



# The Lighthouse



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

## City Auditor Hugh Dorrian Speaks at NMA October Luncheon Event



From Left to Right: NMA Chapter Past President Terry Neal, Columbus City Auditor Hugh Dorrian and Chapter President Scott Ward

Members and guests arrived at the Jerry Hammond building for the October NMA member luncheon event. Invocation and prayer was led by Judy Johnson. Boston Market catered the lunch. As we enjoyed our food, we were able to watch a video from the National Convention held in Miami this past September. The video was the presentation honoring our very own city Auditor, Mr. Hugh J. Dorrian. Mr. Dorrian, as he is affectionately known throughout the City of Columbus, captivated the audience in Miami and his presence and eloquent dialogue amongst friends and colleagues was nothing short of inspirational! The NMA-CPSC was honored to have Mr. Dorrian as our speaker for this meeting!

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## October 2014

Visit the Columbus Public Service Chapter website:

[www.nma-cpsc.org](http://www.nma-cpsc.org)

Visit us on Facebook at

[www.Facebook.com/NMACPSC](http://www.Facebook.com/NMACPSC)

NMA is changing their website! See their new look at [www.nma1.org](http://www.nma1.org)



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## NMA Family Scrapbook



**Get Well wishes to Teresa Langer as she recuperates from her injury.**



# Developing Everyday Leadership

## Seeds of greatness exist within each of us

By Robert Stuberg

Your growth as a leader starts right now, wherever you are at this very moment. You don't have to be president of a billion-dollar company to be a leader. You can begin with your present relationships, your family and friends, your community associations, your school or your place of work. Developing your leadership skills can prepare you for larger challenges in the future.



If I were to ask you to think of leaders you admired and those who had an influence on your life, who would come to mind? How about your parents or a particular teacher or coach who had a significant influence on you? Or maybe a mentor at work?

For most of us, leadership is a day-to-day matter of how we strive to do our best, as well as how we get others to do their very best. Leadership involves our responsibilities at work, in the community, at church or in our families.

Great leaders are often all around us. Very often, it is people closest to us who are doing great deeds with little means. The seeds of greatness exist in any of us who strive to lead, even in the most modest undertakings.

It's quite possible that, until now, you haven't really considered yourself a leader of

any kind. Whether or not that's so, you may be surprised to learn just how many ways you, indeed, are a leader, especially to those closest to you. You could be a leader to a group or maybe only one or two people. It could be in your work, in a special interest you have or perhaps the quality of a relationship you have with someone, such as your children or loved ones. There are people around you looking up to you, believing in you as a role model and as a leader.

Believe me when I say you are already a leader in ways you may not be fully aware. Never underestimate the influence you have on the lives of others.

Let me assure you that this is the very moment you have vast power to help shape the lives of others, especially if you choose to lead by example. Never forget this: At least once every day, try to ask yourself whether your life is setting a good example for others to follow. This is part of the contribution you can make to change others' lives for the better. The ability we have to make our world better starts with how we live our life and the example we set for others. Think about how your vision of the future may be pointing the way for others. Think about people for whom you might be a role model and in what ways you are setting examples for them.

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## October Event Notes

### Hugh Dorrian

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Mr. Dorrian began by saying Thank You! Many could have easily assumed the accolade was due to nominating him for the Hall of Fame award which he graciously received. However, he went on to explain that beyond anything on paper, or displayed on a plaque, he is truly thankful for all government employees who aid and support the citizens of Columbus each and every day: Those who make it all possible! He appreciated and gave special thanks to his entire staff!

Mr. Dorrian made simple, but yet profound statements during the luncheon! First and most importantly is to respect our peers! It is his daily prayer that he addresses his colleagues with utmost respect and have a sincere interest in their needs. He wants to be judged by how well he uses the gifts God gave him and by how well he respects his fellow men/women.

Secondly, he challenges us to not be experts only, but to be professionals! Experts have skills, talents, and expertise in a certain role, but professionals are experts who have passion and purpose to what they are doing! Bring that passion to the office, construction site, refuse truck, or wherever your role takes you. Be that professional that does your job better than anyone else ever could!

Lastly, we need to know that if we are working in public service, we have been called and should therefore serve to help our community. Surrounding cities have declined in population, but Columbus is still thriving! We have a thriving community because of the service of public service employees. Mr. Dorrian has accepted the call and has made a significant difference in the City of Columbus! Thank you Mr. Dorrian for your public service and professionalism!

- By LaVerne Freeman

### Committee Reports:

The speech contest fliers are ready for distribution! Please pick up a few and distribute. Please mark your calendars for February 19, 2015 and plan to attend!

The next member meeting will be a breakfast meeting on November 19<sup>th</sup> at Champps Americana, on Olentangy River Road.

