



BOOTSTRAP



Roger Vreeland, Joyce Wilson, and Teri Wilson Editors



President's Message

By Bruce Martin

Thank you all. For what you may ask; for being an involved NMA chapter and for allowing myself, Sandy Holubar and Chad Fridley to attend the NMA national conference in St. Louis in September. What a tremendous experience and learning opportunity this conference was. I was inspired by the speakers and the three of us and National Director, David Hanson,

were honored to be able to accept three awards on your behalf; Outstanding Chapter, Excellence in Community Services and Excellence in Chapter Newsletter. Thank you for all of your efforts in the past and going forward. It was so much fun being honored with these awards, whatdaya say we do it again?

While it was very gratifying to receive these awards on your behalf, receiving awards is not the purpose of a National Conference or a Regional Leadership Development Conference. The purpose of these conferences is just what our name implies, Leadership Development.

LLDO offers our members many ways to foster this leadership development. The most obvious is to step up and take a leadership role in the organization. While all those are filled for this program year, every single committee chairperson is looking for members to be part of their teams. Not everyone is comfortable stepping in immediately and leading a committee or team, but as it has been said by someone much smarter than me, every journey begins with one step. Take that first step, pitch in, and participate. While our speakers are a wonderful fount of knowledge, it is my absolute belief that you will get so much more out of LLDO by participating in other ways than just attending our program meetings.

If that does not float your boat, look outside our walls. At our first program of the year, we heard about the great projects that Imagine Marshalltown has been working on since 2006. Does one of those projects excite you? If you are unsure how to contact the Chamber, contact me at extension 4576 and I will get you Ken Anderson's number.

Let's not forget our Professional Development committee. We have already had one session of John Maxwell's "Maximum Impact" series, with 9 or 10 more to come. You bring your lunch to the auditorium and we provide a great learning session from John Maxwell, including speaking notes to take with you. This is not the only professional development offering that will be given this year. All offerings are announced in the Bootstrap, sent out by email to membership, and announced at the program meetings.

Lastly, the NMA website, www.nma1.org, has many leadership development tools available to members. Spend some time searching the website and any questions you may have, please bring forward to me and if I do not know the answer, I will get it to you as soon as I can.

Take advantage of all the opportunities that are offered for development. You never are too old or too knowledgeable to learn and grow.

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Results of Amendment Proposal Vote September 15

Active member attendance: 69
Votes needed to approve (2/3): 46
of Yes votes: 66
of No votes: 2
Abstaining: 1

Amendment passed.

ARTICLE II Membership

Section 1: **Requirements:** Membership is extended to all regular, full and part-time salaried employees of the Lennox Marshalltown Manufacturing Plant, including Lennox pay rolled temporary employees: employees of the Lennox Employees Credit Union (Marshalltown): the Cafeteria Manager: all office employees of the Marshalltown Distribution Manager of North American Distribution Center and first and second shift Supervisor of the North American Distribution Center and Lennox corporate/PD&R employees that are located on-site in Marshalltown.



Box Tops Really Count!

Thanks to supporters like you, America's schools have earned **over \$250 million** in 12 years. Please clip and save tops for our area schools. A collection box is located in the 2nd floor break room.
Thank you!

Below is the link to the local LLDO website:

<http://mtnsrv07/lldo/>

September Trivia Winner!

By Teri Wilson

For September we drew two winners.

Last month's trivia winners were Shane Jacobson and Melissa Slagle.

Question

What "winning" slogan credited to Vince Lombardi was uttered by UCLA coach Red Sanders?

The correct answer:

Winning isn't everything...it's the only thing.

Insulated mugs from Canteen were the prizes.

Congratulations!

October Trivia Question

By Melissa Slagle

Baskin Robbins Ice Cream makers once tried to produce and market an ice cream product with what common salad ingredient?

Please e-mail your answer to Melissa Slagle by October 10th

One name will be drawn from all correct answers on October 11th

Membership

Our current membership count is 93. Please invite non-members to attend meetings with you.

"Often we act like we are 'human doings' as opposed to 'human beings', and we must be reminded that who we are being in the presence of people has so much more to do with what gets created than just the things that we do and say."

- Amir Ghannad

Community Services



Penny War Results

By Ben McFarland

The total collected from the penny war was **\$250.99** and donated to Iowa River Hospice.

