



The Lighthouse



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

NMA Board Member unleashes Middle School Champions during the Neighborhood Pride Talent Search Event!



Story by Beth Fairman Kinney , pictures by Dave Paul

“I got the eye of the tiger, a fighter, dancing through the fire. ‘Cause I am a champion and you’re gonna hear me roar” rang out from the students of the Neighborhood Pride Talent Show on December 18th.

Development Director Steve Schoeny, emceed the show at the King Arts Complex with WBNS 10 TV’s Karina Nova. Director Schoeny started the show by reminding they audience that they were going to see more than just dancers, singers and musicians. “We’re here to see a designer, who knows how to walk into a room and knows how to pitch her designs. You’re going to see a banker who knows how to walk into a board room and present

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January 2014

Visit the Columbus Public Service chapter website:
<http://www.nma-cpsc.org>

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

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

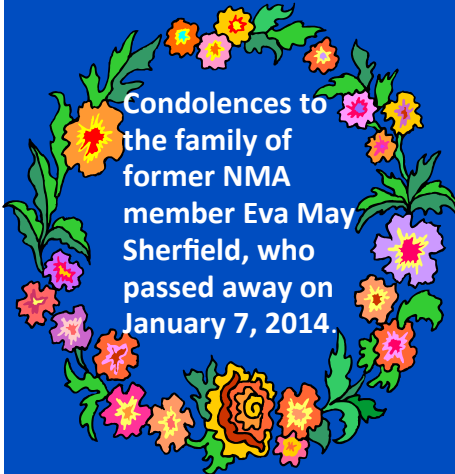
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NMA Family Scrapbook



Condolences to the family of former NMA member Eva May Sherfield, who passed away on January 7, 2014.

Get well wishes to President Terry Neal who is at home recovering from surgery



Welcome Back!

Vonna Hayes and Bill Mahaffey!

Glad to have you back!!!

Five New Year's Resolutions Every Leader Should Make

by Sylvia Ann Hewlett

Looking ahead to 2014, [one of the most urgent issues](#) will be a new war for talent: not yesteryear's broad-based need for *all* top talent but an increasing demand for the *right* kind of talent. For leaders, this means a new urgency in targeting, nurturing, and advancing top talent in their organization. Leaders have long



recognized that an inherently diverse workforce – one that's inclusive of women, people of color, and gay individuals – confers a competitive edge in selling products and services to diverse end users. But recent [research from the Center for Talent Innovation](#) (PDF) shows that an inherently diverse workforce can be a potent source of innovation, as diverse individuals are better attuned to the unmet needs of consumers or clients like themselves. How can leaders leverage and develop diverse talent in 2014? CTI research spotlights five ways:

1. Be more inclusive. What does it take to consistently drive growth and innovation? The answer, [according to CTI's latest research](#), is a diverse workforce managed by leaders who cherish difference, embrace disruption, and foster

a speak-up culture. Leaders have long recognized that an inherently diverse workforce “matches the market” and confers a competitive edge by recognizing the unmet needs of consumers and clients like themselves. But ideas from outliers too often are ignored or squelched because their originators don't resemble the

paradigms of corporate power — Caucasian, male, heterosexual, and from a similar educational and socioeconomic background. Leaders who promote a culture of diverse talent — whether in their team or throughout their organization — where everyone feels free to volunteer opinions or propose solutions that contradict convention unlock the full spectrum of innovative capacity.

2. Create pathways for sponsorship. What can help talented women, gays, and people of color spread their wings and succeed? [The answer is sponsorship](#) — a strategic workplace partnership between those with power and those with potential. Unlike mentors, who act as sympathetic sounding boards,

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Announcements

February Luncheon Event


Date: Wednesday, February 26 2014
Time: 11:15 AM to 1:00 PM
Location: 757 Carolyn Avenue
 Hearing Room (Lower Level)
 (Please Park on South Side of Building)

Menu

BBQ Ribs, Fried Fish, Mac & Cheese, Green Beans,
 Pasta Salad, Beverages and Dessert Catered by:



Agenda

- 11:15 a.m. Registration and Social Time
- 11:45 a.m. Pledge of Allegiance and Invocation
- 11:50 a.m. Lunch is Served
- 12:15 p.m. **Program: Lifeline of Ohio's Donation Registration Program** 
- 12:40 p.m. President Terry Neal Committee Reports
- 12:45 p.m. Special Drawing, 50/50 Raffle, Bonus Bucks and "Where's Terry" Contest
- 12:50 p.m. Adjourned

Please make your reservation to Judy Johnson, jajohnson@columbus.gov by February 21, 2014

Don't forget your canned goods for the Mid-Ohio Food Bank and your Pop Tabs for Ronald McDonald House

The guest fee is \$11.00, payable at the event.
 Checks payable to: CPSC NMA



Annual Speech Competition Deadline Extended!

