



BOOTSTRAP

Published for Members of the Lennox Leadership Development Organization



UPCOMING EVENTS

November 2007 Edition

Online at <http://mtnsrv07/lldoor> <http://nma1.us/chapters/lennox>

November 15

Monthly Meeting
Large Auditorium

11:30 a.m. – 1:00 p.m.

Sponsored by the Programs Committee
Contact Michelle Burgess (x4251) for more information

◆
December 8

Salvation Army Bell-Ringing
Hy-Vee

10:00 a.m. – 4:00 p.m.

Sponsored by the Community Services Committee
Contact Vicki Miller (x4216) for more information

◆
December 11

Blood Drive
Large Auditorium

Sponsored by the Community Services Committee
Contact Scott Kilborn (x4050) for more information

President's Message

By the time you receive this message, David Hanson, Shane Jacobson and I will be in Portland, Oregon at the 2007 NMA National Conference. While we are there, we will represent our chapter and receive awards for outstanding chapter, membership growth, and exceptional community service. The committee chairs, their committees and our membership are responsible for our success. These are not things that happen accidentally, but by the cumulative efforts of those who comprise our elite chapter. You and your dedication exceeded expectations and are the catalyst for the success we share.

This is your chance to not only participate, but to develop leadership skills that will improve yourself and benefit every organization with which you come in contact. I may have the pleasure of being LLDO president this year, but this is not my organization, it is yours. You joined for many different reasons; only you know exactly why, but I can safely assume that your desire to develop and improve was a key factor in joining. Please take an active role in helping set our direction as a member and as a leader, not only in LLDO, Lennox or our community, but among your peers as well. You are the future of the Lennox Leadership Development Organization. Please get involved, take charge, and make LLDO what you want it to be.

I look forward to seeing you at our November 15th Luncheon Meeting in the Large Auditorium. George Hood is the speaker and the subject "Goals & Sticking to Them" is an excellent topic that compliments the previous program messages very well.



Bob Buresh
President – Lennox Leadership Development Organization

A Reminder from the Member Relations Committee...

Honorary members are asked to contact Lois Ruth at 754-4388 by 4:00 p.m., November 15, if you are planning to attend the **November 18 meeting**. The meeting will be in the Lennox Large Auditorium. Please see the attached announcement from the Programs Committee.

**OFFICERS &
COMMITTEE
CHAIRS**

President:

Bob Buresh
X4026

Vice President:

Shane Jacobson
X4413

Secretary:

Dan Webber
X4326

Treasurer:

Deb Kerr
X4528

Programs:

Michelle Burgess
X4251

Professional
Development:

Lu Ann Wieland
X4424

Community Services:

Scott Kilborn
X4050

Membership:

Lois Ruth
X4388

Awards:

Linda Andrews
X4275

Public Relations:

Crystal Prusha
X4555

Certified Manager:

Bruce Martin
X4576

Directors:

Vicki Miller
X4216

Mike McDermit
X4295

Steve Meyer
X4039

Kevin Siemsen
X4536

-----“IN CASE YOU MISSED IT”-----

The Lennox Leadership Development Organization featured Marc Freeman during its October 18th Chapter meeting. Marc has developed a unique and practical approach based on the simple but profound principles of respect, honesty, creativity, and clear communication. Marc’s message is simple: **“It’s not business, it’s personal.”** Speaking around the world gives Marc the opportunity to let people know that **behavior counts** and that success in our personal and professional lives is achieved on this philosophy.

The LLDO would like to thank Zoske’s Barbeque and Treat America for their help in catering the October luncheon.



Marc Freeman “Renegotiating with Integrity”

- Submitted by Dan Webber

“And the Survey Says...”

Evaluation forms are in and here’s what you thought of the October Program...

Meal



“Sure wasn’t rib-eye.”

“Delicious! Thank you for your great choices!!!!”

“Bring back the ice cream.”

“Cheesecake rocked, awesome, great, fabulous.”

Topic

“Interesting.”

“Really made me think.”

“Good message for work, community and home.”

“People rank above business.....always.”

