



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

## Southern California Area Council Newsletter

# 2006 National Conference Highlights

## Nashville, Tennessee November 4-6, 2006

### American Enterprise (AE) Speech Contest



AE speech student contestants are (left to right) Brianna Abel, James Hammond, Julie Howe, Nick Johnson, Michael Ruckman, and Brisa Weaver.

Cay Robertson kicked off the AE speech contest and Alan Watson moderated the event. Alan added humor to his presentation when he repeatedly referred to a female judge he was introducing as Mister while the audience was yelling Look Up, Alan! However, he made a relatively smooth recovery by proving that the best humor is laughing at your own mistakes.

All of the student speeches were well done with so few errors that judging was a challenge.

Speech champions from 6 National Management Association (NMA) regions competed for the monetary prize. The six student contestants were:

- James Hammond

- Brianna Abel
- Julie Hown
- Brisa Weaver
- Nick Johnson
- Michael Ruckman

First place and a \$5000 Savings Bond were given to James Hammond. Second place and a \$4000 Savings Bonds went to Briana Abel. Brisa Weaver won Third Place and a \$3000 Savings Bonds. Three other contestants each received a 4<sup>th</sup> Place award and \$500 cash.



(Left to right) Felie Beaty, Brisa Weaver, and Julie McWhorter.

Brisa and her sister. Brisa won Boeing Anaheim Leadership Association 1st Place, SCAC 1st Place, and 3rd Place at National.



Congratulations to Brisa and all the winners!

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## From the Desk of the President

By Mike Chaney, President



### Is it a Review of the Year or a Challenge of the Future?

I would like to close my year by thanking all those I had the fortunate opportunity to meet and work with this year. Thanks to the Harbor-UCLA Medical folks for giving me the opportunity to meet them during their officer installation ceremony.

Thanks to the Boeing Aerospace Leadership Chapter (BALC) folks gracious enough to let us present our SCAC awards during their awards night ceremony. Thanks to my home Boeing Anaheim Leadership Association (BALA) folks for letting me represent SCAC during our monthly General Membership Meetings (GMM). For the City of Orange folks, thanks for your participation in the Ambassador program with Avis and for recommending an outstanding location in your city to host NMA President Steve Bailey during his visit in March. Thanks to Steve Bailey for joining us and sharing current NMA news with us during the March visit. A thank you also needs to go to our sponsoring executives and organizations for without their support our chapters would not be able to participate to the degree they do.

Not to forget the SCAC Board of Directors, Delegates, National Director, and Advisors, many thanks for your efforts during this very challenging year. We used to refer to self-managed teams but since we are trading the term management for leadership in NMA; you are truly an outstanding example of a self-led team. While I fell short of some goals this year I would like to have done more for, I couldn't have achieved many of them without

your can-do attitudes.

Customarily we review our past year in office as a report card or status of our events for the year and a state of the organization message. I will do that to a lesser degree so that I may use some space to address a statement Steve Bailey used in his article, *Where Have These Twelve Months Gone Already?*, from the December 2006 issue of the NMA Breaktime publication.

Some Council highlights of 2006 I would like to share are

- The Award-winning "On Track with SCAC" newsletter placed first in the annual council newsletter competition for the 12<sup>th</sup> time.
- The council American Free Enterprise Speech Contest contestant won the Pacific South Area Contest and went on to compete and finish third in the NMA National Speech Contest.
- Installed Harbor-UCLA Medical Center and Orange Chapter Officers.
- Hosted a meeting to share NMA news and insight from NMA National President Steve Bailey.
- Presented the Gold Knight of Leadership, Manager of the Year, Member of the Year, and Chapter Innovation Award. The BALC, and our SCAC Member of the Year, went on to become the National Member of the Year!
- Raised the total available funds.
- Communicated The NMA Leadership Model to members.

This year brought the news that one of our

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## SCAC Member Chapter Presidents

### Boeing Anaheim Leadership Association (703)

Bob Noel                      714-762-2724

### Boeing Aerospace Leadership Chapter (701)

Bob DeVries                714-934-0945

### City of Orange (194)

Patti van Voorst            714-744-2531

### Harbor-UCLA Medical Center (402)

Calvin Kwan                310-222-2155

Cynthia Moore-Oliver    310-222-4029

# National Happenings

By Dr. Pete Kurzhals, CM, National Director



In late September 2006, I had the opportunity to participate in the first-ever NMA Leadership Development Advisory Panel (LDAP) meeting in Houston, TX. This three-day meeting brought together the NMA officers and executives and human resource specialists from a broad range of NMA member organizations (including American Cast Iron Pipe

Company, American Valve and Hydrant, Blue Cross Blue Shield of Michigan, Boeing, Lennox Industries, Lockheed Martin and United Space Alliance) to address leadership development needs and solutions.

