



The Lighthouse

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



April 2017

Visit the Columbus
Public Service Chapter
website:

www.nma-cpsc.org

Visit us on Facebook at

[www.Facebook.com/
NMACPSC](https://www.facebook.com/NMACPSC)

Read the latest issue of
Breaktime at

[www.nma1.org/nma-
breaktime](http://www.nma1.org/nma-breaktime)

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Andrew Pierce, our 2017 high school speech contest winner highlighted the notion that true leaders have patience and value inclusion. He delivered his award winning speech at our April monthly meeting. Andrew currently attends CAHS (Columbus Alternative High School) and will be attending the NMA East Chapter Leadership Training Conference which will be held in Huntsville, Alabama on Saturday, May 20, 2017. If he is one of the top two performers, he will have the chance to compete against the winners of the West Chapter Leader Training Conference and deliver his speech at the National NMA contest in Clearwater, Florida this September.

Best of Luck Andrew!!

To provide an insight into the competition that Andrew will encounter in Huntsville, see the video of the 2016 regional competition at the attached link <https://youtu.be/oJYjNnAOOHg> or visit the National NMA website at <https://nma1.org/>. For more information on the speech contest, please see page 6 of this newsletter.



NMA Family Scrapbook



NMA welcomes New Members:

- Charmaine Chambers from the Department of Neighborhood/311!
- Paula Hall from DoT
- Heather Curtis from DPU/ DOSD/Compost Facility
- Joya Brooks from the Department of Public Safety/Support Services

Let us know about your new additions, or those needing our thoughts and prayers

FaciliSkills™

FaciliSkills™ is about giving you the skills and understanding you need to accomplish many things.

1. In its narrowest objective, we want to teach you how to lead effective, productive and worthwhile meetings... in any situation... at home, at church, at work, in the community... etc.
2. Looking more broadly, it's about taking a project from beginning to end; getting together a group of people, realizing a mutual goal, and then moving forward to make decisions and implement change or solve a major problem.
3. But it's really about understanding the role of the manager and the leader in today's workplace. It's about understanding that work isn't accomplished in a vacuum... it's done through others, in collaborative relationships... and it's not easy. It's the "missing link" in management education... how to create and maintain the right environment for meeting customers, shareholders, and employee needs... not once in a while, but each and every day.



Faciliskills Group—April 18, 2017

"What to do about Mom?" scenario in break out groups.

Making the SMART Connection

On April 18th, in conjunction with Citywide Training, our Chapter presented the first in a series of four "FaciliSkills" modules to a group of 23 City employees. This was the largest class since the first class of 53, was presented to the City by the NMA National staff in March, 2001. In the past 16 years our Chapter has presented 64 classes (four per year) to 232 participants, awarding 95 certificates for completion of the four modules to active and past members. Currently, 21 active members have their completion certificate, and 23 members are working towards their certificate.

In the words of our founder, Charles Kettering, "The opportunities are unlimited; all one has to do is participate."

Bill Mahaffey, CM, 2004 NMA National Chairman

Announcements

May Member Meeting Event

DATE: Tuesday, May 23, 2017
TIME: 11:15 a.m.—12:45 p.m.
LOCATION: 1250 Fairwood Avenue
Lower Level Conference Room

MENU: Pot Belly Sandwiches

AGENDA:

- 11:15 Registration
- 11:30 Invocation and Pledge of Allegiance
- 11:35 Lunch is Served
- 12:00 Speaker: Bruce Black and Upcoming Neighborhood Pride Events
- 12:30 Chapter President- Teresa Langer
- 12:40 Executive Committee Reports
Donation Drawings
- 12:45 Meeting Adjourned

**Please make your reservations to:
Judy Johnson at
JAJohnson@columbus.gov by
Friday, May 19, 2017**

**(Let us know if you are bringing a guest, you and
your Guest's name will be put in a special drawing
to be held in June!)**

Guest Fee \$10

NMA Calendar

May

- 14 Mother's Day
- 23 Meeting Event
- 29 Memorial Day

June

- 5-9 Management
Week in America
- 18 Father's Day

July

- 4 Independence Day





All are welcome to attend:

**City of Columbus
Toastmasters**



Meetings:

1st, 2nd & 3rd Thursday of every month at Columbus Public Health 240 Parson Ave. Room 119-C 6:00 to 7:30 PM

For more information, Call 645-6032 or 216-8988

We are still accepting nominations for Chapter Awards

Silver Knight Award-This is the highest award our Chapter can bestow. Individual must be an executive who sets an example and inspires other Chapter members . It should be someone who consistently applies the principles of NMA’s Code of Ethics to his/her daily work. Someone who has served as an outstanding influence in preserving our competitive enterprise system and contributes to a better understanding of the Association. This award is not limited to NMA members.

