



BOOTSTRAP



Roger Vreeland, Joyce Wilson, and Teri Wilson Editors



President's Message

By Bruce Martin

It is hard for me to believe that we are past Thanksgiving and almost upon Christmas. It seems like yesterday that my daughter started back to school. Wow, time flies by if we are not intentional about our actions. Sometimes we just need to jump in and become part of the action rather than sitting back and evaluating whether it is a perfect move or not. Not everything we do will be perfect or work out exactly as we had hoped, but if you never participate in the game, you'll never get an opportunity to be successful. I worked with an ex Navy Seal at a previous company and one of his favorite saying was "an 80% plan aggressively executed is better than a 100% plan never implemented". Take a chance, get in the game, and see what will happen.

For our December meeting, you can participate and help out in the community by coming to the meeting with two items, a canned food item and mittens or a hat. The canned good is for our annual Christmas holiday food drive and the mittens or hat is for our annual mitten tree. These are wonderful community service activities that LLDO has participated in for many, many years. Even though our members have always stepped up, the Community Services Committee took the opportunity of the slightly earlier December meeting to see if we can't really up the participation by asking all our members to bring an item with them to the meeting.

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Speaking of the meeting, we are really lucky to have Ron Anderson, the Director of the Iowa Eagle and Raptor project here to speak to us. He really has a busy schedule and early planning and booking by our Programs Committee paid off. If you are not familiar with the project, it is a wonderful naturalist, on-line project that people around the world watch on their computers. Come hear about how Iowa is leading the world.

We have had some questions about guests for the December and January, Aaron Thomas (son of Ed Thomas), meetings. The January meeting especially may have a lot of extra guest interest. We do not want to turn anyone away from our meetings but we have to be conscious of the numbers that we can support. Look for an announcement soon on how we will handle large quantity of guest requests.

I hope you and your family have a wonderful holiday season. Please remember the reason for the season and make it special.



LLDO Calendar of Events

Event	Date	Time	Location	Contact
December Meeting	December 8	11:30 am – 1:00 pm	Auditorium	Gary Springer 4335
Holiday Food Drive	Ends December 14	3:30	Outside the cafeteria	Community Service
Sal. Army Mitten Tree	Ends December 16	3:30	By the Company Store	Community Service
January Meeting	January 19	11:30 am – 1:00 pm	Auditorium	Gary Springer 4335

November Trivia Winner!

By Kelby Budzine

Last month's trivia winner was

Kevin Siemsen

Question

In what year did the NCAA drop the rule that made it so there was a jump ball at mid court after every basket made?

The correct answer:

1937 or 1938, the rule change happened in the 1937-1938 season.

An Energizer Glow Stick was the prize.

Congratulations!

December Trivia Question

By Ben McFarland

Where did the term, "The whole nine yards" come from?

Please e-mail your answer to Joyce Wilson by December 15th.

One name will be drawn from all correct answers on December 16th.

Membership

Our current membership count is 89. Please invite non-members to attend meetings with you.



December Program

DECEMBER 8

11:30 - 1:00 - Lennox Auditorium

Robert Anderson

Decorah Eagle Project and Raptor Project Director

Lunch by "The Haven"



**HAPPY
HOLIDAYS**

Below is the link to the local LLDO website:
<http://mtnsrv07/lldo/>

"Not everything that counts can be counted, and not everything that can be counted counts." - Albert Einstein

Community Services

Salvation Army Mitten Tree

Help your community and The Salvation Army by donating *new* scarves, hats and mittens

All sizes are welcome—from newborn to adult

The mitten tree is located by the Company Store, just outside the double doors into the factory.

Warm someone's heart this Christmas season.

Donations will be accepted until Friday, December 16th.



CORRECTION

The BINGO article in the November issue noted Toby Brimmer as the writer of the article. The writer was David Heddens. The Bootstrap regrets the error.

