



IDS President and CEO Jim Albaugh Inspires BALC Members with IDS Accomplishments



IDS President and CEO Jim Albaugh addresses attendees at BALC's January dinner meeting

Integrated Defense President and CEO Jim Albaugh, speaking at the Boeing Aerospace Leadership Chapter of the National Management Association's dinner meeting Thursday night at Newport Beach, began his presentation with hearty congratulations to employees for their great performance in 2004.

"Great products result from your efforts here in Southern California," he said, noting the recent launch of the first Delta IV Heavy rocket. "And I wish I could mention specifically the work you're



Joe Morano, newly-installed President of BALC, expresses his appreciation to Mr. Albaugh for his inspiring presentation.

doing on several classified programs here as well but I can't. I can say that you have achieved double-digit margins on many of those programs and so I congratulate Roger Roberts and his entire team."

Albaugh mentioned how proud he was of the effort within Engineering and Operations to establish common processes in order to improve operational effectiveness. "We've got to execute on the programs that our customers have given us and the work that's been done on Capability Maturity Model-Integrated (CMMI) and Air Safety Investigation (ASI) has really allowed us to drive our processes to be much more predictable."

He talked about IDS' improvement in Employee Satisfaction in '04 despite plenty of negative coverage about the company in the media. "Despite all that, everybody has stayed focused, everybody executed on their programs and our ESI actually improved and I think the whole Leadership team has worked hard on that issue."

After showing a 2004 IDS highlights video, a smiling Albaugh said, "I can't think of any company that has the breadth of products we have. And everything you see in that video is hard to do. That's why people ask The Boeing

Company to do it."

He talked about competitive discriminators that have also helped position IDS as the leader in many of its markets. "We have a great set of competitive discriminators that set us apart from the competition. I know everybody says they're customer driven, but our major wins recently have proved we really do listen to our



Questions from the audience covered a wide range of topics.

customers." IDS is pushing for more horizontal integration fueled by common processes, "That will allow us to bring the best of Boeing to work toward the best customer solutions," said Albaugh. "And our FCS win is a result of our ability to bring the best of industry together as well."

In 2005, Albaugh said, IDS will

continued to page 6

Boeing Aerospace Leadership Chapter

Board of Directors

President

Morano, Joe 714/934-0945

Vice President, Professional Development

DeVries, Bob 714/896-1334

Vice President, Operations

Compean-Zrinski, Debora 714/896-3479

Vice President, Programs

Getz, Al 714/896-3797

Vice President, Communications

Andersen, Dave 714/896-4250

Vice President, Finance

Wass, Adam 714/373-5779

Vice President, Education/Community Services

Mungaray, Marie 562/797-1249

Vice President, Member Services

Bragg, JoYvonne 714/372-4129

Vice President, Special Events

Pritchard, Lauren 714/896-2899

Vice President, Alumni/Retirees

Kosalka, Mary 714/896-3355

Past President

Patricelli, Mike 714/372-2620

Executive Advisor

Schnaars, Jayne 714/372-2703

New Horizons

Editor

Virginia Maher (714) 372-5349

Webmaster

Jason Monroy (714) 896-3077

Comments and articles may be addressed to:

Dave Andersen

5301 Bolsa Avenue

MC: H010-B003

Huntington Beach, CA 92647-2099

Phone (714) 896-4250

Fax (714) 896-5415

E-mail: david.p.andersen@boeing.com

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

From Your President's Desk . . .

New and Exciting Year for the BALC

The BALC has begun another year and it promises to be an exciting year full of new processes, activities, and events. I plan to use this article to not only highlight activities that BALC has already held during the prior two months, but also to mention those activities that are coming up so that you can mark your calendars. Speaking of calendars, BALC has a calendar of events, which is beginning to be quite full, that you can access through the BALC webpage (<http://hb.web.boeing.com/empservices/clubs/balc/>). Take a little time to log on and check out the upcoming events.

