



The Lighthouse



NMA...The Leadership Development Organization
Columbus Public Service Chapter
The *first* Public Sector Chapter - est.1981

It's Nomination Time

Nominations for officers, board members and awards are requested for the year 2013-2014.



Officer and board member nominations that have been received so far:

Officers:

- President
- 1st Vice
- 2nd Vice
- Secretary
- Treasurer

Nominees

- Terry Neal
- Open
- Open
- Amy Ackerson
- Elaine Brunney

Board Members

- Technology Open
- Public Safety Open



Committee Chairs are also needed for Professional Development and Public Relations. Nominations will be accepted from the floor at the March event, elections will be held at the April event. Please forward nominations to Bee Tolber, 645-7496 or vvtolber@columbus.gov.

See Page 6 for award nomination information

February 2013

Check out NMA's group on LinkedIn at NMA1.org

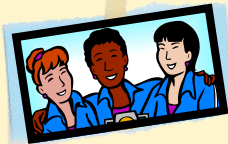
The latest issue of *Breaktime* can be found at: <http://nma1.org/Communications/Breaktime/2013-02/2013-02.pdf>

Visit The Columbus Public Service chapter website: <http://nma1.us/chapters/220/>

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NMA Family Scrapbook

Congratulations to member Steve Scott on his retirement. We wish him all the best!



Outstanding leaders go out of their way to boost the self-esteem of their personnel. If people believe in themselves, it's amazing what they can accomplish. — Sam Walton

President's Day Rushmorean Leadership

Posted by Byron Ernest on *Byron's Babbles* blog, February 18, 2013

All of us have either seen or at least seen pictures of the famous sculpture done between October 4, 1927, and October 31, 1941 by Gutzon Borglum and 400 workers. They sculpted the colossal 60 foot (18 m) high carvings of U.S. presidents George Washington, Thomas Jefferson, Theodore Roosevelt, and Abraham Lincoln to represent the first 150 years of American history. These presidents were selected by Borglum because of their role in preserving the Republic and expanding its territory.

Although faced with different challenges and employing different styles, they all had certain values that they never compromised or lost sight of—such as integrity, trust and respect for followers. They exemplify values-based leadership.

Here's why I believe they were great choices:

George Washington

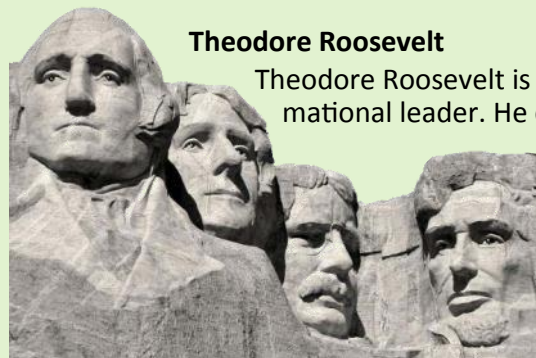
Washington was a skillful visionary leader. This type of leader is an expert in designing and creating an organizational culture which will make possible the attainment of the leader's vision and ideas.

As a visionary leader Washington had a vision into the far future, could develop an effective organization and attracted others to strive for the attainment of his vision so that it became a shared vision and they all worked together in an organization that sustained the vision, its beliefs and its values.

Thomas Jefferson

I believe Jefferson was chosen for his role in authoring the Declaration of Independence, which today some might call an "action statement." In that declaration Jefferson set out the long-term aspirations of a new nation, and in asserting a natural right to happiness Jefferson meant that all individuals are entitled to make all they can of their lives.

Additionally, with his vision for public education, he understood that all individuals need to learn about democracy. As the father of public education, he set up the avenue by which all young people can become all they can be! As an educational leader I believe it is crucial to be a steward of what Jefferson started!



Theodore Roosevelt

Theodore Roosevelt is recognized as a transformational leader. He defined numerous aspects of leadership that we now take for granted in the presidency as well as in private life. His inspira-

Continued on Page 4



Event Notes

NMA MID-WINTER EVENT

DATE: Thursday, February 28, 2013
TIME: 5:30 p.m. – 8:00 p.m.
LOCATION: **Jimmy V's Grill & Pub**
 1788 West Fifth Avenue
 Columbus Ohio

Bring a coworker to this event to network with others while finding out who your booster is, what committees are looking for volunteers, and what your Board of Directors are doing while in a relaxed atmosphere.

