



Island Breezes — the August Luau GMM

by Victor Koman

Palm trees swaying in the breeze like willowy hula dancers. Blue waters in the swimming pool calm as a lagoon. Two bartenders at dual bars—no waiting. As the musicians from Pualani's Polynesian Paradise played Hawaiian tunes on ukulele and steel, electric, and rhythm guitar, BALC members received traditional island greetings of a lei and an "Aloha" and settled in for an evening of dance and entertainment.

BALC President Bob DeVries opened the ceremonies with a rousing "Aloha!" and introduced Past President Joe Morano, who spoke about the nomination process for the upcoming Board of Directors election. Nominations closed that night and voting would begin on September 18th.

Bob then introduced Debora Compean-Zrinski, VP of Operations, who gave the invocation and led the pledge of allegiance. The band resumed playing and the hotel staff served dinner.

As sunset approached, the dancers conducted an island-to-island revue, first stepping out to represent the island of Tahiti. Clad in bright red *pāreu* skirts rolled at the waist, coconut brassieres, and headdresses of deep-green leaves, four female Pualani's

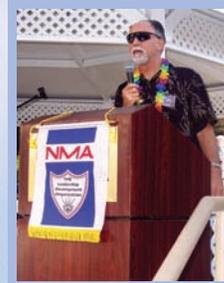
dancers delivered a hip-swinging, high-octane performance.

Next, shaking the *`uli`uli* (a feathered gourd rattle), two members of the troupe appeared in strapless, long green floral dresses to dance a traditional Hawaiian dance of greeting to the shores of Hale`iwa beach in O`ahu. They smoothly transitioned to the Hawaiian War Chant, which the narrator described as "very upbeat for a war chant." Their warm smiles added to the energy of the dance, and the audience responded with applause and cheers.

A single dancer—musical *ipu* gourd in hand—took the stage in a long, light-green dress and performed a graceful dance from the island of Maui. Joined by a young man, they danced a romantic celebration of young love.

As the sun faded behind clouds gathering over distant Palos Verdes Peninsula, Pualani—in a black-and-white print dress with a garland of white flowers in her hair and strands of hibiscus draped across her shoulders—dedicated a lush, languid dance from the shores of Hanalei in Kauai to our own Jason Monroy.

A male member of the troupe, in green Hawaiian shirt and navy shorts, danced the fun-loving and justly famous Hukilau, pulling two brightly garbed ladies from the



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From Your President's Desk . . .

At the mid-year point of this year, pause to reflect on the many BALC accomplishments in 2006. Our membership has enjoyed numerous activities with great participation and excellent programs. Small innovations, such as having pre-dinner background piano music will continue throughout the year. And mark you calendars (if you haven't already done so) for our annual Holiday Party on Saturday December 9, at the Queen Mary Hotel in Long Beach. You may reserve a room at the Queen Mary at \$149 per night if you desire to stay the night on Saturday, December 9, 2006.

Our annual Luau was held in August at the Long Beach Marriott. The Polynesian dancers held the attention of everyone in attendance and their entertainment was better than ever. The tropical drinks were enjoyed by many members as the torch-wielding male dancer lit up the night. The women wore grass skirts and coconut tops; their graceful moves kept us dreaming of the islands. Attending this pool-side evening event is a great way to end the work day with a relaxing atmosphere, a great show, all in good company.

Although July is always a BALC dark month, many plans for continued improvements are under way. Inviting James Kelly, pilot of the return-to-flight Space Shuttle, to speak in September was an exciting way to begin the second half of the year. September is also an open enrollment month for BALC.



Bob DeVries

Plans for the annual Western Night dinner in October bring out many members and guests as everyone gets to wear their Western duds and be served by Boeing executives. If your busy schedule has prevented you from coming to the dinner meetings, I encourage you to show at Western Night to get in some quality networking.

Another activity that is held annually at mid-year is the nomination and election of the new BALC board of directors. About one-half of the board is cycled through each year because board officers are elected for a two-year term. A person can hold the same board position or a combination of several for a total of four years. This is the reason why member's see new faces and get new ideas generated in the BALC board positions. All board members work hard at their respective responsibilities. The next time that you have a chance to speak with a board member, let them know if

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New Horizons

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

From Your National Director's Desk...