WHAT: Chapter 220 Local Level Annual Speech Contest
WHO: Open to all High School Students Grades 9-12 and Home Schoolers
WHEN: 6:00 PM, Thursday, March 27, 2014
WHERE: Columbus Division of Fire Administration and Training Complex, 3639 Parsons Avenue, Columbus, OH 43207
CONTACT: Bee Tolber at bvtolber@columbus.gov or Teresa Langer at tlanger@columbus.gov or 645-4128

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

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



Carried Out

Better to use 'conducted', 'performed' or 'was studied'.

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

Fees: Members No Charge, Non Members \$95

Upcoming Faciliskills Class Schedule

#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/FaciliskillsFlyer.pdf>

The NMA Leadership Model



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

January Event Notes

The January NMA meeting was at the Columbus Metropolitan Library. As our NMA custom, we kicked off the meeting with a prayer, led by Judith Johnson. Following the prayer, President Terry Neal introduced our speakers for the day.



Judith Johnson from Public Service gives the invocation. Shown with President Terry Neal.

Gregg Dodd joined the Columbus Metropolitan Library in January 2013 as the Director of Marketing. Dodd leads the development,



Gregg Dodd, Director of Marketing, Columbus Metropolitan Library

planning and implementation of a comprehensive and aligned strategic marketing plan ensuring that all communications appropriately and accurately express the Library's vision, community image, position and values. His work also includes community relations and management of CML's

premier partnerships with the local business community and organizations.

Jay Kegley served as our tour guide. Jay is the Manager of Science, Business & News at the Columbus Metropolitan Library.

Jay manages 14 staff members who provide customer service to walk-in, phone, and virtual customers inquiring about materials, databases, and Web sites concerning science, applied science, business, and serials.



Jay Kegley, Manager of Science, Business & News

Jay has 25 years of experience working in the Columbus Metropolitan Library System from the Dublin and Hilliard Branches.

January Winners

The "Where's Terry" contest received 27 correct responses, and **Teresa Langer's** name was drawn. Teresa won a \$25.00 gift card to O'Charley's Restaurant.

The 50/50 drawing total was \$64.00. **Hugh Williams'** number was chosen. Hugh won \$32.00. As always, the remaining funds goes to support our speech contestants.

Bonus Bucks this month was \$50.00. **Lisa Landoll's** name was drawn, but Lisa wasn't present. Next month Bonus Bucks will be worth \$60.00.



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

www.nma-cpsc.org

Talent Search

Continued from Front Page

their ideas and analysis. You're going to see someone who knows how to walk up to a customer in their store and say 'How can I help you' and do that with confidence... We're going to see kids who are going to someday grow up and be great at whatever they do because they have the confidence to walk onto the stage and do what they are going to do tonight".

Neighborhood Pride began the Talent Search program in 2006 as a way to engage Middle School students into their neighborhood.

The students make a pledge to be good citizens and give back 5 hours of community service to their neighborhood for the opportunities that the program allows. Neighborhood Pride has been fortunate to partner with great mentors and positive role models who enrich the student's lives through mentoring on their specific talent, assisting with hair make-up or wardrobe, and sometimes just listening. The students who made it to the final show worked with mentors from the Columbus community and the Neighborhood Pride team for several Saturday morning rehearsals throughout the fall and winter. During those

rehearsals, Middle school students from the four corners of the City worked together on group performances and solos. The spoken word students collaborated and wrote all new poems for the show. Dancers worked with XClaim Dance on new choreography. The Singers sang, and sang and sang.

