (for the Pacific South, Pacific North and Central Areas) will be held in Salt Lake City, UT, on May 4-6, 2006 at the Marriott City Center (\$112/night). The 2006 National Conference will be held at the Sheraton Music City in Nashville, Tennessee on November 4-6, 2006. The 2007 National Conference will be held in Portland, Oregon, on November 3-5, 2007 at the Portland Marriott.

The recognition Committee reviewed the winners of this year's major national awards which were:

- ◆ Member of the Year: Roger Alexander, nominated by Lockheed Martin Chapter #531
- ◆ Hall of Fame: Florine Mark, nominated by Blue Cross & Blue Shield of Michigan Chapter #141

In addition, three top candidates for Executive of the Year, namely

1. Edward S. Aromi, nominated by Hanford Chapter #141
2. Robert B. Conts, nominated by 7 Lockheed Martin Chapters
3. Brewster Shaw, nominated by 2 USA Leadership Association Chapters

were forwarded to the NMA Executive Committee for final selection of a winner.

The 2005 Publications Contest winners included SCAC's newsletter "On Track with SCAC" which won 1<sup>st</sup> Place in the council category, and BALC's "New Horizons" which won 3<sup>rd</sup> Place in Size Group 1 (chapters with 1,001 and more members). Congratulations to SCAC and BALC!

The Recognition Committee also adopted a number of new R1 criteria including:

- ◆ 10 points for creation of a new chapter or council website, and 1 point for each monthly update (up to 12 points) of that website
- ◆ A sliding scale for the new online NMA courses (i. e. 1 point for 1-5 participants, 2 points for 6-10 participants, etc.)
- ◆ 2 points for each Breaktime article submitted by a chapter
- ◆ 3 points for each completed Certified Manager exam

To further increase chapter recognition, the Professional Development Committee adopted a new factor for selection of national Professional Development (PD) Award winners, namely [(0.1 x Membership) + 50] as the minimum points required to win an award. In addition, each winning chapter must conduct or participate in at least one NMA-sponsored course. This new approach is expected to roughly double the number of national PD awards presented this year, and provides a more equitable playing field for all chapters.

A proposal by the Community Services Committee to combine the Area Speech Contests at each LDC and to only send two winners from each LDC to the National Competition failed (after extensive discussion of potential adverse impacts to the participating Areas and students) when no Board member made a motion to approve the change.

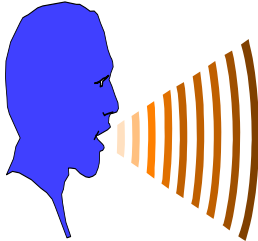
The BALC was cited as sponsor of the Recognition Luncheon at the upcoming National Conference, to be held in Reno, NV, on October 1-3, 2005. The theme of this year's luncheon will be "Parade of Stars," and attendees are asked to wear black pants and white shirts with bow ties. Top hats and canes will be distributed at the luncheon. So I hope to see many of you there as we join the parade.

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

***<http://nma1.us/breaktime/2005-08/>***

***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!!***

# Chapter Chatter



## *City of Orange Chapter*

In her capacity as SCAC Ambassador to the City of Orange Employees NMA chapter, Avis French was pleased to be invited to attend their September Executive Board meeting. The meeting was lead by Julie McWhorter, chapter president. The chapter is very well organized, with someone responsible for each of the activities of the chapter. All those attending had reports to present. Action items were assigned as needed. They have a newsletter that is distributed regularly and they have set their speakers for the year. They have a variety of community service events in which they participate. Of particular interest is their newly-inaugurated STARR award. This award is presented monthly at their General Membership Meeting to a deserving city employee, who is nominated by their peers.

## *Boeing Aerospace Leadership Chapter (BALC)*

Although July is traditionally a “dark” month for BALC dinner meetings, the month was “bright” with social and educational activities! Many members enjoyed excursions to the July 4<sup>th</sup> Fireworks Spectacular at the Hollywood Bowl, the Pageant of the Masters, Club 33 at Disneyland, Wicked, and other social and theatrical events. For sports fans, there was a trip to a Galaxy soccer game – with more fireworks! The 14<sup>th</sup> annual Summer Science Camp was an outstanding success. Scheduled over three successive Fridays and Saturdays on the last three weeks in July, over 500 students, hundreds of Boeing and community volunteers, and educational and industry sponsors made this math and science camp for

students one of the most exciting in Summer Science Camp history!

