

Boeing Leadership Association of Southern California

New Horizons

February 2016 – July 2016

In This Issue:

Presidents Mid-Year Progress Report

February 2016 GMM

March 2016 GMM

April 2016 GMM

Upcoming BLASC Events

NMA Updates

BLASC PRESIDENTS MID-YEAR PROGRESS REPORT

BLASC Members

Leadership can be a challenge for many of us, and BLASC continues to move forward this year with positive creativity to enhance your professional success. So far this year BLASC has improved communication with our valued members and sponsors. To that end, I am delighted about the continuous chapter website expansions that creatively and professionally improve registration for dinner meetings, report important information, display event photos, and submit comments to your chapter leadership. I would like to thank our entire Board of Directors and the communications team for their hard work, creativity and vision in making our website more user friendly.

I would also like to thank and commend the Programs, Operations, Finance, and finance team for their tireless work this year that includes planning and presenting fantastic general membership meetings (GMMs).

Community Services has supported our investment in charitable causes, and exceptional students by providing another exciting high school speech contest winner, and planning for this year's student scholarship contest.

Additionally, Professional Development has made our leadership message heard through special training classes and programs. The team has partnered with various organizations to provide, and enhance talent

development for our members. This worthwhile effort has certainly clarified many leadership opportunities, and challenges, and benefited business, and our industry.

Membership delegations have spoken face-to-face with, and introduced new members to the many activities, and the dramatic impact BLASC has on leadership in our company, and industry.

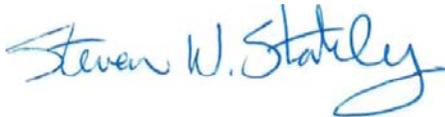
The Special Events team has made available numerous motivational and entertaining social events this year to foster unity for our members, while raising funds for our annual BLASC scholarship contest.

The Past President's work on our chapter's behalf has been outstanding this year, from providing leadership and valuable input in shaping the BLASC team, and bringing awareness and guidance to our leadership chapter on standard practices and possible pitfalls and risks.

So whatever the short-term challenges leadership may hold for you this year, the BLASC team will continue to take an "a forward looking view" in cultivating our service to you, caring for your interests, keeping you up-to-date and having fun! I look forward to seeing everyone at the next dinner meeting.

As always, 'Thank You' to our members and sponsors who continue to support our leadership mission.

Sincerely,



Steven Stakley

steven.w.stakley@boeing.com

President, Boeing Leadership Association of Southern California <http://blasc.us/>

National Management Association (NMA) <http://www.nma1.org>

Office (714) 896-5972

FEBRUARY GMM

The February BLASC General Management Meeting (GMM) took place at the Bowers Museum in Santa Ana. Prior to dinner, all members and guests had the pleasure viewing two free exhibits making this a very cultural and rich event.

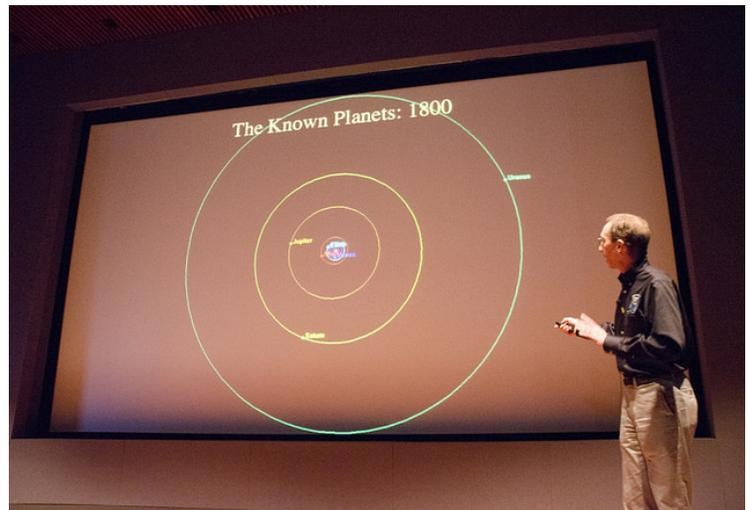
The meeting then began with president, Steve Stakley welcoming everyone and introducing Kim Talor, BLASC Booster Manager, who gave the invocation and Pledge of Allegiance. After a delicious and satisfying meal, everyone gathered in the auditorium where we were honored to have as our guest speaker, Dr. Marc Rayman, Chief Engineer for the Dawn mission to the asteroid belt at NASA'S Jet Propulsion Laboratory (JPL).

