

BOOTSTRAP

Bootstrap: Verb. Help oneself, often through improvised means.

Published for Members of the Lennox Leadership Development Organization

Online at <http://mtnsrv07/lldo> or <http://nma1.us/chapters/lennox>

Mixing it up with Michelle....



Teamwork

Cooperative or coordinated effort on the part of a group of persons acting together as a team or in the interests of a common cause

One of the benefits of working in Lennox LDO is watching the art of teamwork. To be fair, you can be watching good teamwork and bad teamwork. However, part of the vision of LLDO is to inspire outstanding leadership and cultivate a productive workplace. The best way to do this is by forming a good team that supports that vision. I'm proud to say that over the last month I have met with everyone on the 2009-10 team and they are doing just that. It is extremely motivating to see all of the work that the groups are doing to prepare for this year. All of the committees have met and are forming goals and objectives.

Most of the planning for our year is the typical "behind-the-scenes" work that goes unnoticed. In any team this is what makes an event or program successful. Sometimes we take for granted the lessons we are learning during this planning phase. This is what makes a good project or bad project. However, we often only focus on the end result, not at the lessons learned during this process. With a good team you navigate through obstacles and in the end can celebrate your successes. However, don't forget that just as many lessons can be learned from bad teamwork as good teamwork.

A challenge that our team has given ourselves is to catch people doing good things. We want to highlight the small things that make LLDO successful. We recognize that so much of what we do in this volunteer organization is not apparent. They say you can tell the character of a person by what they do when people aren't watching. So whether you are watching good teamwork or bad teamwork take place, use it as a learning opportunity for yourself. It will help you know how to better lead your next event or project in the future.



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Vision Statement

NMA is the recognized worldwide partnership of people and businesses inspiring outstanding leadership, and cultivating highly productive workplaces.



Mission Statement

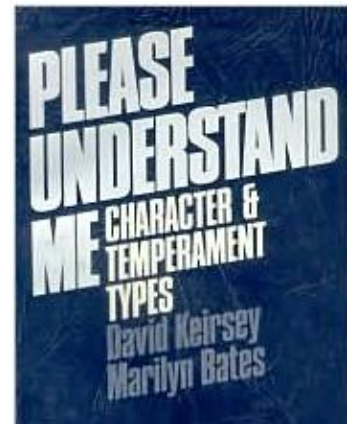
NMA creates leadership development products and opportunities that maximize the potential of our members, sponsoring organizations, and communities.

From the Publisher

Professor Keirsey is a long time clinical psychologist of the gestalt-field systems school. After 30 years of treating hundreds of teaching, parenting, marriage, and management problems, Dr. Keirsey now challenges the reader to "Abandon the Pygmalion Project", that endless and fruitless attempt to change the Other into a carbon copy of Oneself.

Good Stuff (recommended reads)

From Parke: This book is an introduction to self awareness based on the Meyers-Briggs test.



COMPANY NEWS



Senator Charles Grassley



U.S. Trade Representative
Ambassador Ron Kirk

Photos by Terrv Frederickson

Lennox Marshalltown Hosts World Diplomats

On Thursday, March 20, Lennox hosted a group of approximately 80 diplomats from around the world as a part of Senator Charles Grassley's 2009 Iowa Ambassadors Tour. Also attending the tour and luncheon were U.S. Trade Ambassador Ron Kirk, Kyle Gilley LII VP Gov't Affairs, Todd Hoff LII VP Marketing & Prod. Dev. Worldwide Refrigeration, Jim Brown LII Global Sourcing, Marshalltown Mayor Gene Beach, MEDIC and Chamber representatives.

"The Ambassador Tour is a great opportunity for IA to showcase its people, businesses and education system to diplomats from around the world. Our guests get a glimpse as to why there is no better place than Iowa to live, work and play," Grassley said. "I hope that the ambassadors will take the knowledge they gain from this trip back to their home countries and encourage their government and businesses to see what Iowa has to offer."

