

Boeing Leadership Association of Southern California

New Horizons

Jun 2019 – Dec 2019



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June GMM Top Leadership Night:



Pictured: Bill Cusato

The June GMM was held at the Long Beach Airport Marriott. Moses Escobar, The Boeing Companies 767 Senior Deputy Fleet Chief, introduced our keynote speaker, Bill Cusato.

Bill Cusato is the Director of 'The Boeing Company' Commercial Aircraft Systems 747/767/Out of Production Fleet Chief Office. Other positions include: Boeing Director of Airframe Service Engineering and Operations Center; FedEx Managing Director- Aircraft Maintenance-Western USA; Sr. Manager-Aircraft Maintenance, Manager-Structures Engineering and Accident Investigation and Aircraft Recovery. Additionally he held positions at Boeing/McDonnell Douglas in RAMS (Recovery and Modification Services) and as an MD-80 Aircraft Mechanic. He holds a Master of Science degree in Safety and Risk Management, a Bachelor of Science in Aerospace Engineering, A&P

Mechanic certification, and a Private Pilot's license.

Bill's presentation included his personal leadership philosophy for success. This includes creating a safe learning culture that fosters open communication and collaboration to energize sustainable continuous improvement for maximum team performance. These qualities are always valued by customers and promote personnel development in the organization.

Bill spoke about his personal experiences and the opportunities given to him as he practiced good leadership behaviors throughout his career. To master the best leadership processes requires commitment and practice. To support this task, a reading list was provided on the topics Bill considers to be vital for developing and

managing an organization. The reading list consists of the following: The Five Dysfunctions of a Team by Patrick Lencioni; Win Forever by Pete Carroll; Navigating Change by Gary Gore; Sense of Urgency by John Kotter; Tribal Leadership by Dave Logan, John King & Halee Fischer-Wright; Conversational Capacity by Craig Weber; Emotional Intelligence 2.0 by Travis Bradberry; Semper Fi by Dan Carrison & Rod Walsh; Do Nothing by Keith Mumighan; Turn the Ship Around by Capt. David Marquet; and Leading in a Changing World by Keith Coats & Graeme Codrington.

During the dinner meeting Steve Stakley, BLASC Board of Director officer was recognized for his upcoming completion of an executive PhD in Organizational Leadership. Also, everyone enjoyed a vintage movie clip Bill provided 'Room to Play' showing the Harlem Globetrotters playing basketball on an early model of a Boeing 747. Bill answered questions about his work at The Boeing Company and his leadership journey, and networked with the audience after the presentation.



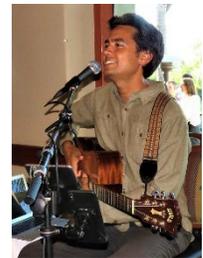
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Contributed By: Steve Stakley

August GMM Awards Night:

The Old Ranch Country Club in Seal Beach was the venue for the 2019 Awards and Recognition General Membership Meeting held on Tuesday, August 27. With the musical talents of Kevin Miso playing in the background, guests were treated to a delicious south-of-the-border buffet.

The evening's agenda was full-awarding high school and college scholarships, acknowledging the efforts of the BLASC Boosters and presenting special awards to two levels within NMA.



Kevin Miso

BLASC has partnered with the Mossman Family for the past 21 years. In 1999, when Diana's husband Mike passed away at work, she established this award in honor of her husband. The award also served to show the love that Mike had for his son Taylor and for education.

Mike led by example, obtaining his MBA degree from Claremont College. He also encouraged cooperative students with universities such as Cal State Long Beach, Cal Poly San Luis Obispo, USC, UCLA and Georgia Tech.

With his education, Mike's career successes included developing the DC-10 Propulsion Integration and Advanced Design, assisting in the design of the Ultra-High Bypass Program, Commercial versions of the C-17, as well as other improvements and derivatives of the C-17 Program.

Perhaps more importantly, Mike was known for his energy, enthusiasm, "never quit attitude," and the love for his family.

The Mossman Award is presented to the first place winner with the highest overall score among all the finalists. That evening Diana Mossman proudly presented the Mossman Award to Julian Murillo who will attend California Polytechnic State University at San Luis Obispo majoring in computer engineering. His hobbies are playing soccer, biking as well as catching up on the latest innovations in the tech industry. Julian aims to have a successful career as a computer engineer and effectively contribute to the rapid progression of computer systems. Julian's mother Yvette and sister Kiara were delighted to share in the excitement of the evening.



