



Boeing Aerospace Leadership Chapter

New Horizons

Jan-Feb 2013



BALC JAN GMM “How Leadership Matters”

What a great way to kick off the year! BALC’s 2013 General Membership Meetings (GMM) started off with a bang – thanks to the installation of our 2013 board of directors and the great advice from guest speaker Rick Stephens. Rick, Boeing’s Senior VP of Human Resources and Administration, began by encouraging everyone to take advantage of the diversity in the organization and to be a part of a leadership organization such as BALC. He believes that working with diverse people and building great relationships bring the best ideas to the table.

He explained that in order to evolve in our organization you must continue to learn. One must think, “How can I reach across to other parts of Boeing?” He encourages you to learn about other organizations and their tools and be adaptive to change. For the rest of his presentation, Rick said that there were three key messages he wanted to focus on.

- “Life is About Creating Value” – Rick learned at an early age that one cannot sit around and wait for instructions. You must add value to your job – as there is always something to be done. He shared a story of how he learned this lesson as a young man while working for his father. His father was a general contractor and left Rick alone with a task to complete the dry wall at a house that they were building. Once Rick finished that task, he sat and waited for his father to return. When his father returned and noticed Rick sitting around, he asked what he was doing. To Rick’s surprise, his father fired him for waiting for instructions instead of taking the initiative to figure out what else needed to be done – and doing it. “Adaptability is about creating value” he said.



Guest Speaker: Rick Stephens, Senior VP of Human Resources and Administration

- “Know what is going on in your organization” – Rick learned a second lesson during his time serving as a general in the Marine Corps in Guantanamo. He shared a story about a fight that broke out between two of his men which resulted in one man dying. After the incident, Rick learned that the two men had been having issues for a long time. He felt a sense of responsibility for not knowing his team and the issues that they had. A leader must know what is going on in his organization and must help develop them. Leaders that are truly successful find out what is going on in their group. “We have to take care of our people, because they make things happen” he said.

- Personal Responsibility – Rick announced that he is retiring from Boeing in March of this year. A 32-year veteran of Boeing, Rick led many business units and organizations and

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2012 BALC Board of Directors

2013 Boeing Aerospace Leadership Chapter Board of Directors

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BALC Website

Internal: <http://hb.web.boeing.com/empservices/clubs/balc/>

External Website

<http://www.boeing.com/nosearch/balc>

Articles contained herein may be reprinted in whole or in part in NMA chapter publications

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serves on several business-focused organizations and non-profits. He is a huge advocate for early education and childhood development. He and his wife plan to get involved in their community and help motivate the youth to get an education – as they are the next leaders of our country. Although he believes that not everyone is suited for college, he believes that our biggest challenge is finding ways to encourage and prepare children for college. “The worst thing you can do to a two-year-old is give him an IPAD. We must bring real experiences to children and develop their brains” he said. He recommended organizations such as the MIND Research Institute that create a great path for childhood development and help develop children’s interest in science, technology, engineering and math (STEM).

BALC thanks Rick for his leadership and wishes him the best of luck for a happy retirement.

- by Maria Passaseo

*Daniel Kaz,
2013 BALC
President,
receives a
warm welcome
from Rick
Stephens*



*Denee Martel,
2012 BALC
President,
receives an
award for his
exceptional
service to BALC*

2013 Board of Directors



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Membership



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Charley Hoyt
Past
President

able to forge a professional life as a writer, working for two of the biggest names in sports—Fox Sports and ESPN.

In October, 2006, Kyle received a new heart and a new life. Since that day more than six years ago Kyle has crossed the finish lines of triathlons and marathons, he's won four medals at the U.S. Transplant Games, and he is the first heart transplant recipient ever to compete at the Ironman World Championship in Kona, Hawaii. And this coming November he will be leading a team of five heart transplant recipients, dubbed Team Tin Men, at Ironman Arizona in Tempe.

Through his experiences he encouraged us to achieve, sacrifice, and live life joyfully filled with endless possibilities and purpose. His advice to everyone is to "Sweat the small stuff because those things DO matter and instead of living each day like it might be your last, savor every moment as if it's your first."

- by Judie Vullo

BALC FEB GMM

The February 2013 BALC general membership meeting featured Kyle Garlett, four-time cancer survivor and recent heart transplant recipient, who inspired the audience with his story of competing against all odds and standing strong when many others would simply give up hope.