The first evening of the LDAP meeting was devoted to a reception and subsequent discussion of current NMA leadership initiatives and training. Some related LDAP comments...The NMA Leadership Model, and its linkage to other Leadership Models (Boeing, Blue Cross Blue Shield, Lockheed Martin) was a great approach which could easily be applied as a framework for leadership development in other organizations. The new NMA webinars (LiveOnline and LeaderLab) could also play a key role in future leadership development, as could Supervisory and Management Skills (SMS) courses if linked to leadership competencies and marketed accordingly.

The second day started with LDAP responses to several questions. On new-hire training, principal

practices included orientation sessions, mentoring or buddy assignments, rotation programs, networking and getting them actively engaged in this work and their career. On existing leadership development programs, responses included formal training (college, leadership center), leader-led development, on-the-job learning, performance development planning and demonstration of leadership behaviors and competencies. On first-time training and leadership development, there appears to be some overlap, with personal and people skills training key to early leadership development and practice. SMS and CM courses are excellent related learning resources in use by several organizations.

On suitable time allocations for leadership training, the prevailing feeling was that current work loads leave little time for leadership training, and that employees need to take responsibility for their self-development with more and more done on their own time (lunch, after hours). On training gaps, key drivers are realistic self-assessments (your view of yourself as compared to how others view you), honest communication of strengths and weaknesses and better mentoring tools.

On leadership training not available in the marketplace, participants suggested better tools for coping with change, self-directed assessment tools, experience sharing and knowledge transfer tools. On next-generation leadership, key requirements are communication and presentation skills, individual empowerment, attribute assessments, and leadership

LDAP	R2 Real Feedback	CanILead?.com	The Realistic EDGE
<b>Product Description</b>	Robust performance appraisal systems	Assessment tool for career advancement	Reality-based Self-Actualization tool
<b>Product Format</b>	Automated tools: self assessment, webinar training, agenda for performance appraisals, progress feedback system	Web based survey with automated assessment after completion; web link to other sites to develop skills, sell additional resources	Web based model develops personalized leadership development plan; online career development & growth tools; coach access
<b>Development Timeframe</b>	Six months	Six months	Six months for initial tool development
<b>Target Market</b>	Human Resource VPs, Directors, Management	Individuals and Businesses	Individuals and Businesses
<b>Sales Approach/ Pricing</b>	Associations, Chambers	Offer through individual chapters and on the web	Offer through individual chapters and on the web; component pricing

Figure A

(Continued on page 4)

## National Happenings

(Continued from Page 3)

practice in other venues (community, NMA, other associations or groups). On leadership behavior-business links, LDAP participants stressed getting your point across, constructive feedback, cultural understanding, better soft skills and manners, and personal accountability.

That afternoon and evening, LDAP participants were broken into three teams which took part in a LeaderLab exercise designed to identify a learning tool or project the NMA should consider. Surprisingly enough the team results (summarized in the figure A) had significant similarities. All were computer-based, aimed at improving personal performance, stressed introspective assessments and career growth, and called for a new fun-to-do training experience. And, while one of the teams (R<sup>2</sup> Real Feedback for Real People) focused on effective performance appraisal feedback, the other two (CanILead?.com and The Realistic EDGE) addressed automated self-assessment and learning for career advancement.

The group then revisited current NMA offerings, and suggested that SMS be restructured and perhaps renamed to stress leadership, as well as made more available (chapter marketing, small chunks, shorter time frames) and affordable (provided through local colleges). NMA LiveOnline with its one-hour format and participants learning from each other is on the right track but needs more marketing within member organizations.

Subsequent discussions addressed implementation and funding for new professional development products and services from NMA. Key points made here were that LDAP organizations could potentially partner with the NMA to provide developmental dollars or cover customization at the company. New capabilities should be aligned with the NMA Leadership Model and should focus on individual employee development and self-help. Participants should pay for product/service use (skin in the game) and take charge of their own advancement, and marketing should be company-wide.

During the morning of the third day, the LDAP members convened to discuss their LeaderLab results and recommended that the NMA should proceed with development of a prototype for an automated web-based leadership tool which autonomously assesses leadership understanding, generates a roadmap and recommendations for improvements and helps monitor and measure resultant leadership progress. This

prototype, designated Leadership Evaluation and Development (LEAD) and outlined in figure B, would utilize an online, multiple-choice question set to evaluate and score participant understanding of leadership attributes and competencies, and to automatically generate recommendations for related reading, training and work assignments.

