



# The Lighthouse

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



This month's speaker, our own Kathy Spatz, NMA Member, Chapter National Director and National Vice Chair, facilitated a mini preview of Part 1 of the four part "Faciliskills" series that will be offered in April in conjunction with Citywide Training. "Making the Smart Connection," will be given free of charge to 25 lucky City employees who immediately signed up for the class once the flyer hit the email system.

This workshop's goal is getting people on the same page as a matter of being "relationship smart" in all that they do! As most people do not work independently of others, they need to check signals, get approval, make sure it's legal, and make sure the boss or bosses are up-to-speed. You know the drill. We all rely on others to get the work done. We only accomplish goals by working together with other people. This doesn't happen by accident. Learning the skills necessary to make things work is uniquely portrayed in this four hour session.

## March 2017

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

Read the latest issue of  
Breaktime at  
[www.nma1.org/nma-  
breaktime](http://www.nma1.org/nma-breaktime)

### Inside this issue:

Family Scrapbook .....	2
NMA Calendar .....	3
Toastmasters.....	4
Book Review.....	4
Welcome to NMA .....	5
What is NMA.....	6
Helping Hands.....	7
Officer Directory .....	8

# NMA Family Scrapbook



*Our deepest sympathy to LaVerne Freeman on the passing of her Mother.*

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



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

In Conjunction with Citywide Training and Development  
PRESENTS THE WORKSHOP:



**FACILISKILLS™ Part 1 of a 4 Part Series** **OPEN TO ALL CITY EMPLOYEES!!**

### Workshop 1: 4 Hours — Making the SMART Connection

"Over a hundred practical ideas and tips on how to create a culture of participation."

Learn how to involve everyone —

- Find creative ways to engage people
- Discover methods to help newcomers relax and participate
- A void misconceptions of how individuals communicate
- Use the tools of group dynamics

Learn how to manage the group process to —

- Get specifically focused
- Keep people participating
- Facilitate quick group problem-solving
- Speed up group decision-making

**Enroll now!**

**Class is limited to 25!**

Learn how to manage for the commitment to action —

- Build trust and respect with participants
- Encourage innovation and initiative
- Discover what communication tools can help you accomplish miracles

### NMA FACILISKILLS™ COURSE REGISTRATION - #1 Making the SMART Connection

Date: Tuesday, April 18, 2017 8:00 a.m. – 12:00 p.m.

Location: The Jerry Hammond Building, 1111 East Broad Street, Lower Level Continental Room

Name \_\_\_\_\_

Division \_\_\_\_\_ Phone \_\_\_\_\_ Email \_\_\_\_\_

Supervisor's Approval \_\_\_\_\_ Date \_\_\_\_\_

REGISTER BY: APRIL 7, 2017 to:

Teresa Langer, Division of Fire  
[TLanger@columbus.gov](mailto:TLanger@columbus.gov)  
614-645-4128 Fax 614-645-4204

Fee: **NO CHARGE** for this CLASS  
(A \$95 savings!)

Look for the next three workshops in this series:

- The Art & Science of Self-Mastery*
- Transformational Leadership*
- Logistics and Process Dynamics*



LaVerne Freeman presenting their groups' ideas during Wrap-up of Kathy's mini preview of the "Faciliskills" series.

## Announcements

# April Member Meeting

**DATE:** Tuesday, April 25, 2017  
**TIME:** 5:30 p.m.—8:00 p.m.  
**LOCATION:** Spaghetti Warehouse  
397 W Broad Street, Lower level  
**MENU:** Spaghetti, Lasagna or Grilled Chicken  
Salad

### AGENDA:

5:30 Registration  
6:30 Invocation and Pledge of Allegiance  
6:45 Dinner is Served  
7:15 Speaker: Andrew Pierce , 2017  
High School Speech Contest Winner  
7:30 Chapter President- Teresa Langer  
7:45 Executive Committee Reports  
Donation Drawings  
8:00 Meeting Adjourned

Please make your reservations to:  
Judy Johnson at  
JJohnson@columbus.gov by  
Friday, April 21, 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 \$16

## NMA Calendar

### April

13 Toastmaster's  
Meeting w/speech  
contest winner  
16 Easter  
22 Earth Day

### May

14 Mother's Day  
29 Memorial Day

### June

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





All are welcome to attend:

**City of Columbus**



**Toastmasters**

**Meetings:**

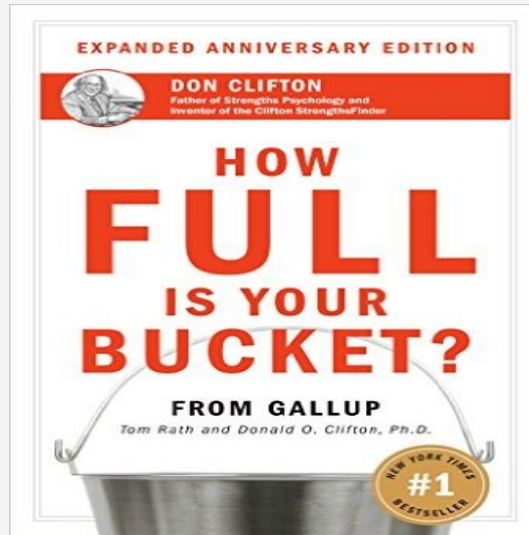
1st, 2nd & 3rd Thursday of every month at Columbus Public Health 240 Parson Ave. Room 119-C 6:00 to 7:00 PM

For more information, Call 645-6032 or 216 8988

Annual High School Speech Contest winner, *Andrew Pierce*, will be speaking at the Toastmaster’s Meeting on April 13, 6pm, Columbus Public Health.

