



Boeing Aerospace Leadership Chapter

New Horizons

NATIONAL MANAGEMENT ASSOCIATION

May-June 2004

Harry C. Stonecipher, Boeing's Top Executive



Harry Stonecipher spoke about the transformation of the company into a broad-based aerospace company with a balance between commercial and military programs.

A resounding welcome was offered to Harry C. Stonecipher, Boeing President and Chief Executive Officer, at Top Executive Night 2004 on June 22. The attendees included nearly 1,100 members and guests of the Council of Boeing Leadership Associations (CBLA): Boeing Long Beach Management Association, The Boeing Aerospace Leadership Chapter, the Boeing Antelope Valley Chapter, the Valley Chapter (Canoga Park), and the Anaheim Chapter. Before locating their seats in one of the two Disneyland Hotel ballrooms, the sounds of Boeing employees networking echoed through the reception areas. Harry circulated through the crowd, greeting guests, posing for

photos, and answering questions.

The evening program began with a Call to Order by Felie Beaty, President, Anaheim Chapter. Soliciting a "volunteer" to stand from each table, Felie announced that these somewhat reluctant, but lucky, volunteers would be awarded with the table centerpieces. Sometimes it pays to volunteer! The Pledge of Allegiance was led by Mike Patricelli, President, Boeing Aerospace Leadership Chapter. The dinner service featured an attractively presented grilled chicken dish, topped off by a dessert of flan. Social interaction over a delicious meal afforded members another opportunity to network and spend some quality time with Boeing employees from all over the Southern California area.

The Program continued with a Call to Order by Jim McCaslin, Vice-President, Boeing Long Beach Management Association. Sigrid Jones, President, Valley Chapter, introduced David Swain, executive vice president of The Boeing Company and Chief Operating Officer of Integrated Defense Systems.

Mr. Swain defined four aspects of leadership that Harry Stonecipher possesses: integrity, passion, ownership, and skills. Swain said Harry's integrity is characterized by the fact that he always keeps commitments. Those who are close to Harry never question his passion, because he is such a firm believer in the aerospace industry and the defense of our country. Harry

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Boeing employees and guests enjoyed networking time with Stonecipher.

Boeing Aerospace Leadership Chapter

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Boeing Aerospace Leadership Chapter Membership Benefits

The Boeing Aerospace Leadership Chapter (BALC) has just concluded a very successful membership drive. Over 100 new members realized the benefits of being a member of the BALC. There are numerous benefits and I would like to share a few of them with you.



Mike Patricelli

Practical Leadership Development for Employees: Members are able to develop and enhance their leadership skills by participating in BALC chapter activities that focus on community activities, support to local educational programs, professional development seminars, or projects that support a board member. These skills, once mastered in the BALC setting, are readily transferable to their organizations.

Opportunity for Direct Dialogue with All Employees: Monthly meetings provide vital two-way communication between members and upper management. Networking at the dinner meetings allows members to communicate with their friends and co-workers outside the formal work setting.

Cross-Organizational Teaming and Problem Solving: By opening membership to all Boeing employees, the BALC informally facilitates diversity and cross-organization initiatives. In the chapter setting, members come together and find themselves addressing overall organizational or community issues.

Mentoring and Empowering: BALC members experience the exhilaration of empowerment and the nurturing of a supportive mentor when they are active as an officer or committee member. The structured processes in these positions prepare BALC members to transfer the management skills gained back to the company. All positions encourage members to be creative problem solvers and decision makers.

Active, Responsible Citizenship: By becoming involved in community activities, BALC members cultivate goodwill for their organization and generate positive recognition for Boeing. Their efforts help make their communities great places to live, work, and play.

New Horizons

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

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.

From Your National Director's Desk...