Lennox was chosen to host the group along with 15 other communities on a weeklong tour of the state.

Submitted by Sandy Holubar

BLAST FROM THE PAST!

Bootstrap April 1991

A TIME FOR EVERYTHING

File researchers don't have all the answers on what makes our body clocks tick, they do know that certain times of the day are best (& worst) for certain activities. Unless otherwise noted, this guide suggests the best time of day to engage in various mental & physical activities for the majority of people (neither hardcore larks nor owls):

To make decisions: between 7 and 11 a.m. when depression and anxiety are lowest. The worst time is between 2 and 8 p.m., when they're highest.

To do simple tasks (such as cleaning): early in the morning for larks; immediately after lunch for owls.

To do complex tasks (such as your taxes): at midday or late afternoon, when body temperature reaches its normal high point.

To remember things: short-term memory is most acute between 10 and 11 a.m.; long-term memory is best in early to mid-afternoon.

To exercise: it's easiest in the morning, when your threshold of pain is highest, but overall athletic performance – aerobic capacity, gripping skills, strength, speed and hand-eye coordination – peaks in early afternoon, around 1 p.m.

To drink coffee: caffeine has its greatest impact around 3 p.m.; it actually has little jolting effect in early morning.

Ask for a raise: over lunch. People are most agreeable (making you sound most persuasive) over the midday meal. A 3 year study by Johns Hopkins researchers found that more business contracts are signed over "power" lunches than at any other time.

Executive Fitness

LLDO 2009 Fundraiser Check Presentation



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Email: frontdesk@animarshalltown.com; Website: www.animarshalltown.com

July 28, 2009

Lennox Leadership Development Organization
% Shane Jacobsen
200 S 12th Avenue
Marshalltown, IA 50158

Dear Lennox LDO,

On behalf of the ARL Board of Directors, I would like to thank you for your support and generosity. We were very excited to learn we had been chosen to be one of the recipients of your yearly fundraising efforts for local charities. Lennox LDO does a wonderful job of supporting the community and it was a pleasure working with all of the individuals involved.

The money donated will be used to repair and/or replace outdated equipment at the facility. We hope that after this is done that there be a little leftover to purchase some Kuranda dog beds for our kennels. Our goal is to have a bed for each kennel, making the dog's stay with us more comfortable.

Thank you again for your support of our facility. Without support of our local community we would not be able to care for the increasing number of animals that pass through our facility each year.

Sincerely,

Kellie Hala
Executive Director



"Change is the law of life. And those who look only to the past or present are certain to miss the future." John F. Kennedy

Community Services

THE PENNY WAR IS ON!

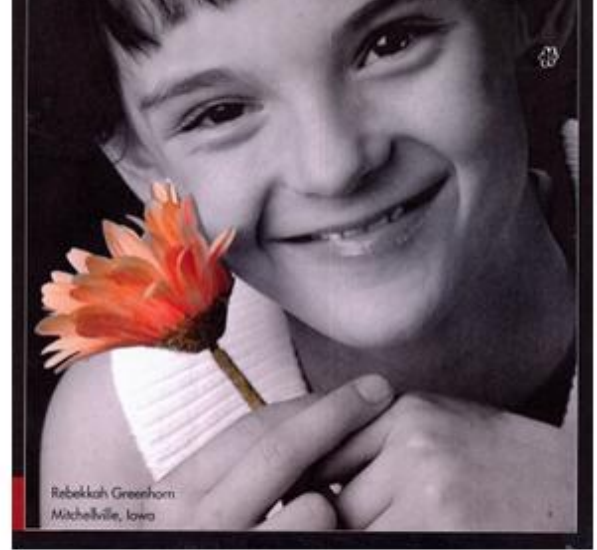
Jugs will be in the cafeteria prior to the
Sept. 12 Iowa/Iowa State game.

