



# BOOTSTRAP

Teri Wilson and Sandy Holubar, Editors



## President's Message

By Kim Barnes

### What do you get for \$72?

I ask the question because that is how much it costs to be a LLDO member, \$72. But what, exactly, are you getting for the \$72 that you pay for the LLDO dues? Well, if you have attended all 7 program meetings held this year; you have gotten 7 delicious meals (averaging \$15.51 in price per meal). You have also heard some very talented professional speakers who talked about internet safety, professionalism in challenging times, local education, humor in stressful situations, leadership, servant leadership and a mentalist who left us all saying, "How'd he do that?"

You have also had the opportunity to network with your fellow employees in a non-work setting; meeting people who you might not have the opportunity to meet in your job. So, if you've *only* taken advantage of the program meetings and nothing else, you have gotten meals worth \$108.60 total and some very fine entertainment and learning experiences (that's WELL worth \$72!).

### What if you have taken advantage of other opportunities provided by LLDO?

Professional Development has offered 2 book reviews (and you don't have to pay for the books!); the books alone are worth \$31 total. But, you didn't just get the book because the book's value is null if you don't read it. If you read the books you gained a lot of great, useful information and you had the opportunity to discuss the topics in the book with your fellow LLDO members; gaining insight from another person, seeing a different way to think of things and discussing the book helps to imprint the principles taught in your brain so you retain it. The professional development committee has also offered numerous webinars and brought in a speaker who did an excellent job explaining exactly what Servant Leadership is.

Community Services has offered ample opportunities to LLDO members to serve the community such as, Salvation Army bell ringing, bike path cleanup, BINGO with our Veterans, blood drives, PJ drive for victims of domestic abuse, opportunity to help with the Special Olympics, school supply drive, and many others. According to author James Hunter in the book "The World's Most Powerful Leadership Principle," if you go get out of "me" for a while, "me" will start doing a lot better. He also told of a great American psychiatrist and author Karl Menninger who was asked what he would recommend to a person who was about to suffer a nervous breakdown. Menninger replied, "Lock up your house, go across the railroad tracks, find someone in need, and do something for them." Abraham Lincoln is also quoted as saying, "When I do good, I feel good." I'm not saying that I think we're all ready to suffer nervous breakdowns, however, I am saying there is much proof that serving correlates with happiness and well being and LLDO will help get you there.

LLDO also offers people the opportunity to practice and hone their leadership skills in board and committee positions and you won't get fired if you mess up! David Hanson, past president and current NMA Central Area Chair, says LLDO is a "leadership lab." Some of the skills you can exercise are organizational, time management, communication, leadership, public speaking and problem solving...just to name a few. The skills gained cannot be taught in a classroom, they must be practiced and this is a perfect setting to do it in.

I just wanted to illustrate the many ways LLDO is worth your \$72 and your time. We are fortunate to work for a company that also sees the value in LLDO and has chosen to support it over the years. Take advantage of the opportunities provided...you'll be glad you did.

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Kim Barnes, LLDO President

## 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*

### About NMA's E-Learning Self Study Courses

NMA is pleased to offer a new and unique E-Learning experience. These vendor courses offered by Mindedge represent an affordable and convenient way to strengthen business skills. Available at:

[http://nma1.org/Education/E-Learning\\_Self\\_Study\\_Courses.html](http://nma1.org/Education/E-Learning_Self_Study_Courses.html) NMA offers self-paced business, management, and leadership courses for professional learners. At NMA we believe in lifetime learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy. These courses represent an effective way to meet these goals.

All courses have been developed by industry professionals and subject matter experts and are based on content used by world-class companies and can be completed in as little as 4 to 6 hours. Enroll now to improve the critical skills you need to succeed as a manager in today's knowledge economy, or enroll your employees and help them become effective, productive and strategic contributors to your company's goals.



#### Featured Programs

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- Leadership
- Management
- Management Information Systems
- Marketing
- Project Management
- Innovation
- Critical Thinking

#### Why NMA E-Learning?

##### A Unique Delivery Platform

Mindedge courses are available 24 hours per day, 7 days a week, 365 days per year. This training includes interactive exercises, real world examples, supportive links and web-references and focused readings to help the learner



quickly retain knowledge. An innovative "Ask the Expert" feature gives learners ongoing support; participants can pose questions about course content and receive an answer from a subject matter expert within 24 hours. Also, a unique dashboard allows companies to track the progress of learners and measure learner outcomes.