The NMA Pacific South/Pacific North (PS/PN) Leadership Development Conference (LDC) was successfully held in Dana Point California on April 22-24, 2004. We had 95 paid registrants plus many guests, and a good time was had by all. The Leadership Workshops by ex-astronaut Bob Springer and by Dale Carnegie Executive Vice President Michael Crow and Eric Ruckle were particularly well received, and our own Elaine Fafilek did a great job of co-hosting the conference, as did Judy Tejwani in coordinating the Pacific South and Pacific North Speech Contest. The BALC and SCAC winner, Justine Kay, placed third in the Pacific South Contest.

Next year the NMA will try a new LDC arrangement, which will combine the Pacific South, Pacific North and Southwest areas and the Northeast, Southeast and Central areas into two super-sized LDCs. Las Vegas is currently at the top of our site list since it's affordable, entertaining and easy to reach from all areas, but a final site selection won't be made until this Fall. If you have any preferences, let me know!

I've just returned from the June NMA Board of Directors and Executive Board meeting in Dayton, Ohio. Major agenda items there included the 2004 and 2005 budgets where we're still in the black with no dues increases in sight, and the revision of the NMA Policy and Procedures Manual (PPM) which is being re-written into an Executive Volume

and a number of operating procedures as appendixes.

We also discussed possible new names for the NMA, namely:

1. Advanced Leadership Association
2. Alliance for Leadership Development
3. International Leadership Development Association
4. International Association for Leadership Development
5. Global Organization for Leadership Development

All chapters have been asked to prioritize these and suggest other names or no name change. A final decision is expected at the September Board meeting.

The Executive Board voted unanimously to extend the new member fee waiver to July 31, 2004 to help achieve NMA's goal of 23,000 members by the end of the year. We only need around 600 more members nationwide to reach that target.

NMA's Professional Development programs continue to expand. McGraw Hill has come out with a new NMA CD-ROM course on The Write Stuff, available for \$20. And Dale Carnegie (DC) has kicked off its first joint NMA/DC course on "The People Side of Process Improvement" with pilot programs in Anaheim, Huntington Beach and Palmdale.

NMA's Recognition Committee reviewed this year's award nominations. The 2004 Member of the Year is Ed Schwier from Hanford, Washington and the 2004 Executive of the year is Robert Stevens, President and CEO of Lockheed Martin. The 2004 Hall



Pete Kurzhals

of Fame recipient is Willis Hawkins, a retired Senior Vice President from Lockheed. No Boeing chapter nominations were received for the last two awards, although we did have a number of excellent candidates for Member of the Year.

BALC placed third in its category for its outstanding newsletter New Horizons despite some tough competition, so I'd like to offer my congratulations for a job well done!

The upcoming NMA National Conference in New Orleans, Louisiana on September 18-20, 2004 received a lot of attention and the NMA has reserved a great hotel in the heart of the French Quarter. Marketing and program information will be sent to all chapters, and we expect an exceptional turnout so practice your French, and get ready for an experience you don't want to miss! Check it out at <http://www.nma1.org/conference/>.

A bientot!



Moving?

Please inform either your booster or call **Kathleen Andrews at (714) 896-2009**, so we can keep in touch with you.

Harry C. Stonecipher, Boeing's Top Executive

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Stonecipher fielded audience questions with wit and humor.

definitely takes pride in the “ownership” role Boeing employees exhibit, and his skills as a teacher and coach are to be emulated. Swain concluded his introduction by stating that Harry Stonecipher was “the right guy, at the right time, for the Boeing Company.”

Stonecipher started his presentation by recalling a Barron’s 1993 article that defined Boeing employees as problem solvers, with integrity that cannot be compromised. At this time, there had been predictions that Boeing would be in serious financial trouble. Over the past three years, the U.S. airline industry has lost more money than over its entire past history. Excess airplanes were parked in the desert, so prospects for new planes orders were dire. Contributing to the negativity was the fact that in 1990, there were reductions in the Boeing workforce. Stonecipher used the 1993 article to make the point that we are in a cyclical business.

