



BOOTSTRAP



President's Message

By Kim Barnes

February was a very busy and exciting month for LLDO. As I already mentioned in the e-mail I sent out, we had the LLDO Speech Contest on February 15. I was so impressed with the high school students that competed; they all had great points of view on the broad topic of leadership. Again, I want to thank everyone that helped with the Speech Contest. It really takes a collaborative effort and it was well worth it.

Just a couple of days after the Speech Contest we had our February program. The February program was put together by the Professional Development chair, Paul VanderKley. One of Paul's goals from the beginning of the year was to have Jayson Henry come and speak to us about Servant Leadership. Jayson did an excellent job communicating the concepts of servant leadership and giving real life examples of how to be a servant leader. Paul has been an excellent Professional Development Chair and I want to thank him for all his efforts.

The Nominating Committee met today to assist in recruiting next year's LLDO board. If you're one of the lucky people who are asked to serve on the board or as a committee chair I strongly urge you to consider participating, especially if you haven't been involved in helping run LLDO in the past.

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Our National Director, David Hanson, describes LLDO as a "Leadership Laboratory." Are there skills that you would like to hone that you don't get to exercise in your job? Come hone those skills in LLDO! Do you want more opportunities to get to know your fellow Lennox employees? LLDO is a perfect place to build those relationships. If you're interested in helping out, please contact Bruce Martin or myself and we'll find a place for you!



Don't let anything stop you. There will be times when you'll be disappointed, but you can't stop.
Make yourself the very best that you can make of what you are. The very best.

~ Sadie T. Alexander

Community Services

Blood Drive

By Bob Oetker

The February 9th blood drive registered 28 donors, 6 of them first time donors. This resulted in 25 products from whole blood donations and 6 products from double red cell donations (3 donors). That's a total of 31 products which will help save the lives of 93 lowans in need of blood.

Winners of the \$10.00 punch cards to Canteen were Dan Doyle and Chad Eubanks (repeat donors) and Mike Gunderson (1st time donor).

Thank you to all who donated blood and thank you to those who helped set up and take down equipment.

Books & Beasties Thank-You

Dear Lennox employees,

Thank you for the books and animals from your recent drive. We were running short of books so we were excited to get so many books.

We have given out 38,700 Books & Beasties to schools and agencies in Central Iowa. Lennox's donations of books, animals and cash makes it easier to continue our literacy project. Thanks!

God bless,
Ellen Harbaugh

Pajama Drive

By Mike Bair

The LLDO Community Services committee would like to thank everyone who generously donated items during our PJ drive which ended February 18. We collected several sets of PJs and other personal care items for the Domestic Violence Alternatives (DVA)/Sexual Assault Center (SAC) here in Marshalltown. The pajamas will be given to victims that seek shelter from their abusers, as many times they come to the shelter with only the clothes on their backs. It might seem like PJs are a funny thing to give, but they probably mean the world to that person that just wants to feel warm and safe...even if it's just for a night.

Special Thanks to Linda Andrews who graciously donated her LLDO Luncheon Lottery winnings to the PJ drive.

Bowl For Kids' Sake

By Teri Wilson

BFKS is Saturday, March 5 at Marshalltown Totem Bowl. For the first ten teams to sign up, LLDO Community Services will sponsor \$25.00.

Teams must consist of 4 or 5 people and each person on the team is asked to raise at least \$50.00. You do not need to be an LLDO member, but at least one person on the team must be a Lennox employee to be eligible for the sponsorship. *Team rosters and shirt sizes must be completed and turned in by February 25th.*

Contact Craig Broyles x4227, Terry Frederickson x4373 or Kim Meyer x4041 to sign up.

Living is the art of loving. Loving is the art of caring.
Caring is the art of sharing.
Sharing is the art of living.

If you want to lift yourself up, lift up someone else.

~Booker T. Washington



Community Services Continued

BINGO at the Veterans' Home

By Teri Wilson

LLDO will be sponsoring BINGO night at the Veteran's Home on Tuesday, April 5th.

Meet at 6:15 p.m. to help take the residents to the game area. BINGO starts at 7:00 p.m. and ends at 8:00 p.m. This event is open to all Lennox employees. Bring the kids and make it a family night! Quakerdale youth will again participate with Lennox volunteers.

Sign up in Human Resources to help with this fun event. Contact Toby Brimmer at #4458 with questions.