**Iowa Hawkeyes had \$132.76
\$1.31 in pennies less \$131.45 bills and silver
giving them a score of: -\$130.14**

**Iowa State Cyclones had \$85.73
\$17.13 in pennies less \$65.60 in bills and
silver giving them a score of: -\$48.47**

**UNI PANTHERS HAD \$35.50
\$0.80 in Pennies less \$34.70 in bills & silver
giving them a score of: \$33.90**

PANTHERS WIN!!!

The real winner is Iowa River Hospice and all of the families they serve.

Thanks for making this such a successful event!

Thanks to the Lennox Credit Union for being the official money counters.



BIKE PATH CLEANUP *(mou)stache the Trash!*

Join LLDO Community Services committee on Friday, October 7th to 'Stache the Trash! In honor of the legendary facial hair of Dave Lennox, this fall cleanup is moustache themed! Fake moustaches will be provided, but feel free to make (or grow) your own! Participants will enjoy a Sub City lunch following the cleanup. Prizes will be awarded for most trash collected, best moustache, and strangest item found! Please sign up by October 5th. Contact Melissa Slagle (ext. 4384), Ben McFarland (ext. 4379), or Anthony Zarn (ext. 4385) with questions.

Rain date will be October 14th.



Pink On Purpose

By Katy Rhinehart



On October 19th, 2011, LLDO will recognize Cancer Research & Breast Cancer Awareness by encouraging all to wear pink, AND by allowing employees who donate \$5.00 or more to the American Institute for Cancer Research, to wear blue jeans that day!

Employees who donate \$5.00 or more will ALSO be entered into a raffle drawing for Pink Prizes to be awarded on October 19th.

Donations and checks made payable to LLDO can be taken to Reveca Pina in Human Resources; Teri Wilson in Product Engineering; or Katy Rhinehart or Leah Cox in Medical by October 18th. Please direct any questions to Katy at extension 4406.

\$5.00 donations will be collected at the October 13th LLDO meeting. Please support the fight against this killer disease.



LLDO will be sponsoring **BINGO** night at the Veteran's Home on Tuesday, October 11th.

Meet at 6:15 p.m. to help take residents needing assistance 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 H. R. to help with this fun event! Contact Toby Brimmer at #4458 with questions.

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



Director's Corner

By David Hanson, NMA Central Area Chair

I was privileged to attend the Board of Directors meeting in St. Louis. One highlight was the election of new officers. Melinda Hester was elected and installed as Chairman of the Board. She will face many challenges this coming year but she is use to it. She was part of the United Space Alliance chapter. This chapter was sponsored by the people that launched the space shuttle. The chapter changed several times as the shuttle program was down sized and finally ended. She is currently an Individual member and works for Siemens Corporation. Other officers who were elected were Steve Menke from Palmdale, California; Kiran Dambala from Fort Worth, Texas; and Nancy Bennett from Detroit, Michigan. They are people from all over the country. It will be an exciting year with new challenges but new ideas also. Be on the lookout.

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

Programs

In Case You Missed It

By Anthony Zarn



This month our speaker was Ken Anderson Executive Director of the Marshalltown Chamber of Commerce. Ken, along with Shawn Meyer, discussed the progress of the Imagine 7 projects and the big ideas implemented this year. The overall goal is to move Marshalltown into the future by focusing on sustainable community development while meeting the needs of the present without compromising the ability of future generations to meet their own needs.

1. Revitalize and Strengthen Downtown. The goal here is to implement the existing downtown improvement plan that includes: creating a pedestrian friendly downtown with expanded green spaces and restoring landmark buildings.

2. Create a Pedestrian and Bicycling Friendly Community. Make walking and bicycling safe and accessible by building sidewalks; implementing the city's bike-route plan; appropriately placing bike racks; building a pedestrian overpass at South Second Street; expanding and improving the trail system throughout the city/county by creating mountain bike paths and trails and by connecting the existing path from the Grimes Farm to the Melbourne Bike Path.

3. Develop Linn Creek River Walk. Develop Linn Creek into a River Walk featuring a theme-based museum with interactive displays, restaurants, band shell/amphitheater, annual jazz/film festivals, Friday After Five events, indoor/outdoor sports complex and a connecting footbridge to an improved Tye Theater, with a trolley stop to downtown.

