



BOOTSTRAP

Teri Wilson and Sandy Holubar, Editors



President's Message

By Kim Barnes

This is my final article for the Bootstrap as LLDO President and I am reflecting upon this year and the people who have made it a success with a thankful heart.

First off, I want to thank Lennox and our Leadership Team (Alan Anselman, John Ernat, David Evans, Miguel Gutierrez, Mark Holman, John Landherr, Mike McDermit, Mark Rickman and Alan Schneberger) for their support of our

organization. Lennox has been supporting this organization since 1960 and I hope that the support continues for years to come. I trust that you, the LT, is seeing how much your employees are growing and learning because of their participation in LLDO activities.

Next, I want to thank the Committee Chairs and their committees for all the hard work this year. It was so nice to know that I didn't have to worry about anything when I walked into a Program meeting, to know that all service activities would be well planned, that Professional Development opportunities would be available and all details would be thought of, that LLDO members would be notified of the meetings and new members would be sought after, that the Bootstrap would come out looking WONDERFUL and on time (despite the late article from the president), that the Awards chair would make sure every point that is available to us is given to us and that 110% was put into the fundraiser to raise money for excellent organizations. You have made me feel very blessed and I will always be grateful. The committee chairs are as follows: Programs, John Schuler; Community Services, Mike Bair; Professional Development, Paul VanderKley; Public Relations, Teri Wilson; Fundraiser, Michelle Burgess and Sandra Holubar; Awards, Bruce Martin; and Member Relations, Deb Kerr. I thank you and your committees very much!

My next thank you goes to the LLDO board this year. It was so nice to have people on the board that were so knowledgeable and you have provided great counsel and guidance this year. Board members are as follows: Bruce Martin, Vice President; Sandra Holubar, Secretary; Treasurer, Joyce Wilson; Directors, Linda Andrews, Dane Wills, Bob Oetker, John Fink; Past President, Michelle Burgess; and National Director, David Hanson. Thank you all.

Lastly, I want to thank the LLDO membership. I hope that you have and will take advantage of all the great opportunities that LLDO has to offer. Many people in our community that work in professional environments for other businesses are envious of what we have in LLDO. You have available to you very fine speakers, many opportunities for Professional Development, and a way to connect and network with co-workers (not to mention the great meals each month!). Please don't take these benefits for granted.

Thanks for a great year and I trust that you will provide the same support to Bruce and his team next year.

May the road rise up to meet you, may the wind be ever at your back. May the sun shine warm upon your face and the rain fall softly on your fields. And until we meet again, may God hold you in the hollow of his hand. ~Irish Blessing

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The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint to keep from meddling with them while they do it. Theodore Roosevelt

From National

2011 NMA Dates to Remember

June 2-4 2011, East LDC, Hilton DeSoto, Savannah, GA 31401

July 16 2011, July Board of Directors Meeting, NMA Headquarters, Dayton, OH 45439

September 8-10 2011, NMA Board of Directors Meeting, Hyatt Regency St. Louis Riverfront

September 10-12 2011, NMA Annual Conference in Partnership with ICPM

Top 150 Management & Leadership Blogs

<http://www.noop.nl/2010/04/top-150-management-leadership-blogs.html>

Compiled by using their Google Page Rank, Bing hit count, Alexa Ranking, Technorati Authority, Twitter Grader, PostRank and FeedBurner count.

New Training Solutions from NMA

**SHORT COURSES FROM NMA
AND CRISP FIFTY MINUTE SERIES™**



- Timely and relevant topics linked to our [NMA Leadership Model](#)
- Affordable training specially discounted 25% for NMA affiliates
- Short formats that fit your training parameters
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- Online Support for Instructors
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Over 300 short, easy-to-read, easy-to-understand books that cover the most critical aspects of business topics in a minimum amount of time. Crisp Fifty-Minute books are designed to be used for self-study or for classroom training.