**Enroll now to improve your skills, or give your employees the resources they need to succeed.**

Visit: [http://nma1.org/Education/E-Learning\\_Self\\_Study\\_Courses.html](http://nma1.org/Education/E-Learning_Self_Study_Courses.html) to view courses, course descriptions, and

to register .



## Community Services

### BINGO

By Toby Brimmer

The LLDO semi-annual Bingo activity was held April 5, 2011 at the Iowa Veterans Home. It was attended by approximately one hundred residents. In the hour long event, \$104 Bingo dollars was awarded. The next sponsored event will be October 11, 2011. The following people participated in the event:

Tom Taylor  
 Kim Meyer & "Little Brother"  
 Steve Bolar & "Little Brother"  
 Stephanie Tatam & Randy  
 Deb Kerr & daughter Laura  
 Jacob Thilges (Intern)  
 Harry Wilson  
 Quakerdale Youth from New Providence  
 Toby Brimmer



Volunteering at the Bingo event is Lennox employee Harry Wilson.



Our veterans enjoying the Bingo event held at the Iowa Veterans Home.

Photos by Deb Kerr

### Special Olympics

By Mike Bair

A heart-felt thanks goes out to the Lennox Family volunteers who braved the weather Saturday, April 16, to make the Central Division of Iowa Special Olympics a successful event. This year 250 athletes participated in the local Special Olympics event from six counties: Marshall, Tama, Poweshiek, Jasper, Story and Hardin.

Lennox Family volunteers were: Darin, Keri, Tyler, and Alison Ashby, Mark and Sallie Burchard, Errin Bohlke, Cindy Bru, Dave Heddens and family, Jamey and Mindy Hutcheson, Stephanie Tatum/Randy Cutright and Josh Pepin, and Leah Cox who volunteered as event nurse.



### Bike Path Clean-Up Pitch the Trash!

By Phillip Grandt

The spring bike path clean-up is set for May 6<sup>th</sup>, with the rain date of May 13<sup>th</sup>. Sign up in H.R. or 2<sup>nd</sup> floor office break area. The theme this spring is Pitch the Trash. Wear your best looking golf hat. The clean-up will end at Mega-10 (Caboose Park). Come on out, enjoy the weather, people, food and fun while helping putt the trash away!



Alone we can do so little; together we can do so much.  
**Helen Keller**

## In Case You Missed It

By Benjamin Fenton

The April 2011 LLDO meeting did not have a dinner and a speaker over the lunch hour as normal, instead there was a social at the Marshalltown Knights of Columbus Hall after the work day. The food was catered by Taylor's Maid-Rite and was delicious! The LLDO Committee had 12 cash drawings for \$25, and the winners are as follows:

John Landherr (2), Les Holtsclaw, David Hanson, John Fink, Phillip Grandt, Jon Rice, Toby Brimmer, Rick Elsberry (2), Benjamin Fenton, Bob Dankbar. Everyone had a great time socializing, and tickets were sold for the NASCAR tickets and for the heating and air conditioning unit.



LDO members enjoying Taylor's Maid-Rites at the Knights of Columbus Hall. Raffle tickets were also sold at the Social.

## FUNDRAISER

Raffle tickets for the home comfort system are available in Human Resources until noon on June 1.

Tickets are \$5 each or three for \$10.

Tickets for the June NASCAR event in Kansas City are also available at \$1 Each or 6 for \$5.

Watch for the 50/50 and Iowa Speedway raffles to be added soon!

## Membership

Our current membership count is at 95. Please invite non-members to attend meetings with you, and please be sure to welcome and introduce yourself to our new members.



## Director's Corner

By David Hanson

Occasionally I am forwarded an email from the NMA staff asking "Who is our Director?" Let me answer that question by telling you a little about myself and my role as your National Director. First, as my signature states my name is David Hanson. I am employed by Lennox Industries in Marshalltown, IA and yes we make furnaces and air conditioners. As an Electrical Engineer, I work with machines so being part of our chapter is a great opportunity to work with people. My local chapter is the Lennox Leadership Development Organization or LLDO for short. The chapter was chartered 1964 and I have been a member since 2002 which is when I started at Lennox. In my local chapter I have served as a Director, Vice President and President along with serving on several committees.

