

Boeing Leadership Association of Southern California

New Horizons

April – June 2015

In This Issue:

April GMM

May GMM

Leadership Development Conference

Boeing Technical Excellence Conference

Welcome New Members!

Certified Manager Program

APRIL GENERAL MEMBERSHIP MEETING



On April 16th, BLASC held a General Membership Meeting at the Hilton Hotel in Costa Mesa. The evening included two events – this year’s BLASC Speech Contest winner and main speaker, award winning KTLA 5 Meteorologist, Henry DiCarlo. First, BLASC President Judie Vullo, introduced the 2015 BLASC Speech Contest winner, Isobel Tweedt. Isobel is a 15 year old sophomore at Foothill High School in Tustin. Isobel took the stage and delivered her winning speech, “Leadership for Dummies and Winston Churchill.” Her speech focused on five points of what she believes are important qualities of a leader – embracing responsibility, eliciting cooperation, vision, planning and listening.

Next, Steve Stakley, Vice President Programs, introduced Henry DiCarlo. Henry is a meteorologist for the KTLA Morning News from 4:30 a.m. to 7 a.m. and is a proud native of Orange County. He was born and raised in the city of Orange, is a graduate of Cal State Fullerton, and went on to earn his meteorology degree from Mississippi State University. Henry lives in Yorba Linda and is actively involved in his community, including managing his sons’ baseball teams. Henry comes from a loving German/Italian family who paved the way for him with love, support and good advice. His parents instilled two thoughts that have proved to help him throughout his life and career, “Don’t let anyone tell you that you can’t do something and don’t worry about the “what ifs” or the small stuff.”

Henry reminded us that life is not a plan, it’s an obstacle course. Everyone tells us we have to have a plan but in life, plans don’t exist. Instead of following a plan, we have to jump through hoops and work our way through the plan. He also stressed that he is an ordinary person. He quoted Olympic gold medalist, Bob Roberts, who said “God must really love ordinary people because he made a lot of us.” This quote is something that has stayed with him throughout his life. It is a reminder that ordinary people do extraordinary things. His career path led him to an opportunity that was not in his plan, but gave him the chance to do something that he never thought he could do.

Henry believes the best way to lead is to be yourself and to engage people in who you are. It's not about authority, but more than anything else, it is about being real, living, and having people that want to invest in you and work along with you. According to Henry, you don't have to be like everyone else, you just need to be yourself. If you fall into someone else's path, you will never get ahead. You should want to be your own person. Ordinary is not a bad thing and we all have the ability to do extraordinary things. Challenge yourself and do not be afraid. We all need to take chances and learn from our failures. If you haven't failed, you haven't lived. The key is not so much to lead, but to live and have a love for life. Find the ability to love others and have a love for your job. Love is powerful, it is the strongest of emotions – you want to live with emotion, not go through the motions. Most people go through the motions because they are afraid to make mistakes or to fail. You cannot be afraid to love or to live. When you love and live, you show people you have a zest for life and that you have a feeling and a passion for those around you and for what you do. It is infectious and that is what excels and gets people to want to follow you. His point is that we are all looking for a path, but that path does not exist – it's an obstacle course, you do what you have to do. If you live life well and have passion, people will follow you.

Contributed By: Daniela Nau

MAY GENERAL MEMBERSHIP MEETING



In May, Boeing Leadership Association of Southern California (BLASC) hosted an exciting and celebratory event. Recognition Awards were presented to Daniela Nau as BLASC's 2015 Volunteer of the Year, to Glenn Button as BLASC's 2015 Leader of the Year, to Joe Morano as Southern California Area Council (SCAC) 2015 Member of the Year and to Faiyaz Charolia as SCAC 2015 Manager of the Year.

Daniela epitomizes all of the qualities of a great volunteer, giving energetically to a variety of charitable causes with Boeing, BLASC and in the community. In her current role as BLASC VP of Community and Education Services, she leads the Chapter Speech Contest and the Scholarship Contest. She is well deserving of the BLASC 2015 Volunteer of the Year award.