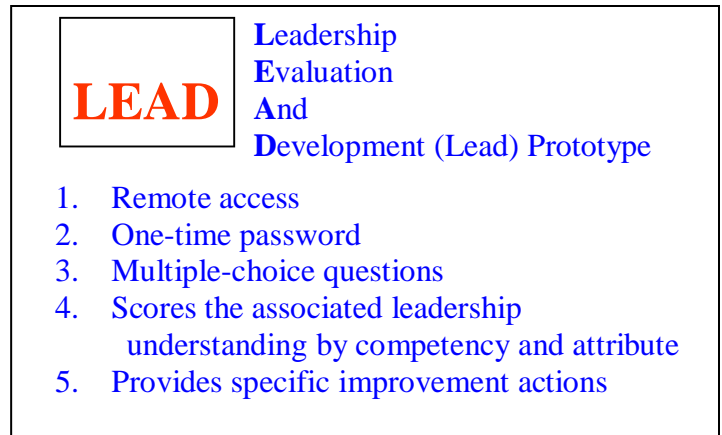


Figure B

Development of an associated prototype based on the Boeing and NMA leadership attributes and competencies, is currently being planned as a BALC initiative. If all goes well, an operational version of such a LEAD prototype could be available by mid-2007.

*Pete Kurzhals, CM*

NMA National Director

NMA Professional Development Chairman

### Visit Important Web Pages:

NMA LiveOnline! Web Page on:  
<http://nma1.us/lrc/online.htm>

NMA LeaderLabs Web Page on:  
<http://nma1.us/lrc/LeaderLabSchedulefor2007.pdf>

## National Conference Highlights

*(Continued from Page 1)*

### National Member of the Year

The first banquet of the conference was dedicated to the Member of the Year. It also honored the winners of this year's NMA Speech Contest. BALC Chapter 701 was very proud to honor one of its own, JoYvonne Bragg-Erickson, as the recipient of 2006 NMA Member of the Year. JoYvonne speech kept everyone engaged. We learned about her cousin Rex. She spoke about her parents and their influence on her. She told stories about the people she met through NMA, of how they are doers and leaders. She was thankful to her mentors, and of course, to NMA, for bestowing this award.



*JoYvonne Bragg-Erickson*

### 57<sup>th</sup> Annual NMA Awards Recognition Luncheon

This year's 57<sup>th</sup> annual NMA Awards was sponsored by NMA/BALC Chapter 701 and Lockheed Martin. In honor of Nashville's country heritage, the dining hall's country atmosphere was felt all over! The stage's main attraction was a big red barn with bails of hay, a giant fork, a giant spade, and a wheel. Two larger than life pink pigs wearing bandanas guarded the stage and 45 RPM replicas hang down from the ceiling. Hundreds of red and white balloons floated everywhere. The tables were dressed in red and white plaid picnic table covers for a picnic in the farm. When the doors opened, the crowd was greeted "southern hospitality style"—hosts wore cowboy straw hats with red or blue bandanas, shaking hands with the guests, while country music played lively in the background. Dolly Parton and Johnny Cash look-alikes walked around greeting guests as they feasted on turkey and cheese sandwiches with a side of noodle salad and iced cold tea to quench out thirsts.

After lunch, it was time to hand out the awards. Aside for receiving the Member of the Year, BALC also received Growth Award, 1<sup>st</sup> Place Publication Award, and the Outstanding Chapter Award. The City of Orange Chapter received the Growth Award and the Superior Chapter Award. Julie McWhorter accepted the awards.



*Felie Beaty and Dr. Pete Kurzhals*

SCAC received the 1<sup>st</sup> Place Publication Award and the Outstanding Council Award. We all went up the stage to accept the awards as a team and to take a group photo. We felt we were all winners and were very proud of our chapter and council!

### Quick Tools Demo — Best Practices

Dr. Pete Kurzhals and Thor Spargo spoke about the "best practices" and everything you wanted to know about the NMA web-site without reading the 80 page manual.

There was a quick overview of the NMA website. They spoke about the purpose of the QuickTools and a 2-page easy read with links to resources. We were shown how to find the QuickTools on the NMA website as well as the list of tools available.

Pete spoke about the Leadership tools that were available. The ones highlighted in the session were:

- QT12—Prepare an Annual Budget (R1 Report)
- QT17—Run a Successful General Membership Meeting (checklist and steps to set up a meeting)
- QT19—Run a Successful Membership Drive (Planning membership drives, waiver of membership fees, Lunchtime executive meetings, Q & A with new and young people).

### Visit Important Web Page:

QuickTools Web Page on :  
<http://nma1.us/QuickTools/index.htm>

*(Continued on page 9)*

## Mission Viejo TeamUnisys Recognized for 20 Years of Service

In October, Mission Viejo TeamUnisys reached a 20-year milestone in its community outreach history. TeamUnisys is a group of dedicated employees at the Unisys Mission Viejo facility, who along with friends and families donate their expertise, time, and material resources to benefit individuals and agencies in need of assistance.

A celebration was held on Nov. 10 to recognize the commitment Unisys Mission Viejo employees have made to Orange County communities through their dedication and outreach in the form of volunteerism and donations.