We start the year with three new additions to the Board of Directors, Debora Compean-Zrinski, VP of Operations, JoYvonne Bragg, VP of Member Services, and Lauren Pritchard, VP of Special Events. All three have been in the background in previous years and I am pleased that they now take the spotlight in their re-



Joe Morano

spective areas. We also start the year with a new Executive Advisor, Jayne Schnaars. Jayne recommended executive volunteers from the Site Council to be Executive Advisors for each of the BALC Board members and we are pleased to announce that many are serving in this advisory capacity.

We have started the year off with a new venue for the January dinner meeting with Jim Albaugh. Deborah has selected different venues around the area for 2005 in response to members' sugges-

continued to page 4



Pete Kurzhals, NMA National Director, installed the new 2005 Boeing Aerospace Leadership Chapter (BALC) at the Jim Albaugh dinner meeting. The new Board of Directors include: Standing from left to right: Debora Compean-Zrinski, VP Operations; JoYvonne Bragg, VP Memberships; Joe Morano, President; Dave Andersen, VP Communications; Al Getz, VP Programs; Marie Mungaray, VP Education/Community Services; Mary Kosalka, VP Retirees/Alumni, Pete Kurzhals. Not in the photo: Adam Wass, VP Finance; Bob DeVries, VP Professional Development; Lauren Pritchard, VP Special Events; and Mike Patricelli, Past President.

From Your National Director's Desk....

The first meeting of the 2005 NMA Board of Directors took place in Dayton, Ohio on January 14-16. As has become a tradition, Dayton did not disappoint us with high temperatures of 20° or less and several inches of snow outside.

Nevertheless, the atmosphere at the Board meeting was both upbeat and energetic. The NMA had an outstanding year in 2004, and finished with a small budget surplus (read: no dues increase). For the first time in the last five years, the NMA also reversed its decrease in membership thanks to the merger with the International Management Council (IMC) and the formation of several new chapters, as well as to membership increases in most chapters which were active in national activities.

So 2005 is off to a great beginning. National goals for this year will focus on further increasing total membership to around 25,000 from its present level of 22,300. To help here, the Board voted to approve a new flexible membership drive option under which chapters could sign up new members without having to pay the \$20 application fee. This option would apply to any one 60-day or two 30-day periods selected by a chapter during the year.

The proposed NMA name change to more directly incorporate leadership was also discussed. Wendell Pichon, the 2005 NMA Chairman of the Board, announced that the NMA national officers would work that as a team, and would bring their resultant recommendations to the October National Conference for a

vote. This effort will include definition of a rollout and marketing plan, and development of new leadership tools and training to support the leadership brand name.

Along these lines, the introduction of live online training courses addressing key leadership concerns was approved as a key 2005 initiative. The Southern California Area Council (SCAC) is in the forefront of these activities and will be running a pilot program featuring four of these topics during 1-hr lunchtime sessions in March.

NMA's new Length of Service certificates, to be given in 5-year increments, will be rolled out this year. This is a great way for you to recognize your long-term chapter members, so make sure you let NMA HQ know when your members hit these key anniversary dates since the formal NMA tracking only goes back to around 1990.

The recent addition of a Career Corner, developed for the NMA Outreach Webservice (NOW) by Victor Koman of BALC, received national kudos for providing NMA members with access to some 15 company hiring sites. If you're looking for a job, check it out.

National Professional Development (PD) awards were discussed by both the Recognition and PD Committees. A new set of scoring factors which would enable more chapters with strong PD programs to receive this important award will be developed for adoption at the June NMA BOD meeting.

After my return from Dayton,



Pete Kurzhals

I sent NMA HQ a recommendation for a new set of how-to guides, designated Leadership Tools, to simplify the hundreds of pages of existing NMA guides and procedures: a chapter or national director must now wade through detailed guides and procedures to get help. These two-page guides would include a benefits SUMMARY, suggestions and links for raising necessary FUNDING, estimates for the necessary associated volunteer-hour and expenditure REQUIREMENTS, a top-level PROCESS description, a CHECKLIST of required actions and lead times and a PROCEDURES section providing links to related online NMA forms and instructions. This concept was enthusiastically supported by Steve Bailey and the NMA staff who forwarded my proposal to the NMA national officers. They, too, strongly supported this approach, and asked me and the SCAC chapters to come up with some examples and an NMA-wide implementation plan which will be presented to the full NMA BOD in June for approval.