Community Services

Bike Path Clean-Up

By Bradley Westendorf

A big thank you to all of the volunteers in our “Pitch the Trash” themed Bike Path Clean-Up!! The clean-up went GREAT and the weather was GREAT too! This clean-up we had 21 volunteers help “Pitch the Trash” who also enjoyed delicious Pizza Hut Pizza and some volunteers were lucky enough to win prizes. The most unique item collected this clean-up was a brand new (still packaged) CD player. Once again, THANK YOU to all who helped make this clean-up successful! We will see you all again for the fall Bike Path Clean-Up with a football theme of “Sack the Trash”!!



LLDO Calendar of Events

Event	Date	Time	Location	Contact
Fundraiser Raffle Draws	June 1	Noon	Auditorium	Michelle 4251/Sandy 4270
LLDO meeting	June 8	11:30-1:00 pm	Auditorium	Programs
Continental Breakfast	June 9	8:00-10:00 pm	Auditorium	Members Rel. & C.S.
Blood Drive	August 11	8:00 am-4:00 pm	Auditorium	Bob Oetker 4097



IOWA VETERANS HOME

1301 Summit Street
 Marshalltown, Iowa 50158-5485
 Ph: (641) 752-1501
 Fax: (641) 753-4278

Terry E. Branstad, Governor
 Kim Reynolds, Lt. Governor
 State of Iowa
 David G. Worley, Commandant

May 13, 2011

Lennox Management Club
 200 S. 12th Avenue
 Marshalltown, IA 50158

Dear Friends,

I am sending the enclosed Certificate of Recognition in honor of the volunteers who have served at the Iowa Veterans Home during the 2010-11 volunteer year on behalf of Lennox Management Club. Please accept this certificate as thanks for their service to IVH residents.

Sincerely,

Diane Lemker
 Director of Volunteer Services
 Iowa Veterans Home

Enc.

This letter and certificate of recognition were received May 17th. Thanks to all who have been involved with the semi-annual BINGO events at the I.V.H. The next BINGO event is planned for Tuesday, October 11th.

IOWA VETERANS HOME



Certificate of Recognition

Presented to the

Lennox Management Club

In honor of your members who have selflessly given their time to benefit the Veterans of the State of Iowa as volunteers at the Iowa Veterans Home during the year 2010-11.

Given this 29th Day of April, 2011.

Director of Volunteer Services

Commandant

In Case You Missed It

By Michael Carter

To start off the May LLDO meeting, we had Rube's award winning burgers with potatoes O'Brien, baked beans, and an assortment of brownies. Once everyone had their fill, Jordan Weber, the LLDO speech contest winner, delivered his speech (for practice) before he ventures down to Georgia to compete at the regional level. He spoke on the subject of leadership, defined it, and used examples of good leaders in his life.

Next, Ed Siems, President of the North Central Camera Club Council, presented a slide show of photographs he and his wife took on a trip to the Canadian Rocky Mountains in October of last year. Ed also shared a slide show of the aftermath of the ice storm from December 27th and 28th of 2009. After the presentation of this amazing photography, the meeting ended with three \$50 and three \$25 cash drawings for members with perfect or near perfect attendance at our LLDO meetings, and finally the Lennox Lotto drawing.

Management Week in America

Join us for a Morning Glory Bakery cinnamon or pecan roll along with coffee/juice in the auditorium on Thursday, June 9, between 8 a.m. and 10 a.m. to celebrate Management Week in America. This event is co-sponsored by Community Services and Members Relations Committees. See displays and pictures of events that were held throughout this LDO year. You need not be a member to enjoy breakfast. New members are welcome. There will be information on hand to help in your decision to join if you are not currently a member.



Director's Corner

By David Hanson

"Opportunity is missed by most people because it is dressed in overalls and looks like work." I have shared this Thomas Edison quote with several people the past couple weeks and fear it is far too fitting in today's culture. There are those who look for the easy path to quick success. They will not find it.