Every “potential member” guest will be entered into a drawing with the person bringing them.

Appetizer Menu:

Jimmy V's Cold Appetizer Plate:
 Tzatziki, twisted feta, hummus, skordalla,
 stuffed grape leaves and pita
 Mini Chicken Panini's
 Veggie Platter
 Assorted soft drinks



Event Agenda:

5:30 Registration & Social Time
 6:30 President: Teresa Langer
 Committee Reports
 7:15 50/50 Raffle
 Bonus Bucks Drawing
 Special Drawing
 7:30 Mixer Adjourned

Please make your reservations to
Lesley Carter, Department of Public Safety-
License Section at LACarter@columbus.gov
or 645-8313

There is NO GUEST FEE!!!!

Don't miss the March Dinner Event



Date: March 21, 2013
Time: 5:30—8:00 PM
Location: Rice Bowl
 2300 S. High St.
 Columbus, Ohio

Program: Speech Contest
 Winner **Gabriel Caldwell** will present his winning speech.

Event Agenda:

5:30 Registration & Social Time
 6:15 Invocation,
 Pledge of Allegiance,
 Dinner
 7:00 Speaker: *Gabriel Caldwell*,
 Speech Contest Winner
 7:30 President Teresa Langer,
 Committee Reports
 7:40 50/50 Raffle,
 Bonus Bucks Drawing
 7:45 Meeting Adjourned

**Watch your email
for more details.**



Mt. Rushmore

Continued on Page 4

tional vision about the economy, industry, environmental protection, and the National Parks system is still influencing our great country to this day. He had a remarkable ability to communicate his vision, not only through his well-crafted words, but even more through his indelible example. Roosevelt's well-publicized, courageous exploits in Cuba in the brief but deadly Spanish-American War of 1898—the fateful days he viewed as the linchpin of his life—are perhaps the most apt symbol of his leadership. Roosevelt, mounted on horseback in front of his troops, showed the way—asking others to “come” rather than saying “go” in the words of his friend Henry Cabot Lodge—putting himself at risk, making himself accountable, giving more of himself than he would ask of others. I have always said that we must walk arm in arm with others, even pulling them along at times, instead of pushing!

Abraham Lincoln

Lincoln created a true learning organization where those in his administration were free to disagree without fear of retaliation. At the same time, he knew when to stop the discussion and after listening to the various opinions, make a final decision.

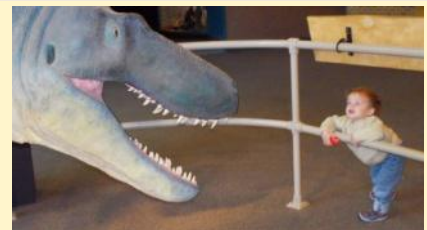
When there was success, Lincoln shared the credit with all of those involved. Conversely, when there was failure, Lincoln took all the blame. Lincoln did not fear failure and created an environment where those around could take risks and make decisions without risk or worry of failure.

Finally, the most important thing we can learn from these Presidents is: you don't have to become someone else or become like someone else to be a leader, you have to just become yourself. Go be the leader you are!

Byron Ernest is the Principal of Emmerich Manual High School in Indianapolis, Indiana, and was named the 2010 Indiana Teacher of the Year. Most recently he was named the inaugural winner of the 2010 Christopher Columbus Fellowship Foundation Outstanding Agriscience Educator Award. He holds two Bachelor of Science Degrees from Purdue University in Agricultural Education and Animal Science, and a Masters in Science in Agricultural Education, also from Purdue. Byron is currently finishing his Ed.D. in Administrative and Teacher Leadership from Walden University.

Where Have You Been?

