



The Lighthouse



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

Columbus Public Service Chapter Facebook Page Is Now Live!



The Columbus Public Service Chapter is pleased to announce the Facebook page has gone live! Go to

www.Facebook.com/NMACPSC . City employees, please keep in mind that not all desktops allow access to Facebook. However, you can access the site from your mobile device. Once you access the site, make sure you LIKE the page!

November 2013

The latest issue of *Breaktime* can be found at: <http://nma1.org/Communications/Breaktime/2013-10/2013-10.pdf>

Visit the Columbus Public Service chapter website:

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

Visit us on Facebook at www.Facebook.com/NMACPSC

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NMA Family Scrapbook

Our condolences to Debbie Ioia and family on the passing of her brother-in-law Michael Angelo Ioia.



Being Thankful is Good for Business

From People Centric Consulting Group at <http://www.peoplecgc.com>

Let's all be thankful for what we have...

This is something we all hear a lot this time of year, and why it is good advice, we begin to roll our eyes a bit and reserve our thanks for our times with our families and friends. But what about being thankful at work? You know... it just might be good for business. Here are some examples.



1) Be Thankful For What You Have

Even if your job isn't going well, it is important to be thankful for what you have. This isn't just a "think positive" motivational concept, it is a solid and proven "strengths-based" approach to your business. By focusing on the things that are going right in your business, you might start to see some patterns that you can repeat more frequently in the future.

2) Be Thankful For Who You Know

Some people don't take a lot of time to acknowledge the

people in their lives. I don't mean that you have to throw a huge party or rent a sky-writer, I just mean a quick nod of appreciation or a nice handwritten note. Again, this is not just a nicety, it is good for your business. People are fundamentally motivated when they feel like they are a part of something bigger than themselves. Giving a quick acknowledgement to a person might help them connect the dots in the big picture and really help them produce at a higher level

while improving their morale. Note: this works for bosses and employees alike!

3) Be Thankful For Who You Are

Now we are REALLY getting cheesy, eh? Not really. Many of us spend a lot of time kicking ourselves for our mistakes and don't take enough time celebrating our successes. Again, this is not a productive and effective approach to life and work. Highly effective people know when they make mistakes, but don't spend time kicking themselves as much as they spend times finding ways to apply their strengths.

Announcements

Holiday Luncheon Event

Celebrate the holidays and the new year.

DATE: December 12, 2013
TIME: 11:15 AM to 1:00 PM
LOCATION: The Rice Bowl
2300 S. High Street

Bring non-perishable food items for the Mid-Ohio Food Bank and NEW and UNWRAPPED toys for Firefighters 4 Kids. Each donation will earn a raffle ticket for a SPECIAL DRAWING.

MENU: Select one at time of reservation:

1. Pepper Steak, Egg Roll & Fried Rice
2. Wor Sue Gai, Egg Roll & Fried Rice
3. Sweet & Sour Chicken, Egg Roll & Fried Rice

EVENT AGENDA:

- 11:15 Registration & Social Time
- 11:45 Invocation and Pledge of Allegiance
- 11:50 Lunch is served
- 12:20 President Terry Neal
- 12:30 "Pick-A-Prize" raffle
(proceeds to the Speech Contest)
Special Drawing
50/50 Raffle & Bonus Bucks Drawing
- 12:50 Adjourned

Please make your reservation to Teresa Langer, tlanger@columbus.gov by December 9, 2013

Don't forget your pop-tabs for Ronald McDonald House



The guest fee is \$10.00 payable at the event
Checks payable to: CPSC NMA



Firefighters 4 Kids
TOY DRIVE



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

November Event Notes

November Winners

The Special Drawing (for those who donated toys and canned goods) Winner was **President Terry Neal**. Terry won a special bottle of hot sauce from the Florida Winery. Terry will use this on his special baked wings this Saturday during the Ohio State vs. Indiana Game.

The 50/50 Raffle was won by **Vice-President Scott Ward**. The total amount raised was \$52.00 and Scott's share was \$26.00.