While managing battles with cancer — including 54 months of treatments including radiation, chemotherapy, and a bone marrow transplant, Kyle was



Elaine Bendel and Jim Gonzalez promote the 2013 United Way Walk in Anaheim on June 8th



Guest Speaker: Kyle Garlett inspires BALC members and guests

A Message From Our President

“Inspire, Engage, Achieve” is the Boeing Aerospace Leadership Chapter (BALC) theme for 2013. We look forward to “inspiring” you to “engage” in multiple growth opportunities to “achieve” more by accelerating your leadership development and business success. I fully believe in what Jim McNerney, our Chairman, President and Chief Executive Officer has said, “As people grow, Boeing grows.” Having fun along this journey is the key; it makes growing so much easier and growing together so much more rewarding.

This year, we will make every effort to dial in on “What’s In It for Me?” from a member’s perspective. What value can BALC bring to its members and Boeing? We anticipate sharing personal success stories and stories through BALC that “inspire” you and your colleagues to grow and “achieve” by “engaging” in as many of our events as possible. Feel free to contact me to share your success story.



BALC President Daniel Kaz

We are delighted to have an awesome BALC Board of Directors - many returning and several new - here to serve the members and guests with exciting leadership development, community and networking events to help you grow. Each of them volunteers their time leveraging their rich talents to choreograph a broad spectrum of events highlighted on communications by the whole BOD team and through our BALC website (Thank you Victor Koman - BALC webmaster and Booster Manager!). I will take time to highlight each BOD and their support staff throughout the year for you to get to know each of them better. Together, we can applaud their unselfish contributions to Boeing and BALC and encourage more “engagement” by all.

I’ll start with our Professional Development office below. Judie Vullo is VP of Professional Development. She and her team will be orchestrating many development events for you to “engage” in - including the highly successful NMA Supervisory & Management Skills (SMS) course series certificate program, financial and real estate seminars by Financial Partners Credit Union (FPCU) and the NuVision Federal Credit Union, lunchtime leadership competency workshops, after-hours Learning Together Program (LTP) leadership development courses and programs and much more.

We are honored by yet another exceptional BALC Executive Advisory and Leadership team that fully supports our Board of Directors and members through their leaders teaching leaders mindset similar to what is done at the Boeing Leadership Center. We hope you enjoy the opportunity to “engage” in a dialog with them at many of our events - especially at the General Membership Meetings each month. You will truly be “inspired”! They too, volunteer their time and live the Boeing Leadership Attribute “inspire others” to help us “achieve”.

Check out this All Star Executive Advisor line-up from our BALC homepage by selecting Board of Directors and then Executive Advisors.

We have many events that you can “engage” in throughout the year that can be found on the BALC website Calendars. Note our Newsletters and updated Photos of 2012 Dinner meetings that journal our activities past and future. Take a peek, you may be in there (or will be)!

There is so much more to share and we will. For all, I encourage each of you to “Inspire, Engage, Achieve” through BALC. Make 2013 your most awesome year!

*Best Regards,
Daniel Kaz, BALC President*

Those who believe they can do something and those who believe they can't are both right. - *Henry Ford*
Life is what you make of it. - *Anonymous*

National Happenings - by Joe Morano, National Director

In January, I attended the NMA Board of Directors meeting at the NMA Headquarters in Dayton Ohio. This was my first meeting as the Chair of the Communication and Community Service Committee.

Some of the highlights of the Board of Directors and committee meetings include:

- Instead of receiving an Education Dividend, Chapters will get “Chapter Rewards credits” based on membership numbers which can go towards many different NMA items (discounts of PD items, discounts on awards, pins, etc.).
- The NMA Leadership Development Conference – West Coast will be nearby in La Jolla, CA, on April 18-20. I will be the facilitator for the Communications Workshop and your chapter and council officers will be attending the 2½ day conference.
- If you have a spouse, friend or relative who works for a company or government agency that might be interested in forming an NMA chapter, please let me or one of your chapter officers know. Once we have an interested contact, the NMA staff will continue the dialog – AND - your chapter will get \$25 for each member joining the new chapter they helped charter.
- Chapters can now get R1 points for donating to the NMA Speech Contest
- Chapter will not be allowed to post speeches at the chapter, council or LDC Speech Contests on-line (YouTube or others) until after the Annual Conference
- Lastly (but not least), in the Professional Development Committee Meeting, there is much excitement for the soon to be released Foundations of Management courses for your leadership/professional development

If there is anything I can do for you or if you have a question or comments for me, please do not hesitate to contact me at joe.morano@boeing.com.