So you've always wanted to be a Certified Manager (CM), but don't know how to start...perhaps my related experience will help. Back in March 2006, I joined a group of BALC Board members who were going to study together to prepare for the three two-hour CM exams (120 multiple-choice questions each) which an applicant must pass to become certified.

But first we had to submit an application (<http://www.icpm.biz/>) to the Institute of Certified Professional Managers (ICPM) to prove that each of us had the education and experience to be eligible for these exams. What does that take? You need a minimum of 10 eligibility points, determined as follows:

Education

- High School Diploma 1 point
- Associate Degree 2 points
- Bachelor's Degree 4 points
- Master's Degree/Doctorate 5 points

Experience

- Non-Management Experience 0.5 points/year
- Management Experience 1 point/year

You count the points for your highest level of education plus your experience points to get your eligibility rating. Thus, if you have a Master's Degree with five years of management or ten years of non-management experience (or any other combination of points adding up to 10), you can apply for the exams. You also need to provide a transcript (or other

substantiation) for your college courses, and to have your manager or HR sign a form to validate your experience.

In addition, you need to pay for the exams (\$100 each) and application processing (\$75) yourself since Boeing's Learning Together Program does not cover certification. BALC has a limited number of CM study manuals which you can use to prepare for the exams, and your application – once approved by ICPM – also gives you access to a series of online study aids and practice quizzes (one for each of the 28 chapters that make up the three CM manuals).

The first manual provides a comprehensive overview of the Foundations of Management, and covers such topics as the management process, manager and entrepreneur characteristics, diverse employees and environments, global environment, ethical behavior and social responsibility, communication, information systems and economics. The second manual focuses on Planning and Organizing skills and addresses strategy, operations and project management, decision-making, work and structure organization, effective team management, effective meetings, HR and feedback. The third manual on Leading and Controlling skills includes leadership and management, motivation, empowerment and effective delegation, managing change and culture, conflict resolution and solutions, time and stress management, controlling, operations control, financial information and accounting, and financial planning



Pete Kurzhals

and budgeting. All manuals are augmented by excellent real-world examples and exercises to test your skills.

By mid-July 2006, we had all submitted our applications and received the CM manuals, so we were ready for the fun to start. Each of us read and made notes on 3 or more of the CM manual chapters and took the associated practice questions in the manual, before meeting for a joint after-work session to review and discuss the online training material (<http://icpm.pageout.net/>) and to jointly take the corresponding online quizzes. After completing a manual, we then met again to take all the manual and online quizzes before moving on to the related CM exam. When you are ready to test, you can request an exam passcode from ICPM. You then have several days to take the actual exam online. You can, of course, also take paper exams as a group, but we decided to go with the online version since that was easier and more flexible than trying to get everyone together for a paper exam.

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Missing Science Camp: Memories from SSC

By: Justin Weiler

This year was the 15th anniversary of the Summer Science Camp (SSC) program. For the 446 students who attended, over two-thirds of whom were first time ‘campers’, they were given the opportunity learn about solar bodies and their own bodies. Some were able to build volcanoes, while others were able to experiment with electricity (in a very safe environment).

While SSC is all about promoting science and math to the students, for the volunteers, there is something else to it. For many volunteers, SSC provides a rare opportunity to share the knowledge one has gained about a subject they are passionate about, while for others, SSC provides the opportunity to teach the children of tomorrow and to share in their joy as they learn new things.

As a past Workshop Lead in the camps that took place in 2004 and 2005, I have many fond memories of my time at camp. Being someone who wanted to eventually be a teacher later in life, SSC gave me the opportunity to experience something I had not planned for at least 30 more years.

My introduction to SSC began with an e-mail from Marie Mungaray in April 2004.

In her e-mail, she said that there was a weather-based workshop, *Exploring the Invisible Sea*, that was open and if I would be willing to teach it. Not having any real science experience or science education, but being a decent public speaker, I agreed. I thought that

I would just read from the workshop and that would be it.

I was wrong on day one.

My workshop was designed for 7-8th graders, but my class was 3-4th graders. It proved to be a little problem. After that first day, I was all out of material that the students could understand. I also had five more days totaling 30 more hours with the students. So I did what any rational, wannabe teacher would do: I went to the library and got two dozen children’s science activity books.