In the interim, and if you have not done so already, please check out the 2005 Pacific South/Pacific

continued on page 6

From Your President's Desk . .

continued from page 2

tions that one location is not the best for every member. Remember to check the location for each event and not assume it's at the same place as last month. Here is a short list of the upcoming (and past) dinner meetings for the year: January was at the Sutton Place Hotel with Jim Albaugh, IDS President and CEO,

February was at the Westin South Coast Plaza with Norma Clayton, IDS VP of Supplier Management

March at the Westin South Coast Plaza is our Annual Sports Night featuring Vince Lombardi, Jr.

April is at the Sutton Place Hotel with Ara Norwood, a Motivational Speaker

May will be our Awards and Recognition Night (the theme this year is the Emmy Awards)

For Professional Development, BALC has already started the year offering several different training courses. We have Supervisory Management Series (SMS) classes being offered after hours. We have lunchtime sessions taught, using WebEx, by instructors from the National Management Association. We have local instructors holding Lunch and Learns on a variety of financial and development topics. Many of these courses will be offered along with new ones throughout the year.

BALC is also a leader in educational and community activities that develop future Boeing employees at a young age! In March, Educator Enrichment Day will once again be held at Cal Poly Pomona. During EED, workshops are held to provide teachers and "future" teachers with engaging, student-based curriculum to take back and inspire young students in science, math and engineering concepts. In February, BALC held its Annual American Enterprise Speech Competition. The BALC

continued on page 5

Upcoming 2005 Lunch and Learn Seminars

The following is the tentative plan for seminars to take place from March to May. Exact locations should be announced shortly.

Seminaries held by Adam Wass		
Long Beach (Bldg. TBD)		
4/06/05, Wednesday	12:00-1:00 p.m.	Tax Strategies
5/25/05, Wednesday	12:00-1:00 p.m.	Retirement Investment Strategies
Seal Beach (Bldg. TBD)		
3/30/05, Wednesday	12:00-1:00 p.m.	Tax Strategies
5/12/05, Wednesday	12:00-1:00 p.m.	Retirement Investment Strategies
Huntington Beach (Bldg. TBD)		
3/24/05, Wednesday	12:00-1:00 p.m.	Tax Strategies
4/27/05, Wednesday	12:00-1:00 p.m.	Retirement Investment Strategies
Seminars hosted by nuVision Financial Federal Credit Union Financial Planning with Greg Ramirez, Members Financial Services		
Long Beach (Bldg. 800 Conf. Rm. D / Building 54 Cafeteria Conf. Rm. evenings)		
4/12/05, Tuesday	11:30-12:15 p.m. & 7:30-8:15 p.m.	Annuities
5/24/05, Tuesday	11:30-12:15 p.m. & 7:30-8:15 p.m.	IRA's & Long Term Care
Seal Beach (Bldg. TBD)		
3/16/05, Wednesday	11:30-12:15 p.m.	401-K & VIP Retirement
4/27/05, Wednesday	11:30-12:15 p.m.	Annuities
Huntington Beach (Bldg. 13-2 Conference Room B)		
3/31/05, Thursday	11:30-12:15 p.m.,	401-K & VIP Retirement
5/12/05, Thursday	11:30-12:15 p.m.	Annuities
Real Estate with Gina Avalos, PrimeDirect Mortgage		
Long Beach (Bldg. 800 Conf. Rm. / Building 54 Cafeteria Conf. Rm. evenings)		
3/15/05, Tuesday	11:30-12:15 p.m. & 7:30-8:15 p.m.	How to Buy a Home
4/26/05, Tuesday	11:30-12:15 p.m. & 7:30-8:15 p.m.	How to Select a Realtor
Seal Beach (Bldg. TBD)		
3/29/05, Tuesday	11:30-12:15 p.m.,	How to Buy a Home
5/10/05, Tuesday	11:30-12:15 p.m.,	How to Select a Realtor
Huntington Beach (Bldg. 13-2 Conference Room B)		
4/14/05, Thursday	11:30-12:15 p.m.,	Today's Home Buying Market
5/26/05, Thursday	11:30-12:15 p.m.,	How to Select a Realtor
Consumer Advocacy with John Duncan, nuVision Financial Federal Credit Union		
Long Beach (Bldg. TBD / Building 54 Cafeteria Conf. Rm. evenings)		
5/10/05, Tuesday	11:30-12:15 p.m.,	Beating Electronic Theft
Seal Beach (Bldg. TBD)		
4/13/05, Wednesday	12:05-12:40 p.m.	Identity Theft: Modern Crime
5/25/05, Wednesday	12:05-12:40 p.m.	Beating Electronic Theft
Huntington Beach (Bldg. 13-2 Conference Room B. On 4/28, in 13-2 Conf. Rm. A)		
4/28/05, Thursday	12:05-12:40 p.m.	Beware of these Scams*
5/26/05, Thursday	12:05-12:40 p.m.	Identity Theft: Modern Crime