Volunteers will enter the Home using the far west drive off of Summit Street and park in the first parking lot they come to which is located just west of the Malloy Building. They can enter in the West Door directly across from the parking lot. Enter that hall and turn left at the first hall to the elevator doors. The cafeteria is located there and that's where the activity will take place.

Book Fair

By Teri Wilson

Come enjoy the *Books Are Fun* book fair held right here at:

Lennox Industries Auditorium
Tuesday, March 15
9:00 am – 3:00 pm

Come visit the New Books Are Fun Book Fair in the convenience of your workplace. With over 250 great titles at unbelievable prices, you are sure to find something for everyone on your list!

Product categories include:

Children's Story Books, Cookbooks, General Interest Books, New York Times Best Sellers, Stationery & Scrapbooking, Music Collections, Gifts for all ages, Early Learning Products and Children's Educational Products.

First run, top quality products from the world's leading publishers:

Time Life, Simon & Schuster, Dorling Kindersley, Harper-Collins, Penguin, Random House, Reader's Digest, Rodale, Disney, Publication's International, Thomas Nelson, Peachtree Publishing and many more!

We gladly accept cash, major credit cards and checks made payable to Books Are Fun.

Izaak Walton League Scholarship

By Mike Bair

The Marshall County Izaak Walton League is offering again this year the \$1000.00 MCIWL – Piper Memorial Scholarship. All Marshall County High School and College students who plan to continue their education at an approved university, college, junior college, vocational, trade or technical school in a field related to conservation or environment are eligible for consideration.

The Scholarship will be paid directly to the school of the recipient's choice on a quarter, semester or yearly basis. Deadline for application is March 15.

Applicants will be notified of selection by April 15.

Please email Mike Bair at Mike.Bair@LennoxInd.com for a copy of the guidelines and registration form.



2011 Leadership Speech Contest

By Sandy Holubar, photos by Mike Bair

On Tuesday evening, January 15, Lennox L.D.O. hosted the Leadership Speech Contest in the Lennox auditorium. The event was well attended and 7 contestants competed for the top prize of \$150 cash and a trip to Savannah, GA to compete at the Regional Level. All of the students presented well and the decision by the judges was a difficult one. First place went to Jordan Weber, (son of Jon Weber Tool & Die), second place (\$75) was Toni Proescholdt, and third place prizes of \$25 each were awarded to Daniel Blom, Emily Barske, Abigale Snyder, Christopher Johnson and Angela Wrage.

A special thank you to John Ernat for his opening remarks, and to Kim Barnes for emceeing the event. Also a big thank you to the volunteers, without them the contest would not have happened.

Chief Judge was Karen Roessler (Teacher at Lenihan and active in theater), other Judges were: Mike Donahey (employed at T-R & a Toastmaster, Tom LaVille (retired teacher and active in theater), Bill Backoff (employed with Union Pacific RR & a Toastmaster)

Time Keepers: Deb Husak & David Hanson

Videographer: Harley Barnes

Photographer: Mike Bair

Contestant Escort: LuAnn Wieland

Contestant Chaperones: Toby & Sharon Brimmer

The purpose of the Leadership Speech Contest is to promote understanding of leadership among high school students and increase awareness of leadership roles in the world.

The committee for the 2011 contest was Leah Cox (chair), Kim Barnes, Sandy Holubar, Mike Bair and Vicki Miller.



2011 Speech Contest Participants: Daniel Blom, Emily Barske, Jordan Weber, Abigale Snyder, Angela Wrage, Toni Proescholdt, Christopher Johnson.



Speech Contest Committee Chair Leah Cox presenting the 1st Place Award to Jordan Weber.



LLDO President Kim Barnes with 2nd Place winner Toni Proescholdt and 1st Place Winner Jordan Weber.

Programs

In Case You Missed It

By Trisha Miller

After a delicious meal of Zeno's pizza and ice cream sundae bar, our February LLDO speaker took the stage. Paul VanderKley and the Professional Development Committee were responsible for the February speaker and I have heard nothing but positive comments about their choice. Jayson Henry, Director, Continuous Improvement for Vermeer Corporation in Pella, was the February speaker and he shared how the Servant Leadership Model dramatically changes the lives of people and the organizations they work in.

Jayson first asked the room for key words describing the culture at Lennox. A list of 17 items was brainstormed and you will find that list at the bottom of this article, along with a second list of 14 items that was brainstormed at the end of Jayson's presentation describing what the culture at Lennox could be in the future.