4. Target on Beautification. Expand the Cleaniac effort; make all entrances to the city focal points of community pride, and clean up abandoned industrial sites.

5. Develop Riverview Park and Beautify North Entrance. Showcase the north entrance to the community and Riverview Park area by creating pedestrian-friendly crosswalks and streets. Develop water and recreational attractions at Riverview Park including a boat ramp, canoe rental, expanded camping facilities, bathhouses, skate board park, concessions and an enhanced hiking/biking path trailhead.

6. Build Clear Lake. Unfortunately, this project was stalled but Ken and Shawn were hopefully optimistic that the implementation of Clear Creek Lake will continue into the future.

7. Strengthen Public School System. Strengthen the school system by offering lower student/teacher ratio; improving appearance of all schools; increasing technology; expanding bi-lingual education; offering pre-school system-wide, and developing a college tuition grant plan all of which would position Marshalltown as the best place to educate youth.

Programs continued from page 4

October 13, LLDO Speaker Robin Groves, Brownsville, VT

Lennox Auditorium

11:30 – 1:00

Catered by Country House of Colo, IA



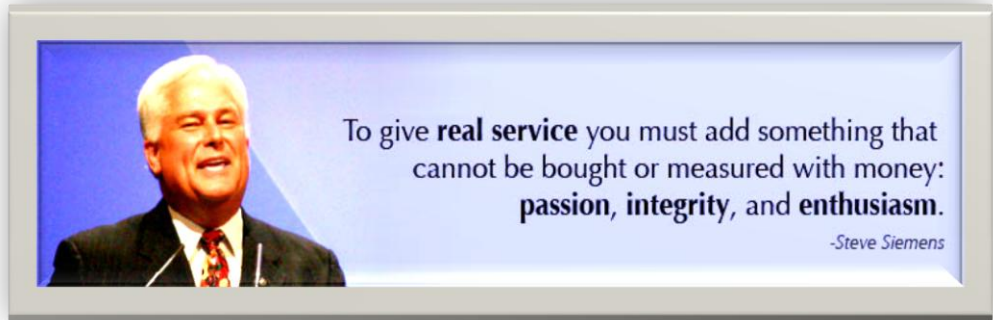
Robin and her husband, Wilson, are enthusiastic and serious competitors in all aspects of carriage driving. Driving her Morgan stallion, Clay Gates Fort Knox, and her Morgan gelding, Clay Gates Riptide, Robin has been awarded National High-Point Carriage Horse in the American Morgan Horse Association several different years. She is currently competing with Thor's Toy Truck (T.J.) a Connemara-Thoroughbred gelding, in advanced single horse events up and down the East Coast, winning the US 2010 Single Horse Championship at the Live Oak CDE in March, 2010. She was one of a four-member team representing the US at the World Singles Championships in Jarantow, Poland August 29-31, 2008, and in Patroni, Italy, July 28-August 1, 2010.

In the 2008 Worlds, she placed highest of all US drivers in the individual competition, with a stunning cones run that garnered only 1.67 penalty points.

Although her list of driving accomplishments is impressive, Robin also is known for her ability to help all drivers and riders, beginners through veterans, improve their skills. Like all great teachers, she starts where the horse and rider or driver are, and helps them move to a higher level.



COMING NOVEMBER 17
11:30 - 1:00
Lennox Auditorium
Steve Siemens



Professional Development

The LLDO Professional Development Committee presents:

An Industry Week Webinar:

"Productivity, Quality, Risk and Safety Improvement Through Factory Automation"

DATE: October 4, 2011

TIME: 1:00 p.m. CDT

LOCATION: Cooling Conference Room A

DURATION: 1 hour

SPONSOR: Zurich NA and Rockwell Automation

Improving worker safety and reducing risk doesn't need to come at the cost of productivity and quality. Learn how to improve PQRS -- productivity, quality, risk and safety improvement -- to reduce costs and become more productive.

The broadcast will contain streaming audio.

National NMA Conference, St. Louis, MO

By Chad Fridley

A few weeks ago I had the opportunity to attend my first NMA Annual Conference in St. Louis, MO with David Hanson, Bruce Martin and Sandy Holubar. The conference was three full days of recognition, education and fine cuisine. This was my first exposure to who NMA was as a group and what they can offer the individual in personal and professional development and I can honestly say I was not disappointed with the event.