Speaker

“Interesting and included the audience.”

“Disjointed, corny, unorganized, uninspirational, empty.”

“Worked room very well.”

“A little dry on presentation, knew the topic.”

Seating Arrangement



“Liked seating idea.”

“Did not like the seating.”

“Like the seating arrangement.”

COMPANY NEWS

October 31

Heatcraft announces closer integration of Australia and New Zealand operations

Heatcraft Australia Pty Ltd. has announced its intention to more closely integrate the business operations of its Australian and New Zealand operations.

Effective immediately, the Australian-based manufacturing facilities at Milperra NSW, will assume all heat transfer equipment manufacturing, while the smaller coil production facility in New Zealand will be closed. This change will result in a reduction of 11 positions in New Zealand, without requiring additional production staff in Australia. Support programs have been put in place for employees affected by the change. A relatively small assembly, customization and technical support facility will be maintained in Auckland, NZ.

Effective 1st December 2007, New Zealand's wholesale branch operations and sales functions will report to a newly-appointed regional manager, based in New Zealand and reporting to the general manager for wholesaling operations. "This change will bring about greater alignment of sales strategies and support services across the company's sales function," said Bill Moltner, managing director.

In an aligned move, support services in the areas of supply chain, finance and human resources areas will be fully integrated across Australia and New Zealand, to achieve greater synergies and effective resource utilization. The position of general manager, New Zealand will not be supported over the longer term and it is expected the current incumbent, Dean Brown, will leave the business during the first quarter of 2008.

"Behind the Scenes"



When the programs committee was planning the October chapter meeting we talked about how to bring out the benefits of being a member of Lennox LDO. We talked about how to incorporate professional growth, how to foster working relationships, and how to get fellow co-workers to communicate better with one another. Communication always seems to be a reoccurring theme with our speakers. They talk about how to listen, how to communicate and how to take those skills and better correspond with our fellow co-workers.

While deciding how to foster those working relationships, ideas starting flowing. The most important idea that came to the table was getting people to talk to each other. Often times we find ourselves coming to the meeting with the same group of people each and every meeting. And while that can be fun to have a social hour to sit with our friends, we also need to remember that part of our leadership growth is to reach out to others and learn something about them and their life. Whether it is about their children or a portion of their job, you might find something you have in common. The reason we choose the seating was to foster those types of discussions; to give members an opportunity to talk to individuals that you might not normally see on a day-to-day basis.

We heard some good comments and some bad comments, but overall the response was very positive. We hope that you enjoyed getting an opportunity to talk to individuals at your table and hopefully you learned a tid-bit or two. If not, take the time throughout the year and ask someone new to sit at your table. Hopefully you will find, as I have, that taking the time to get to know a new co-worker can not only help you on your next project, but also make it possible gain a new friend.

-Submitted by Michelle Burgess

Get to Know Your...VICE PRESIDENT

Shane Jacobson



How long have you been a Lennox employee?

I joined Lennox in January 2005 as a Manufacturing Engineer in the CB Business Unit. Later that year I was promoted to Engineering

Manager for Heating and CB. I also had the opportunity to perform a 4-month tour of duty as an Area Leader in Cooling.

What has been your favorite LLDO activity?

I really enjoyed the Iowa Valley Challenge Course that the Lennox LDO leadership team participated in this fall. That event, as well as the fundraisers, allowed much greater involvement and member interaction.

What offices and/or chairs have you previously held?

I am currently Vice President of Lennox LDO and previously served as Treasurer.

If you could choose anyone to speak at a monthly meeting (dead or alive), who would you choose and why?

The speaker I would most like to have is Henry Ford to have his insight as to where manufacturing has progressed in the last 100 years. Have we evolved as much as he envisioned when he revolutionized manufacturing nearly 100 years ago?

What is the best trip/vacation you have ever taken and why?

I am planning to have that dream vacation this year in December. The family is currently planning a trip to Walt Disney World in Orlando. It has been great fun to include the whole family in the planning process and I expect it to be tremendous fun when we get there. The kids are still at an age (5 and 6) where everything should be magical and it will be the first trip there for my wife and I. My most memorable vacation growing up was at a similar age camping in Yellowstone National Park and this will allow me to provide the same type of memory for my kids.