The definition of Servant Leadership is the skill of influencing people to enthusiastically work toward goals identified as being for the common good. Jayson shared many of his own personal experiences with us describing how servant leadership has helped him in his career. Leaders should be mindful that people are entrusted to their care. Team members spend half of their waking time with their leaders at work. How leaders behave affects the dinner table and ultimately lives beyond our teammates.

He listed eight points that he believes leadership requires:

- 1) Patience – showing self control
- 2) Kindness – display common courtesy to others
- 3) Humility – behaving authentically
- 4) Respect – treating people importantly
- 5) Selflessness – meeting the needs of others
- 6) Forgiveness – letting go of resentment
- 7) Honesty – being free from deception
- 8) Commitment – sticking to your choice

Jayson closed his presentation by giving us some suggestions on how to begin using Servant Leadership. He says to consciously make the choice that you're going to manage this way...get to know your co-workers (boss, peers, employees)...ask what you can do to help them...focus your day on meeting the needs of others...don't play victim to your environment...and finally, learn more about what it means to serve.

Lennox Culture Today

Quality
Changing
Individualistic
Entitlement
Dedicated
Diversified
Innovative
Flexible
Stressed
Segregation
Reactive
International
Friendly
Wide Choice of Interest
Set in Ways
History
Complicated

Lennox Culture Future

Trust
Respectful
Fellowship
Selfless
Genuine
Optimistic
Enabling
Happy
Aligned
Caring
Cooperative
Excited
Supportive
Servant Leadership



Linda Andrews was the winner of the Lennox Lotto and she compassionately donated her winnings to the Domestic Violence Alternatives/Sexual Assault Center.

Coming in this month

By Trisha Miller



Iowa State Women's Volleyball Coach Christy Johnson-Lynch

March 17, 2011



Lennox Auditorium



11:30 – 1:00 pm

The Story of Two Woodchucks

Submitted by John Ernat

Two woodchucks were given the same task, chop wood for the next 8 hours and their boss would review their progress at the end of the day.

Immediately both woodchucks started chopping wood non-stop. Then the #1 woodchuck noticed that #2 stopped and left the room. He was gone for almost 10 minutes. He returned and resumed chopping wood. The next hour the same thing happened again. #2 left for 10 minutes and came back and started working.

This continued for the rest of the day and #1 woodchuck was getting really angry that #2 kept leaving and that he had to do all the work. The other "lazy" worker would get in trouble for not keeping up with #1. His hard work would be noticed at the end of the day. #1 was a hard worker and very proud of his work ethic. The day ended and the boss came to evaluate the work of each woodchuck. He was pleased that they both had generated a large pile of wood that was exactly the same size. He thanked both of them for their hard work and two large piles of wood.

#1 could not believe his own eyes. How could they be the same? #1 never stopped, he worked the entire time. The frustration level was too much to bear. He asked #2, "How and the heck could you have cut the same amount as me, you left every hour for 10 minutes while I kept working?" #2 replied, "It was simple, I left to sharpen my ax".

The moral of the story is to keep your tools sharp.

These tools aren't limited to equipment, but your body and mind also. You need to take that needed break. "recharge those batteries". Find out what works for you. A walk around the office or plant, get a good night's sleep, have lunch with a friend or spouse, watch a child's sporting event or practice, take a vacation. The last one is my favorite, a real vacation where I am not tied to a laptop or cell phone.

You've Done What?!?

By The Public Relations Committee

Looking back over my lifetime, it amazes me when I realize the number of things I've done. My life has been a veritable plethora of learning opportunities, all of which have helped me become the person I am today. Rather than list them in chronological order, I thought I'd sort of bunch them together.....



Sandy Holubar

Part-time and side jobs include mowing lawns, baby sitting, waitress, bartender, and aerobics instructor. One of the really fun things I did was cater rock & roll concerts and sell T-shirts in the early 70's. I met lots of "interesting" people.

I have a Secretarial/Bookkeeping Degree, been licensed in Real Estate and Insurance, a Boy Scout and Girl Scout Leader, Sunday school teacher, and currently am Frontline Ministry Leader at my church (I coordinate 100+ ushers, greeters and welcome center volunteers).

In factories I've assembled parts for radios and TV's and built hydraulic cylinders (ran a turret lathe, drill press, band saw, drove a forklift and ended up organizing and running the tool crib). I know the organizing thing is probably a surprise to you..... In the tool crib I learned to sharpen drill bits and calibrate measuring tools, which back then were dial, not digital like they are today.