From Your President's Desk . .

continued from page 4

winner will advance to the Southern California Area Council competition in March, and will also be featured at our March dinner meeting. Also our Annual Scholarship competition has begun the evaluation stage.

There are many Special Events planned for 2005. Remember that ticket prices offered through BALC are frequently less than regular prices and a percentage of the ticket sales go towards the BALC Scholarship program. Upcoming events include The Lion King, Disney on Ice, Champions on Ice and the Wine Extraordinaire. Tickets are on a first-come, first serve basis so some of these popular events might already be sold out. Look for the fliers in your e-mail, the BALC website and on bulletin boards around the BALC campuses.

This is a good lead-in for my next topic. Around the Huntington Beach and Seal Beach campuses are BALC bulletin boards located in major traffic areas such as the guard entrances and turnstiles. Check out the upcoming events posted on these boards.

I want to end by thanking the three retiring Board members, Elaine Fafilek, Marti Phillips and Judy Blando and the outgoing BALC Executive Advisor, Kevin Neifert for all the work they have done the past year.

Golden Corner Spotlight Member

By Stan Barauskas

Jerry Blackburn is a heritage Rockwell employee who started in El Segundo at NMA in June of 1962 as a lab technician. He became a Boeing employee when Boeing acquired Rockwell's aerospace operations in 1996 and subsequently moved to the Huntington Beach facility. Jerry received recognition for a very successful career at Rockwell/Boeing reaching the position of Manager of Product Assurance Advanced Standards & Practices.

Jerry joined the Rockwell Chapter of the NMA in 1982 and became very active in the organization. He held the position of Vice-President of Professional Development and ultimately was elected President of the Downey Chapter in 1995. He actively participated in the mergers of the various NMA chapters as Boeing merged with McDonnell Douglas and the Hughes' Satellite Division. He was the recipient of the Chapter Member of the Year Award in 2000 and Chapter Manager of the Year the following year. He retired from Boeing in 2002 and returned as a consultant/contractor in 2003 to support return-to-flight activities after the Columbia accident. While in retirement, he is still very active in Boeing's BALC as an instructor for the Supervisory Management Series classes, Summer Science Camp and Educator Enrichment Day.

Jerry is also very active in



Jerry Blackburn

his community. He served as President of his local PTA for several years, was a member of the South Whittier School Board, is an engineering instructor at Cal State LA and conducts summer engineering classes for high school students at USC. Jerry is a Director of the Aerospace Legacy Foundation that is advising the City of Downey on the construction of the Columbia Memorial Museum and Learning Center. This Center will preserve the history of the Downey facility that has contributed to many of NASA's extraordinary manned space projects: Apollo, Skylab, Apollo-Soyuz Test Project, Space Shuttle and others.

Jerry is an avid reader, enjoys traveling with his wife Kathy (Alaska cruise planned for May), takes classes to upgrade his photography hobby and spends as much time as possible with his five grandchildren.

Golden Corner Did You Know?

From the BALC retiree group, the most frequent dinner attendees in 2004 were Dan Westbrook and Bill Williams.

