



The Lighthouse



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

Team Terry Begins



President Terry Neal, center, with National President Steve Bailey and Immediate Past President Teresa Langer

Terry Neal received the president's gavel at Hickory House in Gahanna on July 25.

Terry believes in teamwork, and looks forward to our group working together as both chapter members and

City employees to accomplish our goals for the coming year.

Congratulations Terry!



Team Terry from left to right: Tami Peters, Professional Development Chair; Elaine Brunney, Treasurer; Terry Neal, President; Bee Tolber Community Service Chair; Scott Ward, 2nd Vice President; Amy Ackerson, Secretary; Carnell Felton, Membership Chair; Stacey Cooperwood, 1st Vice President; Teresa Langer, Immediate Past President; Sima Gellman, Public Relations Chair; Jay Gantzer, Board Member; Cindy Fruth, Board Member and Terrell Spencer, Board Member. Not shown: Board Members Barb Crawford, LaVerne Freeman, Albert Iosue and Beth Fairman Kinney.

July 2013

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

The latest issue of *Breaktime* can be found at: <http://www.nma1.org/Communications/Breaktime/2013-04-05/2013-04-05.pdf>

Visit the new Columbus Public Service chapter website:

<http://www.nma-cpsc.org>

Inside this issue:

NMA Family Scrapbook.....	2
Leadership and Independence	2
Announcements.....	3
Officer Installation Event.....	4
Community Service	6
Professional Development.....	8
Where Have You Been?	9
NMA Calendar.....	10
Lighthouse Puzzles.....	10
About NMA.....	11
Officer Directory.....	12





NMA Family Scrapbook

Congrats to our new 2013-2014 Chapter Officers! Let's have a great year!



Welcome to new member Margaret Browder-McDougald

Leadership and Independence Day

By Mike Myatt, Chief Strategy Officer, N2growth

Independence Day is one of my favorite holidays. It celebrates the birth of a great nation founded by men and women who understood the meaning and value of disruptive thinking, service, honor, leadership, and above all, freedom. As we approach this 4th of July weekend I can't help but think of our founding fathers and the sacrifices they made when they fought to establish our nation's independence. Those thoughts of respect and admiration in turn led me to think about our troops overseas currently fighting to protect our way of life and preserve our freedom. The more I began to ponder the heroism of our military (past and present), the more I began to consider the traits possessed by our nation's warriors. I believe the same characteristics that are present in the heart of a warrior are also present in the most successful executives and entrepreneurs.



Here's the thing – you really can't separate leadership from independence. Leadership void of independent thought and action isn't leadership – it's a train wreck. Those leaders who fail to grasp the importance of the preceding sentence may practice some form of demagoguery, but it will fall woefully short of the historic example set

by our founding fathers and the prodigious efforts of our nation's present day warriors.

Regardless of whether or not they have served in the military, today's business leaders would be well served to possess the characteristics of a warrior in their pursuit to achieve sustainable growth and long-term success. Commitment, attention to detail, discipline, service above self, honor, integrity, perseverance, the ability to both lead and follow, to execute with precision, and the ability to adapt, improvise, and overcome are all traits that will serve you well in the boardroom.

There are many so-called management gurus in today's politically correct world who would take great exception to what I'm putting forth in today's post. They would tell you that the classic strong leadership traits that define our nation's best military leaders are outdated, and that they don't display a proper amount of empathy and compassion. I'm here to tell you that strength and compassion are not mutually exclusive terms...rather the strongest leaders are in fact the most compassionate leaders. A leader's greatest responsibility is not for his/her own glory, but it is for the well being of those whose care has been entrusted to said leader. Many of those

Continued on Page 9



Announcements

NMA Fun Night Scioto Downs Racino

Thursday, August 15, 2013



**CHECK IN between 5:45-6:15 at the
GUEST SERVICES TABLE**

**(Must bring Driver's License
to apply for a PLAYER'S CARD)**

**All FIRST TIME PLAYERS will receive a chance
to win a special prize**

All attendees will receive \$5.00 in free play

Dinner at 6:30 in the GROVE BUFFET.