Dr. Rayman had previously addressed BLASC in 2010 and 2012 and was anxious to give us update on this fascinating interplanetary mission.

The Dawn mission launched in September 2007, tasked with orbiting and studying Vesta and Ceres, the two largest objects in the asteroid belt. The main goal was to gain insights into the solar system by observing them from the planet-formation period. Dawn arrived at Vesta in July 2011 and departed for Ceres in September 2012. The spacecraft safely orbited the dwarf planet Ceres on March 6, 2015 and became the first probe ever to orbit two separate objects beyond the Earth-moon system.

Over this past year Dawn has viewed Ceres from four successively closer-in orbits. The spacecraft is now in its final orbit, which lies just 240 miles from Ceres' surface. Dawn will continue studying the dwarf planet from this perch for the remainder of its mission, which is scheduled to end on June 30, 2016. The alien landscapes it has revealed should provide humankind with a new perspective on the dawn of the solar system.

A special thanks to those who attended for your positive feedback and gratitude. One member, Anne Blaike expressed, "Thank you for an amazing evening at the Bowers. The venue, the speaker, the networking opportunity and the delicious menu all made the evening perfect. I am always fascinated to hear Dr. Rayman's updates to the Dawn Mission and hope we'll get to hear him again. He truly is passionate about his work and shares the joy of what he experiences with all of us". ...Anne, we couldn't agree with you more!



Contributed By: Judie Vullo

MARCH GMM



On the night of Tuesday March 15, 2016 and as a celebration of Women's History month, it was BLASC's pleasure to feature the 1999 Basketball Hall of Fame Award winner, Billie Moore. Her illustrious coaching career included Olympic head coach for the US Olympic Women's Basketball Team for the 1976 Olympics in Montreal, Canada, coach at Cal State Fullerton from 1969-1977, and coach at University of California, Los Angeles (UCLA) from 1977-1993. The evening was studded with Moore's leadership insights from her years of coaching.

Moore touched upon how her coaching career began at a time when women did not traditionally compete in sports. She was thrust into an arena where much adversity was met regarding women in athletics. However, Moore demonstrated, through her coaching experiences, on how to form a winning team. She shared the following ten key philosophic concepts of leadership, summarized below:

1. **“Recruit, retrain, and retain”**

Moore related her experience as a basketball coach to leaders at Boeing and emphasized how important it is to “recruit, retrain, and retain” team members. The constant challenge is to enable team members to work and embrace them. Just because one works in a team does not always equate to bringing out the best in people. Moore recalled how the famous football coach, Vince Lombardi, who revolutionized the Green Bay Packers, as being a positive influence on her. There is always someone out there who has impacted us to have the leadership style that you have. When the bar is set, pressure is applied on you. If you strive along the way for perfection, you CAN reach for excellence.

2. **“Trust is a must”**

Moore reiterated that trust makes for a solid foundation. In a team, a culture of trust must be developed and sought after. A team without trust is just a group of people working together. However, with trust, you realize and believe in each other’s potential. It is about influencing others to see the best in them. “You win with people”, Moore remarked.