NORMA CLAYTON – Keys to Successful Leadership

Our February 23rd dinner meeting was held with Norma Clayton as our featured speaker. As Vice President of Supplier Management, Integrated Defense Systems, Norma has an extremely impressive resume, which can only bring to mind – Super Woman. She is responsible for all Boeing IDS subcontract and procurement matters, including policy-making and implementation, subcontract oversight and process improvement. Her previous experience is in aircraft modification and machining/fabrication. Her degree is in Industrial Administration.

Norma was introduced by Cheryl Musaddiq who shared an anecdote that came from Norma's mother; her mother told Norma "this is your little red wagon – you can push it or you can pull it." Norma has been pulling her little red wagon ever since. Her mother's inference that success is up to you was a lesson never forgotten.

Norma spoke of Leadership and the qualities of leadership. She shared anecdotes and personal success strategies. Another memorable quote also came from her mother: "Every time you open your mouth, it's a press conference." How true is that? Think of every celebrity, leader and even ourselves in our personal situations – do we think before we speak?

Another anecdote she shared:

"It's amazing how much you are able to learn when you aren't doing all the talking." Many of her points hit home and served to remind us of the qualities we should each possess, in order to become a great leader. In sum, she reminded us to lead by example, and to lead by a good example. Her pin-up list of successful leadership strategies was shared:

- 10 Keys to Successful Leadership
- Communicate
 - Have a Passion for what you Do
 - Understand your Customer
 - Understand Yourself

Jim Albaugh Inspires Members

continued from page 1

need to place an emphasis on managing the risks associated with potential cuts in the Department of Defense budget. "By keeping our programs healthy, relevant and politically viable we can reduce the possibility of them being impacted by our customers' ongoing budget deliberations."

According to Albaugh, this includes continuing efforts to restore the reputation of the company.

"There is no question that over the past couple of years our reputation has been damaged," he said. "Our supporters have had to defend us, our critics have gathered more ammunition to use against us, and those who don't know Boeing are in doubt." He encouraged employees to build and strengthen their personal relationships with our custom-

- Commit to Lifelong Learning
- Manage your Time and be Flexible
- Be Accountable
- Network
- Be Guided by Integrity
- Inspire & Empower Others

The steps she outlined are part of a larger puzzle – the challenge is to solve the puzzle in the way that best works for each of us. Norma finished her speech by reminding us of Boeing's goal: To Work Together as One Team with One Future.

By: JoYvonne Bragg Erickson

ers, supporters and each other on a continual basis. "Every day we are one day closer to recovering our reputation." (Reprint: BNN)

From Your National Director's Desk....

continued from page 3

North/Southwest (PS/PN/SW) Leadership Development Conference (LDC) at <http://www.nma1.org/ldcs/west/index.htm>. This conference, which will be held in Phoenix, Arizona on April 14-17, will feature four exciting CEU educational workshops, an insightful keynote address, chapter officer training sessions, reports from Steve Bailey, NMA President, and the NMA national officers, and the joint PS/PN/SW area speech contest. Other outstanding events will include presentation of the new NMA McFeely Award to Norm Augustine, renowned aerospace executive, educator and author. Don't miss this fantastic program and venue....

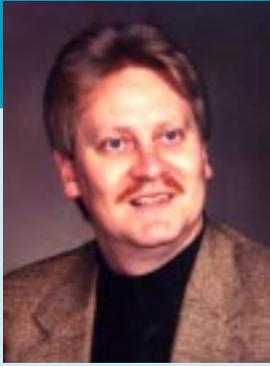
Please visit our BALC web site

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

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

National Management Association <http://nma1.org>

NMA Breaktime Newsletter <http://nma1.org/breaktime/>



Allen Sewell
Estimating and
Pricing Specialist

By Dave Andersen

Allen is a McDonnell Douglas Heritage employee who started in Long Beach in 1985. Allen's first project was on the

Spotlight Member

Delta IV Evolved Expendable Launch Vehicle (EELV) program working in Facilities. He joined the Estimating and Pricing organization in October 2000, working first in Seal Beach and later in Huntington Beach. In his current assignment, he creates historical cost and non-cost databases, using the Estimating Data & Information System (EDIS) for the Ground-Based Missile Defense (GMD) program.