To be presented at member meeting event in June

Manager of the Year-This is someone who is dedicated to the principles of leadership and has demonstrated this throughout the chapter and the community. They have made a significant contribution to professional and civic activities. Someone who is fair, impartial, ethical and supportive in their professional and personal dealings. They have a strong managerial leadership style while applying best management practices to achieve success. This award is not limited to NMA members.

To be presented at member meeting event in June

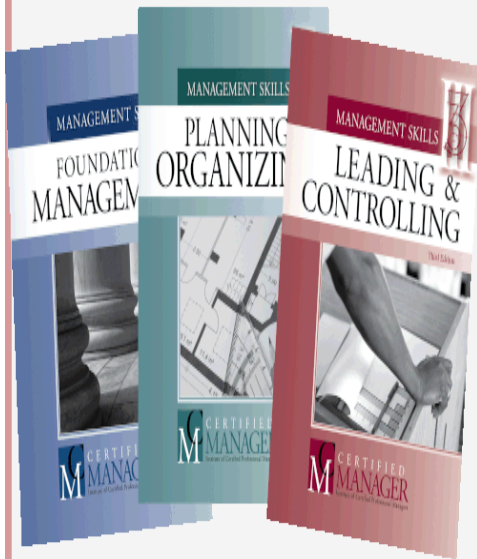
Member of the Year-Current NMA member whose efforts over the last year have enhanced the effectiveness, image and advanced the purpose of our NMA Chapter. They must have regular attendance, participation as a Chapter Management Leader, Officer or Committee Chairperson, have sponsored a new member, volunteered for Special Chapter Project, earned the Certified Manager Designation, contributed an article to the newsletter or have acted as a Course Leader for an NMA Course.

To be presented at Installation Dinner meeting event in July

Email Amy Ackerson, Awards Chair at

aackerson@columbus.gov

Welcome to NMA...



Leadership Development ...Your Way!

...a sustainable development approach that creates an active leadership experience based on your needs and development goals ... with affordable access to relevant resources and national networking opportunities!

It's about survival in the contemporary workplace! You need to study what outstanding leaders do, commit to finding role models to emulate, and opportunities to actually **PRACTICE** your leadership skills. NMA is where women and men meet to **GROW**. NMA is also THE partner that helps businesses accelerate and leverage leadership talent ... where talented people begin to populate a company's leadership pipeline.

Become an NMA Certified Manager (CM)

Modules are now being offered!

Are you a supervisor or manager desiring to move your career to the next level? Or, are you a manager desiring to refresh your resume with a professional credential? Register for an upcoming CM live ONLINE course of the Modules Bundle I, II and III. For more information, contact:

Kathy Spatz

at

KASPATZ@columbus.gov

or

614-645-0487

Few organizations can do it all. With an NMA Chapter, it can more quickly identify those who have the motivation and ability to be tomorrow's leaders! Through Membership in an NMA Chapter or via our Individual Membership Program, you'll be surrounded by others who exemplify the attributes and core competencies of real leaders. And, you'll have access to a broad professional development curriculum of courses, webinars, and other opportunities to grow your knowledge base.

We're the leadership laboratory where theory meets reality.

RealizingLeadership.com recently profiled NMA in its online publication and talked about "an excellent association that knows how to help you get where you want to go." To learn more click here and read the entire article!

Come explore and learn more about our exciting professional and educational organization, NMA.

(reprinted from nma1.org)



What is the NMA Speech Contest?

You have heard mention of and received invitations to the NMA Annual High School speech contest no doubt, but what is it really? In a word: opportunity. Students in grades 9-12 have the opportunity to talk about leadership from their personal perspective. Through research, writing and presenting a 4-6 minute speech, students gain a greater understanding of the role of leadership. The incentives for their effort are the personal growth and financial reward as they progress through the three levels of competition. Recently, the Columbus Public Service Chapter had a chance to host eight scholars in their public appearances. They bring others to the light so future leaders can be developed and are given the opportunity to grow.

Students in the past have had the opportunity to make lifelong friends as they progressed through this educational process. NMA members and Chapters sponsor the students by providing travel arrangements to new and exciting places and the National winner earns over \$5,000 in cash towards future educational costs. As a National Director, I have had the occasion to serve as the Speech Contest Director at all levels. I can confirm that the students who participate in this leadership exercise are impressive.