Glenn coordinated with the Boards of Boeing Long Beach Leadership Association and Boeing Aerospace Leadership Chapter and with the Boeing Executive stakeholders to forge a new, stronger Leadership Association with additional benefits for all of our members. Now as Past President of BLASC, his continuing guidance is recognized with the honor of BLASC 2015 Leader of the Year.

Joe has a long record of involvement with NMA, currently as NMA National Director, formerly as SCAC President and as BALC President. He has mentored many other leaders with guidance and tools. He has facilitated and led many General Membership Meetings and board meetings. Many enjoy his positive attitude and his ability to entertain the crowd with his quick wit. He also recognizes the work of others by thanking them personally for their hard work and dedication. As he embarks upon retirement from Boeing, he was congratulated with the SCAC Member of the Year award.

Faiyaz is recognized as an extraordinary manager by his NuVision employees and by Boeing leadership. His work ethic, positive attitude and team orientation sets a high standard for his team. He regularly provides awards for individual and team accomplishments. He currently serves as a SCAC Director and formerly as a BALC VP. For his demonstrated leadership and mentorship, he was awarded SCAC 2015 Manager of the Year.



The main speaker of the evening was Dr. Tony Ferretti, a published psychologist from Florida. He engaged the audience with his perspectives on many styles of leadership. Reasons to lead can include pay, prestige, perks, power, people and

purpose. Leaders who are overdeveloped intellectually, but underdeveloped emotionally will have “have to” followers, not “want to”. He urged us to coach not command, guide not rule and be compassionate not insensitive. He shared Sam Walton’s instruction to “boost the self-esteem of your personnel” as a way of investing in the relational bank account. Southwest Airlines has achieved a 2% voluntary turn-over with three principles: Warrior spirit, Fun attitude, and Servant’s heart. Dr. Tony described trust as being built with consistency in words and actions over time. James C. Hunter, in the book *The Servant*, identifies ingredients to LEAD: Listen, Empathize, Authentic and Develop. Tony observed that the qualities necessary for success in the workplace often cause problems in our home life. He recommended that if we are driven by accomplishments and deadlines, that we take opportunities to connect relationally and emotionally. Those who are primarily relational need to stretch to connect with the accomplishment-driven, as described in his new book, “*The Love Fight: How Achievers & Connectors Can Build a Marriage that Lasts.*”

Contributed By: Glenn Button

LEADERSHIP DEVELOPMENT CONFERENCE

In late April, The National Management Association (NMA) held their annual Leadership Development Conference (LDC) in Spokane, Washington and it was a great success! Between the workshops, networking, the speech contest and several training sessions, the leadership teams kept very busy. BLASC attendees wrote a brief summary of the workshops they attended.

In my role as SCAC president, and BLASC VP of programs, I was pleased to see that leadership continued to evolve as attendees tackled some of the important organizational issues through workshops, networking, the Speech Contest and various training sessions. In-depth sessions focused on how leaders and members in NMA could effectively use existing and new processes to better engage and serve NMA members. Furthermore, the LDC offered refreshing new perspectives, meaningful feedback, personalized learning, and opportunities for NMA leaders to work as a team. Conference attendees left with improved leadership abilities, and greater knowledge about the methods needed to make positive change happen in their chapters. Due to LDC, NMA leaders are better prepared to operate their local councils and chapters, and improve engagement with members, industry and the community.

-Steve Stakley



NMA Chapter President and Vice Presidents Workshop

As chapter president there will always be challenges along the way. Leadership is about driving an organization from where it is to where you want it to be. But before you can move an organization you have to know who is driving and the rules of the road. Are you, as president, engaged, motivated and willing to making a difference? One of the ways of getting involved is to understand the needs of your membership and communicate that the chapter is for everyone.

Therefore you'll want to set smart and achievable goals. One method of doing this is to set up a meeting to define goals, budget and solicit ideas for that year. It's important to have executive and management buy-in during this process and have them on board in the beginning and throughout the year.