That night after camp, with the next day of class in less than 16 hours and feeling tired, I searched through the books and found many weather based experiments that could be done with the children. The experiments ranged from building volcanoes, testing the strength of air and building solar hot dog cookers.

By 3:00 a.m., the second day of camp less than six hours from starting, I had my plan for the remaining five days. All I lacked was the supplies.

Thanks to the incredible volunteer team Marie put together that took care of supplies, as well as having 30 minutes for lunch and being close to Albertson’s, I was able to get the supplies I needed for the workshop, and I made it through the next five days.

As the last student left my class on the last day of camp, I felt relieved and proud. I taught 20 students for six days at SSC. The only thing I had to worry about, like every teacher, was the student’s

feedback on performance.

Two months later, I got the performance review sheets and they were positive. Even better were the personal comments about how they enjoyed the experiments, especially the volcano and solar hot dog cookers.

Over the next six months after SSC, I re-wrote the workshop over, adding games and experiments. I also taught a shorten version of the workshop at Educator Enrichment Day, an event that shows current and upcoming teachers the experiments we do at SSC.

By the time SSC 2005 rolled around, I was better prepared for camp. The only surprise at that camp was finding a love note that a camper had left under his desk for another female camper. Sixth graders!

In my life so far, I have had the opportunity to experience many things. From climbing the Great Wall in China to seeing the Eiffel Tower in Paris, these are all moments I treasure. But right up there with those moments and memories, I can always smile when thinking about playing that first game of ‘Water Racers’; I still get a slight cringe when I smell anything remotely close to that of baking soda and vinegar; and I can still remember hearing my first “Mr. Weiler, can we try that experiment again?”

Those are just some of the moments I had when I volunteered to teach at SSC and it is always those moments that make me long for and miss science camp.

Summer Science Camp 2006



Summer Science Camp workshops and activities were held on three successive Fridays and Saturdays in late July (July 14-15, July 21-22, and July 28-29)

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.

Spotlight Member

by Dave Andersen



Debora Compean-Zrinski

Meet **Debora Compean-Zrinski**, who is a Procurement Agent with Supplier Management and Procurement and works in the Outside Manufacturing Department in Huntington Beach.

Debora was hired on March 10, 1980 in Human Resources at McDonnell Douglas Automation Company which was located in the Long Beach Facility, She was involved with hiring new employees and recruiting from Colleges all over the United States.

In August of 1982, Debora decided she needed a change and came to work for the Operations Department in Huntington Beach as an Operations Control Analyst. In that job she kept statistics of all jobs that Operations were doing in the shop. She really enjoyed her job and working around the large machines. Debora went to Long Beach and Torrance to transfer work to Huntington Beach so there would not be a break in production and to keep a steady flow of work. In 1985, Debora was offered a job as a Buyer and has been in Procurement ever since.

Debora joined the Huntington Beach Management Association (HBMA) in 1985 and has been a booster most of that time. She has been the Dinner Count Manager, Booster Manager and now Vice President of Operations, and will reside on the Board in 2007. She enjoys the interaction of people and networking during General Membership meetings and getting to know who our members and Executives are.

Debora's passion is volunteering with *Project Love* and working with Indian children. She has been involved with this non-profit organization since starting with McDonnell Douglas, now Boeing. She volunteers for numerous events inside and outside of Boeing like *Habitat for Humanity*, and the winter and summer *Special Olympics*, just to name a few.

Golden Corner

Dear Alumni and Retirees,

I really can not believe summer has come to an end and we are starting our 9th month of the year. I hope everyone had a wonderful Labor day and it was a very safe holiday. Before you know it we will be celebrating Thanksgiving, Christmas, and New Year's Day 2007. Where has the time gone? I have heard from quite a few Alumni/Retirees who would like to continue receiving the dinner flyers and New Horizon Newsletters that we send out periodically. We are more than happy to send these to our members and have now decided, after the next issue, to reduce the quantity we send out according to the responses we received. If you did reply you will continue to receive these publications hopefully without interruption. If you hear that someone would like to receive these but has not responded, please let us know. As we start the 3rd quarter of 2006 may you enjoy the remainder of the year. Stay healthy, safe and happy. Bless you all.

Regards, Al Getz

From Your President's Desk . . .