A PENNY IS 1 POINT FOR YOUR TEAM AND A NICKEL, DIME, QUARTER
OR MORE IS A NEGATIVE WHEN PUT IN YOUR RIVAL'S JUG. (If you're a
Hawkeye fan, put a quarter in the Cyclone jug to take away 25 points from the Cyclones.)

ALL PROCEEDS GO TO THE
IOWA VETERANS HOME FOR HAIRCUTS



Was it you who saved my life?



Lennox LDO Community Services
Blood Drive

Thursday, August 27, 2009

Signup sheets in HR or 2nd floor break area.
Contact Bob Oetker or Scott Kilborn for details.

4.5 million Americans would die each year without
blood transfusions. 60% of the US is eligible to
donate—only 5% do. Since a pint is a pound, you
lose a pound each time you donate.

United Way Day of Caring

Sept. 16

Contact Sam Drella for details. Signup sheets in HR & 2nd floor break area.

The 2009 House of Compassion School Supply Drive resulted in a nice donation to help needy students starting the school year. House of Compassion representatives were very pleased with the quantity of items provided by Lennox employees that included 30 spiral notebooks, 37 folders, 11 pairs of scissors, over 100 colored pencils and 230 regular pencils, 14 boxes of crayons, 14 glue sticks, 100 pens, and 34 packs of loose leaf paper. Numerous other items such as rulers, bottled glue, erasers, markers, Kleenex and more were also donated as well as \$70.00 in cash to help with the purchase of new backpacks. Thanks to those employees who generously gave to this worthy cause.



"Happiness is a perfume you cannot pour on others without getting a few drops on yourself." Ralph Waldo Emerson

Resources

✓ 'em
out!

manageBetter.biz

Professional Development Committee: Developing the Leader in You

Submitted by: Jillian Kern, Committee Chair

Professional Development is about learning the skills and behaviors that will help you to be a successful leader. Learning is a funny thing, though. Sure, it *SOUNDS* like a good idea, but when it is actually occurring, it is really pretty hard. Why? Because learning means change: Change in knowledge, change in skill and change in attitude. Learning is also, however, the only way we can grow and flourish into the best leaders we are capable of being. In short, learning is an active process that is difficult, but necessary.

"... learning is an active process that is difficult, but necessary."

One of the primary goals of this year's Talent Development Committee is to provide you with the tools and resources to make learning *possible*. Because learning is an active process, whether or not it actually occurs is entirely up to you --- you have to do the work and use what you learn in order to reap the benefits. If you are willing to engage in the process, we promise to try our best to make it worth your while.

Here's a sneak peek at what's ahead . . .



September – Root Cause Analysis



October – Finding Work/Life Balance

Stay Tuned for More Information!

Name That Publication!

Lennox LDO will hold a contest among membership to rename the "Bootstrap".

Watch for details in the September edition.



September Meeting



Matt Hoover

Matt Hoover is the winner of the hit NBC reality TV show, "The Biggest Loser 2". In high school, Matt was a two time state wrestling champion in the state of Iowa and was named a high school all-American. He was awarded a scholarship to the top college wrestling program in the nation, the University of Iowa.

Matt wrestled at 177 and 190 pounds for Iowa, but never achieved his wrestling goals. After his wrestling career ended, he developed severe eating and drinking problems that caused his weight to balloon to 340 pounds. In the winter of 2005, he was cast to be on the NBC show, "The Biggest Loser 2".

Matt arrived at the Biggest Loser Ranch in March of 2005 weighing 339 pounds. Matt won the show's grand prize of \$250,000.00 by losing 157 pounds in nine months, weighing in at 182 pounds at the live finale on November 29, 2005.

Matt has personally experienced and overcome problems with obesity and alcoholism. During the filming of the show, Matt lost an uncle at a young age to heart failure. Matt provides motivational and life-changing speeches on health & wellness, weight loss, and maximizing employee productivity.



NMA... THE Leadership Development Organization



Statement of Principles

NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement.

- 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 Free Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.
- I will recognize that leadership is a call to service.