*Avis French receiving a Lifetime Achievement Award*

Benefits over the past 20 years have included:

- Donating almost 4,000 units of blood to the American Red Cross, saving close to 12,000 lives, and positively impacting countless family members and friends
- Touching more than 1,300 youths through Junior Achievement
- Participating in Principal for the Day that involved Unisys "employee principals" coming into contact with more than 1,000 youth at each school
- Contacting more than 30,000 students through the partnership program with Saddleback Valley Unified School District

On hand to help honor team members were Amy Bailey of the American Red Cross, who noted that Unisys has been one of the only continuous corporate sponsors, and Christine Shewbridge, President of Junior Achievement of Orange County & Inland

Empire, who explained how Junior Achievement, a national organization, founded regionally in 1954 teaches local students about financial literacy through volunteers, such as TeamUnisys.

Carol Lerman from Saddleback Valley Unified School District also made a brief presentation about how volunteers have been actively involved in Silverado Continuation High School, located just across the street from Unisys. A variety of classes are offered to assist students in making up credit deficits and allow them to find the "style" of learning that will increase their success in school.

A very special guest at the celebration was Unisys retiree Avis French, who was presented a Lifetime Achievement Award.

Responding to recognition for "having more impact than anyone and being even more active as a retiree," Avis remarked, "As I've said many times, I've never been a mother, but I have 30,000 kids."

Avis was "covered in glory" and given a crown to wear, inscribed with her slogan of "I try harder."

Avis is a long-time member of NMA and a SCAC Director. She began working on these programs when they were sponsored by the Burroughs/Unisys NMA chapter. When the chapter disassociated, Avis stayed in NMA as an individual member. She has continued to be an active participant and leader in local community programs, as evidenced by her award.



From left to right, **Carol Lerman**, Director of Pupil Services for Saddleback Valley Unified School District, **Amy Bailey**, Associate Director of Red Cross Blood Services, **Dave Robinson**, Director of TeamUnisys, **Avis French** (TeamUnisys), **Christine Shewbridge**, President Junior Achievement of Orange County & The Inland Empire.

## From the Desk of the President

(Continued from Page 2)

Chapters, BALA, #703, will be closing their facility and relocating to the Huntington Beach facility. The BALA and BALC chapters have placed plans in motion to merge the two chapters so that members will be integrated into the BALC chapter. This action will remove one more chapter from SCAC.

This brings me to Steve's NMA Breaktime article. In the article Steve makes a couple of comments that we as Individual Members, Chapters, or as a Council may want to be aware of and consider as we move forward in our future. The first statement of Steve's that caught my attention was when he asked us, as we look to 2007, to focus on only those "resolutions" that will make our chapters more value-added... those activities and positioning that will make our members, our executive management (and/or our community leaders) glad to know that they have your NMA leadership development chapter alongside for the ride. My interpretation of this statement, and challenge to everyone, is that we need to align any council vision or mission statements with our council roles, and those roles must definitely be value-added to our sponsors and members.

The second of Steve's comments was when he said that NMA would be adopting a new Strategic Plan in 2007, one that its draft writers say will "focus on the future we want". I tied this back to Steve's first statement and just added that our roles, vision, and mission statements should be reflective of what we want our future as a council to be. While this is normally what vision statements are intended for, the statement made me think that this may be a good time to readdress the role of an NMA Council, and to challenge us to develop a strategic plan that will be the most value-added for a council of the future. The current stated role of an NMA Council might need improvement in at least two aspects; one in that it is geographic in nature, and the second in that it is a "collection" of chapters.

For SCAC, with the eventual loss of the BALA Chapter, membership will drop to three chapters. When I scanned the NMA Website list of Councils, many others also appear to have a similar, smaller number of Chapters. SCAC did see an increase in the number of individual members though so it may be time to address a new role of a council, or at least change some terminology. In metropolitan areas such as Southern California, the geographic term has raised issues over the

years so it may be time to look at removing that term from the role, or better define it.

I am a proponent though of what I still consider the main role of the council: "*through which members band together to share experiences, provide officer training, network among their NMA colleagues, and serve as a planning and organization center for the area*". The NMA brochure states this as "*Development through interchange and growth through cooperation.*" I like to use my *Network to Mobilize Achievement* vision so reflect that our network strength is of value to help us mobilize our actions to achieve NMA and sponsor goals.

Again, thank you for the enjoyable experience and memories. I challenge everyone to get involved with your chapters and the council to develop strategic plans and become a part of the voyage to the future so that we can be value-added in the future that we want.

As I used in my initial message, Charles Kettering, NMA's founder, said, *one needs to participate in order to gain the opportunities.*

Best Wishes.