My next role came after I was President. There was a need for a National Director for Iowa. LLDO is the only Iowa chapter so being willing was about all that was needed. I mostly worked with the chapters of the Nebraskaland Council. They are LLDO, Midlands Community Chapter, Nebraska State Government Chapter, Southeast Nebraska Community Chapter and Leadership Link.

Last year my role expanded as I took on the commitment to be the Central Area Chair. The NMA has chapters divided into Areas and Regions. The Central Area includes the Iowa and Nebraska chapters and chapters from Colorado and North Dakota. The Colorado chapters are Lockheed Martin Colorado Front Range and Lockheed Martin Rocky Mountain Leadership. The North Dakota chapters are MedCenter One Leadership Association and Bismarck-Mandan Leadership. The Central Area, the Northeast Area and the Southeast Area make up the East Region. Last month I wrote about the East LDC which will be in Savannah, GA. (Are you registered yet?) The West Region has their West LDC in Anaheim, CA. This region also has three areas, the Pacific North, the Pacific South, and the Southwest. As Central Area chair I have some responsibilities with the LDC and am required to attend Strategic Planning Meetings along with the Board of Director meetings but I am not part of the Executive Board. I am hoping that these Director's Corners are informative. Have any questions or feedback? Drop me an email – [david.hanson@lennoxind.com](mailto:david.hanson@lennoxind.com). As always I am proud to represent Lennox LDO, Iowa, and the Central Area.

David Hanson, NMA Central Area Chair

## Lennox L.D.O. – An Important Part of the Bigger Picture

### From the NMA Website

### NMA Councils... "reach out & touch"

NMA councils are geographic "collections" of chapters which join together to strengthen their individual operations. A council is designed to be an extension of our individual chapters through which local chapters band together to share experiences, provide officer training, network among their NMA colleagues, and serve as a planning and organization center for the area. The NMA Council Brochure sums it all up succinctly: "Development through interchange and growth through cooperation."

Councils provide opportunities for chapter officers and members to work together with other chapter leaders in their geographic area. Some councils meet every month while others meet every other month or quarterly.

Each Council has its own Constitution and Bylaws that governs the operation of the council. Note: Each Council Constitution and Bylaws contains some unique characteristics that are specific to the purpose of the council. An NMA Council's chief function is to provide the tools and enable chapter leaders to provide those opportunities to their members.

Membership in a council requires chapter affiliation unless that council has provisions for individual membership. Some councils do allow individual membership.

Lennox L.D.O. has 3 council representatives, Kim Barnes, Bruce Martin and Sandy Holubar. David Hanson attends the meetings as National Director. If anyone is interested in attending a council meeting, please contact Bruce Martin.

### Listing of NMA Councils

#### COLUMBIA BASIN AREA COUNCIL (c050)

395 Mid-Columbia Leadership Development Assoc, Richland, WA  
902 Energy Northwest Chapter, Richland, WA

#### FLORIDA SPACE COAST COUNCIL (c070)

161 Central Florida Leadership Assoc, Brevard County, FL  
225 SLRSC Chapter, Patrick AFB, FL  
830 United Space Alliance Leadership Assoc, Titusville, FL  
546 Lockheed Martin Leadership Assoc - Cape Canaveral, FL  
629 Boeing Space Coast Leadership Assoc, Kennedy Space Center, FL

#### NMA PEACH COUNCIL (c080)

531 Lockheed Martin Leadership Assoc, Marietta, GA  
542 Lockheed Martin MS Kings Bay Chapter, Kings Bay, GA  
773 Savannah River Site Chapter, Aiken, SC

#### NEBRASKALAND COUNCIL (c145)

514 Lennox Marshalltown Chapter, Marshalltown, IA  
517 Leadership Link, Lincoln, NE  
610 Nebraska State Government Chapter, Lincoln, NE  
649 Midlands Chapter, Omaha, NE  
805 Southeast NE Community Chapter, Beatrice, NE