Kathy Spatz, National Director



Community Service Corner

Thanks to the generosity of NMA members during the past holiday season, "Annie the Owl" stuffed animals were (purchased and) delivered to Nationwide Children's Hospital by President Teresa Langer and Vice President Bee Tolber to use as comfort aids while awaiting surgery.



Member Spotlight!

Renée Hudson



Renée Hudson has almost 20 years of service with the City of Columbus; 18 years of that are continuous service. Throughout her career she has been promoted four times with the latest promotion being in April 2016. Renée recently won an award for Professional Development for voluntarily participated in a new supervisor training series offered through Citywide Training. This eight week course consisted of modules covering 1) learning to manage, 2) completing performance appraisals, 3) supervisor communication skills, 4) contract administration – working effectively with unions, 5) sexual harassment for supervisors & diversity inclusion, 6) MBTI – Myers Briggs Type Indicators introduction to your type and teams, 7) conflict resolution and preventing bullying in the work place, and 8) why you should care about employee engagement. Renée won Civilian of the Quarter January 2016- April 2016 and was presented with a plaque in Police Chief Kimberley Jacobs' office. She also won the Mayor's Award of Excellence in 2015.

Renée joined the Columbus Public Service Chapter of the National Management Association in May of 2016 and in this short period of time, we are excited to say she has volunteered to join the Public Relations committee composing our award winning newsletter! She has received numerous compliments for her work from fellow coworkers. She currently attends Columbus State Community College and is expected to earn an Associates of Applied Science in Business Office Applications with an Administrative Assistant major. She plans to transfer to Franklin University in January 2018 to gain a bachelor's in Business Administration. Renée mentors to a 6th grader through Big Brothers Big Sisters organization and has recently submitted an application to volunteer for Meals on Wheels. In her free time, Renée enjoys spending time with her three children: Leela, 19, who attends Wright State University, Destiny 15 and Bryan 14. Some activities they like to do are going for walks in the park, roller skating, bowling, dancing and watching movies together. Renée also enjoys line dancing two-three times a week.

WELCOME RENÉE!!



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.

Helping Hands

Yvette Aniagolu – helps with the Center for Healthy Families for Christmas.

Bruce Black – is President of the Berwick Civic Association.

Jeff Emhuff volunteers at the Franklinton Tutoring program at Avondale Elementary School.

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

Renée Hudson—volunteers through Big Brothers Big Sisters mentor program.

Debbie Ioia – Secretary of the Executive Board at Central Ohio Chapter of Huntington’s Disease Society of America (HDSA), and also volunteers as a 4th grade Sunday school teacher at her church.

Beth Fairman Kinney – Treasurer of 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.

Victoria Landrum – volunteers with Stories Behind Their Eyes – Human Trafficking Awareness.

Lezley Neal – volunteers as the Treasurer for the Labor and Em-

ployment Law Association (LELA), at Capital University Law School.

Terry Neal – volunteers on the Board of Directors for the Eastgate Garden Civic Association, and currently attending the Civilian Police Academy.

Tami Peters – continues to volunteer for the Ginkaku-Ji Karate Dojo.

Kathy Spatz – volunteers on the Westerville Shade Tree Commission.

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

Bee Tolber – volunteers at the North Central Area Commissioner, Big Brothers Big Sisters mentor,

Columbus City School Board, Tray Lee Center volunteer, also a St. Stephen’s Community House CCS Mentorship Program.

Jeff Ushry – tutors at Eastmoor Academy where he also volunteers for the Touchdown Club and is a member of the EABPTA.

Scott Ward – Executive Board Member for the American Legion and the Association of the United States Army.

The NMA Leadership Model



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

NMA OFFICERS AND BOARD MEMBERS JULY 2016—JUNE 2017

<u>Officers/Term End</u>	<u>Name</u>	<u>Phone</u>	<u>Email</u>
President	Teresa Langer	614-645-4128	tlanger@columbus.gov
1st Vice President	Bee Tolber	614-645-7496	bvtolber@columbus.gov
2nd Vice President	Vacant		
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Treasurer	Rhonda Brown	614221-3132x75653	rbrown@columbus.gov
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Public Service/2018	Vacant		
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Professional Development	Carnell Felton	614645-3132x1202	CBFelton@columbus.gov
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	<u>Title</u>	<u>Agency</u>	
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Nichole Brandon	Director	Human Resources	NMBrandon@columbus.gov
Sherry Kish	Deputy Director	Technology	SRKish@columbus.gov
Ned Pettus, Jr.	Director	Public Safety	NPettusjr@columbus.gov
Dr. Rick Westerfield	Administrator	Public Utilities	RCWesterfield@columbus.gov
Jeff Emhuff	Past President	Code Enforcement	JTEmhuff@columbus.gov



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