3. **“Right people, right place, right time”**

Moore expressed that in life there are times when the statement, the “right people, right place, right time” rings true. For example, you are the driver of a school bus. “There are some people you have to help in finding the right seat for them, but there are others that do not fit and need to get off the bus ASAP”, said Moore. As a leader, you must help others to define and understand their roles. She reflected that in basketball teams and in Boeing teams alike, there are those who always want to shoot the ball. However, a team cannot win just by shooting for points. There must be those who are willing to not shoot the ball such as playing defense. Moore went on to describe an analogy where on a basketball team of 5 players, there are 10 hands that are used to score a basket. This means that it takes more than just 1 person to successfully shoot a basket. Behind every successful basket made is a crucial assist, block, or another play. Every point made is a product of a series of effective moves. Talent alone does not win, but teamwork wins. Moore’s methodology led them to a gold medal victory at the 1976 Olympic Games.

4. **“Game Slippage”**

In addition, Moore covered the concept of “game slippage”. In a game, Moore instructed her players to dribble low and be the trendsetter. In life, it is never good to aim too high because “What if” moments abound. Moore said you must always have a back-up plan to be able to handle “game slippage”. If you want to build a team to strive, then you must be able to teach them. “Winning is in the details”, Moore declared cleverly.

5. **“Big on mental practice”**

Moore added that it is not always about the physicality of practice, but rather it is all in the mind. Moore recalled a time where she had asked one of her players to work on taking 25 mental free throws. The next day, the teammate reported to Moore that she only made 15 out of 25 mental free throws. Moore carefully corrected the player by saying “take, not make”. This story also demonstrated how important clear and concise communication can be.

6. **“Shaping concept”**

Moore touched upon a gradual learning concept called the “shaping concept”. For example, in golf, a golf coach teaches his student how to stand in the correct form and then rewards him or her. Then, the coach goes on to teaching the swing and reinforces the student with another reward. Then, the coach goes, so on and so forth, with hitting the ball and hitting it straight. You use gradual, piecewise feedback and rewards to obtain the performance you are seeking. “Every moment is a teachable moment. You can communicate without motivating, but you cannot motivate someone without communication”, Moore thoughtfully remarked.

7. **“Get out of your comfort zone”**

Moore hit it home by saying that leadership is all about “getting people to do things that they wouldn’t have done”. Of course, we all think it is easy to just sit at home and do things that are relaxing. Very

rarely do people like to get out of their comfort zone. However, getting out of comfort zone allows a person to grow. You have to be comfortable with being uncomfortable. Then, the growth begins.

8. “Accountability not activity”

Moore clarified that many people confuse accountability with activity. “Do you reward people who show up or when they are performing?” asked Moore. It is important to see to it that your team members are accountable for each other’s performance and motivating each other at the same time.

9. “OREO”

Moore reinforced the need to understand the concept of “OREO”, referring to what is sweet in the middle. She formed a simple comparison between men and women in sports. Men play well to feel good while women feel good about themselves in order to play well. Said with such finesse and truth, Moore proceeded to say that we must understand people so they can be their best. We must adjust based on our audience. Not every single person is designed the same way so we must understand our differences and use them to our advantage to gain that “sweet spot”.

10. Four final tidbits

Lastly, Moore concluded by saying that leadership is a function of relationship not titles. Leadership is also having control of the four variables: attitude, how hard you work, how you treat others, and how you treat yourself. “Do it all with a smile,” Moore stated.

The night ended on a positive note with Moore’s quintessential and innovative leadership tidbits, and the audience was certainly edified. Steve Stakley thanked Billie Moore for her wisdom and presence at the Ayres Hotel in Hawthorne, California. Meeting adjourned at 8 pm. (Featured charity was the Employee Community Fund.)