August was a busy month for the BALC. The annual Luau was held on August 17 under clear, cool skies at the Long Beach Marriott. Polynesian dancers, colorful leis, tropical beverages, and a great island meal added to the relaxed ambiance around the pool. A large group of enthusiastic members showed us how easy it was to learn some Polynesian dance steps! Social events included the Wine Classic at the Anaheim Hilton and an Angels baseball game. Professional development classes proliferated in August with lunch-time seminars on how to buy a home, 401K and VIP retirement issues, how to protect yourself from fraud and identity theft, and signups for a series of NMA Supervisory Management Skills (SMS) classes.

The SMS classes started in September with classes entitled: Introduction to Supervision; Interpersonal Relationship Skills. On September 22, BALC members and guests will enjoy a dinner meeting with Stephen Oswald, former NASA astronaut, and learn more about the demanding role of being an astronaut. Two more trips to the Hollywood Bowl will highlight famous movies scores and composers. Sports fans will have another opportunity to cheer on the Angels. In September/October BALC members will vote on the 2006 Board. The ballot has many highly qualified candidates who are willing to serve this chapter. The winners will be announced on October 20 at Western Night.

BALC members are looking forward to the annual Western Night in October and the Holiday Event in December. Other upcoming events will include: theatrical performances, a used book/CD/DVD sale for charity, and participation in several charitable events.

(Continued from page 6)

### *Harbor-UCLA Medical Center Chapter*

At its July meeting, the Harbor-UCLA Chapter of the NMA installed its office holders for FY 2005-2006. Peter R. Kurzahls, SCAC President, performed the ceremony, thanking the 2004-2005 Board for their service, before presenting and installing the 2005-2006 Board. The new Board will help to keep the chapter on course by providing direction and support to chapter members. Among those accepting this responsibility for the coming year were:

President Mary Lee Ryba; First VP (Programs) Co-Chairs Calvin Kwan and Cynthia Moore Oliver; Second VP (Professional Development) Bill Warren; Treasurer Christopher Eke; Membership Secretary Pam Kluver; Corresponding Secretary Amy Teixeira; Editor/Historian Stewart Laidlaw; American Enterprise Chair Wendy Rafkin; Booster Co-Chairperson(s) Nettie Nelms and Debbie Terrell; Ways & Means Chairperson Wes Kamikawa; Past President Pam Shea; Member(s) at Large Florence Beridon, Ellen Di Giampaolo, Dawn Flores, Lorna Ordinario, Rosemary Osuna, Shirley Smith.



*Celestino "Sam" Semana*

Celestino "Sam" Semana passed away on July 29, 2005 in Monroe, North Carolina. Sam, as we fondly knew him, was an active member of the Harbor-UCLA NMA Chapter for many years. Sam held different positions on the Board of Directors including the First Vice President of Programs and sat on several of the committees. Sam received the "Past President's Award" in 2003 for his numerous and selfless acts for our chapter. Sam was best known as the "helper" person, someone that you could call on for help, and he provided whatever help was needed - quickly, happily, without complaint. Sam retired in April of 2003 from Harbor-UCLA Medical Center after working in the Mechanical Department for 29 years. We will all miss

Sam!

### *Boeing Anaheim Leadership Association*

Our NMA chapter has begun an evolution this year. While not wishing to discard any of the better initiatives such as community activities and member professional development, we did recognize it was time to align our chapter's goals with that of National and our host organization (Boeing). We felt that the drive toward increased Leadership skills was what would benefit our members and our site the most and we wanted to be recognized as the organization that could help bring that to fruition.

Our first step in that transformation was to do an extensive update of the chapter by-laws and, as part of that effort, change the chapter name from "Boeing Anaheim Chapter" to "Boeing Anaheim Leadership Association" to stress our true objectives - objectives that were already being facilitated by our activities. We will continue our journey by changing and updating our logo and activities - this will ensure that we are an important and relevant member of our site, SCAC and NMA. In the meantime, we are continuing the activities that our members value. This includes developing employees professionally with Supervisory and Management Skills classes and support of the NMA National classes. We are currently facilitating SMS class #4 (Interpersonal Relationships) and have approximately 20 students in the class. The chapter is also working hard on the community front,



*Boeing Anaheim Leadership Association recognized William Dollarhide as Outstanding Manager. L-R: Community Outreach VP Jocelyn Messina, William Dollarhide and Chapter President Bob Noel.*

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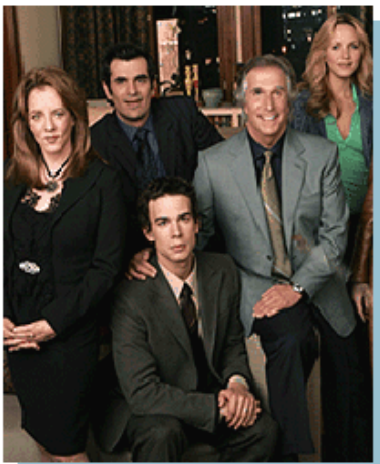
(Continued from page 2) From Desk of the President

live TV tapings and see how these shows are really made. Shows scheduled so far are:

- 9/13/05                      Girlfriends
- 9/28/05                      Yes, Dear
- 10/4/05                      Out of Practice
- 10/13/05                     One on One
- 10/18/05                     Cuts
- 10/28/05                     Love, Inc.



