



BOOTSTRAP

Roger Vreeland, Joyce Wilson, and Teri Wilson Editors



President's Message

By Bruce Martin

Congratulations, LLDO is "Outstanding". I just received word from the NMA that LLDO has once again achieved the highest chapter award NMA gives, "Outstanding Chapter" designation. Many thanks to Kim Barnes and her Board of Directors for the job done on the program year just completed.

Prior to my writing this message the Board of Directors for the program year have met for the first time and I have met with the Executive Advisors to present our goals/objectives and budget for the upcoming program year. The budget has been passed by the Board of Directors and been approved by the Executive Advisors. I would like to take a moment to publically thank the leadership of Lennox Marshalltown for their continued support of LLDO. Their commitment to LLDO allows us to provide most of our excellent programming.

As I mentioned in my first message, a continuing theme you will hear is my desire to keep reminding us of our mission statement, "To provide an avenue for employees to develop, improve, and demonstrate their leadership skills". LLDO is not a social organization. It and NMA are all about leadership development.

One of the best and easiest ways to foster leadership is to get involved in the activities of LLDO. What is your passion? I am certain that there is an activity of LLDO that can fuel that passion. We need your

INSIDE THIS ISSUE

President's Message / LLDO Calendar of Events	1
From National / Coming in September / Membership	2
Opportunities/ Amendment Proposal	2
Community Services	3
Programs	4
Director's Corner / Did You Know?	5
July Trivia Answer / August Trivia	5
Professional Development / Awards	6
NMA Leadership Model	7
Officers& Committee Chairs	8
Statement of Principles / Code of Ethics	8

passion to help us succeed. You can develop your skills while doing something you really care about. It's a win/win for everyone. All the committee chairs have been filled, so if you are worried that you don't have the time to participate, I disagree. The more members that participate in a committee the more the projects can be spread.

We list all our committees in each edition of the *Bootstraps*. We even put our pictures next to our positions so if you know the name but not the face, you can now put the two together. Every committee is still open and available for members to help.

Don't be a social member of LLDO, coming to the great meetings and lunches but not participating in any other way. LLDO is what our membership makes it. Let's continue our tradition and make it "outstanding" for the 26th year by all of us fully participating.

LLDO Calendar of Events

Event	Date	Time	Location	Contact
Stuff the Bus	Ends August 5	3:30 pm	Entrances to HR & Cafeteria	Mike Bair 4472
Blood Drive	August 11	8:00 am-4:00 pm	Auditorium	Bob Oetker 4097
Next meeting	September 15	11:30 am – 1:00 pm	Auditorium	Pam Riemenschneider 4369
UW Day of Caring	September 28	TBD	TBD	David Heddens 4328
Bingo	October 11	6:15 pm-9:00 pm	Veteran's Home	Toby Brimmer 4458

Community Services

UNITED WAY DAY OF CARING

By Mike Bair

The annual United Way Day of Caring will be held in late-September. This is a day where people come together to do service projects for local organizations. This project is being sponsored by the LLDO Community Services Committee and any LLDO Member is encouraged to roll up their sleeves and get involved in what is going on in the community. LLDO members can choose to volunteer either a half day or a full day of their time for service. Because the 'Day of Caring' is scheduled on a weekday, anyone who volunteers will be doing so during working hours and you will need your supervisor's permission. You can specify the types of activities you would like to be involved with.

This is a great opportunity for LLDO members to see first-hand the types of community services there are locally. Even more so, it gives us a chance to learn about the ways these services continue to function and serve the community—many times it is through donations and volunteering alone. Thank you for your time, and thank you on behalf of the Community Services Committee.

A link to a sign-up sheet with more detailed information will be emailed to you early in August.

Stuff the Bus

By Mike Bair

LLDO, together with the House of Compassion, in 2010 helped brighten the first day of school for over 900 students. HOC is asking for our help again this year in gathering school supplies for children in grades K-12.

Items needed include: single spiral notebooks (wide line), Kleenex tissues, wide-lined loose leaf notebook paper, folders and scissors (elementary pointed or blunt tip).

Appreciated are: colored pencils, erasable blue or black pens, erasers, school glue or glue sticks, and water base markers. Place your new, donated school supplies in the boxes located at the factory entrance to the Human Resources hallway and at the north Cafeteria entrance.

For cash or check donations, contact Dave Heddens or Mike Bair. The Stuff the Bus drive runs July 25 through Friday, August 5.



*Coming to the
Auditorium
August 11*

By Dave Heddens

What color do you bleed? Donate blood at the Lennox Blood Drive August 11th and receive a T-Shirt in your favorite school colors. This is a special offer this time due to the urgent need of blood this time of year.

Your donation can save three lives, help cancer patients, and people having transplants & surgeries.

Someone needs blood every two seconds so please consider donating.

Sign-up sheets will be in H.R. and the nurse's office starting July 25th. There will also be a link you will receive by email.

With Your Help . . .