**Members Free, Guests pay \$16
Reservation by Friday, August 9th to
Teresa Langer, tlanger@columbus.gov**

**6000 South High Street
Columbus, Ohio 43207**



The new NMA
Columbus Public
Service Chapter
website is now
Live! Find it at:

www.nma-cpsc.org



WANTED: NMA BOOSTERS

The Columbus Public
Service Chapter is looking
for members to represent
NMA to their department.

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



Officer Installation Event

July Winners

The total collected for the 50/50 drawing was \$60.00 and was won by **Bee Tolber**, who took home \$30.00.

Sally Pauley's name was selected in the Bonus Bucks drawing, and since she wasn't present, next month's prize will raise to \$20.00.

One of the tests of leadership is the ability to recognize a problem before it becomes an emergency. — Arnold Glasow



On July 25 the chapter membership gathered at Hickory House to install new officers and present annual awards to deserving individuals. Outgoing President Teresa Langer recognized all those who contributed to the successful 2012-2013 year with special certificates of appreciation:

Thanks to:

Officers

President, Teresa Langer
1st Vice President, Terry Neal
2nd Vice President, Tami Peters
Treasurer, Elaine Brunney
Secretary, Amy Ackerson

Board Of Directors

Barb Crawford
Cindy Fruth
Beth Fairman Kinney
Albert Iosue
Greg Dukes
Terrell Spencer
Randy McMillin, Board Chair

Committee Chairs

Awards, Leo Ross
Community Service, Bee Tolber
Membership, Carnell B. Felton, Sr.
Programs, Lesley A. Carter
Public Relations, Sima Gellman

Education Facilitators

Susan Wilson
William Mahaffey
Teresa Langer

Executive Advisory Board

Derek Anderson
Gary Cavin
W. Skip Parks
Dr. Richard Westerfield
Bee Tolber

Thanks to Terry Neal and Bee Tolber for the July event photos.



National President Steve Bailey, left, installs new officers Terry Neal, President; Elaine Brunney, Treasurer; Amy Ackerson, Secretary; Scott Ward, 2nd Vice President and Stacey Cooperwood, 1st Vice President.



Officer Installation Event

Annual Chapter Awards

Carnell Felton is Manger of the Year



Carnell B. Felton, Sr. has demonstrated true leadership during his 19 years of service as he was promoted through the ranks from Supervisor II at the Southerly Wastewater Treatment Plant to Assistant Plant Manager at the Jackson Pike facility.

Due to his ability to get everyone to the table to work out employee conflict issues, he was recently selected by the Director of Public

Utilities to serve as Interim Manager of the City's compost facility. His management skills and abilities are outstanding, and is exemplified by the work he and his staff accomplish. His belief in managing people to their potential is key, and he promotes NMA to help his staff attain their goals.

Congratulations Carnell!

Lesley Carter is Member of the Year

In her role as Programs Chair, Lesley Carter went above and beyond. Her task this past year was to find new venues for meeting events and caterers. In accomplishing that goal, she introduced us to many different varieties of food, from soul food to Mexican to Chinese to traditional American. At the same time, she saved us more money in food planning than in recent years.



Lesley also found time in her busy schedule to complete the FaciliSkills series during the past year.

Congratulations Lesley!

Certificates of appreciation were presented to all those who helped out on committees this year:

Amy Ackerson
 Yvette Aniagolu
 Bruce Black
 Sharon Bogdan
 Elaine Brunney
 Mark Calvert
 Lesley Carter
 Brenda Cohen
 Stacey Cooperwood
 Greg Corson
 Barb Crawford
 Greg Dukes
 Jeff Emhuff
 La Keyche Farrar
 Carnell B. Felton, Sr.
 Laverne Freeman
 Cindy Fruth
 Jay Gantzer
 Sima Gellman
 Darryl Gibson
 Debbie Ioia
 Albert Iosue
 Barb Johnson
 Judy Johnson
 Linda Sue King
 Beth Fairman Kinney
 Lisa Landoll
 Bill Mahaffey
 Randy McMillin
 Cindy Miracle
 Cynthia Moorhead
 Terry Neal
 Tami Peters
 Linda Rightor
 Leo Ross
 Loling Sawyer
 Miriam Siegfried
 Kathy Spatz
 Terrell Spencer
 Ronald Stewart
 Rita Stone
 Anitra Tanner
 Bee Tolber
 Doris Vance
 Catrina Whitlock
 Susan Wilson
 Patricia Zeier