Members are invited to like our Facebook page, which can be found at

[www.facebook.com/NMACPSC](http://www.facebook.com/NMACPSC). There is a link to the page from our website, which can be found at [www.nma-cpsc.org](http://www.nma-cpsc.org).

The **Bonus Bucks** prize was \$20. Winner, **Ray Browning** was not in attendance, so the prize increases to \$30 next month.



Interns from the Neighborhood Pride program attended the event with their Manager. From left to Right are Mobile City Hall Coordinator Tyra Bell, Jenise Brown, Neighborhood Pride Program Manager Bruce Black, Taylor Pearson and Shani Hodge.

## Announcements

Support the Annual Speech Contest and Win This Beautiful Quilt!



This quilt was created and donated by Chapter Treasurer Elaine Brunney to support the annual speech contest. It's a split-nine-patch pattern and both the fabric and batting are made of 100% cotton. It has a scroll quilting pattern, and was machine pieced, quilted, and bound with coordinating colors. Tickets will be on sale until the holiday event, and cost \$2 each.



**Announcing**  
Columbus Public Service Chapter  
of the NATIONAL MANAGEMENT  
ASSOCIATION Chapter 220

**Annual Speech Competition**

### CALL FOR ENTRIES

**WHAT:** Chapter 220 Annual Speech Contest

**WHO:** Open to all High School Students in Grades 9-12 and Home Schoolers

**WHEN:** 6:00 PM, Thursday, February 19, 2015

**WHERE:** Columbus Division of Fire Administration and Training Complex, 3639 Parsons Avenue, Columbus, OH 43207

**CONTACT:** Bee Tolber at [bvtolber@columbus.gov](mailto:bvtolber@columbus.gov) or Teresa Langer at 645-4128 or [tlanger@columbus.gov](mailto:tlanger@columbus.gov)

**HOW TO ENTER:** Candidates must write a speech on the subject of *Leadership*, timed to four to six minutes in length, and submit it by email along with an entry form to Bee Tolber or Teresa Langer by Friday, February 6, 2015.

**PRIZES:** First Place winner will receive \$200 and advance to the next level (\$1000 prize). Second place \$100, Third Place \$50, and Fourth Place \$25.

To download and print the entry form, go to [www.nma-cpsc.org/Assets/NMASpeechContestForm.pdf](http://www.nma-cpsc.org/Assets/NMASpeechContestForm.pdf).



## Announcements

### NMA November Breakfast Event

**DATE:** Wednesday, November 19, 2014

**TIME:** 7:15 a.m. to 9:00 a.m.

**LOCATION:** Champps Americana  
1827 Olentangy River Rd.  
Columbus, Ohio 43212

**PROGRAM:** “Working With the Changing Face of Columbus” presented by Columbus Community Relations Director Napoleon Bell



**MENU:** Champps Breakfast Buffet  
Apple-smoked Bacon, Sausage Links, Scrambled Eggs, Breakfast Potatoes, Fresh Fruit, Variety of Muffins, Freshly Brewed Coffee, Fresh Orange Juice

**EVENT AGENDA:**

- 7:15 Registration & Social Time
- 7:30 Invocation and Pledge of Allegiance
- 7:35 Committee Reports
- 7:45 Breakfast
- 8:10 Speaker: Napoleon Bell
- 8:40 President Scott Ward, Announcements
- 8:45 50/50 Raffle & Bonus Bucks Drawing
- 8:50 Meeting Adjourned

Please make your reservation by Friday, November 14 to:  
Judy Johnson, [jajohnson@columbus.gov](mailto:jajohnson@columbus.gov)

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

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

### Save the Date!

NMA Holiday Luncheon

December 18, 2014



Few things can help an individual more than to place responsibility on him, and to let him know that you trust him.

Booker T. Washington

# 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**



**Workshop participants, clockwise from top left: Instructor Susan Stasiak and members LaVerne Freeman, Chris Jackson, Darrell Gates and Vicky Payne.**



### Capital/Capitol

**CAPITAL**-seat of government. Also financial resources.

ex: The capital of Virginia is Richmond.

ex: The firm had enough capital to build the new plant.

**CAPITOL**-the actual building in which the legislative body meets

ex: The governor announced his resignation in a speech given at the capitol today.

## Faciliskills Workshop #4 Presented October 15

**By LaVerne Freeman**

Faciliskills workshop 4, “**Logistics and Process Dynamics**” was held in a beautiful conference room located at the 1881 E. 25th Public Service facility. As with each workshop in the series, the workshop focused on turning energy into synergy through planning, problem solving, and decision making.

Many of us would probably agree that we have been mandated to sit in on a meeting with no clear objective of what is to be accomplished during or after the meeting. We may have also experienced a vague understanding of to the time constraints for completing the tasks, and question whether or not the task can be done successfully in the allotted time.