JUST FOR FUN

Thanksgiving History

Thanksgiving was a centuries-old tradition held by most cultures around the world. After the autumn harvest, communities held 3-day-long feasts, sharing meat, bread and beer.

The first US Thanksgiving was held between 21 September and 11 November 1621 in Massachusetts by 50 Plymouth Pilgrims and their 90 Wampanoag neighbors. After that, Thanksgiving was held fairly randomly. Thanksgiving days were proclaimed annually by the US Congress from 1777 to 1783 which, except for 1782, were all celebrated in December. George Washington declared Thanksgiving in 1789 and 1795, and John Adams in 1798 and 1799. James Madison declared Thanksgiving twice in 1815. None of these were celebrated in the autumn.

The next national Thanksgiving was declared only in April 1862, by Abraham Lincoln. In 1863, he declared Thanksgiving for 6 August, and for the last Thursday in November. He went on to declare a similar Thanksgiving observance in 1864, establishing a precedent that was followed by Andrew Johnson in 1865 and by every subsequent president.

After a few deviations of the day of celebration - Thanksgiving was held on 7 December in 1865, and 18 November in 1869 - the last Thursday in November was proclaimed as the national Thanksgiving Day, but still not an official holiday. Thanksgiving remained a custom unsanctified by law until President Roosevelt signed a bill on 26 November 1941 that established the fourth Thursday in November as the national Thanksgiving public holiday.

-www.

didyouknow.cd/thanksgiving.htm



LLDO Members Help Build Home for Local Residents



The final weekend for the Lennox Habitat for Humanity Building Projects was on Saturday, Oct. 20. The house being built is located at 712 Lincoln Way and once completed, will be occupied by a local family that is very excited about their new home. Habitat staff repeatedly expressed their appreciation of Lennox partnering with them on this worthwhile project and hope we'll continue to do so on an ongoing basis. This opportunity to help a family in need was open to all Lennox employees.

Participating the 1st week (Oct. 6) were Jillian Kern, Vicki Miller and Mike & Sandy Holubar. The project was to put up soffit and fascia on the outside of the house. Scaffolding, power tools and nails were involved, so it was pretty amazing no one was injured! The group was very proud of how their work changed the appearance on the outside of the house.



Left to Right: Vicki Miller, Jillian Kern, Sandy Holubar, & Mike Holubar

Marshall County Habitat for Humanity

Marshall County HFH is a locally run affiliate of Habitat for Humanity International, a nonprofit, ecumenical Christian housing organization. Habitat for Humanity works in partnership with people in need to build and renovate decent, affordable housing. The houses then are sold to those in need at no profit and with no interest charged.

Volunteers provide most of the labor, and individual and corporate donors provide money and materials to build Habitat houses. Partner families themselves invest hundreds of hours of labor - "sweat equity" - into building their homes and the homes of others. Their mortgage payments go into a revolving Fund for Humanity that is used to build more houses.

Unfortunately, no Lennox employees worked the 2nd week (Oct. 13).

However the final work date of Sat., Oct. 20 had a larger number of volunteers. Rita Bauman, her husband Dwight and son Sam, worked to dismantle a corn crib, helped with insulation and aided in the construction of the front porch. Amanda Blagg and Jillian Kern also helped with insulation. Amanda's sister Sara and Vicki Miller helped with painting, and Gary Walker with his wife Renita measured the entire house for trim. Again, projects that all visibly moved the house closer to completion.

Many thanks to those of you willing to give part of your weekend to help on the Habitat project. The work was hard, but fun and rewarding - and they fed us too!

Habitat called to again express their thanks and that of the family. They've asked Lennox to consider partnering with them on future building projects. We'll keep you updated on those as we receive information.

If anyone is interested in volunteering with Habitat, please contact Mark Steinberg at Marshall County Habitat for Humanity, telephone (641) 752-9875.

