



The Lighthouse



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

From the Director's Corner

By Kathy Spatz

I would like to recognize the efforts of the Columbus Public Service Chapter and thank each member for their great volunteerism and community service. During the National Board of Directors meeting in September, I was reminded that we continue to be a model of leadership for other chapters throughout the nation.



National Director Kathy Spatz

Although subtle differences exist with the public service, community and corporate chapters, there are a couple of things that have remained constant. Effective chapters have made it a priority to meet regularly to communicate organizational goals and effectively problem solve. Professional Development has continued to be a core value with leadership and continuous improvement as priorities.

In an effort to continue the value-added thinking, look for more information regarding the details of the Foundations of Management and how it relates to the CM certification. Updated information on the Project Management Program certification and new benefits and discounts for members will be shared soon.

September 2013

The latest issue of *Breaktime* can be found at: <http://www.nma1.org/Communications/Breaktime/2013-08/2013-08.pdf>

Visit the new Columbus Public Service chapter website:

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

Inside this issue:

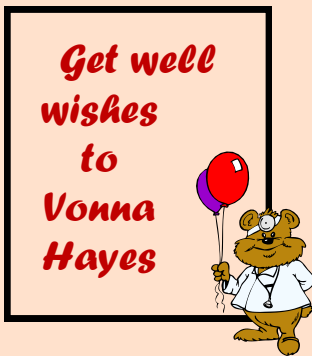
NMA Family Scrapbook	2
Flexibility Can Boost Productivity	2
Announcements	3
Event Notes	4
CPSC Wins National Awards	5
National Conference	6
NMA Member Gives Back	8
Helping Hands	9
Fleet Management Auto Show	10
You Don't Say	11
Join a Committee	12
NMA Calendar	14
Lighthouse Puzzles	14
About NMA	15
Officer Directory	16



The Alamo after an afternoon rain storm. See Kathy Spatz's article on the NMA National Conference in San Antonio on Page 6



NMA Family Scrapbook



Congratulations to Marsha Hess on her recent retirement!

Welcome to new members Fred Cunningham, DPU; Elizabeth Jones, Public Service and Julia Carter, Development

How Flexibility Can Boost Employee Productivity

By Ellen Ernst Kossek and Kelly Hannum from Forbes.com

If you've squeezed all the productivity gains you can out of your workforce or the people around you are stressed out or disengaged, we've got some advice: Be more flexible about how, when and where your employees work.

This isn't a plug for formal telecommuting or flextime programs. It's an argument for adapting work in ways that allow for the greatest productivity by taking into account individual differences.

Let us explain.

Typically, we think of productivity and efficiency in terms of creating work structures and routines that boost output and reduce error. This approach is fine – as far as it goes. But individual productivity should also be factored in.

Research (our own and others') shows that employees are healthier, experience less stress, and are more productive and engaged when they effectively make choices about how, where and when they work. One way to do this is by responding to individual "work styles."

Consider Kevin. He works at a firm that has been slow to hire even though business is growing. Kevin manages several key

initiatives and is on the road twice as much as he was last year. Even so, he is expected to put in significant "face time" at the office. Kevin schedules flights on evenings and weekends, and commutes into the office even when much of his work could be done remotely. And, since he's connected 24/7 via his smart phone, he feels pressure to maintain a visible online presence by responding to even non-urgent emails.



Here's the thing: Kevin loves his work and is willing to put in long hours to be successful. But, juggling his many roles and responsibilities is starting to strain his

work, his health and his marriage. Although he won't admit it, Kevin often feels distracted and not at the top of his game.

The key for Kevin is to better manage his time and energy so he can be more accomplished both at work and at home. Some changes he could make on his own; others require support. To boost his focus and productivity, Kevin should first clarify his preferred ways to work by asking questions such as:

- How am I currently managing boundaries between work and personal life? Do I let work interrupt family? Family interrupt work? Both or neither?

Continued on Page 11



Announcements

October Meeting Event

DATE: Thursday, October 22, 2013

TIME: 11:15 a.m. to 1:00 p.m.