Working with these middle school students over several months is one of the most rewarding parts of our job. During the show, we stand in the wings, on headset communicating to the lighting and sound technicians, or giving last minute change notes to the emcees, but also right there to give words of encouragement before the student goes on to the stage, and hugs or high fives when the student exits the stage. At the end of the night, we are exhausted, but thrilled to have made a difference in these students lives.

The show can be viewed at: <http://assets.columbus.gov/GTC-3/Pride.wmv>



Central Ohio Middle School students performing at Neighborhood Pride Event



Community Service

NMA Member Honored by her Synagogue



Retired member **Sima Gellman** and her husband, **Fred Needham**, will be honored with the Nediv Lev (A giving heart) award at a recognition dinner at Congregation Torat Emet on February 9, 2014. Sima and Fred have been pillars of the synagogue since day one! Their commitment to the congregation has been constant, unwavering, and

nothing short of inspirational! Sima has been instrumental in social programming and fundraising. Her creativity and resourcefulness continue to delight her congregation!

Congratulations to Fred and Sima!

Take the first step in faith. You don't have to see the whole staircase, just take the first step.

Martin Luther King, Jr.

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.

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.

Stacey 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.

Marcellus Stewart Volunteer for America Men's Shelter .

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.



Let our New Year's resolution be this: we will be there for one another as fellow members of humanity, in the finest sense of the word.

Goran Persson

New Years Resolution

Continued from Page 2

sponsors are people in positions of power who work on their protégé's behalf to clear obstacles, foster connections, assign higher-profile work to ease the move up the ranks, and provide aircover and support in case of stumbles. Sponsors have a significant impact on the career traction of their female and multicultural protégés: 68% of women with sponsors say they are satisfied with their rate of advancement, compared with 57% of those without sponsors; 53% of sponsored African-Americans and 55% of Asians are satisfied with their career progress, compared with, respectively, 35% and 30%. Those numbers add up to employees who are more committed, more engaged, and more likely to attract similar talent.

Why [take on the responsibility](#) — and risk — of becoming a sponsor? By [building a dedicated team of talent](#), sponsors see a measurable benefit to their own careers: White leaders — both men and women — with a posse of protégés are 11% more satisfied with their own rate of advancement than those who haven't invested in up-and-comers. Sponsors of color who have developed young talent are overall 30% more satisfied with their career progress than those who haven't built that base of support.

3. Crack the code of executive presence. Performance, hard

work, and sponsors get top talent recognized and promoted, but “leadership potential” isn't enough to lever men and women into the executive suite. Leadership roles are given to those who also look and act the part, who manifest “executive presence” (EP).

[According to CTI research](#), EP constitutes 26% of what senior leaders say it takes to get the next promotion. EP rests on three pillars: gravitas (the core characteristic, according to 67% of the 268 senior executives surveyed), communication skills (according to 28%), and appearance (the filter through which communication skills and gravitas become more apparent). Yet because senior leaders are [overwhelmingly Caucasian and male](#), women and multicultural professionals find themselves at an immediate disadvantage in trying to look, sound, and act like a leader — and they're not getting the guidance they need to acquire it.

Across the board, 56% of minority professionals feel they are held to a stricter code of EP than their Caucasian peers. Further, the research found that EP feedback is either absent, overly vague or contradictory: More than three-quarters (79%) of people of color surveyed say that when they get feedback, they are unclear how to act on it, with Asians (84%) and Hispanics (80%) particularly confused about how to course-correct. As a way to endow their protégés with even more power, leaders can

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New Years Resolution

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resolve to give more — and clearer — feedback in 2014 to help their reports understand, acquire, and eventually ace EP.

4. Be a more active ally. Despite advances in workplace acceptance, 41% of American lesbian, gay, bisexual, and transgender (LGBT) workers remain closeted at the office in 2012. Given the [increased productivity and lower turnover rates of “out” workers](#), [companies have a bottom-line incentive](#) to create a workplace where LGBT workers feel accepted, valued, and comfortable being who they are. What makes work a place where LGBT talent can thrive? Allies — people who support or work as LGBT advocates — play a decisive role in creating an open community where individuals are comfortable being themselves. CTI research finds that 24% of LGBT workers attribute their decision to come out professionally to a strong network of allies. Although the ally phenomenon is widespread and growing (70% of men and 83% of women consider themselves allies), only 8% of men and 19% of women qualify as “active allies.”