In the Bonus Bucks Drawing for \$30.00, **Ashley Packer's** name was drawn, but since Ashley wasn't present, next month's drawing will be \$40.00.

The "Where's Terry" puzzle winner was **Debbie Ioia**, who won a \$25 gift certificate for O'Charley's.



Some of the toys donated for Children Services Holiday Wish at the event

The November event began with a delicious and hearty breakfast of scrambled eggs, sausage, diner potatoes with fresh fruit and pastries, all prepared by the catering staff at the Jewish Community Center.

Alicia Loftis, a Child Welfare Casework Supervisor in the Kinship Department, was the first presenter. She gave a brief overview of the services provided by Franklin County Children Services, which serves children throughout Franklin County. They currently have 700 employees and three locations.

FCCS strives to provide the best service in the shortest amount of time so that people can be out of the system and independent. They have succeeded by achieving excellent adoption, high school completion and college attendance stats.

FCCS focuses especially on the youngest population because abuse and neglect can change their brain function forever. Staff is available for calls 24/7. One doesn't need to be sure there's a problem, staff will investigate and calls are anonymous.

What abuse and neglect are may be debatable: Abuse is a non-accidental act where a child is injured. This can sometimes be confused with discipline. Neglect is where a child is at risk by abandonment or where a parent is unable to meet a child's basic or special needs. Homelessness does not necessarily mean a child is neglected, since parents can seek assistance to meet the child's needs.

FCCS can only remove a child from a home if law enforcement is involved, when there's a court order or with the parents' permission. When a child must be removed from the home, a family member is the first choice for placement—foster care is only used when no family member can be found. FCCS no longer provides foster care, the service is now contracted out.

Alicia Loftis is a two-time OSU graduate and holds a Master Degree in Social Work. She is also a licensed social worker in the state of Ohio. She has worked almost 3 years in the newly expanded Kinship Department, assessing potential kinship caregivers and serving those approved to care for children who were unable to remain in their homes.

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November Event Notes



Meeting presenters Alicia Loftis, right and Joetta McCruiter-Polk, left with Chapter President Terry Neal



Continued from Page 4

Alicia's experience has provided her with immeasurable insight into people and how we are more alike than we are different. Alicia has dedicated her career to making a difference in the lives of children.

Alicia has worked at the Franklin County Children Services for almost 19 years in 4 different departments: 5 years doing ongoing social work with children and families in one of their regional departments, 8 years in the Adoptions Department where she helped find permanent families for children who were not able to be reunified with their parents, 3 years with the former Foster Care Department, responsible for licensing and maintaining state approved foster parents.

Joetta McCruiter-Polk, Communications Division Spokesperson for Holiday Wish and Communications Administrator for Franklin County Children Services was the second presenter. She is an advocate for partnering with the community to create positive childhood memories for the more than 30,000 children and families served by FCCS yearly. Joetta came to say thanks to all who donated toys at the meeting.

Community Service Chair Bee Tolber announced that the Leadership Speech Contest for high school children will be in February 2014. Prizes will be \$200 for the chapter winner, \$1000 for the regional winner and \$4000 for the national winner.

Faciliskills #3 Transformational Leadership will be presented on January 8, 2014, Please register by January 2, 2014.



Alicia Loftis speaks about the services provided by FCCS at the November breakfast

The best way to find yourself is to lose yourself in the service of others.

- Mahatma Gandhi

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**



ONCE, WHEN

Avoid the use of 'once' for 'when', as 'once' can mean: one time, formerly, simultaneously, and immediately.

Announcing FACILISKILLS™

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

Fees: Members No Charge, Non Members \$95

Upcoming Faciliskills Class Schedule

#3 Transformational Leadership — January 8, 2014, Please register by January 2, 2014.

#4 Logistics and Process Dynamics—March 25, 2014, Register by March 21, 2014.