For us the weekend kicked off Saturday afternoon with a presentation given by author/speaker Sam Silverstien on his book "No More Excuses". He talked about the four phases of accountability and the five ways to be proactively accountable. Saturday also included the NMA speech contest final, which for me, was the first time I had seen a speech contest. All four contestants did a great job with the winner getting a check for \$4,000 which should come in handy as he starts college. Saturday evening we attended the dinner for the NMA Member of the Year. This was a time for us to meet members from other chapters and get a chance to talk with them on things they are doing to develop and grow their chapters.

Sunday's sessions started with breakfast and a video clip from Dr. Barbara Kellerman on leadership and topics from her new book "Leadership: Essential Selections on Power, Authority, and Influence. Through the silent auction we obtained a copy, see Bruce if you have interest in the book. An entertaining presentation from Steve Hager and friends "The Brain and its role in Leadership Success" was next on the agenda. Their presentation was on an individual's sensory and cognitive preference and how to best relate to other's preferences. For lunch we had a Route 66 themed recognition luncheon where LLDO was presented with the awards won last year. Sunday afternoon was open so that we had an opportunity to see St. Louis and the Arch since our hotel was across the street from the Arch. I enjoy photography so this was a great time to take pictures.

Monday was a full day of activities with the NMA annual meeting and reports over breakfast. The next session was titled "Leading Difficult People Like a Pro" by Tony Ruesing and an afternoon session titled "Achieving Financial Wellness" by Brent Hines. Monday night wrapped up with the Executive of the Year Banquet with the award going to Michael Coats, Director of Johnson Space Center in Houston, Texas. He was a former astronaut that had logged more than 463 hours in space, so he had many nuggets of information based on his life experiences.

Overall the conference was a great experience and I am glad I had the opportunity to attend. I was able to meet many other NMA members from all over the country and gain a greater appreciation what Lennox does to support our chapter.



Lennox LDO Outstanding Chapter, Community Services and 3rd Place Publications awards presented to Bruce Martin, David Heddens, Sandy Holubar and Chad Fridley.



Executive of the Year Banquet, a black-tie event to wrap up the conference.

LLDO Calendar of Events

<i>Event</i>	<i>Date</i>	<i>Time</i>	<i>Location</i>	<i>Contact</i>
Bike Path Cleanup	October 7	11:30 am - 1:00 pm	meet in H.R. at 11:30	Melissa Slagle 4384
Bingo	October 11	6:15 pm – 9:00 pm	Veteran’s Home	Toby Brimmer 4458
Next meeting	October 13	11:30 am – 1:00 pm	Auditorium	Pam Riemenschneider 4369
Pink on Purpose	October 19	All Day	Pay to wear jeans	David Heddens 4328

“Access information on all future LLDO events through the link below:”

I:\LMC\2011-2012 LLDO\Calendar of Events 2011_2012.doc



Did You Know?

By Kelby Budzine

Every year in the US, on the second Monday of October we celebrate Columbus Day. We commemorate this holiday to remember the discovery of America by Christopher Columbus in 1492. Columbus was a European explorer who was trying to sail from Europe to Asia, but instead reached what are now parts of North and South America. Though it wasn't officially recognized as a national holiday until 1937, the first recorded celebration of this day was in 1792 in New York. Did you know certain parts of the US hold parades and festivals that honor Columbus on this day?



SUBMIT ARTICLES FOR THE NOVEMBER ISSUE

Do you have any activities that you would like to share with LDO members?? If so, please send them to Roger Vreeland, Joyce Wilson, or Teri Wilson. All articles and pictures should be submitted no later than October 30th.

Officers & Committee Chairs



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.

	President: Bruce Martin x4576
	Vice President: Sandy Holubar x4270
	Secretary: Doug McDaniel x4408
	Treasurer: Gary Springer x4335
	Programs: Katy Rhinehart x4406
	Community Services: David Heddens x4328
	Professional Development: Chad Fridley x4512
	Member Relations: Pam Riemenschneider x4369
	Awards: Brent McDowell x4256
	Public Relations: Teri Wilson x4008
	Director: John Fink x4301
	Director: Bob Oetker x4097
	Director: LuAnn Wieland x4424
	Director: Tom Taylor x4293