



BOOTSTRAP

Published for Members of the Lennox Leadership Development Organization

UPCOMING EVENTS

October 6, 13, & 20

Habitat for Humanity
712 Lincolnway

8:30 a.m. – 2:00 p.m.

Sponsored by the
Community Services
Committee

Contact Sandy Holubar
(x4270) for more
information



October 18

Monthly Meeting
Large Auditorium

11:30 a.m. – 1:30 p.m.

Sponsored by the
Programs Committee

Contact Michelle
Burgess (x4251) for
more information



*Watch for a list of
upcoming Holiday
activities in the
November Bootstrap!*

 **October 2007 Edition** 

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

President's Message

The National Management Association (NMA) has recognized the Lennox Leadership Development Organization for several impressive awards.

- The NMA Outstanding Chapter Award
- The NMA Growth Award
- The NMA Community Services Award

Every member should be proud and the people involved commended for their efforts and accomplishments. It is obvious you have been working very hard to grow our membership and provide outstanding community service projects within the chapter, company, and community. Keep up the great work. Our chapter will be recognized at the 2007 NMA National Conference in Portland, Oregon on November 4, 2007. Congratulations!

I look forward to seeing you at our October 18th Luncheon Meeting in the Large Auditorium. Marc Freeman is a speaker you don't want to miss.

Bob Buresh

President – Lennox Leadership Development Organization

We Need a Round of Applause!!



LLDO has been selected as a recipient of the NMA Growth Award for increasing our membership during the 2006-2007 year.

We have also received the NMA Community Services Award for “conduct[ing] outstanding, innovative, and effective community service projects within your chapter, company, and community during the past year!!”

Bob Buresh, Shane Jacobson, and Dave Hanson will be at the 2007 NMA National Conference in Portland, Oregon, on Sunday, November 4 to accept the awards on behalf of the chapter.

This Halloween the most popular mask is the Arnold Schwarzenegger mask. And the best part? With a mouth full of candy you will sound just like him.

-Conan O'Brien

-----“IN CASE YOU MISSED IT”-----

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

September 20th started the “Season of Change” for LLDO.

The evening began with a tour through the Denny Ridout Product Gallery highlighting the history of products manufactured in Marshalltown. Guests were then guided through a portion of the plant, illustrating a manufacturing process that includes Man, Materials and Machines. People were astounded by the level of activity and the sheer size of the facility.

Members were then treated to a steak dinner grilled by the Marshall County Beef Producers. Our own Judy Eirikson and her group furnished all the fixings including twice-baked potatoes and mixed vegetables. The meal was topped off with Italian ice cream.

Bob Buresh opened the meeting addressing “Change”. “This is our first meeting of the year and first with our new name, Lennox LDO. Leadership is about change and our organization is changing with the times, not just our name, but also in the way we operate and the focus of our training and programs. Through our association with the National Management Association and Lennox, we are here to develop leaders, to improve ourselves, our workplace and our community”.

Mr. Buresh then introduced our new members. Our Membership Drive on September 6th brought us twelve new members which put us 30 members ahead of our previous year’s number and at a record 136 members for 2007-2008. Bob also reiterated the need to get involved, and listed several opportunities with Community Services and Professional Development. Bob stated there is plenty of need within the organization for involvement and participation. He then introduced our Guest Speaker, Jude West, with his message “Leadership in a Period of Change”.



Dr. Jude West

A renowned expert in change management and leadership development, Jude West is Co-Chair, Iowa Nonprofit Resource Center and Professor Emeritus in the Management and Organizations Department at the University of Iowa. He is responsible for developing training programs for executives in the areas of board development, strategic planning, and staff leadership. Dr. West obtained his B.A. from St. Mary of the Lake, his MBA from The University of Chicago, and his Ph.D. from the University of Iowa. He has been awarded The University of Iowa Hancher-Finkbine Medallion for learning, leadership and loyalty, and the University of Iowa Brody Award in recognition of his exceptional contributions to the University and the community.

West also received the outstanding teacher award from The University of Iowa Executive MBA students and in 2006 was given the Distinguished Faculty/Staff Service Award by the board of directors of the University of Iowa Alumni Association.