*Yes, Dear 9/28/05*



*Out of Practice 10/4/05*

show. For further information, contact Laura Swinth at [lswinth@socal.rr.com](mailto:lswinth@socal.rr.com).



*One on One 10/13/05*

We will also shortly be kicking off a new NMA pilot program focusing on a series of challenging and entertaining NMA LeaderLab exercises which

can be run either locally or via telecon facilitation. (See schedule below.)

The City of San Luis Obispo Employees Chapter has already scheduled a local session for their members in September, and subsequent lunch-time sessions will be offered via telecon in October, November and December. Each session requires up to 5 groups total with 5 or more members each from participating chapters for maximum effectiveness. Participating groups will be provided with valuable feedback and leadership lessons at the end of each session. To sign up, please send me an email with your list of participants at least two weeks before each session.

We hope that your chapter will be able to make it to the October 1-3 National Conference in Reno, Nevada, where you will hear more about these and other valuable new NMA leadership initiatives.

### **NMA LEADERLABS**

Scenario-based learning enables individuals to pull all the pieces together and hone their leadership talent. We have scheduled free LeaderLab pilots for SCAC Chapters as follows:

9/21/05	Plane Crash
10/21/05	Plane Crash
11/16/05	Apprentice Audition
12/15/05	Veto Power

This new series of interactive leadership and team building sessions are designed to immerse participants in challenging scenarios. For further information, please contact Pete Kurzhals at (714) 896-1123 or [peter.r.kurzhals@boeing.com](mailto:peter.r.kurzhals@boeing.com)

## BBQ for Justine Kay

For the past four years, Justine Kay has represented Boeing NMA chapters at the American Enterprise Speech Contest. In August, SCAC members gathered to thank Justine for all her efforts and to wish her well in her college career and at the finals of the Speech Contest.



*Justine Kay and her parents*

Justine and her parents were welcomed at a Potluck BBQ on Sunday, August 21, 2005 and hosted by Avis French, SCAC Director at her home in Mission Viejo.



*Host Avis French thanking the group for coming to the BBQ*



*Everyone enjoying the BBQ in Avis' backyard*

Those in attendance were Jocelyn Messina and Kim Talor from the Boeing Anaheim Leadership Association; Charles and Jackie Duke, Laura and Fred Swinth, and Dave and Cathy Andersen from the Boeing Aerospace Leadership chapter; Dave Dutcher and Peggy Davis from SCAC; and Roger Freely representing ToastMasters.

Justine began her Contest efforts in 2002 representing the Boeing Anaheim chapter. In 2003 she represented the Boeing Huntington Beach chapter for the first time and SCAC. The following year she represented BALC and SCAC at the Pacific South event. And this year she won all three events and will represent us at the National Conference in Reno. SCAC has always been a presence at the American Enterprise Speech Contest, and it is thanks to the efforts of Justine that we continue to be a presence.

**Good Luck, Justine!**

*(Continued from page 7) Chapter Chatter*

including the latest effort - collecting Books and Backpacks for underprivileged students.

With successful support for the American Enterprise Speech Contest and Management Week in America this year, the chapter has been designated as "Outstanding" by the NMA and will receive that honor with no less than 6 attendees to the October 1-3 National meeting in Reno, Nevada.

Inside the chapter, we have put together a string of interesting speakers on topics from personal health to Malcolm Baldrige to the world's foremost authority on skysailing for our membership to enjoy.

In May, we conducted a membership drive based around Top Leadership Night and we were able to in-

crease our membership by 8 percent - about 30 new members!



*Scholarship Winners: L-R Sean Noel (\$1,000), Justin Kim (\$2,500) & Natalie Rising (\$1,000)*

We also had a successful Scholarship Contest, providing our support to three high school seniors with promising futures.

The Board is proud of the developments this year for the chapter and plans to continue

those efforts for the rest of the year and next year!



***Avis French Recognized by ToastMasters***

Avis French, SCAC Director at Large, has been named ToastMasters Founder District Division G



Toastmaster of the Year, according to past District Governor Norm Cook.