Thank you again to all who participated!

- Submitted by Sandy Holubar

FYI

What You Might Not Know About the Toastmasters

From a humble beginning in 1924 at the YMCA in Santa Ana, California, Toastmasters International has grown to become a world leader in helping people become more competent and comfortable in front of an audience. The nonprofit organization now has nearly 220,000 members in 11,300 clubs in 90 countries, offering a proven – and enjoyable! – way to practice and hone communication and leadership skills.

Most Toastmasters meetings are comprised of approximately 20 people who meet weekly for an hour or two. Participants practice and learn skills by filling a meeting role, ranging from giving a prepared speech or an impromptu one to serving as timer, evaluator or grammarian.

There is no instructor; instead, each speech and meeting is critiqued by a member in a positive manner, focusing on what was done right and what could be improved.

Good communicators tend to be good leaders. Some well-known Toastmasters alumni include:

- Peter Coors of Coors Brewing Company
- Debbi Fields, founder of Mrs. Fields Cookies
- Tom Peters, management expert and author
- Linda Lingle, Governor of Hawaii

-www.toastmasters.org

Toastmasters Teach LLDO Members that Public Speaking is Nothing to Fear

The Professional Development Committee organized a “Lunch and Learn” session on October 19, featuring Clyde Eisenbeis of Crosswinds Toastmasters Chapter. Clyde described how the Toastmaster’s organization provides a safe and fun environment to help members polish their speaking and presentation skills. He described how members support each other in evaluating communications and sharing information about what the speaker’s strengths as well as describing opportunities for improvement. Clyde shared that even experienced speakers benefit from participation in Toastmasters.

Clyde described that during a meeting two members (selected ahead of time) give five to seven minutes speeches. He explained how members might work on a different skill-set (such as improving vocal variety, pitch, rate or humor) each time they give a speech.

In over twenty years of membership, Clyde stated that he had learned about a variety of topics – everything from the stock market to artificially inseminating cows. He described how every member has a different story to tell, which keeps it interesting. Clyde stated that overlying all the activities of the chapter; one theme is always present – “fun”.

It was interesting to learn that the chapter does not require members to attend each weekly meeting. This allows members to work at their own pace. Clyde closed by thanking the LLDO for their invitation. He extended an invitation to all members to visit one of the Crosswinds Toastmaster’s meetings.

Six Lennox employees attended the October 25 Crosswinds Toastmaster meeting. Those present had the pleasure of hearing Mark Bruns’ introductory speech. Mark delivered a very entertaining (often hilarious) account of his life. Those present witnessed that Clyde had been sincere when he conveyed how much fun the Chapter has.

The Crosswinds chapter of Toastmasters meets every Thursday at noon at Trinity Lutheran Church on 3rd Av and South St near Anson Elementary School. For information, please contact Clyde Eisenbeis (641-691-0110 / 641-754-3297) or Mark Bruns (507-458-2641 / 641-754-4360).

In November, the Professional Development Committee will host their first book-review of the year. Watch your emails for additional information!

-Submitted by Lu Ann Wieland

It usually takes me more than three weeks to prepare a good impromptu speech. -Mark Twain

SOUND FAMILIAR?

**Officers & Chairs
from Nov. 1971**

President:
George Ruopp

Vice President:
Carrol Nason

Secretary:
Dick Spencer

Treasurer:
Buzz Bowers

Programs Chair:
Joe Pugel

PR & Publicity Chair:
Jim Grossman

Membership Board of
Control Chair:
T.R. Thompson

Management
Development Chair:
P.G. Norris III

Ways & Means Chair:
Mel McMains

Booster &
Membership Chair:
Bob Wagaman

Editorial Board Chair:
Vern Vierth

Award & Community
Services Chair:
Herb Roush

Executive & Advisory
Committee Chair:
Harold Bragg

Recollections...

Beginning this month, each issue of *The Bootstrap* will feature a historical article taken from a previous edition of the newsletter.