Continued on Next Page...



COMPANY NEWS

September 7

Lennox International Inc. announced plans to close its hearth products operations in Lynwood, CA and consolidate its U.S. factory-built fireplace manufacturing operations in its facility in Union City, TN.

The consolidation will be a phased process and is expected to be completed by the end of second quarter 2008, with a projected cost of approximately \$5 million. The company expects the consolidation to lead to annual cost reductions of over \$2 million beginning in April 2008.

September 13

Each year, Lennox International sponsors up to 20 college undergraduate scholarships for children of Lennox employees.

The contest is entered in the fall of the student's junior year of high school when (s)he takes the PSAT/NMSQT in October. Winners are chosen on the basis of test scores, academic records, leadership, significant extracurricular accomplishments, and the school's recommendation. In no instance does any Lennox officer or employee play a part in the selection of winning scholars. Applications are due December 31, 2007. You may contact Mary Joyce by e-mail at mary.joyce@lennoxintl.com to submit an application. More information and applications available on infoSource.

Mr. West's program focused on three objectives.

- To identify the characteristics of an effective leader
- To list the barriers to organizational change
- To describe the process for initiating change in the organization

Jude gave examples of effective leadership and non-effective leadership. He talked of three management skills, technical, human and conceptual skill. He reinforced the fact that change is a process, not an event.

In summary, Jude West stated that leadership equals change. Change is uncomfortable for many people and change is truly a process. Mr. West finished the evening answering questions from members who were very impressed with his ability to apply leadership and change philosophies to everyday situations and real life experiences.



Submitted by Dan Webber



On September 19, LLDO members Jerry Welch, Vicki Miller, Steve Bolar, Carrie Luther, Brian Maxwell, and Paula Speirs participated in the United Way's Day of Caring. Pictured at left are Brian Maxwell, Vicki Miller, & Steve Bolar. They helped clean and shine the Salvation Army's gymnasium floor.



JUST FOR FUN

HALLOWEEN FACTS



The carving of jack-o'-lanterns originated from the tradition of carving the faces of lost souls into hollowed out pumpkins and turnips. A candle was placed inside the carvings making the faces glow. The Halloween lanterns were placed on doorsteps to ward off evil spirits.

The world's fastest time to carve a face into a pumpkin is 54.72 seconds, by Stephen Clarke (USA), on October 23, 2001 (source: Guinness World Records)

More than 93 percent of children go trick-or-treating each year. (source: NCA)

Halloween also is recognized as the 3rd biggest party day after New Year's and Super Bowl Sunday.

Trick-or-treating is thought to have its origins in a European custom called souling where people would beg for "soul cakes."

Legendary magician Harry Houdini died in Detroit from a ruptured appendix on Halloween in 1926.

Source:
pumpkinmasters.com

\$130 in Cash Prizes Given Away at Vets' Home BINGO Game

On Tuesday, September 25, 2007, the Community Services Committee sponsored our semi-annual bingo activities. LLDO members, Crystal Prusha, Trisha Miller, Deb Kerr, Steve Bolar, Jillian Kern and Toby Brimmer helped along with Paige Miller, Laura Kerr, Lori Roseland and eight youth from the Gardner Cottage at Quakerdale—New Providence.

This activity has been sponsored by the Lennox Organization for over twenty-five years.

There were over fifty residents that participated in the hour-long event. Games of \$1.00, \$.50, and \$5.00 bingo were played. A total of \$130.00 in prize money was awarded for the evening. The residents gave many thanks to the group and look forward to our return.

The next bingo night is scheduled for this coming February, 2008.



Submitted by Toby Brimmer

Please Welcome Our New Members!

The following employees joined LLDO during September's Membership Drive:

Mark Burchard
Dave Cleland
Leah Cox
Mark Creekmur
Sam Drella
Jeffrey Franck
Chad Fridley
Doug McDaniel
Clay Prusha
John Schuler
Paula Speirs
Suzanne Wignall



Get to Know Your...PRESIDENT

Bob Buresh



How long have you been a Lennox employee?