Have you ever been in a meeting, looked around the room and questioned why a key person or group was not in attendance when their input would be detrimental to the success of the project? How about the experience of worrying about the resources to initiate the project? Well, workshop 4 addressed and guided the class through steps that will increase the effectiveness of facilitating meetings from this moment

forward! We were challenged to hone in on Meeting Management Drivers as outlined below:

Your destination = right outcomes: What are the expected outcomes? Can we do the entire job ourselves? What are the group’s limitations?

Your vehicle = right amount of time – When do you want the deliverables? How long can you take? A week? A month? A year? What is the scope of the task? The quickest way? The easiest way? The best way?

Your traveling companion = right people: Are the right people assigned to the team? Do we have everyone we need to implement the project? If you don’t have them, can you get them?

Your luggage = right resources: Do you have adequate resources to do the job? Is there a budget? Is money the issue? Can you get extra help if you need it?

This is just a small highlight of the powerful insights that were both shared and experienced during the recent Faciliskills class! Stay tuned for upcoming classes that will change the way you plan and problem solve whether personally, or professionally. See you in class!

**Developing Everyday Leadership**

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To expand your abilities as a leader, become the kind of person others want to follow. You must demonstrate the leadership qualities others are attracted to and are likely to emulate. Leaders must be able to communicate their visions of the future to other people.

You don't have to be a spellbinding orator to be a good leader, but you must be able to express your thoughts clearly, in an orderly way, and to speak forcefully enough that your listeners understand you mean what you say.

Developing the efficiency of good listening habits will not only help you hear more, but will help you understand more completely the information conveyed to you. Nothing will enhance your reputation as a leader more than being willing to listen. Remember that listening, not imitation, is really the sincerest form of flattery.

I have developed a list of several other attributes identified in good leaders that I want to pass along to you. As you read each one, consider which ones already apply to you and those you'd like to apply:

**A GOOD LEADER...**

Accepts responsibility and takes it seriously. Seeks out and listens to others, but makes up his or her own mind. Wants to leave the world better than he or she finds it. Has a genuine interest in others: their joys, sorrows, hopes, hurts, needs and fears. Learns from the past,

but focuses on the future. Aims to be of service to others. Expects the best from others, as from him or herself. Learns from role models, but knows who he or she is. Knows the power of yes and no and when to say so. Knows how to set goals and pursue them. Is dedicated to his or her work and achieving goals. Is not deterred by detractors or naysayers. Admits errors, accepts failures, learns from them and moves on. Is not always right, but is right more than wrong. Imparts the moral tone to his or her enterprise. Is honest and strives to be fair. Is enthusiastic and optimistic about succeeding. Motivates others with trust and belief in them.

The demand for leaders is always greater than the supply, because most would rather be led than lead. So opportunities are always close at hand. Great leaders are motivated by purposes larger than self-interest.

Finally, remember that leaders prepare others to assume their roles. They want their vision to be sustained. Someone once commented to Walt Disney's nephew, Roy, that it was a shame his uncle didn't live long enough to see all that he started. Roy Disney replied, "Sir, my uncle was the first to see all of this. We are just building the vision he had years ago."



*Robert Stuberg is an entrepreneur, speaker, consultant and best-selling author of many books, including The 12 Life Secrets, Creating Your Ultimate Destiny and Sell and Grow*

*Rich. Stuberg specializes in helping people find and apply their unique talent—the one thing that they are meant to do.*

It is never too late to be what you might have been.

—George Eliot



In order to succeed, your desire for success should be greater than your fear of failure. —Bill Cosby

# NMA Calendar

## 2014

### October

31 Halloween



### November

2 Daylight Savings Time Ends



4 Election Day

11 Veterans Day

19 Member Breakfast Event

27 Thanksgiving Day

### December

7 Pearl Harbor Remembrance Day



16 Hanukkah Begins

18 NMA Holiday Luncheon

21 Winter Begins

25 Christmas

26 Kwanzaa Begins

#### The NMA Leadership Model



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

## 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** is currently President of the Berwick Civic Association, and mentors students from CAHS and The Graham School.

**Julia Carter** is a volunteer at Big Brothers/Big Sisters at Eastmoor High School.

**Jeff Emhuff** volunteers at the Franklinton Tutoring Program at Avondale Elementary School.

**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** is president of the United Crestview Area Neighbors Civic Association, and mentors students from CAHS and The Graham School.

**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 for the Ginkaku-Ji Karate Dojo.

**Jan Reese** volunteers at Golden Endings



Golden Retriever Rescue.

**Kathy Spatz** volunteers on the Westerville Shade Tree Commission, and helped with the Spring Landscape Seminar and Arbor Day activities.

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

**Marcellus Stewart** is a volunteer for America Men's Shelter .

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

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

**Scott Ward** is an American Legion Executive Board Member and an AUSA Executive Board Member.



## 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

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