Community Service

Tami Peters Helps Keep Fairgoers Safe



Cops and Kids Day at the Franklin County Fair

By Tami Peters

I survived the Franklin County Fair. Yay! At the fair my assigned duties involved making Child ID's and walking the grounds to be an extra set of eyes for the Sheriff's Department for any safety needs and lost children. I had the opportunity to take my son, Camron, with me the last night I volunteered and he was helping with Child ID's and walking the grounds with me.

I became involved with the volunteer opportunities through the Franklin County Sheriff's Office. They offer a Citizens Academy that meets for three hours, one night a week for 12 weeks.

The goal of the classes is to build a stronger relationship with the community and Franklin County Sheriff's department; expose citizens to some of the training a deputy sheriff receives; give citizens a better understanding of their values, organization; and to promote cooperation and support for the Franklin County Sheriff's Office and reduce crime through community involvement.

Within those sessions we were introduced to the following curriculum:

- Gang awareness
- Drug awareness
- Deadly force policy
- Intermediate weapon (Baton, pepper spray, and Taser)
- Firearm/Shooting range
- Firearm simulator
- Mock traffic stops
- Patrol ride along
- Corrections tour
- K-9 familiarization
- Accident (crash) investigation
- Operating a Vehicle while Intoxicated (OVI) detection
- Domestic violence
- Crime scenes
- SWAT

The Explorers Program of the Citizens Academy offers opportunities in character building, leadership, homeland security, police and fire response, emergent response and preparedness to youth ages 14 to 21. In this eight-week program, they will be exposed to a range of public safety career options while gaining practical "hands-on" experience. Completion of this training will prepare participants to provide support to public safety forces during disasters, as well as volunteers during special and routine

Continued on Page 7



Explorer Volunteer, David, Inspecting a new cruiser



Cam works with the Bomb Squad



Community Service

Tami Peters

Continued from Page 6

events.

My next goal is to take the Advanced Citizens Academy Program. The Public Safety Support Citizen Academy offers former graduates of police and fire academies who pass a background check the opportunity to continue their learning and practical experience by participating in an enhanced Public Safety Support Citizen Academy.

Graduates of the Public Safety Support Citizen Academy will be called upon to provide support during times of emergencies or natural disasters as well as

volunteer during special and routine events. The curriculum for this training is as follows:

- Disaster preparedness
- Terrorism prevention and awareness
- Threat indicators
- First aid
- CPR
- Traffic control
- Interoperable communications
- Fire safety
- Light search and rescue operations

For now, my next big adventure will be assisting at a D.U.I. check point on July 26th from 8pm to 3am.

For more information on this program, contact:

Sergeant Charley Brown
614-525-6317 or
clbrown@franklincountyohio.gov

Corporal Samuel Byrd
Call 614-525-4507 or
sdbyrd@franklincountyohio.gov

Their website is:
<http://sheriff.franklincountyohio.gov/programs>



NMA's Helping Hands

NMA believes in Community Service, and our members volunteer many hours of their time to help make a difference:

Bruce Black volunteers for the East Haven Block watch and the Berwick Civic Association.

Mark Calvert Volunteered at Dublin Coffman High School and also helped serve meals and set up outreach at Stowe Mission of Central Ohio Church.

Stacy Cooperwood is president of the Glenwood Recreation Center CRC Board.

LaVerne Freeman helps out with childcare at her church two Sundays each month.

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

Beth Fairman Kinney volunteers for the United Crestview Area Neighbors Civic Association.