I came to Lennox as an intern in May of 1983 and was hired on full-time in April 1984. I've had wonderful opportunities working in various quality engineering roles and as the heating area leader. I am currently the Heating/CB Quality Manager.

What has been your favorite LLDO activity?

It has been a great pleasure working on the fundraiser events to raise money to help local charities. It was wonderful seeing people pull together to donate gifts, money and time to help those in need. The events were fun and the people at Quakerdale and Iowa River Hospice were extremely grateful for our efforts.

What offices and/or chairs have you previously held?

With LMC I was Program Chair during 2005-06 and Vice-President during the 2006-07 program year. In the past I have been more involved with a professional society, the American Society for Quality (ASQ); most recently serving as the Chairman of the ASQ Central Iowa Section.

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

I would love to have Dave Lennox come give a presentation at one of our monthly LLDO meetings. I would like to meet him and learn about the early years of Lennox. I would also like to hear his comments on what our organization has achieved over the years.

Starting today, if you had to eat the same meal every day for the rest of your life, what would you choose?

Tough question. I would probably go with a BLT sandwich as long as I could get fresh garden tomatoes and top it off with candied jalapeno peppers. For dessert I would choose a flourless chocolate cake, red raspberry sauce and a scoop of vanilla bean ice cream. I would wash it all down with a bottle of 1995 Chateau Margaux. Eating that food everyday would get old but the wine would make up for it. Did I cover all four food groups?

JUST FOR FUN

PUMPKIN FACTS



Pumpkins are a fruit that originated in Central America.

The name "pumpkin" comes from the Greek word "pepon," meaning a large melon.

90% of the pumpkin is made up of water.

The yellow-orange flowers that bloom from a pumpkin vine are edible.

Using pumpkins as lanterns at Halloween is based on an ancient Celtic custom brought to America by European immigrants.

The largest pumpkin grown was recorded on October 2, 2004 weighing 1,446 lbs.

Pumpkins, and their seeds, were a celebrated food of the Native American Indians who treasured them both for their dietary and medicinal properties.

Illinois grows more pumpkins than any other state in the country. It harvests nearly 12,300 acres of fruit.

Source:
pumpkinmasters.com

Habitat for Humanity Needs You!

The Community Services Committee is recruiting volunteers to assist with the construction of a local Habitat for Humanity home.

Volunteers are needed from **8:30 a.m. - 2:00 p.m.** at **712 Lincolnway** on the following **Saturdays**:

October 6

October 13

October 20

Most assignments will consist of interior work and landscaping. Lunch and refreshments will be provided by area churches.

Sign-up sheets in HR. For more info, contact Sandy Holubar at x4270.

AN OVERWHELMING SUCCESS FOR THE MEMBERSHIP DRIVE! Twelve New Members and Six Prize-Winners!

We'd like to thank everyone for their efforts in helping with a very successful new membership drive in September. There was an open house for prospective new members that showcased each LLDO committee's past and future projects. The committees did a fantastic job presenting prior accomplishments and future opportunities.

The following lucky new members received a little something extra for taking the time to stop by:

Sponsored by the Community Services Committee:

\$10.00 Certificate to the Aire Flo Café - **Paula Speirs**
Barrington Pen - **Doug McDaniel**

Sponsored by the Professional Development Committee:

Portfolio - **Sam Drella**
Lennox Pen - **John Schuler**

Sponsored by the Programs Committee:

\$20.00 Gift Certificate to Casey's - **David Cleland**

Sponsored by the Member Relations Committee:

Portfolio - **Chad Fridley**



Submitted by Lois Ruth



Animal Sanctuary Benefit Nets \$650

On September 15, I-CARES, an organization dedicated to building an animal sanctuary for abused and abandoned animals in Marshall County, held a rummage sale and auction at the Moose Lodge. The group raised over \$650 (just \$100 shy of the \$750 needed to apply for non-profit status) and appreciated the assistance of LLDO member, Crystal Prusha.

NMA HISTORY

The NMA is a professional leadership development organization headquartered in Dayton, Ohio. The Association is a national, not-for-profit organization serving about 20,000 members worldwide. Members belong to company-based, in-house chapters, or are members of community chapters.