During this brainstorming session look back on last year's goals to determine what when right and what didn't work out so well. Define who your customers are, what do they want from the chapter and how are you going to best serve the needs of your chapter. By engaging the team, you'll build collaboration and set expectations. As chapter president I plan to leverage team strengths, be supportive and flexible. Listen, learn and most importantly, utilize our NMA Director and Associate Director!

-Judie Vullo

NMA Speech Contest

The 2015 Leadership Development Conference was hosted by Candi Creel of the Aerostructures Leadership Development Association and 2015 NMA Vice Chair. Six talented high school students from various NMA chapters delivered inspiring speeches on the subject of leadership. Contestants spoke of leadership attributes such as encouragement, compassion, and trust. Others spoke of embracing responsibility, taking risks, recognizing that leadership is a privilege – a call to serve and compared leadership to steering a ship. This year's competition was very tight and each contestant represented their sponsoring chapter well. The LDC first place winner is Ryan Kelly Murphy sponsored by the San Diego Council. The second place winner is Dulcinea Camp, sponsored by the Energy Northwest Chapter from Richland, WA. The top two winners advance to compete with the first and second place winners of the LDC in the East at the NMA National Speech Contest in Reno, Nevada in October. These two talented ladies will compete for up to \$4,000.

-Daniela Nau

Secretary and Treasure Workshop

The workshop session on Secretary and Treasure highlighted many items we should know but may not always follow. It was a good reminder of the required discipline and good practice. The speakers provided "must dos" for a secretary or a treasurer to be successful and on how to communicate the information to the president of the chapter. However we certainly can apply these beyond NMA and BLASC. Here are some of the key items to remember as we facilitate meetings and track budget:

1. Send out the agenda
2. Take meeting minutes and keep them accurate
3. Minutes should go out no later than within 2-3 days
4. Post minutes for easy access and history
5. Manage Action Items
6. Send a delegate if you cannot attend the meeting
7. Prepare financial/status reports on a regular basis
8. Demonstrate honesty, integrity and transparency
9. Report on risks/issues/concerns
10. Conduct an independent review

-Kelly Kim

BTEC 22: PARTNER OF CHOICE

The Boeing Leadership Association of Southern California (BLASC) of NMA annually facilitates a knowledge transfer program to support technical leadership development for member employees. Through this program, BLASC sponsors junior engineers to attend the Boeing Technical Excellence Conference (BTEC). This is a Boeing only conference designed to share technical knowledge and innovation across the Enterprise. Below are the three engineers selected to attend the 2015 conference and a personal summary of their experience.



Mac Brownfield currently works in the Space Systems Engineering Shared IPT in El Segundo as a Spacecraft System engineer.



Megan Corrales currently works in the Structural and Environmental Test Labs in Huntington Beach as a Test & Evaluation engineer.



Hamed Dehnavi currently works in CAS Engineering Stress in Long Beach as a Structural Analysis engineer.

The 22nd Boeing Technical Excellence Conference (BTEC) was a truly unique and amazing opportunity for early career engineers to get involved in technical discussions and best practices and gain insight into Boeing's business goals and challenges on a broader level. Through various plenary sessions, technical presentations, and networking events, we were presented with the opportunity to gain a better understanding of the technical leaders' and business leaders' visions of making Boeing the continued leader in the aerospace industry.

The new Boeing CEO, Dennis Muilenburg, opened the conference with a clear roadmap for the company's future, including the challenges ahead. Dennis emphasized the importance of customer-inspired innovation to thrive in the current competitive market, truly embodying BTEC's Partner of Choice theme. We must build both strong technical and business leaders focused on engineering the bigger, better and faster products our customers are looking for to remain as the leader in aerospace.