### Visit Important Web Pages:

December, 2006 issue of  
"NMA Breaktime,":  
<http://nma1.us/breaktime/2006-12/2006-12.pdf>  
(Steve Bailey's article—Page 1)

SCAC's Home Page:  
<http://nma1.us/councils/scac/index.htm>

BALC's Home Page:  
<http://www.boeing.com/nosearch/balc/>

NMA Home Page:  
<http://nma1.org/>

## Chapter Chatter

### Boeing Aerospace Leadership Chapter (BALC)

#### Western Night Round-Up with Marshal Gary Toyama By Stan Barauskas

Marshal Gary Toyama, Vice-President, Southern California Region for Boeing Integrated Defense Systems (IDS), presided over the Western Night “doing’s” with flair.

*Cowgirls (left to right): Debora Compean-Zrinski,*



*Deborah Barchichat, Judi Carlson-Seymore, Wendy Leung, Elaine Fafilek, and Mary Kosalka*

The gathering attendees, many decked out in their finest western duds, were treated to nostalgic country-western and classical-style piano music by Deputy Lance Noel in the foyer while awaiting the dinner bell to sound. Once the meeting was underway President Bob DeVries’ vivacious posse consisting of Elaine Fafilek, Mary Kosalka, Wendy Leung, Judi Carlson-Seymore and Deborah Barchichat prepped the Deputy Executives with aprons, bandanas and badges for their chuck wagon duties. The Deputy Executives were Jayne “Sure Shot” Schnaars, Pam “Make ‘em Dance” Mabry, Ken “Quick Draw” Heinly, Rick “Rifleman” Bailey, Pat “Top Gun” Goggin, Jim “Texas Ranger” Phillips, Doug “Dynamite” Mackey, Gregg “Sharp Shooter” Martin, Gary “Fast Draw” Fleming, John “Desperado” Duddy, Renee “Trigger Happy” Hunter, Stan “Steady Gun” Adachi, and last, but not least, our keynote speaker, “Marshal” Gary Toyama.

Deputy DeVries invited a band of BALC “rustlers” up on stage and charged them with selecting the tables to go to the buffet line to get their grub. The rustlers were

Ed Belen, Dave Andersen, Ron Morse and Steve Stakley. Their job was to prevent any stampedes and reward the tables that showed their “western spirit.” The Deputy Executives served up delectable barbequed vittles, consisting of prime rib, chicken, corn bread, salads, beans, corn on the cob, steamed veggies to the cowboys and cowgirls and festivities got well under way. The hearty meal was topped off by tasty pastries, fresh fruit tartlets, and a variety of chocolate confections.

During the meal, the Saddle Sores provided a variety of country and western music to entertain the folks. Also, soloist Julie Marroffered a heartfelt and well-received rendition of “My Baby Loves Me” that added to the entertainment. Throughout the evening judges Cindy Tran, Julia Marr and Daryll Eaton-Jr. wound their way around the crowd silently taking notes and comparing scores for western outfits to decide winners of the Western Attire Contest.

As the diners topped off their fine meal with desserts, the evening’s program continued with Deputy Bob DeVries’ introduction of the nominating committee members who diligently assisted with the election of the new 2007 BALC Board of Directors. Bob thanked the committee for their hard work and introduced the newly elected Board.

#### 2007 BALC Board of Directors:

- President - **Debora Compean-Zrinski**
- Past President - **Bob DeVries**
- VP Member Services - **JoYvonne Bragg-Erickson**
- VP Community/Education - **Dean Davis**
- VP Operations - **Mary Kosalka**
- VP Special Events - **Elaine Caday-Eames**
- VP Finance - **Judi Carlson-Seymore**
- VP Programs - **Al Getz**
- VP Professional Development - **Jason Monroy**
- VP Alumni/Retirees - **Justin Weiler**
- VP Communications - **Cindy Tran**

*Pat Goggin, Boeing Chief Engineer at Huntington Beach, then introduced and welcomed our keynote speaker, “Marshal” Gary Toyama, to the podium.*

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## National Conference Highlights

*(Continued from page 5)*

After having this session after lunch, both Pete and Thor did a great job about keeping the interaction going with the audience.

### Operation Overload

The “Operation Overload” LeaderLab, facilitated by Pete Kurzhals, involved nine teams of participants, each of which was asked to select a Leader and Observer. The Leader was then asked to recruit three members of her or his team as volunteers for a new task even though all the other team members were already totally overloaded and had neither the time nor inclination to take on extra work. The results were fascinating to watch as individual team members came up with a plethora of excuses (messy divorce, sick babies, night school, no time for family, etc.) or made major demands (OT, raises, stop all other work, etc.) which were disallowed by the facilitator.

Two team leaders decided that one-on-one discussions were the best way to handle the challenge, and the corresponding leaders spent most of their time huddled in the corner of the room with their successive candidates. Other team leaders came up with interesting tasks (CEO-driven, charity, etc.) which were hard to turn down, or offered significant rewards (such as key offices in a new NMA chapter) or offloads of their current work to other team members. One team leader even recruited his volunteers to sign up by the sheer force of his personality and smile, without ever telling them what the task was.