Stonecipher said that Boeing began to transform itself in 1996 when the company acquired Rockwell and merged with McDonnell Douglas. Since then, acquisitions of Hughes, Jeppesen, and Autometric have occurred.

However, Harry said that we did not handle all mergers/acquisitions as well as we could have. In addition to the unexpected loss of commercial market share, we didn’t integrate as well as we could have with Hughes. However, Harry is committed to spending the money necessary to get Boeing Satellite Systems back to top performance.

On the plus side, the business brought together from the mergers gave us great intellectual “capital” assets of the respective employees. As a result, we have won a huge victory with the Future Combat Systems and the Future Imagery Architecture contract. Our strengths in and focus on network centric opera-



Cindy DeVries enjoys a brief chat with Harry

tions should bring billions of dollars of business to Boeing. The C-17 continues to please a growing base of customers, and costs continue to come down. Since All Nippon Airways placed the first order for a 7E7, more customers are interested in this new aircraft technology.

Other positive news affects shareholder value. We are currently experiencing a great demand for Connexion by Boeing. The C-17 program continues to produce a high-demand aircraft

that continues to win orders. The 7E7 has enjoyed a fantastic start with customer acceptance at a high level. Even though our commercial airplane sales dropped from \$35 B to \$20 B per year, the business has consistently stayed profitable and produced positive cash flow. Boeing is ready to put production into high gear when the market turns around. The Multi-mission Maritime Aircraft contract will help to enhance profitability and sales.

Harry has been impressed with the transformation of the company into a broad-based aerospace company with a balance between commercial and military programs. He exclaimed that, “You folks did it! Thank you. I’m so proud to be your leader.” We will receive our first payout from the Share/Value Trust as a result of the stock value on June 30. It appears that every qualified employee will receive hundreds of dollars in Boeing stock. Harry hopefully predicted that our EIP payout in 2005 might equate to 14 to 15 days of pay. Since returning in the 1st quarter of 2004, Harry realizes that we need to get better at defining results. He said we need to be willing to listen, to

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Members from four Boeing NMA chapters and the Long Beach Management Association had the opportunity to meet our top executive.

BALC Awards Night

At the BALC Awards Night, two management “stars” received management awards for their support to BALC and national NMA activities. Kevin Niefert received the highest award that a chapter can bestow, the Silver Knight of Management. Peter Kurzhals received the highest award that an NMA council can bestow, the Gold Knight of Management. Meet our “knights” . . .

2004 Silver Knight of Management Kevin T. Neifert

Division Director – Transformational Space Systems



“Knight” Kevin receives his award from actress Marilyn Monroe (aka Elaine Fafilek)

Supports the BALC and the NMA

Due to his recognized leadership and respected management style, Kevin T. Neifert was requested to serve as the Executive Advisor of the Boeing Aerospace Leadership Chapter (BALC) in 2003. An active supporter of chapter activities, Kevin attended most General Membership Meetings, encouraged top management to join and visibly supported the chapter, counseled monthly with the chapter President, provided spotlight introductions to dinner speakers, and hosted dinner tables for the Executive Leadership

Initiative.

In recognition of his dedicated support, the 2004 chapter president requested that Kevin continue as the BALC Executive Advisor in 2004.

Exhibits outstanding leadership in business and industry management

Responding to a Council of Boeing Leadership Associations (CBLA) initiative for a formal policy/procedure to affirm Boeing’s support of the seven Boeing NMA chapters and six Boeing management association nationwide, Kevin contacted World Headquarters in Chicago to get corporate level support for this request. After interactive telecons with Boeing executives in Chicago, implementation of this new company policy/procedure looks promising for 2004. The CBLA which represents thousands of Boeing members will be empowered in their leadership roles – thanks to Kevin. “**A good leader insires others to have confidence in him while a great leader inspires them with confidence in themselves.**” Unknown author.