For more information contact Tami Peters, Division of Public Service 645-2688 or visit <http://www.nma-cpsc.org/Assets/FaciliskillsFlier.pdf>

The NMA Leadership Model



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



Community Service



Photo by Dave Paul

Neighborhood Pride Talent Search

The 2013 Neighborhood Pride Talent Search has begun! In October students from Medina Middle, Ridgeview Middle, Yorktown Middle and the 6th graders from Southwood Elementary and 7th and 8th graders from South High school auditioned to be a part of the annual talent show. Students selected to participate have been attending Saturday morning rehearsals at Pride Partner Short Stop Youth Center in the Short North.

The students have had opportunities to work with Vocal, Music, Dance and Spoken Word mentors. All of the mentors volunteer their Saturday mornings to this young performers. The students are preparing for the Talent Show on December 18th, at the King Arts Complex. The performance will begin at 6pm, with a reception sponsored in part by United Healthcare immediately following. Admission is free.

If you are interested in mentoring, there are still several rehearsals left. Neighborhood Pride is also looking for "kid wranglers" during the show, to help monitor the students during the performance. Please contact Beth Fairman Kinney, bfkinney@columbus.gov if you are interested.

Submitted by Beth Fairman Kinney

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 is a volunteer for Thanksgiving for the Homeless Dinner and helped out with the Chili Cook-off for Buckeye Ranch and ALS Association.

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

Julia Carter volunteers for Project Mentor at Eastmoor High School during the school year. She also volunteer at Big Brothers/Big Sisters at Eastmoor High School this month.

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

Jeffrey Emhuff volunteers at the Franklinton Tutoring Program at Avondale Elementary School.

LaVerne Freeman helps out with childcare at her church two Sundays each month, and was a volunteer for Autism Speaks in October.

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

Beth Fairman Kinney is president of the United Crestview Area Neighbors Civic Association. She also Volunteered at Clinton Elementary School this month.



Judy Johnson volunteered at the Mid-Ohio Food Bank in Grove City this month.

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.

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

Jan Reese volunteers at Golden Endings Golden Retriever Rescue.

Kathy Spatz volunteers on the Westerville South Shade Tree Commission.

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.

Jeff Ushry is a Youth football Coach with the Columbus Ice and volunteers for the Eastmoor Academy Touchdown Club.

Scott Ward volunteered at the Veteran's Day Parade and Chili Dog Sale at Vets Memorial.



NMA-Lighthouse Puzzles

NMA Calendar 2013

November

- 28 Thanksgiving Day
- 28 First Day of Hanukah

December

- 5 Chapter Board Meeting
- 7 Pearl Harbor Day
- 12 Chapter Holiday Lunch Event
- 21 Winter Solstice
- 25 Christmas
- 26 Kwanzaa Begins

2014

January

- 1 New Year's Day
- 8 FaciliSkills #3
- 9 Chapter Board Meeting
- 9 Chapter Lunch Event

February

- 2 Groundhogs' Day
- 13 Chapter Board Meeting
- 14 Valentines' Day
- 17 Presidents' Day
- 26 Chapter Lunch Event

October Puzzle Solution



Terry was at **Battelle Riverfront Park** for the **Ohio Police and Firefighter's Memorial Site**, 25 Marconi Boulevard and Gay Street in downtown Columbus.

The winner was **Debbie Ioia**. Correct answers were also received from Rhonda Brown, Barb Crawford, Teresa Langer, Mark Law, Melanie Mallet, Terrell Spencer, Bee Tolber and Jeffrey Ushrey.



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 December 11, 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
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Immediate Past President	Teresa Langer	645-4128	tlanger@columbus.gov
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Board of Directors			
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Committees			
Chapter Awards	Geneva Christensen	645-5384	gchristensen@columbus.gov
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	Title	Agency	
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Gary R. Cavin	Director	Technology	GRCavin@columbus.gov
W. Skip Parks	Administrator	PS/Refuse	WJParks@columbus.gov
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Teresa Langer	Past President	Safety/Fire	TLanger@columbus.gov



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