Dinosaurs, otters, stars and jewels! A quick trip to Cleveland's Museum of Natural History is sure to delight the entire family, and my family and I recently enjoyed a visit. The first gallery has replicas and artifacts of hundreds of animals, including bears, wolves, giraffes and interesting dioramas that engage your imagination. Beyond that are the dinosaurs. My boys enjoy roaring at the T-Rex and Triceratops. After being amazed by the sauropods, we toured the Wildlife Center, featuring Ohio's native animals including foxes, otters and a bald eagle.



Ethan talks to his new friend

There are always great touring exhibits. Right now, until May 5, 2013, is the “Mystery of the Mayan Medallion”. Kids can crawl through a Mayan temple and learn about different signs and symbols. In the lower level the Smead Discovery Center is hands on learning for kids of all ages. You can dust for fossils, hear birds, or learn something about anatomy, butterflies, beetles and insects.

If you are hungry the museum café has hamburgers, sandwiches and great kid fare, but if you are looking for something a little more gourmet, I recommend going down the street to the Cleveland Museum of Art for the new Provenance Café. My family enjoyed Moroccan chicken skewers, marinated tofu, Nicoise salad, and mac and cheese. While you're there explore the renovated Armor Court, or see a Picasso or Monet and continue your family's day of discovery.

Cleveland's Natural History Museum and Cleveland's Museum of Art are located in University Circle, 5 miles away from the heart of downtown. Admission to the Natural History Museum is \$12 for adults and \$10 for students, but free with your reciprocal COSI membership. The Cleveland Museum of Art is free, but some special exhibits may have a charge. For more information visit www.cmnh.org.

By Beth Fairman Kinney



Seeking Award Nominations

Silver Knight



The Silver Knight Award is the highest award our Chapter can bestow. The Nominee must be an executive who is well known to the members of the chapter, and whose example has stimulated and inspired them. It should be someone who regularly applies the principles of the Association's Code of Ethics in his/her daily work and contributes to a better understanding of the Association, and is an outstanding influence in preserving our competitive enterprise system.



Manager of the Year

This award is not necessarily for members only, but can also be awarded to a manager who supports the chapter. They should be:

1. Be dedicated to the principles of leadership, and has demonstrated this ethic in the chapter.
2. Be a top leader in a business, industry, government, or non-profit activity.
3. Has demonstrated community leadership through significant contribution and participation in outside professional and civic activities.
4. Has a reputation as a fair, impartial, supportive and ethical manager and business leader in dealings with subordinates, peers, and associates.
5. Has demonstrated strong managerial leadership by applying best management practices to achieve success.



6. Practices visibly the NMA Code of Ethics in dealings with peers, subordinates, and associates. (See Page 11).

Member of the Year



The objective of the award is to recognize a current Association member for his/her efforts during the past 12 months that enhanced the effectiveness of the Chapter or Council and advanced the purpose and the image of the Association. The award recipient will be recognized at the Association's National Conference and will receive a \$500 cash award and a plaque. Association National Officers and National Directors are excluded from receiving this award.

A nominee must be a continuous Association member for the past two years, have attended most meetings and events, and have made significant contributions to Chapter or Council operations and activities.

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A leader is one who knows the way, goes the way, and shows the way. — John Maxwell



Community Service



Recreation & Parks Special Event Volunteer Opportunities at a Glance

Sept. 11 -May 2013	Boccia Tuesdays Franklin Park Adventure Center Contact: Luke Edelbrock, 645-0257
Jan.-early March	Youth Basketball Officials and Coaches Needed at All centers Contact: volunteers@columbus.gov
March 2	Hoops Madness - 4ft Hoops Wheelchair Basketball Tournament Franklin Park Adventure Center Contact: Luke Edelbrock 645-0257

For further information on volunteer opportunities & events email
volunteers@columbus.gov or call 645-3325.

Visit us at www.columbusrecparcs.com

NMA's Helping Hands

Our members have recently volunteered their time in the community to help make a difference:

This week, **Amy Ackerson** volunteered her time and efforts in the Three-Legged Mare event in the Short North, and helped raise about \$8500 for the Short Stop Youth Center.

Cindy Fruth continues to volunteer as the Treasurer of the Columbus Employees Association and the Treasurer of her church.