Well known in the area served by the chapter

Before the BALC was formed by the merger of the Huntington Beach Management Association (HBMA) and Boeing Beach Cities Chapter (BBCC), Kevin was an active HBMA member and supporter of both organizations. As Chief Engineer for the Huntington Beach/Seal Beach sites, he attended HBMA meetings frequently and was a featured dinner speaker at the BBCC. At net-

working time before monthly dinner meetings, Kevin is easily accessible and is often seen engaging members in conversation. On Western Night, Kevin dons his Western gear to serve up the western buffet to BALC members.

Motivates other managers to practice the principles of NMA’s Code of Ethics

High ethical standards are critical for Boeing, especially in light of events of 2003. Kevin has been consistently rated amongst the highest members of the executive team in the annual Boeing employee survey perception of his support of the highest level of ethics and integrity. He has worked together with the BALC to develop agenda topics that cover this important area, including the selection of Marianne Jennings, professor of legal and ethical studies in business at Arizona State University as the April speaker.

Contributes toward the achievement of the NMA principle that individuals/organizations have a community and civic responsibility.

Kevin is not only qualifies as a “knight” but he is also a “champion.” In 2003 he was the site Employee Community Executive Champion. The ECF is the world’s largest employee-owned and managed charitable organization. All donations from Boeing employees to directly to non-profit organizations in the locales where employees live and work. Due to Kevin’s leadership and involvement, the Huntington Beach site increased their ECF participation by 60%

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Leadership Development at the PS/PN NMA Conference

Pacific South/Pacific North (PS/PN) NMA Conference

The National Management Association (NMA) sponsors three Leadership Development Conferences (LDC) for leaders of the 100+ chapters across the United States every year. The Pacific South/Pacific North LDC was held in Dana Point during April 2004. Twelve chapters from California and four chapters from Washington and Idaho were represented, with the BALC and the Anaheim Chapter serving as local host chapters. NMA officers from Ohio and Texas also provided support to many events. With almost 100 attendees, there was ample opportunity to network with members from other chapters and other industries.

NMA Overview & Showbiz Surprise

Steve Bailey, President of the NMA, provided a brief overview of the NMA because there were many first-time attendees at the conference. Entitled NMA 101, Steve highlighted the “basics” that everyone should know in a chapter leadership role. Steve compared a chapter as a “vehicle for achievement” and it was the leaders who should be “driving” the chapter in a clear direction. Passengers in this journey would primarily be the chapter members, Human Resources, and Executive Management. Chapter leaders need to be mindful of HR and executive needs and to offer to fill those needs. “Deliverables” from



Kamal Guirgis (Boeing, Canoga Park), Jerry Blackburn (Boeing, HB), Renee St. George (Boeing, Palmdale), Sylvia Adams (Boeing, Anaheim), Steve Bailey (NMA President) and Sue Kappler (NMA VPMIS) are coached by Colombo in their detective “roles.”

an active chapter include: effective meetings, an informative news publication, a good website, and activities that foster professional development. There are many chapter and national NMA awards to recognize outstanding leaders and volunteers, and we were encouraged to submit those awards. Community outreach and educational programs for youth were discussed as ways to enhance company and chapter goodwill, to boost morale, and to add value to another’s life.

Speaking of boosting morale, Steve’s session was “interrupted” by a surprise visit from Lt. Columbo. An accomplished celebrity impersonator, “Columbo” investigated all the reasons why he should join the NMA. While conducting his investigation, he brought up humorous situations regarding members of the audience. Even the NMA members who got a little “roasted” enjoyed the good natured laughs. Lt. Columbo invited several members of the audience to the stage to dress in trench coats, grab a note-

book and pencil, and to gnaw on the infamous cigar – a trademark of Columbo’s character. By the end of their “performance” we were all imitating a detective’s walk and deciding that humor can be a vehicle to learning.