Developing leadership skills is also many times missed because it too appears like work. Belonging to an NMA chapter means you need to buckle up your bibs and roll up your sleeves. If you have never chaired a committee or even served on a committee, why not? When approached to serve as an officer, do you say no? Why? Working in an NMA chapter means you are surrounded by people who want you to have success. Their goal is to create opportunities for skill development, for you to learn and accomplish things you have never done before. The end of the year is near and the next year's officers are already working hard. How great would it be for you just to walk up to your new chapter President and say "What opportunity is out there for me? I got my overalls on and I'm ready to work."

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

Membership

Our current membership count is 96. Please invite non-members to attend meetings with you, and please be sure to welcome and introduce yourself to our new members Chuck Strobbe, Ali Martinez and Tyler Gerdes!

**"Believe you can and you're halfway there."
Theodore Roosevelt**



Mini L.D.C. Report

Nebraskaland Council Mini Leadership Development Conference

By Bruce Martin

Photos by Sandy Holubar

I believe most LLDO members know that our organization is part of the NMA (National Management Association). What many may not know is as part of that organization, the country is split into regions and smaller councils. LLDO is part of the Central Region and the Nebraskaland Council.

The Nebraskaland Council consists of LLDO, Leadership Link chapter in Lincoln, Nebraska State Government chapter in Lincoln, Midlands Community chapter in Omaha, and SE Nebraska Community chapter in Beatrice. These five chapters meet four times a year to network about leadership issues and running of local chapters but the primary activity is to plan and hold a one day Mini Leadership Development Conference in Omaha. That conference was held May 19th and was attended by nine LLDO members, Kim Barnes, Bruce Martin, Sandy Holubar, Dave Hanson, Shane Jacobson, Katy Rhinehart, Chad Fridley, Brent McDowell, and Dave Heddens.

The Mini LDC primary purpose is to help new officers and committee chairs prepare for the upcoming year. There were four breakout sessions held on a rotating basis so you could attend three of the four. The sessions provided training on the following committees:

- Programs Committee
- Professional Development Committee
- Awards Committee
- Member Relations Committee

Additionally, there were two longer training sessions for President/Vice President and Secretary/Treasurer. Both of these sessions were lead by LLDO members, Dave Hanson and Shane Jacobson. For those that were not President/Vice President of Secretary/Treasurer, there was a inter chapter networking time to talk about issues that affect all chapters.

Lastly, Sandy Holubar offered a wonderful multi-media presentation on "How to Create and Submit an Award Winning Newsletter".

I was very proud to be part of LLDO and to see all of the hard work that the LLDO members put into planning and presenting this Mini LDC to make it the success that it was.



Serenna Russell, Midlands chapter leads a roundtable on Programs.



(Left) Rich Furaske from Leadership Link, leads the roundtable discussion on Awards & Recognition.



Sandy gives the Newsletter presentation and Shane leads the Secretary/Treasurer training at the Mini LDC



David leads the President/Vice president Officer Training workshop.



Installation of 2011/2012 Nebraskaland Council Officers by David Hanson. Linda Zabel, NE State Gov Chapter, President; Serenna Russell, Midlands Chapter, VP, Marian DeBuhr, SE NE Community Chapter, Secretary; and Janet Miller, NE State Gov. Chapter, Treasurer.

Coming Wednesday, June 8th

Lennox LDO Chapter Membership Meeting

Lennox Auditorium



Tornado Facts

By Phillip Grandt

Many of us have seen the devastating impacts that tornados have already had this year as they ripped through much of the central United States. Tornados are such a devastating force of nature that you shouldn't take them lightly. Iowa ranks sixth in the nation for the number of tornados in a year, and we must be prepared for them in order to protect ourselves and others. So what are some things you can do to protect yourself in the event of a tornado?