The Observer for each team tracked and scored the leader-volunteer interaction using specified scoring criteria, and reported a team total and her or his observations at the end of the exercise. Individual team leaders were then called on to summarize their results and challenges.

All teams agreed that this was a worthwhile exercise which taught them how to listen effectively, how to work with other employees and how to overcome obstacles—useful for both their NMA activities and their job. And, interestingly enough, all teams unanimously agreed by a show of hands that they would like to work for their leader.



Visit Important Web Page:

NMA LeaderLabs Web Page on:

<http://nma1.us/lrc/LeaderLabSchedulefor2007.pdf>

## December SCAC Brunch

By Avis French

### And a Good Time was had by All

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

The SCAC directors who attended this event were Mike Patricelli and his wife Linda, Karen Jeffries, Charlie Duke, Jerry Blackburn and his wife Cathy, Felie Beaty, Avis French and her guest Roger Freely from



ToastMasters, Pete Kurzhals and his wife Trina. Also joining the event were Jocelyn Messina from BALA, Bob DeVries from BALC and his wife Cindy, and long-time SCAC member Gary DuMas and his wife Tricia.

After enjoying several servings from the buffet, the event culminated in the gift exchange. As always, there was



fierce competition for some gifts, which went through the maximum number of swaps. As they all trooped out the door, there was a merry chorus of “happy holiday.”

## Chapter Chatter

*(Continued from Page 8)*

Marshal Toyama, outfitted in his ten-gallon hat, bandana and badge, greeted the guests and congratulated the winners of the Western Attire Contest. Gary mentioned that his responsibility was the oversight of Boeing's facilities and employees totaling approximately 30,000 at nine sites in the Southern California region; this region represents approximately 40% of all Boeing IDS

personnel. Boeing is California's largest manufacturer with 6,000 suppliers and is a major contributor of time and funding to surrounding communities with annual donations of approximately \$10M. Boeing recently donated a Delta III upper stage for display at the Discovery Science Center. Gary participates in various advisory Boards in organizations such as California Chamber of Commerce, Orange County Performing Arts Center, Orange County Workforce Investment and UC Irvine Dean's Advisory Board. He reported that 10 more C-17's were recently added to the work at Long Beach and Boeing recently celebrated Spectrolab's 50<sup>th</sup> anniversary. He spoke about the facilities consolidation planning and focused on the move of employees from Anaheim to the Huntington Beach facility, beginning in the second quarter of 2007. As part of this consolidation planning, steps are being taken to identify travel options for those that will incur additional commuting time. He was gratified that the participation and contributions to ECF had increased over last year but encouraged greater involvement in the Boeing-sponsored blood drives and increased participation in volunteer organizations.

In appreciation for Marshal Toyama taking this time to speak to us, BALC made a donation of \$500 in his name to the Saddleback Community Outreach. Deputy Bob DeVries then invited the guests to come out to celebrate the upcoming holidays with a dinner at the Queen Mary on Saturday, December 9. The evening was a roaring success and President Bob DeVries closed the meeting and wished the group a safe return to their homesteads.

### **Boeing Anaheim Leadership Association**

As we enter 2007, BALA is still going strong! 2006 was a particularly good year, with many achievements and initiatives successfully completed that improved the skills and working environment for our members and other Anaheim employees. BALA is now seen by the site executives as a partner in developing employees and serving the community. This is the kind of partnership

we wanted to have and our new executive advisor, C3 Networks vice president & general manager Rick Baily has been instrumental in our development.

While our chapter has always had a good focus in the area of Professional Development, Vice President Bob Prodan took it all to a new level in his two-year tenure. Bob sponsored six different series of seminars and classes for our members to help them develop their leadership knowledge and skills. Some of these are the old standards, 1) Supervisory Management Skills and 2) Certified Manager; while others include a partnership we have formed with 3) Dale Carnegie for short courses at lunch and new noontime 4) NMA LeaderLabs and 5) NMA Webinars. The Dale Carnegie series has been especially popular; we have hosted classes this year with topics such as "Balance in Your Life" and "Dealing With the Inevitable" (presented on the day before Tax Day!). In the NMA LeaderLab and Webinar series, we have participated in apropos classes such as "VetoPower," "Thinking Outside Your Inbox" and "More Ways to Tame the Paperless Tiger." We have also been presenting 6) Harvard Mentor noontime seminars on the "softer side of management," including topics such as "Setting Goals," "Coaching," and "Dealing with Difficult People."

BALA's other prime focus is serving the community. Vice President Jocelyn Messina tirelessly worked a multitude of initiatives including our Speech Contest (which culminated with our contest winner Brisa Weaver placing third at the National level), Scholarship Contest, Management Week in America, Working Wardrobes, Daffodil Days, Spirit of the Holidays, Project Love, etc. Jocelyn has graciously agreed to stay on the board for a third year in Community Outreach and the chapter is fortunate to have her leadership!