Contributed By: Andy Wang

APRIL GMM

On April 19th, BLASC held a General Membership Meeting at the Hilton Hotel in Costa Mesa. The evening included two speakers – the 2016 BLASC Speech Contest winner and main speaker, Ross Bernstein. First, BLASC President, Steve Stakley, introduced the 2016 BLASC Speech Contest winner, Raj Gambhir. Raj is a 16 year old junior at Aliso Niguel High School in Aliso Viejo. Raj took the stage and delivered his winning speech titled “The Imaginary Field.” Raj compared the leadership styles of two leaders, General Ulysses S. Grant and General Robert E. Lee. Although on paper, Lee seemed to be the better leader, Raj pointed out that Lee decided to fight for the Confederacy even though it was for a cause he didn’t believe in. He led the Confederates because he chose to do what was comfortable instead of what was right. Grant on the other hand, led the Union Army because he felt what he was doing was just, egalitarian, and what America truly stood



for. Raj believes to be a good leader, a leader must not only have leadership qualities, but should also have the courage to stand up for what is right.

Next, Elena Einstein, Vice President Programs, introduced Ross Bernstein. Ross is a best-selling author of nearly 50 sports books and an award-winning peak performance business speaker. He has been featured on CNN, ESPN, and other news shows, as well as in the Wall Street Journal, the New York Times, and USA Today. Ross addressed the audience by talking about “The Champion’s Code.” From his research, which includes interviews with more than 500 professional athletes and coaches, Ross discovered that champions have a unique DNA. According to Ross, champions are in the relationship business. Success derives from the quality of relationships and doing the little things right. He found that there are three traits common among champions: 1) passion – an internal drive, 2) unselfishness – be the hardest worker and build confidence in your team members, and 3) a will to win – set goals and visualize success. Ross stated that champions are leaders who build trust and know how to motivate others and create momentum. He pointed out that being a champion is a choice. Champion leaders have integrity, take risks, and provide great customer service. Ross also challenged the audience to think about their legacy and to have fun.

Contributed By: Daniella Nau

UPCOMING BLASC EVENTS

General Membership Meetings:

August’s GMM will be held at the Old Ranch Country Club in Seal Beach on August 10th. We will be presenting our scholarship awards and celebrating our BLASC Boosters! RSVP on the BLASC website today!

Professional Development:

The next cohort of the UCLA Extension Leadership Mastery Program starts in El Segundo this summer!

About the program:

Founded and developed by Dr. Hamid Saghizadeh (Boeing TF), Boeing/ UCLA Leadership Mastery Program is an innovative, new exciting program for those who are ready to make a real difference and to become dynamic, inspirational, and empowering leaders in all aspects of life. Courses are selected from UCLA Extension Technical Management Program (TMP) which has more than 60 years of successful track record in providing leadership training to technical managers.

This program brings you a break-through, cutting-edge, new paradigm thinking and behavioral model. It is based on interdependency, self-reliance, trust and mutual accountability among people in all aspects of life. You will realize the unlimited power within, enabling you to lead yourself to produce excellence in all aspects of your life and endeavors, far above what you could ever imagine.

Special Events:

Pageant of the Masters tickets are on sale now. See VP of Special Events Andy Wang for more information about this and other upcoming special events.

NMA UPDATES – MYNMA

MyNMA:

In a nutshell, MyNMA is a social network. MyNMA was designed to connect you with a myriad of managers, aspiring leaders, and business professionals spanning a broad range of industries throughout the United States. In some ways, it's a bit like LinkedIn. However, unlike LinkedIn, MyNMA is exclusive to verified members of NMA.

MyNMA allows you to access a personal dashboard, setup and customize a unique profile page, find other members of NMA and add them as friends, upload photos and videos, keep track of your CEU (continuing education units), bookmark pages you use frequently, and much more.

Getting started is simple! Visit our website and click the "MyNMA" link in the top-right corner, then click the green button which reads "Verify Membership." You will then be asked to enter your Member ID and a Temporary Passcode to verify your membership.

Your Member ID is printed on your Membership Card. (If you don't have a membership card, follow this link to request your Member ID: <https://nma1.org/retrieve-nma-member-id/>.)

Your Temporary Passcode is: nma2015!!

Courtesy of NMA Breaktime February-June 2016