MENU: Catering by **Boston Market**

EVENT AGENDA:

11:15 Registration & Social Time
 11:45 Invocation and Pledge of Allegiance, Lunch
 12:10 Program TBD
 12:35 President Terry Neal, Committee Reports
 12:45 50/50 Raffle & Bonus Bucks Drawing
 12:50 Meeting Adjourned

**Mark your calendars and watch your email
for more details**

Announcing FACILSKILLS™

Fostering a Culture of Participation

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

FaciliSkills™ is all about collaborative relationships which open doors and make life simpler in the community, and within the organization. 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 and ultimately growing your business.

FaciliSkills™ Workshops are designed for...

- Managers 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
- Teams that have stalled mid-project.

All classes will be held From 8:00 am to 12:00 pm
at 1881 E 25th Ave, Training Facility Room A

More information can be found at <http://www.nma-cpsc.org/Assets/FaciliskillsFlyer.pdf>

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**

Faciliskills Class Schedule

- #1 Making the SMART Connection—10/15/2013
Register by 10/10**
- #2 The Art & Science of Self-Mastery –11/12/2013
Register by 11/6**
- #3 Transformational Leadership
TBD**
- #4 Logistics and Process Dynamics—1/8/2014
Register by 1/2/2014**



Event Notes



I David Cohen

September Winners

The winner of the "Where's Terry" Contest was Teresa Langer. Teresa won a \$25.00 gift card to Bass Pro Fishing Shop. Teresa can stock up on those fishing supplies.

The winner of 50/50 Raffle was Cindy Fruth. Cindy took home \$28.00 and \$28.00 goes toward the Speech Contest.

The name drawn for Bonus Bucks was Sima Gellman, but she wasn't present, so the amount for next month drawing will be \$30.00.

"Money is better than poverty, if only for financial reasons".
— Woody Allen

President Terry Neal opened the September meeting with brief comments and noted that this was the first member meeting under his leadership. The Invocation and Pledge of Allegiance was led by Judy Johnson, followed by a delicious breakfast served by Chef Butch's Creole Kitchen.

Guest speaker I. David Cohen provided great humor and excellent thought provoking points on establishing and building a good financial future. An interesting statistical fact Mr. Cohen pointed out is; "...one in three will not live to be 65 years of age", and "Our future generation will know someone who is 150 years of age." He pointed out that his own mother was 106 years of age when she passed away.

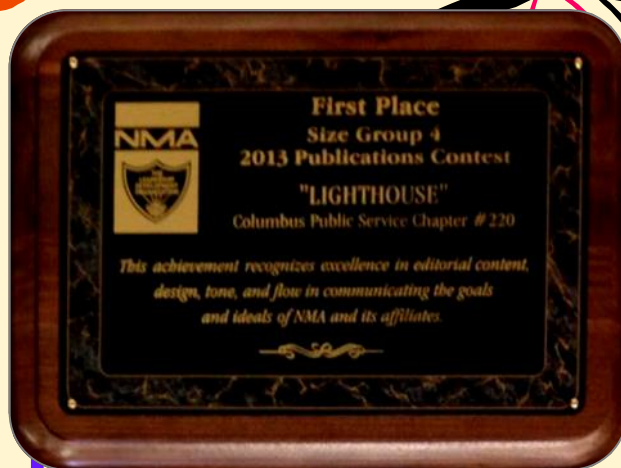
Mr. Cohen's many years of experience and knowledge of Financial Services provided us with useful tips and suggestions, to help us understand the importance of building our financial future. He mentioned the 4 things that will ensure financial failure and keep you from having enough put away. They are:

1. Delay – the thought that nothing is going to happen so you have plenty of time to get started.
2. Stutter – the pattern of starting and stopping your savings plan.
3. Stammer – the long pauses in your savings plan.
4. Stall – when you stop making progress in your savings plan. Mr. Cohen goes on to tell us that "motivation and discipline" are the two main key components to establishing and maintaining a successful financial plan. In his many dealings with various clients, he has summed up that some of his clients take on what he refers to as the, "Rifle approach – give me an idea and I'll do it," or the "Shot gun approach – let me take a look at the whole picture from all sides before I'll do it".