Avis had been nominated as Toastmaster of the Year by her home club, UniMasters, and then by her Area, G-4, before getting the nod from Division G. Avis's selection should not come as a surprise to Toastmasters who have

seen Avis' untiring efforts (often behind the scenes and thus out of the spotlight) on behalf of Toastmasters individuals and groups for the past 17 years. Avis' continuing knowledge, insight, and determination have inspired countless Toastmasters to better themselves and, in turn, others. "It is recognition that is long overdue," said Tahirali.

Annice Jackson and Marge Tam nominated Avis as UniMasters' Toastmaster of the year.

Avis was honored as UniMasters Toastmaster of the Year at the club's officer installation meeting on Monday, July 18, 2005 at Unisys in Mission Viejo. Avis was further honored as Division G Toastmaster of the Year at the District Executive Committee Recognition event on August 4, 2005.

In accepting the award, Avis said her goal was to help ToastMasters members and clubs grow and evolve in ToastMasters. I am just speechless because of this recognition." And those of you who know Avis know she is seldom if ever "speechless."

In addition to being SCAC Director in Large, Avis is an Individual Member of NMA and was named NMA 1995 Member of the Year.

**Congratulations, Avis, on your recognition as  
UniMasters ToastMaster of the Year  
and  
Division G ToastMaster of the Year!!**

Professional Development**Join NMA LiveOnline!****Tap into NMA's  
Leadership Development Network**

In today's workplace, it is critical that employees build on their management skills and success and fully develop their leadership potential. An exciting avenue for delivering that learning objective is through "live" e-learning. NMA has a unique online learning community of expertise and real life experience. Our goal in every session is to —

- Tap into the knowledge of those who have had "real life" experience,
- Use actual workplace practices to fortify the exercises, and
- Expose the participants to different workplace practices from other industries.

Our new web-based sessions link the facilitator and the participants so we learn together and also benefit from the experiences and knowledge of all NMA members. Your chapter, as an NMA affiliate, can access this while —

- *Reducing time away from the job*
- *Keeping training costs extremely low*
- *Satisfying requests for additional training*

It is so easy, just e-mail Karen Tobias at [Karen@nma1.org](mailto:Karen@nma1.org), she will send you information on how to sign up and what you need to set up a group event. Cost is \$25 per link and includes everything for the class. Here's the schedule for the month of October, 2005:

**Thursday, October 7, 2005 12:15 p.m.**

E-mail Part 1—Thinking Outside your Inbox

**Wednesday, October 12, 2005 12:15 p.m.**

Merging Groups Part 1—

Inclusive Communications Focus

**Thursday, October 13, 2005 12:15 p.m.**

Win-win Leadership—

Making diversity of thought work for you

**Wednesday, October 19, 2005 11:15 a.m.**

NMA Chapter Secretary Workshop

**Thursday, October 20, 2005 12:15 p.m.**

E-mail Part 2—

Enhance Your Performance with Technology

**Thursday, October 27, 2005 12:15 p.m.**

Succession Planning—

Who does your work when you are not there?

## 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  
 Secretary ..... Karen Jeffries  
 (714) 762-1371  
 Treasurer ..... Laura Swinth, CM  
 (310) 532-4112

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

Advisors..... Charles Duke, CM  
 (562) 593-6814  
 Gerald Blackburn, CM  
 (562) 941-7735

## “On Track with SCAC” Staff

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

## Submissions

Comments or submissions may be addressed to

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 Phone (310) 532-4112

Email: [lswinth@socal.rr.com](mailto:lswinth@socal.rr.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



September 21, 2005..... LeaderLab: Plane Crash  
 October 1-3, 2005 ..... National Conference  
 ..... Reno, Nevada  
 October 7, 2005..... LiveOnLine: Email Part 1  
 October 11, 2005..... LeaderLab: Plane Crash  
 October 12, 2005..... LiveOnLine: Merging Group Part 1  
 October 13, 2005..... LiveOnLine: Win-win Leadership  
 October 19, 2005..... LiveOnLine: Chapter Secretary Workshop  
 October 20, 2005..... LiveOnLine: Email Part 2  
 October 27, 2005..... LiveOnLine: Succession Planning  
 November 16, 2005..... LeaderLab: Apprentice Audition  
 December 15, 2005 ..... LeaderLab: Veto Power  
 March 25, 2006 ..... American Enterprise Speech Contest  
 May 4-5, 2006..... West Leadership Development Conference  
 ..... Salt Lake City, Utah  
 June 4-10, 2006..... Management Week in America  
 November 4-6, 2006 ..... National Conference  
 ..... Nashville, Tennessee

## 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.