Sima Gellman helped with decorations and setup for a recognition dinner event to raise funds for adult and youth programming at her synagogue.

Terry Neal volunteers on the Board of Directors for the Eastgate Garden.

Tami Peters continues to volunteer her time for the Hamilton Meadows Civic Association.

Leo Ross helped with a bowling event that raised \$100 through sponsor donations for the Children's Advocacy Center.

Kathy Spatz volunteered as a member of the Westerville Shade Tree Commission in December and January, and also volunteered at Columbus State and the Columbus Ice Hockey Club in January.

Terrell Spencer currently holds the office of President for The Livingston Heights Place Civic Association, and coordinated 2 American Red Cross Blood Drives at Fleet Management within a year, which netted over 40 units.

Bee Tolber continues to volunteer as a mentor in the Alpha Minority Youth Engineering program.



Professional Development



COMPARE WITH, COMPARE TO

'Compare with' means to examine differences and similarities; 'compare to' means to represent as similar. Usually, one compares *with* or contrasts *to*.

Seminar Announcement

FACILISKILLS™

#4 Logistics and Process Dynamics

Getting people to work together isn't always easy...

FaciliSkills™ is all about collaborative relationships which open doors and make life simpler. In short, one needs to "facilitate" all aspects of life in order to accomplish goals.

FaciliSkills™ workshops provide the tools for having greater impact and broader influence, for leveraging time and making better decisions, and for fostering personal growth.

FaciliSkills™ Workshops are designed for... Managers or those who lead groups or project teams; anyone thrust into a leader's role without direction; emerging leaders seeking new skills to benefit their organization and advance their careers; or teams that have stalled mid-project.

Location: Fire Training and Administration Complex
3639 Parson Avenue, Room 148-2 (Cafeteria)

Date: Wednesday, March 20, 2013

Time: 8:00 a.m. – 12:00 p.m.

Place your reservation by March 15, 2013 to:

Teresa Langer, Division of Fire
Phone: 645-4128 Fax: 645-4204
Email: tlanger@columbus.gov

Fees: Members N/C

Non Members \$95

All are welcome to attend:

City of Columbus Toastmasters



Meetings:

1st Thursdays
Citywide Training
Center
750 Piedmont Rd.
Training Room C
12:00 to 1:00 PM

3rd Thursdays
Columbus Public
Health
240 Parson Ave.
Room 119-C
6:00 to 7:00 PM

For more information,
Call 645-6032
or 216 8988

The NMA Leadership Model



Derived from a similar model in Results Based Leadership by Ulrich, Zenger, & Smallwood.



WANTED: NMA BOOSTERS

The Columbus Public Service Chapter is looking for members to represent NMA to their department. The roll of a booster is to:

- Reach out to new employees in their work areas to introduce them to NMA. Answer questions regarding the benefits of NMA.
- Recruit employees that express an interest in membership at the Booster's work area.
- Facilitate membership through assisting Membership Chair. Verify that membership application is completed and forwarded to Membership Chair.
- Assist in identifying an NMA member to act as a membership mentor if the Booster is either not on site or cannot act as a membership mentor.
- Encourage members to identify individuals for recognition and to become actively involved in the Columbus Public Service Chapter.

For more information, contact Kathy Spatz at 645-0487 or KASpatz@Columbus.gov

Leader Profile: Randall D. McMillin

NMA Board Chair Randall D. McMillin is an Engineer Associate III with the Design and Construction division of Public Service. He has served over 14 years with the City of Columbus, and worked 30 years in a private sector consulting engineering firm. Randy has his CPM and is a Notary Republic, and a husband to wife Angel, a Dad, a Grandpa of five, and a Great-Grandpa of three.

Randy enjoys fishing, hunting, and vacations with the family. He fishes in Big Darby Creek, Alum Creek and Buckeye Lake.

What he can't catch around here, he can "catch" at Red Lobster, especially the shrimp, clams and oyster platter. Randy is a true huntsman and shot a really nice Buck this year, and in the past few years. Last year Randy, his wife Angel and their children and grand children went on a great family vacation to Williamsburg, Virginia. They visited Yorktown, Jamestown and many great attractions. Randy is also the proud owner of thirteen year old Molly, an Australian Shepard. While she doesn't like to hunt, she enjoys

the country life and is a true house dog.