Teresa Langer continues to sell candy bars to support the NMA speech contest.

Lisa Landoll volunteers at the information

desk at Riverside Methodist Hospital.

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

Tami Peters volunteered for the Franklin County Sheriff at the Franklin County Fair and a DUI checkpoint, and continues to volunteer her time for the Hamilton Meadows Civic Association and the Ginkaku-Ji Karate Dojo.

Michael Pettiford volunteered at the Jazz and Rib Festival

Jan Reese Volunteers a Golden Endings Golden Retriever Rescue

Kathy Spatz volunteers on the Shade Tree Commission for the City of Westerville

Terrell Spencer currently holds the office of President for The Livingston Heights Place Civic Association.

Bee Tolber continues to volunteer as a mentor in the Alpha Minority Youth Engineering program, and helped out at the Traylee Center.



Professional Development

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

2nd Thursdays

77 North Front Street,
Lower Level
Columbus Stat Room
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



Concurrent / Consecutive

Concurrent is an adjective that means simultaneous or happening at the same time as something else: "The concurrent strikes of several unions crippled the economy." **Consecutive** means successive or following one after the other: "The union called three consecutive strikes in one year."

The Certified Manager (CM®) Certification

The CM is a general management certification for managers in any industry and a reliable indicator of managerial competence and leadership potential. The CM credential is earned by meeting eligibility requirements for education and experience and passing three challenging examinations. The program can be completed anywhere in the world in any of several study formats.

The CM program consists of three CM course modules -

- **Management Skills I: Foundations of Management**
- **Management Skills II: Planning and Organizing**
- **Management Skills III: Leading and Controlling**

Each includes a study manual, e-Learning resources, practice exams and a certification exam. Each exam covers the content of the study manual of the same name.

To earn the CM certification one must pass all three certification exams. Successful completion of the CM exams is a reliable indicator that an individual possesses the skills that leaders and managers need.

ICPM is the Institute of Certified Professional Managers, a business center of the James Madison University College of Business.

For more information, go to:

http://www.icpm.biz/?page=cm_program

The NMA Leadership Model



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



Leadership and Independence Day Continued from Page 2

currently holding positions of leadership would do well to rid themselves of their feckless ways and take note of how real leaders conduct their affairs.

The leadership characteristics that have served our nation well throughout history will allow you to inspire and lead others with a focus and commitment not present in DNA of those leaders who don't have the heart, mind, and soul of a warrior. It is the ability to stay mentally focused on achieving the mission at hand, regardless of circumstances, that will help you take your organization to that next level. While not all great business leaders have served in the military, those of you who possess the heart of a warrior understand the advantages you derive from your

military bearing and state of mind. I've rarely come across students of military history that don't have a great command of both strategic thinking and tactical implementation.

I strongly recommend to all business leaders that they learn to develop a command presence, and lead from a committed, empathetic, and passionate position of strength. The word "passion" comes from a Latin root which means quite literally to suffer. If you're passionate about something it means you care so much that it hurts – that you're willing to suffer greatly for something you hold dear...Refusing to surrender, and having the ability to make the tough decision or the needed sacrifice, will allow your organization to continue taking ground and will keep the competitive advantage on the side of your enterprise.

Management is efficiency in climbing the ladder of success; leadership determines whether the ladder is leaning against the right wall.
—Stephen Covey

Where Have You Been?



Former member Jennifer (Langer) VanAlmen, daughter of Immediate Past President Teresa Langer, came to Columbus for a visit from her home in Brandon, Florida, where she resides with her husband Phil and daughter Victoria. One of her favorite things since childhood has been the Columbus Zoo, and she took this opportunity to share the petting zoo with Victoria.