#### NORTH TEXAS COUNCIL (c150)

171 Boeing North American, Richardson, TX  
249 Lockheed Martin Leadership Association, Fort Worth, TX  
280 Alcatel USA Leadership Association, Plano, TX  
565 Lockheed Martin Leadership Association, Fort Worth, TX  
626 Rockwell Collins Chapter, Richardson, TX

#### SAN DIEGO NMA COUNCIL (c170)

740 Goodrich Chapter, Chula Vista, CA  
195 City of San Diego, San Diego, CA

#### SOUTHERN CALIFORNIA AREA COUNCIL (c190)

194 City of Orange Management Chapter, Orange, CA  
402 Harbor UCLA Medical Foundation, Inc, Torrance, CA  
701 Boeing Aerospace Leadership Chapter, Huntington Beach, CA

#### SOUTHERN CALIFORNIA VALLEYS COUNCIL (c210)

525 Lockheed Martin Leadership Association, Palmdale, CA  
164 City of Burbank, Burbank, CA

#### TEXAS GULF COAST COUNCIL (c240)

071 American Valve & Hydrant Leadership Dev. Assoc, Beaumont, TX  
401 Bastion Employee Leadership Association, Houston, TX  
466 Johnson Space Center, Houston, TX  
492 Wyle Laboratories Chapter, Houston, TX  
633 United Space Alliance/Houston, Houston, TX

## Coming in May



Ed Siems

**Ed Siems, President of the  
North Central Camera Club Council**



**Jordan Weber  
2011 LLDO Speech Contest Winner**



Jordan Weber



**Award Winning Burgers!**

"We know the past but cannot control it. We control the future but cannot know it."  
- Claude Shannon

## Did You Know.....

By Phillip Grandt

May 5<sup>th</sup> is not an American holiday but for most Mexicans it's a very important day. Cinco De Mayo which is commonly referred to as Mexico's Independence day is celebrated throughout the United States as well it should be. Did you know that American troops actually helped fight in the war against France? A Texas born general, General Zaragoza, actually helped command the Mexican troops to victory. So when you are celebrating Cinco De Mayo you can know that America helped our friends to the South in their time of need.



**If your actions inspire others to dream more, learn more, do more,  
and become more, you are a leader.**

**- John Quincy Adams**



## The History of Memorial Day (Wikipedia.com)

By 1865 the practice of decorating soldiers' graves had become widespread in the North. The first known observance was in Waterloo, New York on May 5, 1866. On May 5, 1868, John A. Logan, in his capacity as commander-in-chief of the Grand Army of the Republic – the organization for Northern Civil War veterans – issued a proclamation that "Decoration Day" should be observed nationwide. It was observed for the first time on May 30 of the same year; the date was chosen because it was *not* the anniversary of a battle.

The Memorial Day speech became an occasion for veterans, politicians and ministers to commemorate the war – and at first to recall the atrocities of the enemy. They mixed religion and celebratory nationalism and provided a means for the people to make sense of their history in terms of sacrifice for a better nation, one closer to God. People of all religious beliefs joined together, and the point was often made that the German and Irish soldiers had become true Americans in the "baptism of blood" on the battlefield. By the end of the 1870s the rancor was gone and the speeches praised the brave soldiers both Blue and Gray. By the 1950s, the theme was American exceptionalism and duty to uphold freedom in the world.

Ironton, Ohio lays claim to the nation's oldest continuously running Memorial Day parade, it has been a tradition since 1869. Beginning in 1866 the Southern states had their own Memorial Days, ranging from April 26 to mid June. The earliest Confederate Memorial Day celebrations were simple, somber occasions for veterans and their families to honor the day and attend to local cemeteries.

The ceremonies and Memorial Day address at Gettysburg National Park were nationally famous, starting in 1868. In July 1913, veterans of the United States and Confederate armies gathered in Gettysburg to commemorate the fifty-year anniversary of the Civil War's bloodiest and most famous battle. The four-day "Blue-Gray Reunion" featured parades, reenactments, and speeches from a host of dignitaries, including President Woodrow Wilson, the first Southerner in the White House since the War.