Closeted LGBT employees are 73% more likely than their out peers to say they intend to jump ship within the next three years. However, with leaders who are active allies, that is, those who openly support LGBT colleagues at work, LGBT high-performers

are far more likely to stay.

5. Be a more proactive protégé. The dynamics — and the rewards — of the sponsor-protégé relationship don’t end with a big promotion; they last throughout a career. Think about it: CEOs need people they can rely on as *the* go-to person for high-profile trouble-shooting, as the perfect candidate to lead those massive projects that can make or break a company’s future, as the reliable source for innovative solutions. At the same time, sponsorship can never be taken for granted. In today’s uncertain economy, executive teams can get reshuffled without notice, leaving you without protection.

Resolve to tend that reciprocal relationship with your existing sponsors — and extend your network of new sponsors— in the new year. According to CTI research, the vast majority of white-collar employees in the United States work for companies that fail to realize their full innovative potential because their leadership lacks the inclusive behaviors needed to effectively “unlock” the innovative potential of an inherently diverse workforce. Leaders who resolve to inculcate behaviors and disseminate practices that endorse, encourage and empower women, people of color, and LGBTs are far more likely both to retain a broader spectrum of top talent as well as tap into an ever-replenishing well of innovation.

Your present circumstances don't determine where you can go; they merely determine where you start.

Nido Qubein

NMA-Lighthouse Puzzles



NMA Calendar 2014

February



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

March



- 13 Chapter Board Meeting
- 20 Chapter Dinner Event
- 21 First Day of Spring
- 25 Faciliskills #4
- 27 Speech Contest

April



- 10 Chapter Board Meeting
- 14 Passover First Seder
- 15 Chapter Luncheon Event

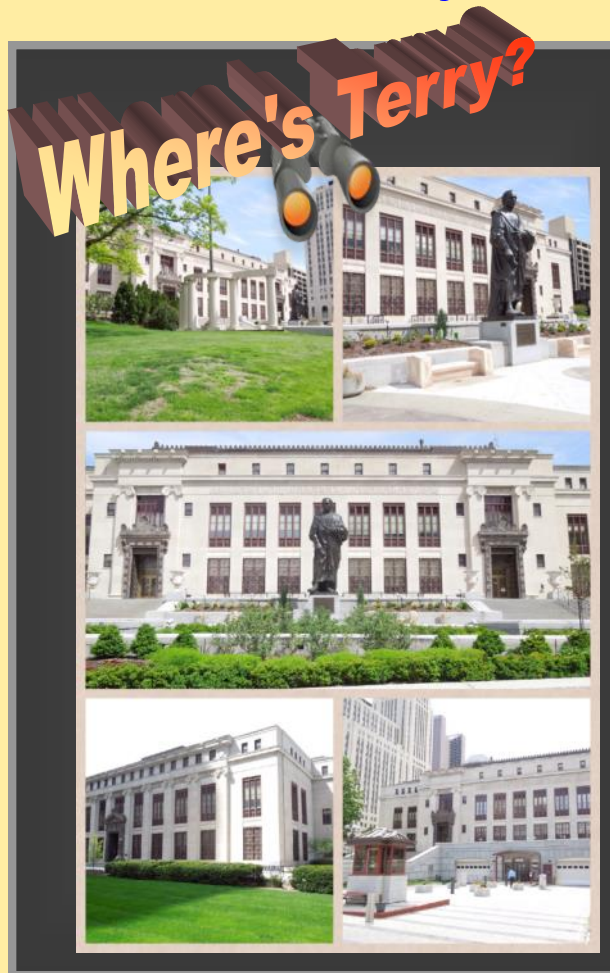
December Puzzle Solution

Wildlights at the Columbus Zoo!



The contest "Where's Terry" 27 correct responses were submitted and Teresa Langer's name was drawn. Teresa won a \$25.00 gift card to O'Charley's Restaurant.

January Puzzle



To enter the contest, find Terry's location (name the city and the business) and send it to: NMA-lighthouse@columbus.gov.

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 February 25, 2014 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
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The Lighthouse is published monthly by the Columbus Service Chapter of NMA, LaVerne Freeman, Editor; Sima Gellman, Teresa Langer, Terry Neal and Kathy Spatz, Committee Members. Amy Ackerson, Beth Fairman Kinney, 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.