The article below was taken from the November, 1971 issue of *The Bootstrap*. This issue also featured an editorial entitled "We Can Beat Inflation," by Virg Schewe and President George Ruopp's summary of the NMA convention he attended in Beverly Hills in October of 1971.

(Please excuse the angle. The old editions have been thickly bound together and are difficult to scan.)

LMC

OUR SICK SOCIETY

We ran across the following in the Anaconda Brass Management Club publication and reprint it in the belief that 99.44% of our members will wholeheartedly concur. There are those who claim that ours is a sick society, that our country is sick, that our government is sick . . . that we are sick. Maybe they're right, but we submit that maybe we're sick . . . and maybe you are too.

"I am sick of having policemen ridiculed and called "pigs" while cop-killers are hailed as some kind of folk hero. I am sick of being told that religion is the opiate of the people . . . but marijuana should be legalized. I am sick of being told that pornography is the right of a free press . . . but 'freedom of the press' does not include the right to read the Bible on school grounds!

I am sick of commentators and columnists canonizing anarchists, revolutionists and criminal rapists, but condemning law enforcement if it brings such criminals to justice. I am sick of paying more and more taxes to build schools, while I see some faculty members encouraging students to tear them down. I am sick of Supreme Court decisions which turn criminals loose on society . . . while other decisions try to take away the means of protecting my home and family.

I am sick of being told that policemen are mad dogs who should not have guns . . . but that criminals who use guns to rob, maim, and murder should be understood and helped back into society. I am sick of being told that it is wrong to use napalm to end a war overseas, but that if it's a bomb or molotov cocktail used 'at home' . . . then I must understand the provocation.

I am sick of not being able to take my family to a movie unless I want them exposed to nudity, homosexuality and the glorification of narcotics. I am sick of pot-smoking entertainers deluging me with their condemnation of my moral standards on late night shows.

I am sick of riots, marches, protests, demonstrations, confrontations and other mob temper tantrums of people intellectually incapable of working within the system. I am sick of hearing the same phrases, the same

slick slogans, the pat patios of people who must chant the same things, like zombies because they haven't the capacity for verbalizing thought. I am sick of reading the so-called modern literature with its kinship to what I used to read on the walls of public toilets.

I am sick of those who say I owe them this or that because of the sins of my forefathers . . . when I have looked down both ends of a gun barrel to defend their rights, their liberties, and their families. I am sick of cynical attitudes toward patriotism, and I am sick of politicians with no backbones.

I am sick of permissiveness; I am sick of the dirty, the foul-mouthed, the unwashed. I am sick of the decline in personal honesty, personal integrity and human sincerity.

And most of all, I'm sick of being told that I'm sick . . . and I'm sick of being told that my country is sick . . . when we have the greatest nation brought forth on the face of the earth . . . and fully fifty percent of the people on earth would willingly trade places with the most deprived, the most underprivileged amongst us."

We hope you're sick, too.



"Once you get all the feathers off, there's not too much bird left for eating."



Lennox LDO November Meeting



...welcomes George Hood to talk about
GOALS!

Setting goals is something that we do on a day-to-day basis. It could be as minor as finishing a small task to writing a time-line for a major project. Not only do we set goals for work, but we also set goals in our personal life as well. What better person to get advice from than a man that knows what setting goals is all about? This chapter meeting we welcome a two-time Guinness Book Record holder. He will give us insight on setting goals, big and small, and how to stick to those goals. His full-time job is a Special Agent with the U.S. Drug Enforcement Administration and was previously in the U.S. Marines. Come join your fellow Lennox LDO members for a presentation that is sure to keep you wanting to hear more.

Date: November 15, 2007
Time: 11:30 a.m. – 1:00 p.m.
Place: Large Auditorium
Meal: Catered by Katie J's

Please RSVP to Lois Ruth by Monday, November 12, 2007 at 4:00 p.m.



Mission Statement

The mission of the NMA is to provide management and leadership development opportunities and related chapter activities which meet the needs of members and contribute to the effectiveness of sponsoring organizations.

NMA Statement of Principles

NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement.

- 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.

NMA 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 American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.
- I will recognize that leadership is a call to service.