Randy is responsible for supervising Inspectors and working with contractors to finish Capital Improvement Plans for Public Service. Randy holds the Public Service seat on the NMA Board. He has been a member of NMA for over 11 years, and enjoys the networking and educational opportunities membership provides.

Submitted by Beth Fairman Kinney



Lighthouse Spotlight

Stacey Cooperwood



At the end of February, the young women at the Delaware Detention Center will have the opportunity to view a play, "Our Past, Present, & Your Future" for Black History Month. On stage as part of the production will be Claims Investigator Stacey Cooperwood.

Stacey manages and coordinates accident claims for multiple departments for the City of Columbus. She obtains Police reports, incident reports and all paperwork regarding an accident to determine who's at fault. She works closely with the City Attorney's Office on claim collections, restitution and accident details for court dates. She works with Insurance companies on claims for quick settlement and repairs. Stacey enjoys meeting and talking with the various people who come into Fleet. She enjoys conversation and building relationships with internal and external clients and has found that her success in relationship building has helped with the speed and ease of claims processing and repairs.

"Stacey, in her role as Claims Investigator is an integral part of Fleets' Organization" states Safety Program Manager Terrell Spencer, "Stacey has proven to be quite meticulous in detail and demonstrates exceptional organizational and leadership skills. Stacey through her devoted work ethic has proven time over time to be the consummate professional."

Stacey is a motivator. She recently completed her third year working with a group of young adult AmeriCorps members. Her workshop, which is based on the Toastmaster format, is designed to get young people to overcome their fear of public speaking. Stacey is inspired by past and present motivational speakers Les Brown, Zig Zigler, Norman Vincent Peale, and Tony Robbins and by the autobiographies of Condoleezza Rice, Oprah Winfrey, Venus & Serena Williams, Colin Powell. Their stories inspire her to "Never Give Up" and that she can do anything.

Stacey enjoys to acting, travelling and talking on the phone. She prefers the "old school" method to catch up with friends and family members on the weekend because she can hear the laughter over the phone. She has no travel plans for right now, but is hoping for some fun at sea with friends on a cruise sometime in the near future.

Submitted by Beth Fairman Kinney



Profile

Position: Claims Investigator, Finance & Management

Years of City Service: 2 years

Years of NMA membership: 6months

What motivates you each morning: The ability to be thankful for another day to make a difference in someone's life. I believe we are blessed to be a blessing.

What do you enjoy about being a NMA member? I enjoy meeting other leaders throughout the City. I also like the positive activities and professional educational series and sessions provided to all members.

Motivational Quote: "If you let fear get its grip on you and hold on, you will never release the inner power that will allow you to soar." - Stacey Cooperwood



NMA Calendar 2013

February



- 21 Purim
- 28 February Event
Networking Mixer

March



- 10 Daylight Savings
Time Begins
- 12 Board Meeting
- 17 St Patrick's Day
- 20 Facilitator #4
- 20 Spring Begins
- 21 March Dinner Event
Speech Contest Winner
- 25 Passover Begins
(First Seder Night)
- 29 Good Friday
- 31 Easter

April



- 5 National Walk
To Work Day
- 15 Tax Day
- 22 Earth Day
- 25 Take Your Child to
Work Day

May



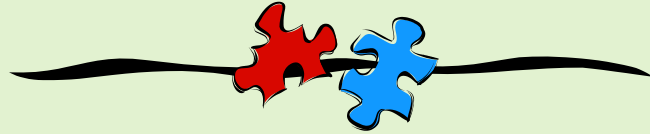
- 5 Cinco de Mayo
- 12 Mothers' Day
- 15 Shavuot
(Jewish Holiday)
- 16-18 East LDC
- 27 Memorial Day

NMA-Lighthouse Puzzles

January Puzzle Solution

A genuine leader is not a searcher for consensus but a molder of consensus. - Rev. Martin Luther King

Linda Rightor and Kathy Spatz submitted correct answers. The winner will be selected by random drawing at the February 28 event.