# Book Review

*“How Full Is Your Bucket” by Tom Rath & Donald O. Clifton, Ph.D.*



How did you feel the last time you interacted with someone? Did you feel happy, fulfilled or dismayed and negative? Donald Clifton, cited by the American Psychological Association as the grandfather of Positive Psychology, developed the theory of the Dipper and the Bucket in the 1960’s. The theory is that everyone has an invisible bucket that is constantly emptied or filled, depending on our interactions with others. When our buckets are full, we feel great and are full of positive energy. When our buckets are depleted, we feel empty and depressed. Clifton’s grandson, Tom Rath, describes the theory and details how it can be used in the workplace.

Did you know that according to Gallup research, that 65% of Americans say they received no recognition in the workplace in the last year? How do you think that you can help stop that trend? Join me and read this book, to learn more about how to “fill others buckets” so that we can all be more successful.

*“How Full Is Your Bucket” by Tom Rath & Donald O. Clifton, Ph.D. is available online or at your local bookstore. Special note, if you buy a new version, you will have access codes to their online tests.*

*-Beth Fairman Kinney*

## 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)

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## 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.

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### 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.

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## 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.

Renee Hudson—volunteers through Big Brother Big Sister mentor program.

**Debbie Iola** – is secretary of the Executive Board at the Central Ohio Chapter of Huntington’s Disease Society of America (HDSA), and also volunteers as a 4<sup>th</sup> grade Sunday school teacher at her church.

**Beth Fairman Kinney** – is the 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 Employment 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 Brother Big Sister 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** – is an 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	645-4128	<a href="mailto:tlanger@columbus.gov">tlanger@columbus.gov</a>
1st Vice President	Bee Tolber	645-7496	<a href="mailto:bvtolber@columbus.gov">bvtolber@columbus.gov</a>
2nd Vice President	Vacant		
Secretary	Lezley Neal	645-0422	<a href="mailto:lrneal@columbus.gov">lrneal@columbus.gov</a>
Treasurer	Rhonda Brown	221-3132x75653	<a href="mailto:rbrown@columbus.gov">rbrown@columbus.gov</a>
Past President	Jeff Emhuff	645-3655	<a href="mailto:jtemhuff@columbus.gov">jtemhuff@columbus.gov</a>
National Director	Kathy Spatz	645-0487	<a href="mailto:kaspatz@columbus.gov">kaspatz@columbus.gov</a>
Lifetime Director	Bill Mahaffey	795-1582	<a href="mailto:Billm4715@sbcglobal.net">Billm4715@sbcglobal.net</a>
<b><u>Board of Directors</u></b>			
At Large/2017	Terrell Spencer	645-6133	<a href="mailto:tlspencer@columbus.gov">tlspencer@columbus.gov</a>
Development/2018	Yvette Aniagolu	645-3692	<a href="mailto:YKAniagolu@columbus.gov">YKAniagolu@columbus.gov</a>
Public Safety	Terry Neal	221-3132x75480	<a href="mailto:TNeal@columbus.gov">TNeal@columbus.gov</a>
Public Service/2017	Vacant		
Public Utilities/2017	Cindy Fruth	645-7304	<a href="mailto:cmfruth@columbus.gov">cmfruth@columbus.gov</a>
SWACO/2018	Albert Iosue	871-5100	<a href="mailto:albert.iosue@swaco.org">albert.iosue@swaco.org</a>
Technology/2017	Margaret McDougald	645-0550	<a href="mailto:MABrowder@columbus.gov">MABrowder@columbus.gov</a>
<b><u>Committees</u></b>			
Chapter Awards	Amy Ackerson	645-8119	<a href="mailto:aackerson@columbus.gov">aackerson@columbus.gov</a>
Community Service	LaVerne Freeman	645-0550	<a href="mailto:lafreeman@columbus.gov">lafreeman@columbus.gov</a>
Membership	Geneva Christensen	645-5384	<a href="mailto:gchristensen@columbus.gov">gchristensen@columbus.gov</a>
Programs	Judy Johnson	645-0526	<a href="mailto:JAJohnson@columbus.gov">JAJohnson@columbus.gov</a>
Professional Development	Carnell Felton	645-3132x1200	<a href="mailto:CBFelton@columbus.gov">CBFelton@columbus.gov</a>
Public Relations	Beth Fairman Kinney	645-7116	<a href="mailto:bfkinney@columbus.gov">bfkinney@columbus.gov</a>
<b><u>Executive Advisory Committee</u></b>			
	<b><u>Title</u></b>	<b><u>Agency</u></b>	
Derek Anderson	Deputy Director	Neighborhoods	<a href="mailto:DHAnderson@columbus.gov">DHAnderson@columbus.gov</a>
Nichole Brandon	Director	Human Resources	<a href="mailto:NMBrandon@columbus.gov">NMBrandon@columbus.gov</a>
Sherry Kish	Deputy Director	Technology	<a href="mailto:SRKish@columbus.gov">SRKish@columbus.gov</a>
Ned Pettus, Jr.	Director	Public Safety	<a href="mailto:NPettusjr@columbus.gov">NPettusjr@columbus.gov</a>
Dr. Rick Westerfield	Administrator	Public Utilities	<a href="mailto:RCWesterfield@columbus.gov">RCWesterfield@columbus.gov</a>
Jeff Emhuff	Past President	Code Enforce	<a href="mailto:JTEmhuff@columbus.gov">JTEmhuff@columbus.gov</a>



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