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you appreciate the work that they do. If you are unsure of what each one of us does, ask us at the next opportunity and we will be happy to discuss our activities with you. If you are interested in becoming more involved with BALC in a particular area, contact any Board member. Involvement can be volunteering to help at one event, serving on a committee or even becoming an alternate to a Board member. These opportunities can

be tailored to the amount of time you want to volunteer. Plus you'll have a lot of fun!

Since November is a dark month for dinner meetings, check out the BALC website for some Professional Development opportunities or some entertaining Special Events. If you enjoy golf tournaments, please contact the BALC team working on our first annual golf tournament. Call Dave Andersen at 562-593-9515

if you have some expertise in organizing such a sporting event.

On Saturday, December 9 the BALC will return to the Queen Mary for another festive holiday celebration and casino night. A highlight of the holiday season—make sure that you save this date on your calendar. The Board is already working on a sumptuous menu, floral decorations, door prizes, and high stake casino games, so get ready to party!



Island Breezes — the August Luau GMM

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audience to dance with him.

Leaving the islands of Hawaii, the dancers transported us to New Zealand. A solo dancer with a red print shirt peeking from beneath kneed-length strings of white beads performed a dynamic dance to a Maori action song. Her red flower lei and matching hair garland lent the dance a fiery look. Three dancers succeeded her, wearing long black dresses and swinging poi balls (two tennis-ball-sized spheres of white yarn connected to red, white, and black woven cords). Their very soothing dance was followed by an energetic “long poi” dance by a muscular young man who managed to swing four poi balls like counter-rotating bolos.

With night descended, the time grew nigh for the highlight of the evening: the fire dance, which the older male trouper performed with madcap glee. Looking battle-ready in a yellow breechcloth with ti-leaf anklets and neckwear, he swung a lighted staff with skill and precision. Whether clasped comically between his thighs or twirling like a flaming shield, the searing devil stick lit up the poolside night air to the delight of the audience.

Following that show stopper, the ladies returned in Tahitian outfits consisting of white skirts rolled at the hip, white shell necklaces, and white feathered headdresses. This time, it was the men's turn to be embarrassed as photographer Joe Olmos and three

others were pulled onstage and compelled to perform. At the end of the dance, Joe was surrounded by the four lovelies—what a Kodak moment!

After the last dance—from Bora Bora—Pualani's Polynesian Paradise closed its evening of entertainment with an audience-participation rendition of the classic *Aloha 'Oe* and a thank you to Jason for inviting them back. Bob DeVries closed the ceremonies by announcing that astronaut James Kelly would speak at the September meeting.

We thank Pualani's Polynesian Paradise, too, for putting on a thrilling and fun performance and wish them a fond *aloha*.

From Your National Director's Desk...

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The exams are tough and you really have to read the questions carefully to make sure you don't pick the wrong answer. You also need to have a good understanding of the manual contents and terminology, some of which I had not seen before in other sources. I found it very useful to go through each manual page-by-page, and to extract all the key terms, definitions, breakouts and examples as a set of crib notes. That reduced the amount of information I needed to recall from more than 200 pages to fewer than 20 typed pages... much easier to review, comprehend and remember, and good enough to pass the exam.

After you complete the online exam, you can get an immediate Pass (P) or Fail (F) grade and the total number of questions you answered correctly. ICPM grades

the online exams once a month (on the 15th day), so you want to plan your test taking accordingly. About a week after that, you will receive a written evaluation which provides you with a score (1-5) for each manual chapter, along with your overall grade. While ICPM does not reveal their scoring criteria, a score of 4 or 5 per chapter indicates a good understanding of chapter contents; and a 3 indicates marginal understanding. A score of 1 or 2 means that you need much or moderately-more training, respectively, and – if you get several of these – you will probably have to retake the exam. You can do so by paying \$50 for each retest.

Why go through all that trouble and expense? The CM rating is an internationally-recognized credential that certifies you have

all the management skills needed to be an effective manager in a broad range of business situations. Many companies, such as Lockheed Martin, are also citing the CM as proof of relevant experience in their proposals where it can help in the evaluation of their key personnel. And, within the NMA, the CM is displayed on all badges and programs to recognize your accomplishment of this key milestone. Beyond that, I believe that you will truly be better prepared to tackle any leadership challenge in your work, once you have completed this training.

So, if you aspire to be a leader and manager in the future or want to validate your current management skills, I would strongly recommend that you consider taking the CM journey.

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.