National Director Joe Morano

I want to remind everyone of the NMA Facebook page, NMA LinkedIn and the NMA Blog. Check them out in your free time and comment if you'd like.

I also want to remind everyone of the NMA incentives for recruiting new members. New members who join from January 1, 2013 through June 30, 2013 will be entered into a drawing for either a Samsung Galaxy Tab 2 or an iPad 4! Also, the current member who recruits the most members during that same period will receive a Kindle Fire.

NMA Statement of Principles

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 leadership is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.

We believe that leadership development responsibility is shared among all individuals at all levels of the organization and that leadership is critical to any success.

We believe that individuals and organizations have a community and civic responsibility.

NMA Vision Statement

NMA is a worldwide partnership of people and businesses, inspiring outstanding leadership, and cultivating highly productive workplaces.

Developing
the LEADER
in You!

NMA Mission Statement

The mission of the NMA is to provide management and leadership development opportunities and related chapter activities which meet the needs of members and contribute to the effectiveness of sponsoring organizations.

- 1 **MEMBERSHIP SCOPE:** To offer benefits and services attractive to all levels of employees from sponsoring organizations, while respecting the autonomy of each chapter's membership eligibility standards.
- 2 **CHAPTER CONCEPT:** To promote dynamic and positive NMA chapter operations through a broad range of chapter assistance programs to include officer training, chapter-focused communications, an effective program of recognition and awards, and expanded promotional efforts/communications with executive management.
- 3 **DEVELOPMENT:** To provide quality and costeffective management and leadership development materials, both on a proprietary basis as well as by arrangement with other organizations.
- 4 **IMAGE:** To increase Association stature, visibility, and credibility by building a mutually beneficial relationship with a major educational institution to research organizational and human behavioral issues, management and leadership processes, and the latest development techniques/delivery systems.
- 5 **ENDOWMENT PROGRAM:** To conduct an ongoing fund-raising program to finance the objectives of the NMA Educational Foundation.
- 6 **GLOBALIZATION:** To support members and sponsoring organizations in the global economy and develop international chapters as warranted without detracting from the services/benefits to existing chapters.
- 7 **FINANCIAL INTEGRITY:** To allocate resources to programs and activities supportive of the NMA Mission Statement and General Objectives; conduct rigorous financial evaluations of all existing/potential programs on an annual basis; and, consistent with needs, accelerate non-dues income with special emphasis on open market sales of training materials.
- 8 **ORGANIZATION PROCESS:** To streamline voluntary and staff organization structures so that they best fulfill the NMA Mission Statement and General Objectives.

NMA Code of Ethics

I will recognize that all individuals inherently desire to practice their occupations to the best of their ability.

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 my 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.

I will assume that all individuals want to do their best.

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:

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

There are three steps to obtaining CM Certification:

- 1 Getting Trained — *Application, training & study*
- 2 Getting Certified — *Assessment & feedback*
- 3 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:

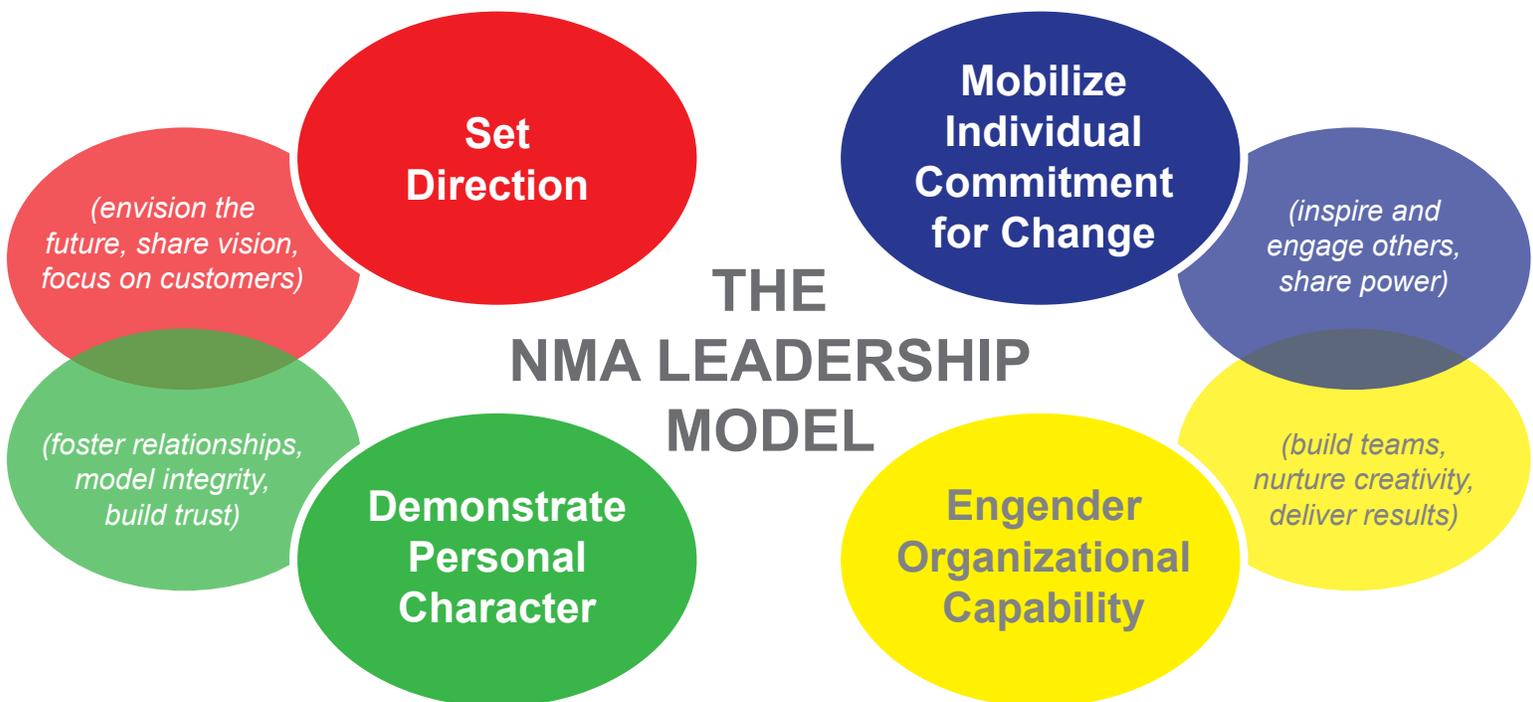
Planning and Organizing

- 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*



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

Mark your calendars!!

BALC will host NMA LiveOnline Webinars at Boeing in Huntington Beach at the following locations:



...Three NEW WEBINARS

Held on the FOURTH THURSDAY of the month from 12:00 noon to 1:00pm PST

March 28 – “Building Accountable Organizations”

How to Inspire Others to Achieve

Bldg 14-3, Bolsa Conference Room or Telecon / WebEx

April 25 – “Executive Management Interface”

Tips & Strategies for Effective Dialogue...

and How to Garner Support for Your NMA Chapter

Bldg 14-3, Springdale Conf. Room or Telecon / WebEx

May 23 – “Mastering Communications”

Understanding Your Communication Skills

in Order to Build Collaborative Relationships

Bldg 14-3, Bolsa Conference Room or Telecon / WebEx

Each LIVE 60-minute webinar program will be led by: Steve Bailey, CM, NMA President

Our Next BALC Dinner Meeting Wednesday, April 10, 2013



BALC Presents Tracy Rinauro

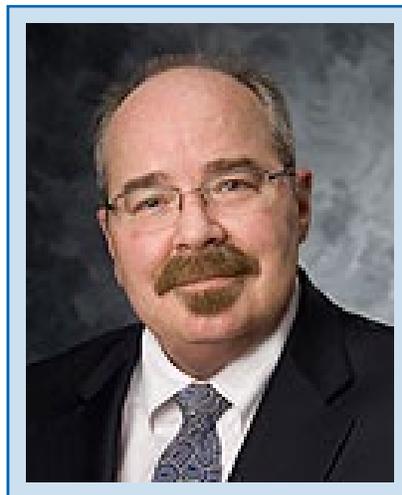
Senior Deputy District
Attorney of Orange County



*Be The Leader Of Your Own
Life And Others Will Follow
You Anywhere*



*Webinar Hosted by Judie Vullo,
Vice President of
Professional Development*



*BALC Dinner will be hosted by Steve Stakley, Vice President of Programs
and Elena Einstein, Vice President of Operations*