We hope Mr. Cohen will return for future meetings to dive deeper into ways we can be better prepared for a long financial future. As we all know, we are living longer!



The Columbus Public Service Chapter is a Winner!



Gabe Caldwell with his parents after his presentation.

The Columbus Public Service Chapter's speech contest winner has been named the national first place winner!

The Columbus Public Service Chapter was also recognized for Community Service, Professional Development and Outstanding threshold for active engagement. The Lighthouse won first place for group size 4 in the publications contest!



So What Happened at the 2013 National Conference?

Story and Photos by Katy Spatz

San Antonio, Texas was the perfect location for NMA's "Taking a Stand for Leadership". The national conference was centered on the concepts of recognition, education and networking. There were many opportunities to improve skills, celebrate team accomplishments and share fellowship.



San Antonio and a view of the Riverwalk

One of NMA's missions has been to bring professional development to business and industry. In recognition of this effort and those professionals that have made profound contributions to leadership through written articles and books, NMA presented the Wilbur McFeely Award to Marcus Buckingham.

After accepting the award, Marcus led a session that posed

three make it or break it questions:

- Are my colleagues committed to quality work?
- Do I know what is expected of me?
- Do I have a chance to do what I do best every day?

His humorous and insightful conversation spoke to attendees about working to your strengths and how Managers can use this information to get the best from their team members. One key quote that I took away was, "Your challenge is to take what is unique and make it useful".

The 2013 Executive Award recipient was Bridget A. Lauderdale, Vice President and General Manager of Lockheed Martin Aeronautics Operations in Ft. Worth, Texas. She spoke of the leadership skills she gained while leading teams for the F-16, F-2 and F-22-Raptor fighter jet programs. The challenges included bringing diverse professionals together from around the globe and the creativity needed to meet expectations. In her acceptance remarks, it was apparent that there was mutual respect from her and the LMLA Chapter in Fort Worth, Texas. She has been an active Executive Advisor to the chapter and has made personal connections while mentoring NMA members.

Angela Hollis, the 2013 Member of the Year was from the NMA

Blue Cross Blue Shield of Michigan Leadership Development Association or BSBSM for short. As the Professional Development Chair for the chapter, Angela rebuilt the program and provided more educational opportunities for the chapter than in the past four years combined. Her leadership and passion for helping others has contributed directly to the chapter's brand. Angela was nominated by her peers for this national award.

There were three additional outstanding educational sessions. First, Sarita Maybin, author of 'If You Can't Say Something NICE, What DO You Say? Through humor, attendees explored how to cope with workplace situations that are beyond your control and what to say when trying to keep the contagious effect of other people's bad moods from rubbing off on you. Sarita presented three clues that can alert a person that he or she is no longer objective in a challenging interaction:

- You label the person, and it is never in a positive light.
- Generalizations occur: "and another thing...", typically leads to piling on or dredging up historical information.
- Resolution turns to retaliation: You versus I/We, beginning to blame for everything.

Continued on Page 7



National Conference

Continued from Page 6

Through awareness of these signs, Sarita mentioned that conversations have the opportunity to be salvaged and become productive. She also gave pointers for a makeover to increase workplace achievement.

- Set goals and meet these challenges.
- Find opportunities to teach and learn.
- Nourish yourself: Find 5 things you enjoy doing and do them regularly.
- Serve and help others: Volunteer and make a difference.
- Have an attitude of gratitude: Find positives and remember to share thank yous.

Craig Price led a realistic conversation about the differing generations in the workforce and some solutions to working together. This pro/con dialogue

discussed how to identify strengths and weaknesses to motivate teams.

Key Points identified include:

- Baby Boomers: have proven to be loyal employees and have learned wisdom through experience. Challenges for Baby Boomers: willing to share knowledge, not as adept at new technology.
- Generation X: Professionals have become self-reliant through their upbringing as latchkey kids in dual income families. Challenges for Gen X: look for responsibility and learning opportunities, but do not like to be micromanaged.
- Generation Y /Millennial Generation: Tech savvy, always looking for new ideas and sometime “embolden” to share ideas as they have grown up with the group mindset. Challenges for Gen Y: relying on technology and information may need to be repetitive and moving from one job to another.