NMA-Lighthouse Puzzles

NMA Calendar 2013

August



- 8 Ramadan Ends
- 15 August Fun Night
Scioto Downs Racino
- 21 Senior Citizens Day

September



- 6-8 NMA National Conference
- 6-7 Rosh Hashanah (Jewish New Year)
- 11 Patriot Day
- 14 Yom Kippur (Jewish Day of Atonement)
- 16 Step-Family Day
- 17 Citizens' Day
- 22 Fall Begins
- 27 Native Americans' Day

October



- 14 Columbus Day
- 16 Boss' Day
- 19 Sweetest Day
- 31 Halloween

November



- 1 All Saints' Day
- 3 Daylight Savings Time Ends
- 11 Veterans' Day
- 28 Thanksgiving Day
- 28 First Day of Hanukah

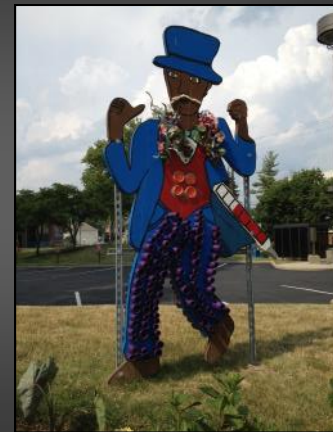
June Puzzle Solution

Correct responses were submitted by **Cindy Fruth, Bill Kessinger, Teresa Langer, Mark Law and Jeff Ushry.**

Congratulations to **Jeff Ushry** whose name was drawn from among the winners. He received a **\$25 gift certificate for Cameron Mitchell Restaurants**



Where's Terry?



To enter the contest, find Terry's location (name the city and the business) and send it to: sima@columbus.rr.com. The contest winner will be selected by random drawing from all correct entries at the next NMA meeting event. Entries for this puzzle must be received by 5 PM August 14, 2013 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.



NMA OFFICERS AND BOARD MEMBERS – JULY 2013-JUNE 2014

Officers/Term End	Name	Phone	Email
President	Terry Neal	221-3132x75480	tneal@columbus.gov
1st Vice President	Stacey Cooperwood	645-6219	SMCooperwood@columbus.gov
2nd Vice President	Scott Ward	645-1834	RSWard@columbus.gov
Secretary	Amy Ackerson	645-8119	aackerson@columbus.gov
Treasurer	Elaine Brunney	645-5705	embrunney@columbus.gov
Immediate Past President	Teresa Langer	645-4128	tlanger@columbus.gov
National Director	Kathy Spatz	645-0487	kaspatz@columbus.gov
National Director (Retired)	Bill Mahaffey	795-1582	Billm4715@sbcglobal.net
Board of Directors			
At Large/2015	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/2015	Ray Gantzer	645-0413	RJGantzer@columbus.gov
Public Utilities/2015	Cindy Fruth	645-7304	cmfruth@columbus.gov
SWACO/2014	Albert Iosue	871-5100	albert.iosue@swaco.org
Technology/2014	LaVerne Freeman	645-0550	lafreeman@columbus.gov
Committees			
Chapter Awards	Vacant		
Community Service	Bee Tolber	645-7496	vvtolber@columbus.gov
Membership	Carnell Felton	645-3138x1202	cbfelton@columbus.gov
Programs (Co-Chair)	Judy Johnson	645-0526	JAJohnson@columbus.gov
Professional Development	Tami Peters	645-2688	tlpeters@columbus.gov
Public Relations	Sima Gellman	563-1389	sima@columbus.rr.com
Executive Advisory Committee			
	Title	Agency	
Derek Anderson	Deputy Director	Public Utilities	DHAnderson@columbus.gov
Gary R. Cavin	Director	Technology	GRCavin@columbus.gov
W. Skip Parks	Administrator	PS/Refuse	WJParks@columbus.gov
Dr. Richard Westerfield	Administrator	Public Utilities	RCWesterfield@columbus.gov
Teresa Langer	Past President	Safety/Fire	TLanger@columbus.gov



The Lighthouse is published monthly by the Columbus Service Chapter of NMA, Sima Gellman, Editor; Teresa Langer, Terry Neal and Kathy Spatz, Committee Members. Amy Ackerson, Teresa Langer, Terry Neal, Tami Peters and Bee Tolber contributed to this month's issue. Submit articles to: sima@columbus.rr.com or NMA-Lighthouse@columbus.gov.