Left to Right: Kiara, Yvette, Julian, Diana and Kim

Christopher Pavloff was honored with placing second in the High School Category. He competed in cross country and track and field, earned the rank of Eagle Scout, and is an environmental and political activist. Chris will be attending UCLA in the fall as an undeclared major in the College of Letters and Sciences. As of now, his particular interests are in studying Moral Psychology and possibly minoring in Film Studies. He is passionate about the global mental health crisis confronting society and wants to contribute his efforts to the cause by educating others about this issue and providing support to those who need it.



Left to Right: Christopher and Kim

The two top college level scholarship winners were Rachel Boucher who placed first, and Rebecca Annella placing second. Rachel is starting her second year at Benedictine College, a private school in Atchison, Kansas, where she is studying nursing. After graduating, she plans to return to California to practice nursing in Orange County. She enjoys spending time with family, friends, reading, playing the piano and spending time outdoors and at the beach.

Rachel was unable to attend, however, sent her appreciation with the following--"I am honored to accept this scholarship! Boeing has been a big part of my family (seven of my relatives have worked there at various times), so it means a lot to me to receive this award. I am disappointed I couldn't attend tonight, but I am extremely grateful for the dedication and hard work of everyone involved with BLASC for making this competition possible. Thank you!"



Left to Right: Rebecca parents, Rebecca and Kim

Michael Annella and wife Lauri were present to celebrate Rebecca receiving second place. Rebecca is a full time student at Long Beach City College working on her last semester majoring in Fashion Design. She will continue working at Pzazz Productions where she has worked while in high school and plans to transfer to Cal State University Long Beach for a Bachelor's Degree. She is happiest when she is creating!

BLASC Boosters were recognized for being the "comm center" in relaying information to members and community. Many thanks to Maureen Greenwood-Hamilton, Kyle Hayashibara, Dwayne Henry, Roberta Ingels, Michael Kay, Mark Lebrecht, Michael Louie, Daniela Nau, Sukhbir Sandhu, Cindy Serafin, Cheryl Smith, Steve Stakley and Kanu Vyas!



The BLASC Board of Directors, executive advisors and awards committee selected nominees and final award winners in two levels within NMA.

Daniela Nau had the pleasure of presenting three awards. At the BLASC chapter level, Dwayne Henry was honored with the 2019 BLASC Star Award, Lacey Jones was granted the 2019 BLASC Volunteer of the Year Award, and Kim Talor given the 2019 BLASC Leader of the Year Award.



Left to Right: Daniela and Dwayne



Left to Right: Lacey and Daniela



Left to Right: Daniela and Kim

At the local level, recognition is awarded by the Southern California Area Council (SCAC) that is made of several local Southern California chapters. Daniela Nau, past president of BLASC was presented with the NMA Member of the Year by Avis French. The NMA Member of the Year award is to recognize an individual for their efforts that have enhanced the effectiveness of their chapter and/or council and advanced the purpose and the image of NMA.



Left to Right: Avis and Daniela

The Gold Knight Award is the highest award NMA Councils can bestow upon an outstanding executive. The nominee must be an executive whose reputation for outstanding leadership is well-known in the area served by the chapters comprising the Council. Gold Knight recipients model the way, inspire shared visions, foster the development of others, and celebrate peoples' achievements.



Left to Right: Lindsay and Jason

This year's SCAC 2019 Gold Knight of Leadership Award was presented to Jason Hatakeyama by Lindsay Heddon, President of SCAC.

Congratulations to ALL of the 2019 award winners!

Contributed By: Kim Talor

Oct GMM Aviation Night, "Shot Down" by Steve Snyder:



Pictured: Steve Snyder

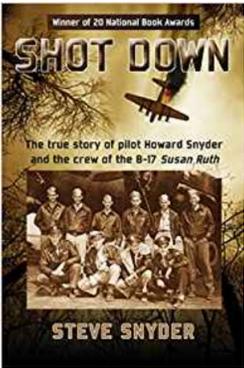
Steve's dad, Howard Snyder, was the Commander and pilot of a Boeing B-17. Steve learned much of the story of the crew and the Susan Ruth, as the plane was named, late in his dad's life and from people in Belgium and France who had known his dad. Steve describes his mission and passion today as being, "to educate, preserve and inspire".