Speech contestants from left: Joebert Rosal, Kamaria Washington, winner Gabriel Caldwell and Dulcinea Camp

Lynn Powell, the Executive Director of the Institute of Certified Professional Managers (ICPM), gave a comprehensive overview of the national Certified Manager requirements.



Teresa and Kathy receiving the awards during the Fiesta! Recognition Luncheon.

ICPM and NMA have been partners since the Institute was created in 1974. Located on the campus of James Madison University, ICPM has certified over 10,000 managers and in over 40 countries.

Lynn announced that the CM program has been recently updated in accordance with changes to industry standards from two accrediting bodies, the NCCA and ANSI. This revision elevated the level of the CM certification so that it specifically targets competencies required by mid-level leaders.

After all this, the conference attendees celebrated their efforts for the last year. The Columbus Public Service Chapter was recognized for the 1st place publications award for the Lighthouse, Community Services award, Professional Development award and Outstanding threshold for active engagement.



Community Service

**“Love is not patronizing and charity isn't about pity, it is about love. Charity and love are the same -- with charity you give love, so don't just give money but reach out your hand instead.”
— Mother Teresa**

NMA Member Gives Back Through Tutoring

By Jeffrey Emhuff

As a code enforcement officer for the city, my primary area of responsibility is the Franklinton neighborhood. I work in that area almost every day, and I have had the opportunity to meet and work with several people in Franklinton. Over the last couple of years, I have done many interior inspections and noticed many kids who were living in very poor and unhealthy conditions. It broke my heart, and I wanted to help in some way.

Fortunately, in 2011 while at the Franklinton Library, I saw a flyer for the Franklinton Tutoring Program (FTP). It is a program that allows someone to directly work with a child at school to help them improve their reading

and writing skills. It also provides the opportunity for someone to mentor this child.

I felt this was a great fit for me because I have loved to read since I was a little kid, and I was fortunate that I had two parents who liked to read and instilled that

habit in me at an early age. It's a sad fact, but approximately 45% of the adults in Franklinton did not graduate from high school and only about 1 in 6 households have two parents. Often times, education is not a primary concern at home.

There are three elementary schools that are currently in the program: Starling, Sullivant, and Avondale. I volunteer at Avondale once a week during my lunch time. I work with the same student the entire year, so I get the chance to see progress and make adjustments along the way. Depending on the skill level of the child, I will work on the basics like the alphabet and phonetics. For a more advanced kid, I will work on better pronunciation and reading comprehension. It's remarkable how much a kid can advance and learn with just a little bit of attention.

FTP is great because it provides you a structured environment with training tools and support, but it also gives you the freedom to interact and teach a child in your own way. Anna Knotts is the director. She is very passionate about the program, and she is great to work with.



Jeff with last year's student Dezirae at Avondale Elementary School

Continued on Page 7



Community Service

Continued from Page 6

She is constantly providing support and helps me with tutoring techniques and approaches. She really makes the program run.

I have volunteered with FTP for the last two years and am excitedly getting ready for my third year. I really enjoy doing this because I get to work one-on-one with a child and make an immediate and direct impact. Even though I'm only with them for the school year, I hope that I instill a love of learning and

reading in them so that they want to finish school, graduate, and improve their life.

If you have been looking to volunteer in a meaningful way, I highly recommend the Franklinton Tutoring Program. It's only one hour a week of your time, and the results are fantastic and last a lifetime. You don't even need any experience in tutoring (I know I sure didn't), just a passion to help a kid. If interested, please contact Anna Knotts at aknotts@coyfc.org or at 614-264-8882. You won't regret it.

“When we give cheerfully and accept gratefully, everyone is blessed.”

— Maya Angelou

NMA's Helping Hands

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

Amy Ackerson volunteered for an ALS benefit in September

Bruce Black volunteers for the Berwick Civic Association.

Mark Calvert Volunteers at Dublin Coffman High School.