NMA's founder, Charles Kettering, became a pioneer in human resource development when he introduced the idea of professional development for first line supervisors in Dayton in 1919. That idea was so significant that it rapidly spread across the nation, and the National Association of Foremen was formed in 1925. In the late '50s, the Association adopted a broader mission to include all levels of management. In today's team environment. Many chapters operate as employee organizations open to all employees and others operate as community organizations open to all professionals within the local community. Consequently, the professional development of individuals, central to the founding of NMA, can now reach all levels of the organization!

Through the chapter-based experience, NMA provides management and leadership development opportunities to help sponsoring organizations discover, develop, and showcase leadership talent.

The LLDO Professional Development committee would like to thank members who responded to our survey. This feedback allowed the committee to determine membership needs, plan a number of events, and build knowledge and skills that will contribute to growth in Lennox-Marshalltown.

Public Speaking/Presentation skills have a significant impact on our Professional Development. In October, the Professional Development Committee will give members an opportunity to gain presentation skills and/or improve existing skills. The program will help attendees reach and inspire the audience, improve communication styles, organize material, enhance body language and vocal variety, utilize visual aids, coordinate electronic tools and persuade with power.

As we develop, both professionally and personally, we sometimes need to push ourselves outside our comfort zones. As with other skills, practice brings knowledge, comfort and confidence. The plans are to utilize additional LLDO Professional Development events, such as book reviews, to help members exercise their presentation skills. Watch for additional details regarding this exciting and challenging opportunity in the coming weeks. Committee member Mark Bruns will organize this event.

Additional events planned for the 2007 – 2008 LLDO year include:

- A book review of *Creating a Lean Culture (Tools to Sustain Lean Conversion)* by David Mann
- Programs on Project Management, Influencing without Authority, Intelligent Investing, Emotional Intelligence, and Personal Effectiveness
- A continuation of last year's popular DiSC assessment

Committee members (Troy Alfter, Mark Bruns, Bradley Eggers, Jerry Stevick, Donnie Hall, Jillian Kern and Lu Ann Wieland) continue to be open to ideas and suggestions as the year progresses. We look forward to an exciting and successful LLDO year!

LLDO Scores a Touchdown with "Tackle the Trash"

On October 3 twelve LLDO members formed football-themed teams and helped annihilate their opponent (trash) on the Linn Creek Bike Path. The teams cleaned from the covered bridge to the 12th street ball diamonds and returned to Lennox for a walking taco lunch (which they ate sitting down).

Da Bears won for most team participation and will receive the \$10 Aire Flo Gift Certificate donated by the Aire Flo Cafeteria. Vicki Miller won the insulated Lennox Mug donated by the company store for most unusual item, a male athletic support garment. Scott Kilborn won the Lennox T-shirt for most garbage collected, even though he may have cheated.....(next time no pulling siding off buildings to fill your bag Scott).

Thanks to all of the prize contributors, the drivers (no comment on how well they drove), Jon Weber for taking photos of people with their eyes closed and/or mouths open, Scott Kilborn for hauling the bags away, and to the participants for stepping up to help out.





Lennox LDO October Program

Have you ever heard the old saying, “It’s not Personal, It’s Business”, and then thought to yourself “yeah right!” Well this month’s speaker has a different spin, he says that “It’s not Business, It’s Personal”. Come join your fellow Lennox Leadership Development Organization members and hear a highly entertaining presenter who is knowledgeable in both business and personal renegotiations. Learn how to renegotiate a relationship with integrity and treat your fellow co-workers with respect.



**Marc
Freeman**

Date: October 18, 2007
Time: 11:30 a.m. - 1:00 p.m.
Place: Large Auditorium



“It's not business, it's personal”

Lunch catered by Zoske’s BBQ and Treat America.
Please RSVP by 4:00 p.m. on Monday, October 15, 2007

Honorary members are asked to contact Lois Ruth at 754-4388 by 4:00 p.m., October 15 , if you are planning to attend the October 18 meeting.



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.