February Puzzle

The letters in each column go into the squares directly below them, but not necessarily in the order they appear. A space or blank is indicated by a purple square. When all the letters are in the correct squares, they will form a quote by Maya Angelou.

M			T				L						
Y			O	I		M	I	A		S	L	F	T
F	A	L	N	N	T	O	R	S	L	L	F	Y	R
T	F	O	A	A	E	I	I	S	A	A	O	C	K
I	A	N	L	Y	S	T	E	I	N	I	U	N	O
R	E	A	L	E	S	Y	L	C	T	N	R	O	O

To enter the contest, solve the puzzle and email the solution to: sima@columbus.rr.com. The contest winner will be selected by random drawing from all correct entries at the next NMA meeting. Entries must be received by 5 PM March 15 to be considered.



What is NMA?

NMA The Leadership Development Organization is a professional association headquartered in Dayton, Ohio. The Association is a national not-for profit organization serving about 20,000 members worldwide.

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.

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 Mission Statement

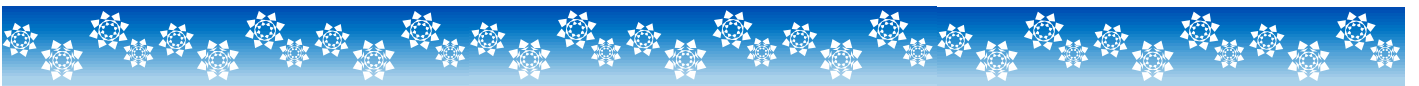
NMA creates leadership development products and opportunities that maximize the potential of our members, sponsoring organizations, and communities.



Chapter Leader Directory

NMA OFFICERS AND BOARD MEMBERS – JULY 2012-JUNE 2013

<u>Officers/Term End</u>	<u>Name</u>	<u>Office Phone</u>	<u>Email</u>
President	Teresa Langer	645-4128	tlanger@columbus.gov
1st Vice President	Terry Neal	221-3132x5480	tneal@columbus.gov
2nd Vice President	Tami Peters	645-2688	tlpeters@columbus.gov
Secretary	Amy Ackerson	645-8119	aackerson@columbus.gov
Treasurer	Elaine Brunney	645-5705	embrunney@columbus.gov
Immediate Past President	Bee Tolber	645-7496	vvtolber@columbus.gov
National Director	Bill Mahaffey	645-3765	wtmahaffey@columbus.gov
National Director	Kathy Spatz	645-0487	kaspatz@columbus.gov
<u>Board of Directors</u>			
At Large/2014	Barb Crawford	645-8248	bcrawford1@columbus.gov
Development/2014	Beth Fairman Kinney	645-7116	bfkinney@columbus.gov
Finance-Fleet/2014	Terrell Spencer	645-6133	tlspencer@columbus.gov
Public Safety	Vacant		
Public Service/2014	Randy McMillin	645-3187	rdmcmillin@columbus.gov
Public Utilities/2013	Cindy Fruth	645-7304	cmfruth@columbus.gov
SWACO/2014	Albert Iosue	871-5100	albert.iosue@swaco.org
Technology/2013	Greg Dukes	645-6124	gadukes@columbus.gov
<u>Committees</u>			
Chapter Awards	Leo Ross	645-7258	leross@columbus.gov
Community Service	Bee Tolber	645-7496	vvtolber@columbus.gov
Membership	Carnell Felton	645-3138x1202	cbfelton@columbus.gov
Programs	Lesley Carter	645-8313	lacarter@columbus.gov
Professional Development	Kathy Spatz TEMP	645-0487	kaspatz@columbus.gov
Public Relations	Sima Gellman	645-6161	sngellman@columbus.gov



The Lighthouse is published monthly by the Columbus Service Chapter of NMA, Sima Gellman, Editor; JP Blackwood, Teresa Langer, Terry Neal and Kathy Spatz, Committee Members. Amy Ackerson, Lesley Carter, Beth Fairman Kinney and Teresa Langer contributed to this month's issue. Submit articles to: sngellman@columbus.gov or NMA-Lighthouse@columbus.gov.