Stacy Cooperwood is president of the Glenwood Recreation Center CRC Board. And helped with Fleet's auto show to benefit Ronald McDonald House Charities.

Jeff Emhuff is a volunteer tutor for the Franklinton Tutoring Program

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 continues to volunteer her time for the Hamilton Meadows Civic Association and the Ginkaku-Ji Karate Dojo.

Jan Reese Volunteers a Golden Endings Golden Retriever Rescue

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.

Jeffrey Ushry volunteers with the Eastmoor Academy Touchdown Club, and as a coach for Columbus Ice Youth football

Scott Ward volunteers as a member of the City of Columbus Veteran's Committee



Community Service

NMA FUNDRAISER Assorted Anthony Thomas Candy Bars

**Crunch, Almonds,
Caramel, Peanut Butter
\$1.00/Bar**



**Proceeds to sponsor the
this year's NMA High
School Speech Contest.**

**Contact Teresa Langer,
Division of Fire,
tlanger@columbus.gov**



Some of the classic cars that were displayed in the show



Deryl Seward, Shawn Siddell – 3rd Place motorcycle winner with 1979 Kawasaki KZ1000, and Mike Rodgers. All are employees of the Fleet Management Division

Fleet Management Presents First Annual Classic Car & Motorcycle Show

Excitement and fun for all is how I would describe the First Annual Fleet Management Classic Car and Motorcycle Show held on Saturday, September 14, 2013 at the Fleet Management Facility on Groves Road.

The show was put together from an idea suggested by Assistant Fleet Operations Manager Deryl Seward, inspired by his love for classic cars and motorcycles. He, along with fellow organizers, NMA First Vice President Stacey Cooperwood, Jackie Seward, Mike Rodgers, John King, Scott Fronk, Bill Burns, and Ron Steele, worked to make the event a reality.

The goal of the event was to show support for Fleet Management's Combined Charitable Donation efforts. The proceeds from the show were donated to the Ronald McDonald House Charities of Central Ohio. Ronald McDonald

House will receive a check for \$300!

Fleet Management would like to express our sincere appreciation to the volunteers, for their cooperation and hospitality extended to participants in the show. There was great support from co-workers, friends and family who helped to make the Show a true success, and approximately 70 vehicles present showing outstanding individual style and class.

The participation was so great it has been suggested that fleet sponsor two car shows next year (2014) in the spring and fall. Also, a sponsor that has committed to donating (\$250) for a best in show trophy in honor of his father. We look forward to increasing our donation proceeds next year as we strive to achieve more awareness of a good show for a good cause.

Story and photos submitted by Stacy Cooperwood



Some show participants, left to right front row: Stacey Cooperwood, Jackie Seward, Deryl Seward; left to right back row: Ron Steele John King and Mike Rodgers. All are employees of fleet except for Jackie Seward, who is the wife of Deryl Seward.



Flexibility

Continued from Page 2

- How do I describe my primary identity? Am I primarily work focused, family focused, equally focused on work and family? Or is my primary identity tied other interests such as recreation, athletics, volunteering, religious activities?

- To what degree do I have control over how I manage transitions between work and family?

How engaged and effective am I? What changes would I like to make?

For example, Kevin would like the flexibility to work from home occasionally or travel during the work day or take a longer lunch to exercise at the gym. These changes would suit his preferred work style, giving him more energy and strengthening his commitment to his work. But to do this consistently and confidently, Kevin also needs reassurance from his boss that he's a valued employee and that face time is less important than results.

As a boss, you can support your employees and create a high-performance culture by leveraging employees' work styles in four ways:

First, focus on results that matter. Many managers worry that employees will take advantage of flexible arrangements. Or they don't know how to be both flexible and fair. The key is to establish a work culture that focuses on the results that

matter most for the business. Of course, this requires you to clearly understand your organization's goals, be a good communicator of your expectations and define results accordingly.

Second, personalize it. People work effectively in different ways. Some employees may want to blend their work and family roles; others prefer to keep them separated. For example, some will view working while on vacation as a stress-free way to stay on top of things. Other employees will find working on vacation as a stressful intrusion and it may contribute to burnout. As a boss, your role is to help employees mesh their preferred style and needs with their work reality.