On June 8, we joined with other local Boeing chapters in presenting a "Top Leadership Night". Unfortunately, our previous plan to have our CEO Jim McNerney speak fell through, but we were able to get the Boeing execs responsible for Business Development (Shephard Hill) and Human Resources (Rick Stephens) to appear together in an entertaining and informative meeting. The Disneyland Hotel came through as well with excellent food and wonderful facilities.

In November, we were able to have 5 chapter representatives attend the NMA National Conference in Nashville, Tennessee. The meeting was great and we learned so much – again! One of the high points was the

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## Chapter Chatter

*(Continued from Page 10)*

special presentation done by John Kotter, the Harvard University guru of leading change. At the recognition luncheon, BALA was honored with still another “Outstanding Chapter” award as well as a Professional Development award and 2<sup>nd</sup> place in the publications contest.

At the end of the year, we set a precedent by giving our “Member of the Year” award to a board member. The winner was Don Rising, our Vice President of Finance. Don was chosen because of his consistently sunny attitude and willingness to not only tackle all the chores of his office (and create improvements in how they are done!), but also to help others. He spent a lot of time working on our publication, the *Communiqué*. Don is continuing as VP Finance and that continuity will really help in 2007.

The biggest development for the chapter was the July announcement that Boeing would be closing the Anaheim site. While the move from Anaheim to



*Left to right: Don Rising, Member of the Year and Bob Noel*

Huntington Beach is planned to be gradual and completed in 2010, our chapter has plans to merge with the Boeing Aerospace Leadership Chapter (BALC) by the end of 2007. Our new leader, 2007 President Theresa De Leon, will be leading the planning for the merger. Our goal is to do this while still supporting members and working for the best interests of the company. Theresa’s board, listed below, includes some veterans and some new board members with long years of membership and support. We thank outgoing officers Karen Jeffries (VP Membership) and Bob Prodan (VP Professional Development) for all they have done throughout 2006 – we were lucky to have their help. Karen executed the Membership duties and did a lot behind the scenes and also was an officer at the council level – very impressive!

### 2007 BALA Board of Directors:

- President - **Theresa De Leon**
- Past President - **Bob Noel**
- VP Professional Development - **Larry Jennings**
- VP Finance - **Don Rising**
- VP Membership - **Donna Gates**
- VP Community Outreach - **Jocelyn Messina**
- VP Programs - **Dan Arias**
- VP Communications - **Helen Verdugo**

### City of Orange By Avis French

The City of Orange Chapter continues to hold successful monthly chapter meetings. In October, the featured speaker was Mike Harary. He presented valuable techniques when preparing for a job interview, starting with completing the job application. His light-hearted presentation also gave helpful interviewing do’s and don’ts and sample interview questions.

November’s featured speaker was Shauna Fleming, founder of the “A Million Thanks” project at Lutheran High School. Her newest goal is to collect 2.6 million thank-you letters to send to our troops around the globe. She recently presented the 1,000,000<sup>th</sup> Troop Thank You Letter to President George W. Bush, as Commander-in-Chief of the Armed Forces. Her presentation was informative and truly inspiring, a perfect example of how one person can make a difference.

The chapter’s December meeting will be their annual White Elephant Gift Exchange. This event is always exciting fun because the gifts are all wrapped and until you unwrap the package, you have no idea of what the gift might be. For the first time, the chapter will have an NMA Christmas tree. Each member is requested to bring an ornament, preferably one that you might have received as a gift and also do not want (the uglier the better).

The Starr Award recipient for October was Ignacio Maciel of the Police Department. He was recognized for giving 110% of himself to everyone. Although he no longer works juvenile cases, he continues to provide a caring and patient attitude with parents. The STARR Award program is designed to recognize excellence in the workplace. The November and December recipients will be presented at the December chapter meeting.

*(Continued on page 12)*

## Chapter Chatter

(Continued from Page 11)

### City of Orange 2006/2007 Board of Directors

President - **Patti van Voorst**  
 Vice President - **Ian MacDonald**  
 Past President - **Julie McWhorter**  
 Secretary - **Virginia Miscione**  
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**Sandy Hayashigawa**  
 Public Relations, Flyer - **Rebecca Serna**  
 Social Chair - **Julie McWhorter**  
 Community Service - **Diane Hornsby,**  
**Fedgy Casapulla, Roseanne Miller**

### Harbor/UCLA Chapter

By Avis French

At their November meeting, the Harbor-UCLA Medical Center Chapter of the National Management Association presented Rudy Uribe, a Certified Facilitator of Steven Covey's *7 Habits of Highly Effective People*. In his presentation, Mr. Uribe described how our prior experiences and conditioned responses can cause us to limit ourselves and others from obtaining their full potential.