By Mike Bair

Last year was another great opportunity for the LLDO Community Services Committee to serve as the conduit for the generosity of all who make up the Lennox family. Hourly, salaried and their families participated in and contributed their time and efforts in nearly 20 events. These events ranged from Blood Drives to collecting school supplies and cleaning the local bike path. Local agencies who were beneficiaries include, but were not limited to: The Salvation Army, House of Compassion, DVA/SAC, Special Olympics and the Iowa Veterans Home.

We are looking forward to another year of opportunities to promote community spirit within the Lennox Family, helping and contributing to local agencies as well as making Marshalltown a better place to live.

Programs

You Oughta Give Iowa a Try!

By Katy Rhinehart

That is our theme for the Programs Committee for the 2011-2012 LLDO speakers. We are excited to get speakers with an "Iowa Touch" and hope you will find motivation and leadership ideas to bring to your work area. Below are some of the outstanding speakers we have coming.



October LLDO Speaker
 Robin Groves, 2010 Single Horse Champion (Driving)
 Member of Single Horse Driving Team 2008 & 2010



November LLDO Speaker
 Steve Siemens, The People Builder
 Interactive, humorous, and motivational



December LLDO Speaker
 Bob Anderson, The Raptor Resource Project
 Decorah eagles and wildlife activist



Director's Corner

By David Hanson, NMA Central Area
Chair

The NMA Board of Directors met at the NMA Headquarters in Dayton, Ohio the weekend of July 16th. Circumstances prevented me from attending in person but I was able to participate by phone for most of the meetings. In three words, "Sustain and Grow" were the topics of discussion.

Steve Bailey, NMA President, is looking at helping charter a chapter in Maryland soon and is looking for other places interested in forming a chapter. The Professional Development Committee has new leadership and is looking at new and innovative ways to provide learning opportunities. Association Services is looking at a marketing representative program where past NMA officers or others would be willing to market the NMA and provide new support to startup chapters. The financial report is good. Membership is down but the NMA Board of Directors is continuing look to the future.

As always I am proud to represent Lennox LDO, Iowa, and the Central Area.

DID YOU KNOW?

By Teri Wilson

History on the post-it note: His name was Arthur (Art) Fry. When he was an employee for a company called 3m that made plastics, laminates and glues, he came across a glue on the shelf that was made by Spencer Silver. It was previously shelved because the glue was only half-glue and of no use as a real glue. In 1977, Art was looking for a paper to paper adhesive to keep leaflets from falling out of his hymnal and this adhesive of Silvers was perfect for it. The product was launched in 1977 but due to little response from the public, the Post it note was not marketed until 1980 and in the year 2000, they celebrated their 20th anniversary.

July Trivia Winner!

By Bradley Westendorf

Last month's trivia winner was Ben Franzen

Question

On September 5, 2003 Army Regulation 670-1 changed the wearing of the United States flag patch on the Army uniform. How did they change the wearing of the patch and for what reason did they do so?

The correct answer:

Army Regulation 670-1 entitles the complete Army uniform regulations. The change of the wearing of the United States flag patch must be worn on the right or left shoulder so that the stars are facing forward, or the flag's own right. This is to give the effect to observers it looks as though the flag is moving from front to back when the soldier moves forward.

A \$5 gift card to Purple Cherry was the prize.

Congratulations.

August Trivia Question

By Teri Wilson

How many points was a touchdown worth in 1911?

Please e-mail your answer to Teri Wilson by August 8th.
One name will be drawn from all correct answers on
August 9th.

Management is doing things right; leadership is doing the right things.
Peter F. Drucker



Professional Development Brown Bag Lunch: Grundy County Barn Quilt Project

By Kim Barnes

On Thursday June, 23, Kisha Cahalan, Barn Quilt Project Coordinator with the Grundy County Development Alliance came and gave a presentation on the Grundy County Barn Quilt project. Kisha told us of the history of the Barn Quilt project and shared photos of some barn quilts that can be found in Grundy County. Currently, there are 65 quilt blocks that adorn rural Grundy County barns, corn cribs and other farm buildings.

The Barn Quilt board oversees and approves the barn quilts that will be advertised and added to the barn quilt tourism map as there are restrictions on what which quilt blocks will be allowed. Some of the quilt block rules are each quilt block must be modeled like an actual quilt block pattern, no pattern can be duplicated, the quilt block must face the road and must be able to be seen going each way on the road and the standard quilt block size is 8' x 8'.

Tour guides are available for groups that wish to view the major stops on the barn quilt route and also enjoy Grundy County shopping and sites. For more information you can go to http://www.grundycountyia.com/Quilt_Website/index_bq.htm

Awards

Bruce,

Congratulations to you and everyone at Lennox Leadership Development Org. for achieving the NMA Outstanding Award for 2010-2011. This is quite an accomplishment which requires organization, cooperation, and dedication by everyone working toward this common goal. You, your chapter officers, and the other chapter members can be proud of this achievement during the past administrative year.

The NMA Recognition Program was established to recognize those chapters which exhibit truly exemplary programs and activities. By knowing the criteria for each award in advance, chapters may elect to strive for any or all three award levels. While achievement of an award is truly admirable, the real honor comes in knowing that you have provided a professional environment for your colleagues. Keep up the good work!!