I was a purchasing agent before computers, so inventory was kept on a card system. When buying steel you had to do lots of ciphering on the calculator to figure out how much of what to buy, then convert the feet to pounds.

I helped design a hydraulic cylinder, drew up blueprints, and helped redesign the hydraulic system of bottom dump trailers while at CMI. At CMI my nickname was Harpo because my hair was long and curly and looked funny sticking out from under my hard hat. I came to work one day and hidden under a large blueprint on my desk was my hard hat with a bicycle bulb horn screwed to the side of it. Someone apparently thought it completed my Harpo look, and I had lots of fun wearing it in the plant.

I've been a database, office and customer service manager, executive secretary (to a president, woo hoo), bookkeeper, benefits administrator, and director of administration. At Maytag one of the jobs I had was working with the legal department in contract development and administration and securing floor displays for appliance dealerships nationwide.

I had the privilege of working in the philanthropic arena with a large trust foundation, giving away \$2.3 million a year in grants, scholarships and fellowships. I also coordinated grant writing workshops. It was great working for someone who wanted you to spend money instead of save it!

I worked for a large greenhouse and developed their company newsletter, I also did lots of marketing stuff including brochure development and compiling a full color, 80 page customer/grower catalog distributed nationwide.

Finally, I came to Lennox starting in HR and then to my job in the LT area. I really enjoy the variety of things I get to do in this position, most of which revolves around helping others. My varied background helps with the many hats I wear in my job at Lennox, and with LLDO. In my 4 ½ years with LLDO I've been on the membership, community services, 2009 fundraiser, the last 3 speech contest and public relations committees. I've chaired PR and community services, am currently secretary and a delegate to the Nebraskaland council. Next year Bruce has strong armed me into taking the VP position if approved....

That's everything you've always wanted to know (and probably more) about all the jobs I've had. All in all, it's been an interesting, learning experience with lots of ups and downs. My mom once told me I should try to learn something new every day – and I've found doing so really keeps life exciting.

Calendar of Events

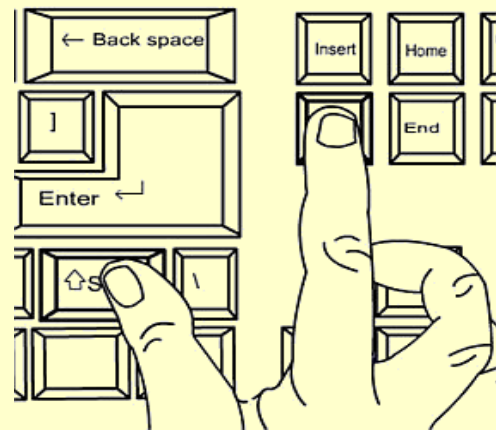
Event	Date	Time	Location	Contact
Book Review	March 2,9,16,23,30	12:00-1:00 pm	Auditorium	Paul VanderKley 4401
Bowl For Kids' Sake	March 5	7:00-9:00 pm	Totem	Kim Meyer 4041, Craig Broyles 4227 or Terry Frederickson 4373
Izaak Walton Scholarship	March 17 Application Deadline			Mike Bair 4472
LLDO Meeting	March 17	11:30-1:00	Auditorium	Paul VanderKley 4401
Bingo	April 5	6:30-9:00 pm	Veterans' Home	Toby Brimmer 4458
LLDO Social	April 21	4:00-6:00 pm	KC Hall	John Schuler 4060

Professional Development

Shortcuts

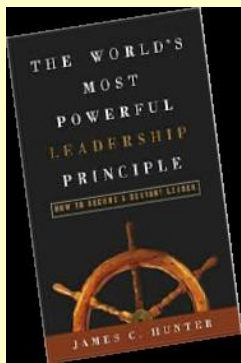
As a monthly feature, the Professional Development Committee will contribute several keyboard shortcuts for compiling information faster in Excel. Be sure to try them out!

Keystroke	Function
[Shift] [Spacebar]	Select a row
[Ctrl] [Spacebar]	Select a column
[Ctrl]A	Select an entire worksheet
[Shift][Home]	Select from current cells(s) to the beginning of the row
[Shift][End][Enter]	Select from current cell(s) to last used cell in row.



There are no secrets to success. It is the result of preparation, hard work and learning from failure.