Mr. Uribe's taught the members ways to rethink and reflect on their own self-limiting paradigms and the perception they have of others, in order to allow themselves and others a chance to succeed and meet personal goals.

The December meeting was the chapter's annual Holiday Celebration Food Drive/Patient Gift Collection. They enjoyed hor d'oeuvres and treats while socializing with their fellow NMA Members. Each member brought an unwrapped gift for an adult (male or female) patient and a canned food item (to be distributed to LA Regional Food Bank).

The chapter announced the Educational Development 2006/2007:

January	“Coaching for Results”
April	Excel Computer Class
June	Leadership

### Harbor-UCLA Medical Center 2006/2007 Board of Directors:

President: Co-Chairs - **Cynthia Moore-Oliver,**  
**Calvin Kwan**  
 Past President - **Mary Lee Ryba**  
 First Vice President: Co-Chairs - **Nettie Nelms,**  
**Amy Teixeira**  
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 American Enterprise Assistant -  
**Lorna Ordinario**  
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 Members at Large - **Annie McCary,**  
**Patty Dewberry, Ellen Digiampaolo, Jim Keen,**  
**Stewart Laidlaw, Eileen Mosler, Shirley Smith**



Visit Important Web Page:

All NMA Chapters Listing on:  
<http://www.nma1.org/chapters/index.htm>

All NMA Councils Listing on:  
[http://nma1.us/councils/councils.htm#Listing\\_of\\_NMA\\_Councils](http://nma1.us/councils/councils.htm#Listing_of_NMA_Councils)

NMA Chapter Web Sites:  
<http://nma1.org/chapters/index.htm>

NMA Leadership Model  
<http://www.nma1.org/>

## 2007 Upcoming Events

### American Enterprise Speech Contest

SCAC will hold its 19th annual American Enterprise Speech Contest March 24, 2007.

Join SCAC on **March 24, 2007**, for the second level of the NMA American Enterprise Speech Contest. The event will be held at the Boeing Conference Center in Huntington Beach. At this event, you will see the winners of the chapter speech contests present their winning speeches. The winner of the SCAC contest goes on to compete at the Pacific South Area contest in May 17-19 in San Antonio, Texas.

For more information about these events, contact Avis French 949-830-1167 or [eavisf@sbcglobal.net](mailto:eavisf@sbcglobal.net)



### Management Week in America

NMA chapter members and individuals are invited to join the SCAC celebration of Management Week in America on **June 9, 2007**. The event will be held in June at the Boeing facility in Huntington Beach, California.

Our featured speaker at the meeting will be Roger Freely, from the ToastMasters Founders District Speakers Bureau. He will discuss "Preserving California Museums." Learning about the past helps us understand the present and develop leaders for the future. You will also have an opportunity to meet recipients of the SCAC leadership awards.



### More Bearonauts Now on Sale at \$5 each!

These Bearonauts can be ordered from:

- [sharon.m.mccormack@boeing.com](mailto:sharon.m.mccormack@boeing.com) in Huntington Beach, California
- [karen.e.jeffries@boeing.com](mailto:karen.e.jeffries@boeing.com) in Anaheim, California.

Profits from this fundraiser will support the NMA Southern California Area Council (SCAC)  
Cash or make check out to "SCAC".



### An "Entertainment Success! By Elaine Faflek

During the holiday season, SCAC provided an opportunity for members to purchase Entertainment Books -- resulting in savings on their annual "entertainment" expenses, gifts for that special person on their shopping list, and contributions to a worthy cause.

With 11 dedicated Boeing sellers at Anaheim, Huntington Beach, Long Beach, Seal Beach and Sea Launch, 190 books were sold. Most of the books were sold for the Orange County Area, but many were purchased for LA/Bay Area, San Gabriel Valley, and the Inland Empire. Profits from the sales were over \$1,700!

SCAC thanks all those Entertainment Books recipients who are now saving on their "entertainment" dollar at restaurants, theatres, movies, sporting events, airplane/auto/ship travel, hotels, retail stores and more! Enjoy your Entertainment Books with the knowledge that you contributed to a worthwhile cause.

Proceeds from the book sales were donated to the SCAC American Enterprise Speech Contest. Each year high school contestants from the Boeing Aerospace Leadership Chapter (BALC) and the Boeing Anaheim Leadership Association (BALA), both NMA chapters with SCAC, compete in a national speech competition for cash awards. SCAC sponsors regional contests and partially funds travel expenses for competitors from our local NMA Chapters.

## Board of Directors

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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



March 24, 2007 ..... American Enterprise Speech Contest  
 April 15, 2007 ..... 2007 Member of The Year, Hall of Fame,  
 ..... Executive of the Year Nominations due to National  
 May 1, 2007 ..... Publication Contest Entries due to National  
 May 17-19, 2007 ..... Leadership Conference, San Antonio, Texas  
 June 9, 2007 ..... Management Week in America

### 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.