1. Have an emergency kit ready that has everything you will need in the event of an emergency. First aid equipment, severe weather radio, and flashlights should be in your kit.
2. Have a pre-determined place to ride out the storm. If in a building you should go to a basement, interior room, or storm shelter if you have one.
3. If you get caught in your vehicle during a tornado get out and find the lowest place you can, probably a ditch. Do not try to out run it!
4. If severe weather is approaching, go to your predetermined shelter. Stay there and listen to your severe weather radio for updates. **Tornado Watch:** Tornadoes are possible in our area. Remain alert for approaching storms. **Tornado Warning:** A tornado has been sighted or indicated by weather radar. If a tornado warning is issued for your area and the sky becomes threatening, move to your pre-designated place of safety. **Severe Thunderstorm Watch:** Severe thunderstorms are possible in our area. **Severe Thunderstorm Warning:** Severe thunderstorms are occurring. Remember, tornadoes occasionally develop in areas where a severe thunderstorm watch or warning is in effect. Remain alert to signs of an approaching tornado and seek shelter if threatening conditions exist.

Blast from the Past

From the NMA Newsletter of
June, 1966



TWO IMPORTANT AWARDS

A news story from NMA headquarters released this month announces the selection of National Management Association's Management Man of the Year Award and Free Enterprise Writer of the Year for 1966. Those awards go to Daniel J Houghton, president of Lockheed Aircraft Company, Burbank, California, and Miss Sylvia Porter, syndicated business columnist of New York.

They are the highest individual honors bestowed by NMA and will be presented at the annual convention in Pittsburgh October 28. Mr. Houghton is one of the nation's foremost aerospace executives and Miss Porter is the author of a widely read business column which appears periodically in the Marshalltown Times-Republican.

From the NMA Newsletter of
June, 1966

YOU WILL WANT TO TAKE THIS TOUR

You have been previously advised that the June Management Club meeting would involve a tour to Amana Colonies for a visit at Amana Refrigeration. You will be contacted by telephone by a member of Ralph Gardener's Booster Committee. Because of the time element involved, it was hoped reservations would be firmed up immediately by this contact, and no reservations slip is attached to this Newsletter.

The buses will load in front of the Aire-Flo Inn at 4:00 p.m. Thursday, June 16. Your cost will be \$2.00 to apply on transportation. Whatever that transportation balance may be will be picked up by your club. As this issue of the Newsletter is in preparation, a definite decision has not been made on location of the evening dinner, other than the certainty of it being held either at Bill Zubers off the highway South of Amana or at the Ox Yoke Inn in Amana. Whichever the final choice, you are doggoned sure of a good meal and Lennox again will pick up the tab, as it did on the Des Moines trip a year ago.

These annual visits are important and interesting, and this one should be especially so, because of the nature of the plant operation to be seen. This Newsletter may reach you before you are contacted by the Boosters, and it is suggested that you be ready to say "yes" when that call comes.

NMA Mission Statement

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

May Trivia Winner!

Last month's trivia winner was Katy Rhinehart.

The first railroad bridge to cross the Mississippi river was built between what two cities?

The correct answer: Rock Island and Davenport

Katy's prize was a \$5.00 Canteen punch card

June Trivia Question

By Joe Gassman

What was Memorial Day formerly known as?

Please e-mail your answer to Joe Gassman by June 7.
One name will be drawn from all correct answers on June 8.

Did You Know.....

By Benjamin Fenton



- The day commemorating the creation of the US flag, Flag Day, is celebrated on June 14. In May of 1916 Woodrow Wilson issued a proclamation officially establishing Flag Day, and in August of 1949 an act of Congress established National Flag Day.
- Flag Day is not a federal holiday, but it is at the President's discretion to officially declare observance.
- The week of June 14 is designated as National Flag Week, during which the President will issue a proclamation urging all US citizens to fly the American flag, and that the flag be flown at all government buildings.

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 Capacity
(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: Kim Barnes x4007
	Vice President: Bruce Martin x4576
	Secretary: Sandy Holubar x4270
	Treasurer: Joyce Wilson x4337
	Programs: John Schuler x4060
	Community Services: Mike Bair x4472
	Professional Development: Paul VanderKley x4401
	Member Relations: Deb Kerr x4528
	Awards: Bruce Martin x4211
	Public Relations: Teri Wilson x4008
	Director: Linda Andrews x4275
	Director: Dane Wills x4367
	Director: John Fink x4301
	Director: Bob Oetker x4097

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.