On behalf of the NMA Board of Directors and the NMA Staff, please express our sincere congratulations to those who, through their combined efforts and contributions, made this honor possible.

We hope you have plans to attend the Recognition Luncheon at our 2011 Annual Conference to accept this award on your chapter's behalf. This luncheon will take place on Sunday, September 11, at the Hyatt Regency St. Louis Waterfront in wonderful downtown St. Louis, Missouri. We look forward to seeing you and/or your representative(s) in this magnificent city!

Kim Kelly
July 14, 2011

Awards Committee Chair for 2011-2012

By Bruce Martin

It is with great pleasure that I turn over the Awards Committee to the capable hands of Brent McDowell for this next program year. This past year was my second go-around as the Chairperson of this committee.

The NMA uses the R-1 monthly report to know what and how the individual chapters are performing. The report looks daunting, but it is really quite easy to use and if used religiously, causes a chapter to do the things it should be to be successful.

While the Awards Committee is usually a one person task, one of the goals of mine as President will be to try and create some meaningful local awards to recognize our LLDO members. The more LLDO members that would like to participate in this process/project, the better. If you are interested, please contact Brent McDowell at extension 4256 or myself at extension 4576.

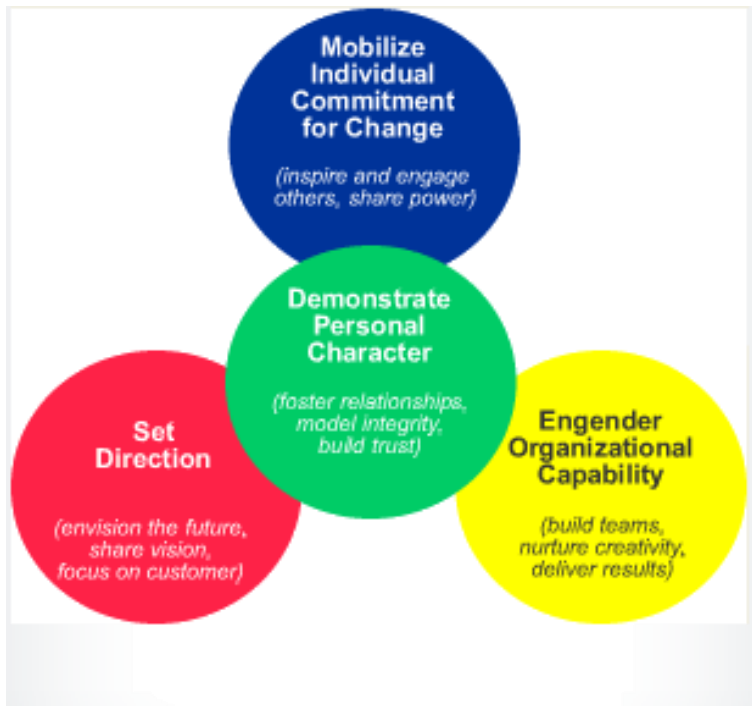
Also, it is not too early to learn about this process and think about talking with Sandy Holubar about a chair position during her term, July 2012 through June 2013.

NMA Leadership Model

NMA The Leadership Development Organization

**Mobilize Individual Commitment for Change
(inspire and engage others, share power)**

- Stress open and honest communications
- Energize, excite & motivate others
- Lead by example with high expectations
- Convey purpose & mission to motivate others
- Celebrate successes & learn from disappointments
- Implement continuous improvement aimed at world-class performance
- Build teams to maximize success
- Inspire in ways consistent with the organization values



**Demonstrate Personal Character
(foster relationships, model integrity, build trust)**

- Model the organization values
- Earn trust & respect
- Promote integrity & ethical behavior
- Meet your commitments
- Be accountable for your actions & decisions
- Keep promises under pressure
- Marshall all leadership attributes

**Engender Organizational Capability
(build teams, nurture creativity, deliver results)**

- Take advantage of diversity
- Provide effective controls/metrics
- Mentor and coach for growth & success
- Maintain an effective customer network to spot issues
- Demonstrate strong operational skills
- Use complexity as leverage
- Ensure operational performance
- Capitalize on unanticipated opportunities

**Set Direction
(envision the future, share vision, focus on customer)**

- Maintain internal & external customer focus
- Translate strategy into actionable objectives & plans
- Share vision, values & accountability at all levels
- Maintain direction & consistency in big-picture & daily challenge
- Create a win-win atmosphere
- Create an environment where all can stretch, take risks, create, contribute & learn
- Seize changes as opportunities

Officers & Committee Chairs



	President: Bruce Martin x4576
	Vice President: Sandy Holubar x4270
	Secretary: Doug McDaniel x4408
	Treasurer: Gary Springer x4335
	Programs: Katy Rhinehart x4406
	Community Services: David Heddens x4328
	Professional Development: Chad Fridley x4512
	Member Relations: Pam Riemenschneider x4369
	Awards: Brent McDowell x4256
	Public Relations: Teri Wilson x4008
	Director: John Fink x4301
	Director: Bob Oetker x4097
	Director: LuAnn Wieland x4424
	Director: Tom Taylor x4293

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 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.