Aviation Night was a festive themed dinner event, with people dressed in flight suits and as ramp personnel. Kim Talor kicked things off. She had met Steve at Mid-Atlantic Air Museum's World War II Weekend held at the Reading Regional Airport in Pennsylvania, only to find that he lives in Seal Beach. Below are various pictures of attendee's to hear Steve's story of is dad.





Steve told the story of how Howard had become a pilot and of the crew he commanded in the Eighth Air Force, 306th Bomb Group stationed at Thurleigh, England. They had many missions deep into Germany. When his B-17 got shot down, they also shot down the German fighter. Of the crew of the Susan Ruth, two men died, three were captured and became prisoners of war. Three men evaded the Germans for two months but were betrayed, captured, and shot. Two men, including Howard evaded capture and were missing in action for seven months, aided by several people in Belgium who risked their lives to do so. Howard even fought with the French Maquis, before returning to England and finally to his wife.



Steve met many people who were part of Howard's story, as he was researching for the book, Shot Down, including the German fighter pilot. This provided a deep richness to this historical account.

A big shout out to Financial Partner Credit Union (FPCU) for their \$5000 donation to our BLASC Scholarship fund. These funds are distributed to our scholarship award recipient winners as part of our annual scholarship competition program.



Contributed By: Glenn Button/Dwayne Henry

Dec GMM Hollywood Themed Holiday Party:



On a cold December evening with twinkle lights, wreaths, Christmas decorations and trees galore, the evening's festive event was held on the beautiful Queen Mary in Long Beach. A photo booth, Buffet dinner (roasted turkey, honey glazed ham, beef wellington, potato bar, cookies, pies, sweet treats and ice cream), music and dancing plus a favorite, Casino play with Black Jack, Craps and Rolette kept each attendee busy. There were plenty of opportunity drawings from Laker Tickets, Coca-Cola gift basket, Gift cards, Wine Basket and Mystery Bags for the lucky one with the correct ticket. Below are attendees enjoying the evening.





Our annual toy donation benefited the Harbor UCLA Harbor General children's ward with over 120 toys/gifts. The toys benefits the Child Life program, which was established to assist children coping during their hospitalization stay. The toys and gifts were delivered to the children's ward Child Life Playroom for children who are undergoing surgeries, chemo, and other treatments. Thanks to all who brought and donated a toy.



Donated toys



Left to Right: Kim Talor, Danny Kumano, Corine Kumano, Vera Fair, Maria Passaseo and Oscar Ceron



Left to Right: Corine, Melissa Hebron, Director and Shari Ottenstein



Left to Right: Corine and Mary Hall, Pediatrics

Our holiday party is always a crowd pleaser and it gives members and guests a reason to get dressed up, put on their dancing shoes and have fun.



Contributed By: Dwayne Henry and Corine Kumano

National Directors Message:



Perfection or Progress?

We have all been told to strive for zero defects or to produce perfect products. This is especially good and necessary when other lives are depending on the results of our work. Do the same goals and objectives apply when working with people or organizations? I have had various people recommend a Learn-Do-Learn-Do, or a Huddle-Play-Huddle-Play, or to take an agile approach toward incremental progress. Just as a document progresses from one person's draft to a team's reviewed work to an organization's released product with everyone contributing to its first time quality, so individuals make the most progress with

the input, mentorship and guidance of others supportive of their development.

What would the effect be of requiring perfection in the way our teams perform? Would anyone take risks or innovate, or just play it safe? Has there ever been a perfect interchange between people? Instead, extend the grace each person needs to grow into a better version of themselves. Discuss what went well, what resulted in disappointments, and what improvements are needed.

As each calendar year draws down, it is appropriate to evaluate what was accomplished, and to begin laying out plans for the coming year. These should be done in every area of our lives – career, family, financial, health, education, etc. There may have been failures. What was learned and what is being done to recover what was lost? There may have been successes. Did each contributor get acknowledged and celebrated? Looking to the future, what will be the most important things to learn and improve and accomplish for each team member, and for the team as a whole? Instead of setting goals for others, empower them to develop their own goals which benefit the team and the organization. Individual conversations can then refine those goals, balancing challenge with an expectation of accomplishment.

In the years we have on this earth, we should always be in the business of helping people grow into more of the potential which was created within them. Does this mean we can expect them to be flawless by tomorrow? No. Remember that it took us a few years to become the amazing leaders we are today (and it is still a work in process). Setting goals at the beginning and evaluating at the end leaves out the most important element – that of coaching, mentoring, guiding, correcting and encouraging frequently and regularly along the way. Good mentors are busy, so seek them out. These are the Learn and Huddle parts of Learn-Do-Learn-Do and of Huddle-Play-Huddle-Play.