~ Colin Powell



Professional Development Book Review

World's Most Powerful Leadership Principle: How to Become a Servant Leader

To lead is not to be “the boss,” the “head honcho,” or “the brass.” To lead is to serve. Although serving may imply weakness to some, conjuring up a picture of the CEO waiting on the workforce hand and foot, servant leadership is actually a robust, revolutionary idea that can have significant impact on an organization’s performance.

Jim Hunter champions this hard/soft approach to leadership, which turns bosses and managers into coaches and mentors. By “hard,” Hunter means that servant leaders can be hard-nosed, even autocratic, when it comes to the basics of running the business: determining the mission (where the company is headed) and values (what the rules are that govern the journey) and setting standards and accountability. Servant leaders don’t commission a poll or take a vote when it comes to these critical fundamentals. After all, that’s what a leader’s job is, and *people look to the leader to set the course and establish standards.*

But once that direction is provided, *servant leaders turn the organizational structure upside down.* They focus on giving employees everything they need to win, be it resources, time, guidance, or inspiration. Servant leaders know that providing for people and engaging hearts and minds foster a workforce that understands the benefits of striving for the greater good. The emphasis is on building authority, not power; on exerting influence, not intimidation.

While many believe that servant leadership is an inspiring idea, what’s been missing is the how-to, the specifics of implementation. Jim Hunter shows how to do the right thing for the people you lead. A servant leader or a self-serving leader: Which one are you? With Jim Hunter’s guidance, everyone has the potential to develop into a leader with character who leads with authority.

Format: Casual, small-group setting; group reads independently, then discusses key learnings, thoughts and comments, ask questions, etc.

Dates: Starts Wednesday, March 2
Every Wednesday, 12-1 pm (excluding holidays)
Note: Group will decide reading pace at March 2 meeting, which will determine the number of times we will meet.

Location: Factory Conference Room

Cost: Books will be provided free of charge by the LLDO on the condition that you made an effort to attend the weekly discussion meetings as your schedule allows.
Drinks and snacks will be provided – bring your own lunch

Did You Know...

By Trisha Miller



- 36.5 million people in the United States have Irish roots.
- The first St. Patrick’s Day parade in the United States was held in 1737.
- For over 40 years, the Chicago journeyman plumbers have turned the Chicago River green. They are eco-conscious... they dump vegetable dye into the river.
- St. Patrick’s Day is celebrated on March 17 because it’s the day of his death.

Blasts from the Past

Submitted by Trisha Miller

OETKER'S OBSERVATIONS

Submitted by Bob Oetker

Taken from the September, 1989 issue

It's September already. I can't believe it, but summer is gone, school has started and our first membership meeting is just days away.

As you read through this issue of the "Bootstrap," note the listing of upcoming meetings that our Program Committee is setting up for us. We have a very dedicated Program Committee this year and they are doing their best to get interesting, informative and entertaining speakers for our meetings. Johnny Orr should start the club year off just fine, and the rest of the year is just as good.

We are planning the year with 106 active members and 36 honorary members for a total of 142. Having meetings, conducting management development courses or whatever else our club is involved in is meaningless unless you participate. So, get involved! Make a commitment to yourself to attend more meetings this year than last. Try to take a part in club activities and functions. You'll be glad you did.

CHALOUPEK'S COMMENT

Submitted by Bob Chaloupek

Taken from the March, 1980 issue

The stated purposes of the Lennox Management Club are the basis for the goals and objectives that are developed by the officers, directors and committee chairpersons each year. Completion of these goals and objectives suggest that the club members were exposed to a course of action designed to strengthen their professional standing.

There is another important aspect of completion of these goals and objectives. That aspect lies in the value of the experience that each officer, director, committee chairperson and committee member gained in developing and implementing these goals. Each member of the club can benefit from the monthly programs and management development courses. But only those members who serve in a leadership capacity gain the value of the experience of helping to manage an NMA Chapter.

In the very near future, some of you will be given the opportunity to serve your club in a leadership capacity. This year's nominating committee of Dale Ballard (chairperson), Carroll Paul, Don Hodges, Bob Chaloupek, Chuck Long, John Anderson and Roger Rokes will soon be preparing the slate of candidates for the elections that will be held at our May meeting. Don't miss out on the chance of serving as an LMC officer. If you're contacted by the nominating committee and asked to run for election to some office, do so. It is a very worthwhile experience.

I recently had the opportunity to participate in the new-member orientation. This was an enjoyable experience because it gave me the opportunity to discuss our club with these new members. To date, six individuals have become new members. This seems to suggest that the club is doing the "right" things.