The preferred name for the holiday gradually changed from "Decoration Day" to "Memorial Day", which was first used in 1882. It did not become more common until after World War II, and was not declared the official name by Federal law until 1967. On June 28, 1968, the Congress passed the Uniform Holidays Bill, which moved three holidays from their traditional dates to a specified Monday in order to create a convenient three-day weekend. The holidays included Washington's Birthday, Veterans Day and Memorial Day. The change moved Memorial Day from its traditional May 30 date to the last Monday in May. The law took effect at the federal level in 1971. The Veterans of Foreign Wars (VFW) and Sons of Union Veterans of the Civil War (SUVCW) advocate returning to the original date, although the significance of the date is tenuous.

After some initial confusion and unwillingness to comply, all 50 states adopted Congress's change of date within a few years. Memorial Day endures as a holiday which most businesses observe because it marks the unofficial beginning of summer. This role is filled in neighboring Canada by Victoria Day, which occurs either on May 24 or the last Monday before that date, placing it exactly one week before Memorial Day.

Many Americans observe Memorial Day by visiting cemeteries and memorials. A national moment of remembrance takes place at 3 p.m. local time. Another tradition is to fly the flag of the United States at half-staff from dawn until noon local time. One of the longest-standing traditions is the running of the Indianapolis 500, an auto race which has been held in conjunction with Memorial Day since 1911. It runs on the Sunday preceding the Memorial Day holiday. The Coca-Cola 600 stock car race has been held later the same day since 1961. The Memorial Tournament golf event has been held on or close to the Memorial Day weekend since 1976. Matthew Dennis, *Red, White, and Blue Letter Days: An American Calendar* (2002)

The National Memorial Day Concert takes place on the west lawn of the United States Capitol. The concert is broadcast on PBS and NPR. Music is performed, and respect is paid to the men and women who died in war.

## LLDO Calendar of Events

Event	Date	Time	Location	Contact
Book Review	May, 4, 11, 18, 25	12:00-1:00 pm	Auditorium	Paul VanderKley 4401
LLDO meeting	May 5	11:30-1:00 pm	Auditorium	Programs
Bike Path Cleanup	May 6	11:30-1:00 pm	HR	Bob Oetker 4097
Lean Labor Webinar	May 10	1:00 pm-2:00 pm	Cooling Conf. Room A	Paul VanderKley 4401
Bike Path CU rain date	May 13	11:30-1:00 pm	HR	Bob Oetker 4097
Mini LDC	May 19	9:00 am-3:00 pm	Omaha, NE	Kim Barnes 4007
Fundraiser Ticket Sales	May	7:30-3:30 pm	HR	HR personnel
Fundraiser Raffle Draws	June 1	noon	Auditorium	Michelle 4251/Sandy 4270
Memorial Day	May 30			

## Professional Development

By Paul VanderKley

Book Review: "The World's Most Powerful Leadership Principle"

**Just some thoughts** to share about the Professional Development committee-sponsored review of Jim Hunter's book, **"The World's Most Powerful Leadership Principle"**: We're meeting every Wednesday at 12 Noon in the Large Auditorium, and working through the material presented on why servant leadership best supports a lean culture, and how a person can choose to lead through **authority** instead of through **power**. We're scheduled to run through May 18<sup>th</sup>, with a possible additional day to wrap-up.



**So, how's it going?** Let me say it this way: servant leadership is not for wimps! To become the type of servant leader I need to be, I've got to set aside personal desires and work towards meeting legitimate needs of the people around me. To create relationships built on authority means I cultivate patience, kindness, humility, and love (*the verb*). I'm sowing seeds that I hope will bear fruit in our relationships, without any guarantee of seeing results. Moreover, in order to build **trust** and **honesty**, I have to *quickly* hold people accountable when standard behaviors are violated, no matter how difficult or uncomfortable this might be. Tough stuff - Hunter calls this **"hugging and spanking"**.

We're just getting into the practical application part of the book, with 3-4 more meetings on the calendar. If you want to challenge yourself to be the best leader you can be, drop in at lunchtime and join us.

## Blast from the Past



### AMERICAN ENTERPRISE

from the March 1987 Edition/Bootstrap

One of the purposes stated in the NMA Constitution is to “strengthen the American Enterprise System”. NMA chapters are urged to join the National Organization in its efforts to improve the American people’s understanding of our one-of-a-kind economic system. Every NMA chapter should engage annually in one or more programs or activities devoted to the fulfillment of this purpose.