Allen joined the Boeing Aerospace Leadership Chapter in 2001.

He likes attending dinner meetings, where he enjoys listening to the different speakers, networking with people he has not seen for some time, and meeting people with a variety of backgrounds.

Allen's main hobby involves theater productions. In the 1990's, he ran a Shakespeare theater company, which has evolved into the Long Beach AP Company. Allen also enjoys jogging, playing tennis, hiking and reading.

Special Events current as of 03/05

*Mark your
calendars!*

BALC Event	Location	Date	Time	Section	Member/Non-Member Price	Reservation Deadline	Contact
Disney on Ice - Mickey and Minnie's Magical Journey	Arrowhead Pond	03/19/05	12:00 PM	201	\$20-\$21	03/08/05	Myra Medina
The Glory of Easter	Crystal Cathedral	03/22/05	6:30 PM	Main Floor	\$22-\$24	03/15/05	Myra Medina
Lakers vs Minnesota	Staples Center	03/31/05	6:30 PM	327	\$32-\$35	03/17/05	Dwayne Henry
Wine Extraordinaire	Anaheim Hilton	04/03/05	2:00 - 5:00 PM	open	\$50-\$55	03/25/05	Kelly Merryman
Lakers vs Sacramento	Staples Center	04/15/05	6:30 PM	327		SOLD OUT	
The Lion King	Orange County Performing Arts	04/23/05	2:00 PM	Orchestra	\$78-\$80	SOLD OUT	
Champions on Ice	Arrowhead Pond	05/01/05	3:00 PM	408	\$47-\$49	04/25/05	Myra Medina
Wayne Newton	Cerritos Performing Arts	05/11/05		Grand Tier	\$66-\$68	05/02/05	Myra Medina
4th of July Fireworks	The Hollywood Bowl	07/02/05		M2	\$23-\$24	06/15/05	Myra Medina
Sing-a-long with The Sound of Music	The Hollywood Bowl	07/09/05		M3	\$23-\$24	06/20/06	Myra Medina
Little Shop of Horrors	Orange County Performing Arts	08/27/05	2:00 PM	Orchestra	\$60-\$63	08/16/05	Myra Medina
John Williams	The Hollywood Bowl	09/03/05		M3	\$23-\$24	08/15/05	Myra Medina
Movie Night	The Hollywood Bowl	09/30/05		M2	\$19-\$21	09/15/05	Myra Medina

2005 BALC American Enterprise Speech Contest



The contestants for the 2005 BALC American Enterprise Speech Contest from Southern CA High Schools; Stephen Dempsey from Aliso Niguel HS, Lucy Zheng from Arcadia HS, Justine Kay from Aliso Niguel HS (1st place), Vicor Algaze from Mira Costa HS (2nd place), Darryl Basco from Loara HS and Nicole Colayco from Arcadia HS (3rd place).



The Judges and Chair for the 2005 BALC American Enterprise Speech Contest- Mike Patricelli (BALC past president), Elaine Fafilek (BALC past president), Jack Nichols (Toastmasters Founders District Speakers Bureau Chairman), and Judy Tejwani (BALC Contest Chair and Toastmaster)

Welcome New Members!

We are very proud to welcome our newest members to the BALC!

Jeff Davidson, Huntington Beach, working in Software Development with FCS projects.

Cliff Kettemborough, Huntington Beach, working in Simulation and FCS projects.

Bruce Greene, Huntington Beach, Manager in Phantom Works.

Mike Lawson, Seal Beach, working in the Business Career Foundation Program.

Wendy Leung, Huntington Beach, working in Mission Critical Software.

Sandra McCormack, Anaheim, working in Global Networks.

Santhi Sampath, Huntington Beach working in Finance Systems.

Michael Talor, of Long Beach in CAD/CAM Tools & wife **Kim Talor** of Anaheim in Test Requirements.

A big "Thank You" also goes out to our Boosters and Members that helped our family of memberships grow.

JoYvonne Bragg
VP of Member Services



National Management Association

Boeing Aerospace Leadership Chapter
PO Box 2666
Seal Beach, CA 90740-1666