The Partner of Choice theme was demonstrated during the different technical tracks and poster session as we learned from programs that overcame challenges by successfully implementing partnership and customer-inspired innovation. Several projects noted the importance of 1) commonality in new product development such as 787-10, 777X, and 737 Max; 2) expanding upon existing baseline designs in order to save significant amounts of nonrecurring costs; and 3) strengthening partnerships between different sectors of Boeing, such as BR&T and BDS, leading to development of products that address future market needs.

The highlight of the conference was a panel discussion with Boeing customer executives from American Airlines, Navy, Air Force, and DARPA. They discussed what makes Boeing their partner of choice and how we can continue to be the partner they always choose. Hearing customer feedback and expectations offered a unique perspective on how Boeing runs its business. These recommendations have made us more mindful on the designs we work on, the integration and communication we conduct, and the necessity to look at the market and our customers' needs.

As early career engineers, we truly enjoyed this opportunity to expand our network with professionals and leaders from different business sectors of Boeing, learn valuable lessons about leadership development and mentoring, and gain a broader insight into how the company operates as a whole. The experience at BTEC was rewarding and inspiring, we are thankful to have been chosen and are motivated to inspire other young professionals to help keep Boeing as the leader of the aerospace industry for another 100 years.

Contributed By: Mac Brownfield, Megan Corrales, Hamed Dehnavi

WELCOME NEW MEMBERS!

60 NEW MEMBERS HAVE JOINED IN 2015!

Peter Chao	Kimberly De La Torre	Debbie Diep
Yen Do	Lorenz Griarte	Patrick Pham
Carlos Cuartas	Tim Jensen	Diana Ferguson
Luz Virgen	Ann Le	Brad Ferguson
Megan Corrales	Susan Paish	Kathryn Dean
Nareh Manooki	Ivy Wong	Jacob Malsam
John Kremer	Mahmood Dehnavi	Jacob Silorey
Charles Lammers	Siyonn Abbate	Sonia Tovar
Robert Klatskin	Cindy Serafin	Clyde Shimabukuro
Mike Jones	Marisa Margaretich	Azadeh Keyvani
Francis Mohajerin	Richard Tkach	Brandt Severson
Bunny Primacio	Kent McGarrigle	Carlos Torres
Kristine Fonseca	Warley Brown	Joshi Dhananjay
Gordon Brown	Christopher Stoddart	Jory Kemper
Derek Bresler	Jose De Jesus Cabral	Justin Corneau
Rijul Bhaskar	Khoa Hoang	Leticia Ibarra
Jennifer Nelson	Monique Waite	Farad Marashi
Jose Cordova	Edward Pavloff-Jr	Hamid Saghizadeh
Khoi Ngo	Jorge Gonzalez	Anna Monaco
Dean Antonucci	Martine Lado	Robert Bergeron

CERTIFIED MANAGER PROGRAM



The National Management Association (NMA) partners with the Institute of Certified Professional Managers (ICPM) to make the **Certified Manager (CM)** program available to members. This program is a comprehensive one of management training and assessment—a confidential third party verification of management competency.

There are good reasons for obtaining a CM Certification:

- To demonstrate personal initiative and achievement
- To confirm management knowledge and skills to obtain recognition as a professional manager
- To lend credibility to business interactions to enhance career opportunities and advancement

There are three steps to obtaining CM Certification:

- Getting Trained — *Application, training & study*
- Getting Certified — *Assessment & feedback*
- Getting Recognized — *Recognition and lifelong learning*

The **CM skills** are divided into three sections. The following lists show these sections and the topics that are covered in each section:

Management Skills I: Foundations of Management

- Management fundamentals
- Management environment
- Ethics and social responsibility
- Communication
- Information systems
- Economics systems
- Business law

Management Skills II: Planning and Organizing

- Planning and strategy
- Operations management
- Project management
- Decision making
- Team management
- Organizational structure
- Human resource management

Management Skills III: Leading and Controlling

- Leadership principles
- Empowerment and delegation
- Managing change
- Conflict and culture
- Operations control
- Quality management
- Financial management

If you are interested in this program, please contact Bob Noel 714.372.9372

Contributed By: Judie Vullo