Elsewhere in this issue, you read about this year's management development seminar. This annual event, which was started four years ago, seems to improve each year. This year's seminar will focus on topics that should be important to each of us. I encourage you to attend the seminar if at all possible.

Membership

Our current membership count is at 96. Any new salaried employee will be invited as a guest to a meeting. If you haven't already, please take a moment to introduce yourself and welcome them to LLDO.

Trivia Question

By Ben Franzen

What current branch of the U.S. military was a corps of only 50 soldiers when World War I broke out?

Please submit answers to Ben Franzen.

Winner!

Last month's trivia question was correctly answered by Sandy Holubar.

What was the first living creature ever ejected from a supersonic aircraft?

The correct answer was
a bear

In 1962, the bear was parachuted from 35,000 feet to a safe landing on earth.

Sandy received a box of chocolates as her prize.

Mark Your Calendars...April 21

LLDO Social

4:00 – 6:00 pm Knights of Columbus Hall

Meal provided by Taylor's Maidrite

Relax, socialize and maybe even win a door prize

All Fun....No Games!



Interview with a Past President

This month's past president interview is with Bob Oetker.

Kim: What year were you president of LMC (now LLDO)?

Bob: 1988 – 1989

Kim: Who was your vice president?

Bob: Ron Peterson

Kim: Who mentored you through your presidency?

Bob: Don Merritt

Kim: What was your most memorable moment in the year that you were president?

Bob: Probably when Johnny Orr (former ISU men's basketball coach) was our speaker and my wife and I sat and ate with him at the program meeting. He was just so funny. He would talk about his players and the feelings he had for them. He was quite a person and we really enjoyed our time with him.



Kim: Do you have a favorite program that was held the year you were president?

Bob: The Johnny Orr meeting.

Kim: Did you attend any of the NMA conferences? Where was it?

Bob: I went to Bismarck; I was on the trip with Randy Smith and it was quite memorable. I also attended the National Conference in San Diego. That was neat because my brother lived there and just got out of the Marines so I flew my family out and while I was attending the conference my brother took my family around. We stayed a few extra days past the conference and made a vacation out of it. The family had a real good time. One of the days we were there we took a boat out and went deep sea fishing. Also, when we were flying back we were in the Denver terminal and had boarded the plane and the plane taxied out, but then turned around and headed back to the terminal. The captain got on the radio and apologized and said that they had forgotten to load the luggage. Our 2 daughters still remember that trip.

Kim: What advice do you have for me as current president?

Bob: You have a lot of good people serving as officers and directors. Listen to them; they will give you very good guidance.

Kim: If there is anything you can change about LLDO, what would it be?

Bob: I don't think I would change anything.

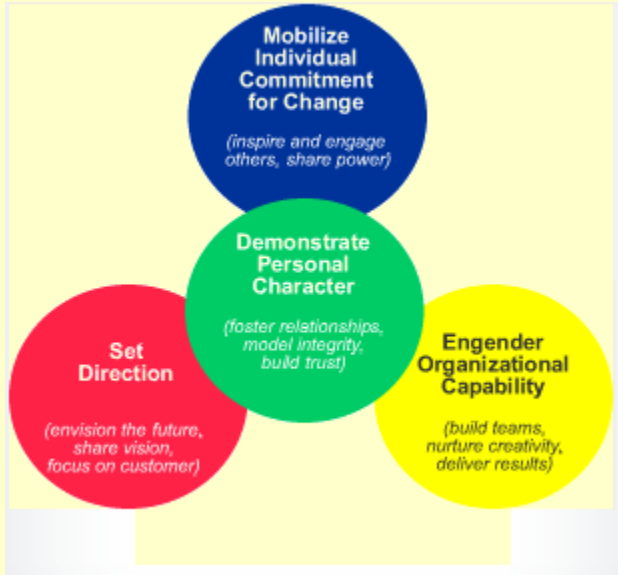
Kim: You have stayed active on the Community Services committee. Which Community Services activity is your favorite and why?

Bob: My favorite activity is probably the Blood Drive. I like the Community Services committee because you're actually doing things that help people and I feel like the Blood Drive helps people the most. Anytime you can be active on a committee and do things to benefit people it is a good thing.

NMA Leadership Model

**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















**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

**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

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: Trisha Miller x4455
	Director: Linda Andrews x4275
	Director: Dane Wills x4367
	Director: John Fink x4301
	Director: Bob Oetker 4097



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.