May the spirit of Christmas bring you peace,
The gladness of Christmas give you hope,
The warmth of Christmas grant you love.

~Author Unknown



DOING THE MOST GOOD.™



*Lennox L.D.O. is sponsoring a
Holiday Food Drive
for the Salvation Army.*



*Please place your non-perishable food items in the box outside the cafeteria by
4:00 p.m.*

Wednesday, Dec. 14.



Items appreciated:

Boxed Stuffing Mix

Oatmeal

Rice

Canned Fruits

Canned Vegetables

Coffee/Instant Drink Mixes

A Community Services Event

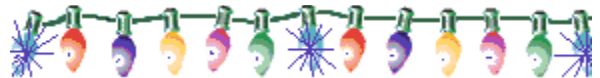


Photo by Bruce Martin

Lily Martin, daughter of Bruce Martin, ringing bells for the Salvation Army.

Interview with a Past President

By Bruce Martin

Mary Clark - District Manager, Portland/Seattle President 1990 -1991 Program Year

When did you first become involved with LMC (LLDO)? **1989**

Why did you become part of LMC (LLDO)?

I was in a team leader role at the time and the leadership training was important to me as I wanted to become a manager.

Other than Vice-President and President, did you hold any other leadership positions with the organization?

I served as the leader on the Key Speaker committee.

What was your role with Lennox Marshalltown the year you were President? **I was Team Leader in the Billing Department.**



Did your involvement with LMC (LLDO) help your business role with Lennox and if it did, in what way?
The Leadership Management training series, which was taught by Harry Bizios at the time, was instrumental in developing my skills as a manager. I still have the manuals I received at the training. Much has changed since then but the base principles are surprisingly still relevant.

Was there something you learned during your term as President that you carry with you today?
As President, the opportunity to speak and conduct meetings at that level early in my career provided me confidence and presentation skills that I utilize to this day.

What do you remember most about your term?

I remember the stringent requirements that were associated with achieving the Excellent, Superior and Outstanding Awards. It taught me a lot about leading multiple teams to achieve one goal. There was a history of our Chapter achieving these awards year after year. This inspired all of us to strive for excellence. I still remember what it felt like to be presented these three awards on behalf of our chapter, (for the 5th time), by John Norris Jr. at his annual State of the Company address the following January. I was working at our Corporate offices in Dallas at the time and had the honor to fly with Mr. Norris on the company jet to accept the award at the meeting in Marshalltown.

Is there something you miss about LMC (LLDO)?

I miss the team atmosphere of the Lennox Management Club, its people and the pride in what we accomplished year after year in training, and quality meetings each month.

Looking back now, knowing what you know, would you do it all over again?

Absolutely. It provided the foundation for who I am as a leader today.

“Access information on all future LLDO events through the link below:”

I:\LMC\2011-2012 LLDO\Calendar of Events 2011_2012.doc

NEW Project Management Professional (PMP®) Certification Training For NMA Members

The PMP® credential recognizes demonstrated competence in leading and directing project teams in all businesses and industries. If you're an experienced project manager looking to solidify your skills, stand out to employers, and maximize your earning potential, the PMP® credential may be of interest to you. Our national NMA organization is poised to help you reach your goal via two new opportunities.

The NMA Virtual Classroom through

WHAT? A new online environment created especially for NMA members (chapters and companies) through a special relationship with IQShare, a PMP® Exam Prep education provider, well known for already providing after hours training to NMA's largest affiliate. Classes are "live over the Internet" in Web-Ex fashion. You may take the 40-hour class at home, from your office, or as a group of colleagues in a conference room. IQ Share also provides on-site PMP® training as well.

WHEN? NMA members may take these virtual classes on Sundays...or Monday & Wednesday nights...or on Saturdays. The Sunday classes begin January 15th and the Monday/Wednesday night option starts January 16th. Saturday classes commence March 3rd. A total of six options are presented in the handout referenced at the bottom of this article.