Please visit our Boeing Aerospace Leadership Chapter Website

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

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

NMA Breaktime – An Electronic Newsletter

<http://nma1.us/breaktime/2006-02/>

MANAGE Online – A Management Magazine

<http://nma1.us/manage/2005-08/index.htm>

Special Events

current as of October 2006

*Mark your
calendars!*

BALC Event	Location	Date	Time	Section	Member/Non-Member Price	Reservation Deadline	Contact
Lakers vs Seattle	Arrowhead Pond	10/12/06	07:00 PM	Upper Level 400 section	\$39-\$41	SOLD OUT	Erol Kok
Lakers vs Denver	Arrowhead Pond	10/26/06	07:00 PM	Upper Level	\$39-\$41	SOLD OUT	Erol Kok
Riverdance	The OC Performing Arts	11/12/06	01:00 PM	Orchestra	\$62-\$64	10/13/06	Myra Medina
Wine Classic	Anaheim Hilton	11/12/06	02:00 PM	N/A	\$50-\$55	11/03/05	Myra Medina
The Marvelous	El Portal Theater	11/26/06	03:00 PM	Orchestra	\$35-\$36	11/03/06	Myra Medina
Lakers vs Houston	Staples Center	12/15/06	07:30 PM	Upper Level	\$30-\$32	12/05/06	Erol Kok
Disney on Ice- The Incredibles	The Anaheim Pond	12/30/06	3:30 AM	Lower Level	\$24-\$25	11/27/06	Myra Medina
Rose Parade 2007	Pasadena	01/01/07	8:00AM	Row F-H	\$80-\$83	12/10/06	Myra Medina
Lakers vs Orlando	Staples Center	01/12/07	07:30 PM	Upper Level Section 322	\$30-\$32	01/02/07	Erol Kok
Smuckers Stars on Ice	The Anaheim Pond	01/20/07	07:00 PM	Upper Level 400 section	\$44-\$45	12/15/06	Myra Medina
Clippers vs Minnesota	Staples Center	01/27/07	7:30PM	Upper Level Section 304	\$26-\$28	01/19/07	Erol Kok
Harlem Globetrotters	The Anaheim Pond	Feb 2007	TBD	TBD	TBD	TBD	Myra Medina
The Full Monte	Carpenter Theater	03/03/07	02:00 PM	Lower Level	\$33-\$35	01/26/07	Myra Medina
Lakers vs Dallas	Staples Center	03/11/07	TBD	Upper Level	\$30-\$32	02/26/07	Erol Kok
Lakers vs Minnesota	Staples Center	03/18/07	06:30 PM	Upper Level	\$30-\$32	03/09/07	Erol Kok
Lakers vs Denver	Staples Center	04/03/07	07:30 PM	Upper Level	\$30-\$32	03/23/07	Erol Kok
Clipper vs Denver	Staples Center	04/07/07	07:30 PM	Upper Level	\$26-\$28	03/30/07	Erol Kok
Mamma Mia!	The OC Performing Arts	2007	TBD	TBD	TBD	TBD	Myra Medina

Miraflor (Myra) Medina - (714) 372-5006 Erol Kok - (562) 797-5275
JoYvonne Bragg - (714) 372-4129

A Brief History of the National Management Association

The NMA is a professional leadership development organization headquartered in Dayton, Ohio. The Association is a national, not-for-profit organization serving over 22,000 customers nationwide. Members belong to company-based, in-house chapters, or are members of community chapters. An Individual Membership Program is also available.

NMA's founder, Charles Kettering, became a pioneer in human resource development when he introduced the idea of professional development for first line supervisors in Dayton in 1919. That idea was so significant that it rapidly spread across the nation, and the National Association of Foremen was formed in 1925. In the late '50s, the Association adopted a broader mission to include all levels of management. In today's team environment, we have many chapters that operate as employee organizations open to all employees and others that operate as community organizations open to all professionals within the local community. Consequently, the professional development of individuals, central to the founding of NMA, can now reach all levels of the organization!

Through the chapter-based experience, NMA provides management and leadership development opportunities to help sponsoring organizations discover, develop, and showcase leadership talent.

NMA's customers span the entire United States. Most are from nearly 100 affiliated chapters representing organizations such as healthcare, utilities, manufacturing, communications, government, aerospace, and defense.



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