Third, let there be choices. Rather than fighting for your employees' time and attention, seek out ways to give them more choice in how they control their working time. Studies show that a greater sense of control leads to greater engagement at work.

Fourth, involve others in managing work processes. Great managers set up supportive work-life systems and processes. They lead individual and team conversations to empower employees to speak up and feel accountable for the way work gets done. This requires moving from a paternalistic management style to one that helps employees feel accountable for coordinating work to enable flexible working. With freedom comes responsibility – and new ways of working in organizations.

About the Authors

Ellen Ernst Kossek is a University Distinguished Professor at Michigan State University and author of CEO of Me: Creating a Life That Works in the Flexible Job Age. Kelly Hannum is a researcher at the Center for Creative Leadership (www.ccl.org). They are co-developers, along with Marian Ruderman and Phillip Braddy, of CCL's WorkStyle Profile assessment.

“Life isn't about waiting for the storm to pass; it's about learning to dance in the rain”.
— Author Unknown



Imply, Infer

The speaker implies (suggests) that UFOs exist. The hearer infers (concludes) that the speaker believes in UFOs.



NMA Committee participation provides a great opportunity to make new friends, network and gain valuable experience.

Check out the new NMA Columbus Public Service Chapter website!

www.nma-cpsc.org



Join a Committee

Become more involved with your NMA Chapter by helping on a committee:

Membership

Membership is the committee that is most active in recruiting new members and providing information to potential members. They provide key information about Chapter activities. This includes new member promotional activities; application processing; attending City-wide Orientation; sharing information to Boosters; and making sure name tags are available for all members. Contact **Carnell Felton** at 645-3138x1202 or cbfelton@columbus.gov

Programs

This committee plans and facilitates the events for the membership. They are typically held at a City facility or nearby restaurant so members can share a meal. The committee organizes 11 meetings that typically include professional speakers, special presentations, training and awards.

- Meetings will be held during the second week of each month scheduled.
- Breakfast meetings are scheduled from 7:30 a.m. to 9:00 a.m.
- Lunch meetings are scheduled from 11:30 a.m. to 1:00 p.m.
- Dinner meetings are scheduled from 6:30 p.m. to 9:00 p.m.
- Some meetings will include a spotlight speaker as well as the guest speaker.

Contact **Judy Johnson** at 645-0526 or JJohnson@columbus.gov or **Teresa Langer** at 645-4128 or tlanger@columbus.gov

Awards

The Awards Committee is responsible for chapter award selection and national award submission. Typical awards include:

Awarded by Public Service Chapter

- Silver Knight
- Chapter Recognition for members on the Executive Committee, Training and Professional Development
- Member of the Year
- Chapter Manager of the Year
- Chapter Manager of the Year
- Management Week in America

Continued on Page 9



Join a Committee

Continued from Page 8

Submitted to NMA National

- Manager of the Year
- Executive of the Year
- Hall of Fame

Contact **Teresa Langer** at 645-4128 or tlanger@columbus.gov

Public Relations

Members of the Public Relations Committee are the eyes and ears of the Chapter, providing information about events and activities through newsletters, website updates and social media to its members and local news media. The newsletter and website advise members of upcoming meetings, classes and related management topics; community service opportunities and how to get involved with the chapter. Members are encouraged to share and write articles for the newsletter. Articles are due by the 20th of the month for publication.

Press releases provide local news media with information about major events including Management Week in America, Leadership Speech Contest, Community Service and outstanding performance of its members.

Anyone working on this committee can receive free publishing and website software training if needed. Contact **Sima Gellman** at 563-1389 or sgellman@columbus.rr.com

Professional Development

The Professional Development Committee provides management and leadership development opportunities through training. There have been a variety of seminars offered at no cost to members, ranging from the lighthearted; motivational; enhancement of job satisfaction in the past. The Professional Development Committee contracts, schedules and coordinates all seminars. Contact **Tami Peters** at 645-2688 or tlpeters@columbus.gov

Community Service / American Enterprise

This committee recruits high school contestants and coordinates the Chapter Speech Contest, which is conducted locally in October. Winning participants advance to compete regionally and nationally.