As Arthur Ashe said, "Success is a journey, not a destination." Help each person to see, as Zig Ziglar observed, that they have been "designed for accomplishment, engineered for success, and endowed by our Creator with the seeds of greatness." If you help them make each day more successful than their last, celebrate the victory together!

Contributed By: Glenn Button

BLASC SPOTLIGHT:

Cindy Serafin

Cindy started her career with Financial Partners Credit Union (FPCU) in 2006 and in 2015 became responsible for overseeing the Express Service Offices, 3 of which are located on Boeing Campuses. In 2008 she joined NMA and in 2015 joined NMA's Chapter BLASC. Throughout the years, she has attended the General Membership Meetings (GMM's) and in 2019 decided to get more involved with BLASC and was elected to the Board of Directors as Vice President of Retirees.

In her current role at FPCU she is responsible for supporting and growing the offices located on the Boeing Campuses. FPCU frequently sponsors events and educational seminars on and off campus. It gives her great pride knowing that her and her team are helping Boeing employees with their financial needs and building lifetime Financial Partnerships. She enjoys participating in Boeing's e-week, car show and fire prevention week as well as supporting Employee Community Fund (ECF).

She recently got married, has two beautiful children and has one on the way! In her free time she enjoys reading, working out and loves being able to travel somewhere new each year. She enjoys spending time with her family but also enjoys an adult night out with friends and family.



UPCOMING BLASC EVENTS

General Membership Meetings:

Jan is Dark

Dinner information to be announced soon.

Special Events:

Disneyland/Star Wars Land- January 30th – February 2nd 2020 (RSVP by July 15th 2019)

Hamilton, Pantages Theater, LA- August 23rd

Check our Web Site Calendar regularly for new and exciting events throughout the year at <http://blasc.us/calendar.cfm>

NMA UPDATES

NMA Web Site:

Want to know more about the National Management Association? Visit the link at <https://nma1.org> and find information on Leadership Development, Chapters/Councils, Professional Development, Conferences/Workshops and more.

Member links include Facebook, plus google, twitter, LinkedIn, YouTube and email

BLASC VISION AND MISSION

Vision: *Building organizational partnerships that accelerate leadership development in our workplace and our communities*

Mission: *Inspire, develop and connect leaders by providing growth opportunities for our members and contributing to our community through:*

- *Hosting motivational and entertaining social events to foster unity*
- *Providing accelerated training and development opportunities to drive business and professional success*
- *Partnering to provide and enhance talent development for our Boeing sponsors*
- *Investing in charitable causes and exceptional students*
- *Strengthening NMA locally and globally*

NMA VISION AND MISSION

Vision Statement

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

Mission Statement

NMA offers leadership development products and creates opportunities that maximize the potential of our members, sponsoring organizations, and communities.

NMA 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 Free Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future
 - I will recognize that leadership is a call to service
-

2020 Board of Directors

The 2020 Board of Directors is comprised of newly elected and returning members. Let's give a big welcome to the following:



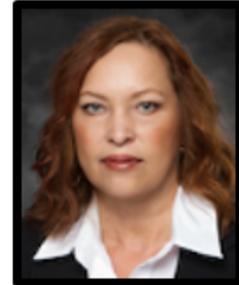
Kim Talor
President



Christa Wolfinbarger
Past President



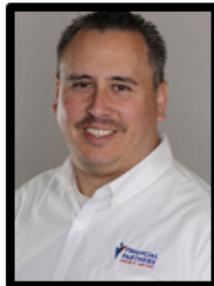
Steve Stakley
VP Programs



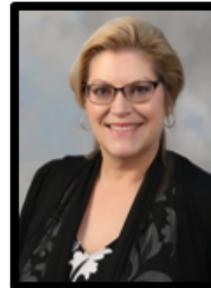
Daniela Nau
VP Community Service



Roberta Ingels
VP Member Services



Ernest Wright
VP Finance



Corine Kumano
VP Special Events



Cindy Serafin-
Marquez
VP Retiree/Alumni
Member Services



Robert Noel
VP Professional
Development



Lindsay Heddon
VP Operations



Dwayne Henry
VP Communications



Glenn Button
NMA National Director