HOW DO I REGISTER? Bryan VanSickle, IQShare President (or his assistant Michele Winters) will personally answer curriculum and delivery questions, and then walk you through the registration process over the phone (303/503-9212). They'll then send you a registration form and an invoice. Not 100% sure? Talk with Bryan about "auditing" the first class for free.

What IS THE COST? IQ Share is offering a 50% discount to NMA members for this 40-hour virtual classroom opportunity. Only \$1295.

Self Study Courses, Programs, and Simulations through



WHAT? MindEdge, a Project Management Institute (PMI) Registered Education Provider is making its complete library of PMP self-study materials available to NMA members through the NMA website. You can find them at www.nma1.org under the Education tab as well as in the NMA Virtual Library, under the Project Management Tab. This particular group of materials is in addition to several other PMP self-study programs already posted on the Virtual Library portion of the NMA website.

WHEN? Being self study, you may take them at your leisure. On-line support for most of these courses is available as well.

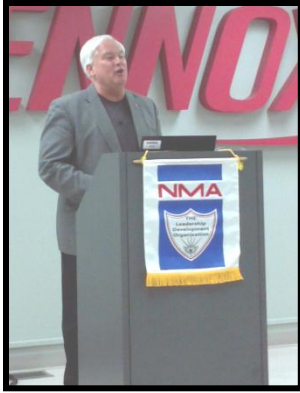
WHAT IS THE COST? Prices start at \$79 for a single self-study course.

For a complete packet of information on both programs, go to:
<http://nma1.org/Education/pmpinfo.pdf>

Programs

In Case You Missed It

By Jens Pedersen



Last month, the members of LLDO enjoyed an inspiring presentation from Steve Siemens aka The People Builder. Steve is known worldwide for his interactive, humorous and motivational style of speaking. He is also part of the 10% of public speakers who have been awarded the CSP (Certified Speaking Professional), the highest honor that can be given by the National Speakers Association. In addition to his accomplishments as a public speaker, he has authored three books; **Push-ups for People, Together We Can**, and one book that he co-authored, **Give Stress a Rest**. Steve also just got done serving as the International President for Kiwanis International.

Steve's speech to the LLDO members focused on defining a good leader and the characteristics one would possess. Throughout his lecture, there were opportunities for LLDO members to discuss qualities they thought one would need. His speech also emphasized what each of us can personally do to develop the skills he outlined. During the presentation, Steve stressed a set of five major points. He referred to them as the five kEys for Leadership:

- Examples - Put models in front of their eyes.
- Enthusiasm - Put a fire into their hearts.
- Expectations - Put dreams over their heads.
- Experiences - Put wins under their belts.
- Equipment - Put tools in their hands.

Along with these five points, he encouraged LLDO members to follow along with his speech by filling out a fill in the blank packet which he provided. In it, each key contained a supporting section that defined it more in depth. Throughout his seminar, Steve provided personal experiences and stories relating to his topic. These helped emphasize his points and, in some instances, lighten the mood to further engage the listeners.

Prior to Steve Siemens' talk, LLDO members enjoyed a wonderful assortment of sandwiches, vegetables, soups and delicious cakes catered by Katie J's here in Marshalltown.

Coming in January



Author **Aaron Thomas**, son of Coach Ed Thomas, will be speaking at the **January 19, 2012** LLDO meeting.

Five copies of "The Sacred Acre: The Ed Thomas Story" will be given as door prizes. Lunch will be catered by: Hy-Vee Chinese Express.

Katrina Relief Effort

First Congregational Church of Western Springs, IL Adult Volunteers

It has now been well over six years since Hurricane Katrina tore through the gulf coast. Everyone has aged even more, everyone has grown even more and everyone has learned even more. Since the tragedy we have come to realize the faults that existed and many are now trying to prevent those same things from happening again. Unfortunately, there is no way to know if those efforts will stand up until they are tested. However, there are some things we know for sure. We know that the people of the gulf coast, even six years later, still need more help than we can imagine. We know that the rebuilding effort is going to take years before there is any semblance of normalcy. One of the biggest problems with this undeniable fact is that many, if not most, of the ones that need the majority of the help do not have the financial resources to acquire it. And this heartbreaking fact is why I write to you now.