No matter who you are, what you do, or how you do it, you’re the key to the American Enterprise System. It’s you who consume what the system makes. It’s you who produce what the system makes. And it’s you who decide how the system should work. Your decisions in the marketplace – as consumer, producer, and voter, when combined with the decisions of millions of others run the system.

It used to be inconceivable that anyone would question the adequacy of a system so successful in providing so much in the way of goods, income, and wealth for so many people. Today, however, confidence in American Enterprise has been seriously eroded. American Enterprise has grown, changed, and been criticized for over 200 years, but if we are receptive to change and educate the American people – the system and its founding principles will survive. It’s still the best system; let’s pass it on.

1. Provide a spotlight speaker or film for A MONTHLY MEMBERSHIP MEETING TO PROMOTE THE American Free Enterprise System.
2. Publish 3 articles in the chapter newsletter and/or other local publications on the Free Enterprise System.
3. Assist the Program Committee with featured speakers on American Free Enterprise as necessary (NMA speaker, if possible).
4. Youth Guidance Activities:
  - A. Quakerdale (August 5) – Job Interviewing
  - B. Quakerdale (August 26) – Career Day
  - C. Wartburg College Business Class (May) – Career Day
  - D. Hugh O’Brian Youth Foundation – Sponsor High School Student
  - E. J.A. Involvement

If there are any questions or suggestions, feel free to contact any of us on the committee.

Bob Oetker  
American Enterprise Chairman

### Mission Statement

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

## April Trivia Winner!

**Last month's trivia winner was Kevin Siemsen.**

Earth Day was founded on what date, and by whom?

**The correct answer:** Gaylord Nelson, April 22, 1970.

Kevin's prize was Ghirardelli chocolate squares (spring collection)

## May Trivia Question

By Jacob Thilges

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

Please e-mail your answer to Jacob Thilges

## Mark Your Calendars for June 8

Lee Eft

Lennox District Sales Manager  
Des Moines

Even if you are on the right track, you will get run over if you just sit there.

-Will Rogers

## Interview with a Past President

By Kim Barnes



This month's past president interview is with Dane Wills.

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

**Dane:** 1996 - 1997

**Kim:** Who mentored you through your presidency?

**Dane:** I would say the 2 guys that really helped were Terry Frederickson and Ron Peterson. I don't even remember if Terry was a committee chair but he was always there to help and that year I talked Ron Peterson into being program chair.

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

**Dane:** The one moment I remember was having the opportunity to meet and introduce Bob Schjerven (CEO of the company) for the program during Top management night which was held at the Country Club. He was an interesting man to talk with at dinner. It was an honor to get the opportunity to introduce him, but I also remember being happy when that night was over and everything had gone okay.

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

**Dane:** It was the first meeting and we had Bob Bowsby, the athletic director from the University of Iowa come speak. The meeting was at the newly renovated Max building across from the court house. That was my first meeting as president and I'm sure I butchered it but I got through it.

**Kim:** What would you say is the most valuable thing you've gotten out of being involved in LLDO?

**Dane:** The organization and the process you go through with the committees, board, budget, etc. that leads to your programs, professional development and community service. The process that makes it happen is valuable and you can use that in other areas of life, especially work.

**Kim:** What has changed in this organization from when you were president?

**Dane:** The meetings obviously went from primarily evening to lunch time and that was done to encourage people to attend. Was it good? Yes and No. I do think it makes it easier for people to come but I think it was nice to get out and see different thing and go to different places. The attire was also more formal back then. For example, men would wear a suit coat and tie to the meetings.

**Kim:** What advice do you have for future presidents?

**Dane:** Try not to do everything yourself. Let the process happen and the committees do what they need to do but you do need to keep up on things because ultimately you are responsible. Also, good committee chairs are important.

**Kim:** Is there anything else you would like to say?

**Dane:** I really appreciate the company (Lennox) giving us the opportunity to be involved with NMA and to learn the processes and roles on how to make the organization work. It's a lesson in leadership.

**"Vision without action is a daydream.  
Action without vision is a nightmare."  
- Anonymous Japanese proverb**

## 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.