Committee members coordinate community service events and facilitate donations to organizations at the monthly membership meetings. Contact **Bee Tolber** at 645-7496 or vtolber@columbus.gov

WANTED: NMA BOOSTERS

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

What is a Booster? A Booster is an NMA member who helps to coordinate and facilitate the distribution of NMA information. With changing technology, this volunteer position continues to evolve, but sometimes we just want to know who or where to answer a quick question or for problem solving.

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



The NMA Leadership Model



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



NMA-Lighthouse Puzzles

NMA Calendar 2013

October



- 10 Chapter Board Meeting
- 14 Columbus Day
- 15 FaciliSkills #1
- 16 Boss' Day
- 19 Sweetest Day
- 22 Chapter Lunch Event
- 31 Halloween

November



- 1 All Saints' Day
- 3 Daylight Savings Time Ends
- 11 Veterans' Day
- 12 Faciliskills #2
- 14 Chapter Board Meeting
- 20 Chapter Breakfast Event
- 28 Thanksgiving Day
- 29 First Day of Hanukah

December



- 12 Chapter Board Meeting
- 12 Chapter Holiday Event
- 25 Christmas

2014

January



- 1 New Year's Day
- 2 FaciliSkills #4
- 9 Chapter Board Meeting
- 14 Chapter Breakfast Event

August Puzzle Solution

Correct answers were received from:

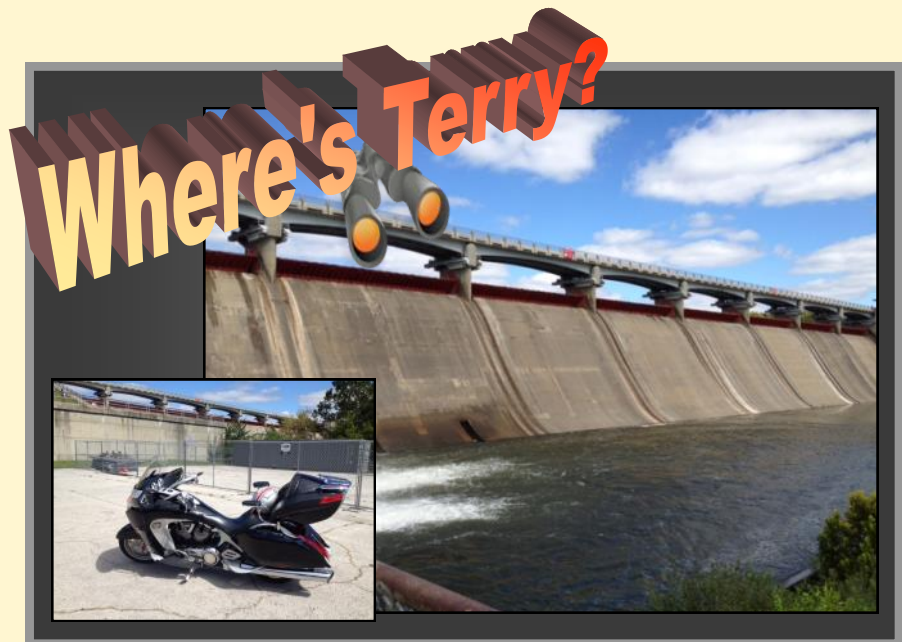
Amy Ackerson, Yvette Aniagolu, Al Carmon, Lesley Carter, Gregory Corson, Jeffrey Emhuff, Debbie Ioia, Elizabeth Jones, Beth Fairman Kinney, Lisa Landoll, Teresa Langer, Melanie Mallett, Dana Newman, Tami Peters, Miriam



Siegfried, Bee Tolber and Jeffrey Ushry. The winner was **Teresa Langer**. Teresa won a \$25.00 gift card to Bass Pro Fishing Shop.



September Puzzle



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 October 18, 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

<u>Officers/Term End</u>	<u>Name</u>	<u>Phone</u>	<u>Email</u>
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
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