The need for assistance still exists. The need for volunteers is just as great. The need to rebuild is as crucial as ever. Even with all this need there is still an undeniable sense of hope that exists in the gulf coast community. This hope exists because there are still volunteers traveling to the gulf to help, but as time passes and other causes begin to surface around the globe those numbers dwindle. On December 26 of this year I, along with, a group of college age and young adults from the Western Springs Congregational Church in Illinois (My Hometown) will be traveling to Biloxi, MS to help an agency called Hope CDA with their rebuilding efforts. Our church has a significant connection to the city of Biloxi, as we have worked there eleven times since the spring of 2005. In March of 2005 and 2009 we spent our time painting and repairing homes and creating wonderful new friendships. It is extremely saddening to think that the homes we painted and worked on could be swept away overnight and the people we met left without anything. In December of 2005, 2006, 2007, 2008, 2009 and 2010 we spent the week between Christmas and New Year's doing our best to help in any way we could to clean up and rebuild after Hurricane Katrina. We helped to clean up a Boy Scout camp and start the construction on new buildings, put a tarp on a roof, painted the interior of a home, organized a supply tent, did some modest demolition, installed insulation and interior wall paneling on a new home as well as cleaned the inside of another woman's home, so it could be repaired.

This journey is not going to be easy. It will cost us over \$6,000 to travel to Biloxi. This will be a substantial financial burden for those on the trip, especially since they are mostly college students. Any donation will go directly to our expenses for this trip.

To Make a Donation:

Please make checks payable to **First Congregational Church** AND designate your donation to "**Young Adult Work Tour**" on the memo line of your check. You may drop it off by my cubicle any time or stop me on the floor.

Thank you for any gift you can make.

Sincerely,

Jens Pedersen

CB/NAPC Intern

Ext 4340

Jens.Pedersen@lenmoxind.com

jensp@iastate.edu

Box Tops Really Count!

Thanks to supporters like you, America's schools have earned over \$250 million in 12 years.



Please clip and save box tops for our area schools. A collection box is located in the 2nd floor break room.

Thank you!



Did You Know?

By Kelby Budzine

According to the Guinness world records, the tallest Christmas tree ever cut was a 221-foot Douglas fir that was displayed in 1950 at the Northgate Shopping Center in Seattle, Washington.

There is a law in the UK, The Holy Days and Fasting Act of 1551, that declares every citizen to attend church on Christmas and they cannot use a vehicle to get there. The law still exists on the books, although it is not observed.

Each year more than 3 billion Christmas cards are sent in the U.S. alone.

The first song ever broadcast from space was Jingle Bells.



SUBMIT ARTICLES FOR THE JANUARY ISSUE

Do you have any activities that you would like to share with LDO members?? If so, please send them to Roger Vreeland, Joyce Wilson, or Teri Wilson. All articles and pictures should be submitted no later than December 30th.

Check out the NMA newsletter @

<http://nma1.org/Communications/Breaktime/2011-08/2011-08.pdf>

Officers & Committee Chairs



NMA The Leadership Development Organization

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.



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



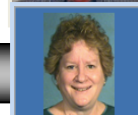
Professional Development: Chad Fridley x4512



Member Relations: Pam Riemenschneider x4369



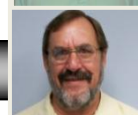
Awards: Brent McDowell x4256



Public Relations: Teri Wilson x4008



Director: John Fink x4301



Director: Bob Oetker x4097



Director: LuAnn Wieland x4424



Director: Tom Taylor x4293