Teaming, An Astronaut’s Perspective

Astronaut Bob Springer, provided an overview on the value of astronaut teamwork in space. We were fortunate to see actual Space Shuttle videos showing astronauts at work . . . and play . . . and to hear the most fascinating description of the exacting training, technical expertise, and emotional steadfastness required of astronauts. He kept the audience enthusiastic with his humor, knowledge, and wisdom. Conference participants received a decal from his mission and Bob told us all what it was like to be on a mission. We viewed problems, experiments, and games they worked and played in space. When we left we were in awe of all the astronauts — what they do for this world, the dangers they are willing to encounter, and the bravery they exhibit.

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Astronaut Springer shared videos of astronauts at work in the Shuttle cargo bay.

A Big Welcome to Our New BALC Members for April, May and June 2004

Anjomshoaa, Elham
 Arambula, Rosie
 Armel, Theresa L.
 Armstrong, Jason R.
 Austin, Terri L.
 Barchichat, Deborah
 Biele, Frank
 Billeter, Barbara
 Bolton, Robert E.
 Bradford, Richard D.
 Breckenridge, Thom
 Bryan, Cynthia
 Cajali, Dennis E.
 Cobb, Talmage L.
 Cochennet, Jerrilynn
 Daley, Sandra D.
 Delgado, Frank A.
 Delune, Michael

Dilellio, James A.
 Douraghi, Damineh
 Ekblad, Barbara (Barb)
 Fisher, Robert W.
 Gathman, Tom
 Giles, Eric A.
 Godinez, Raul H.
 Gomez, Glenn
 Graham, Christine
 Greenwood, Michael L.
 Grigsby, Kelly
 Holman, Candice L.
 Holper, James M.
 Ikeda, Monica E.
 Johnson, Andrew G.
 Jorris, Dave
 Kierstead, Kris
 Kimgalech

Konrad, John
 Lange, Adam
 Larsen, Maryn
 Lee, George
 Leon, Jose
 Lin, Susan M.
 Malone, John M.
 McCann, Kelly D.
 McCuleb, John P.
 McNeil, Sean H.
 Moffett, Thomas
 Moore, Spence
 Morgan-Hickey, Lois J.
 Munoz, Albert A.
 Navarro, Antontio S.
 Parnell, Toni S.
 Pascual, Richard
 Peterson, Tom
 Potter, Alexander W.
 Preciado, Mary E.
 Renton, Margaret
 Rishmawy, Constantino
 Rodriguez, Miguel
 Selin, Robert I.
 Shawa, Paula
 Shea, Virginia
 Sidman, David L.
 Silverman, Steven L.
 Smith, Jo Lynn
 Sowers, Martha S.
 Stout, Matthew D.
 Teodoro, Akiye
 Theodros, Joel
 Tomzynska, Anna
 Tracy, John J.
 Trehy, Joe
 Vogel, Joseph T.
 Vyas, Anita
 Wang, Tony
 Wessing, Christopher J.
 White, Richard A.
 Witham, Ryan B.
 Zamboni, Kathy

Spotlight Member



Justin Weiler

As he says, “For only \$2.50 a week, what would you rather do: buy a gallon of gas or a fast-food hamburger, or enjoy a great dinner at a first-class hotel with the opportunity to hear from Harry Stonecipher? And don’t forget about the opportunities to attend professional development seminars, network with fellow employees and friends, and participate in social events sponsored by BALC.”

Justin’s personal pursuits include surfing, kayaking, hiking, and going to the movies.

Justin has been working at nuVision Financial Credit Union for 3-1/2 years, including 1 year as a Business Development Officer. He likes to get involved in community activities and enjoys teaching at the Summer Science Camp. He encourages children to dream and tells them that you can’t dream about stars until you see them.

Justin has been a BALC member for just under one year. He is very energetic and has great ideas for gaining new members. He also is a BALC booster and conducts a series of Lunch & Learn seminars. Justin finds that being a BALC member is very rewarding, with limitless possibilities for personal and professional growth.

Leadership Development at the PS/PN NMA Conference

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At the Recognition Luncheon, awards for each chapter were announced.

Workshop 1: President/VP

At the Presidents/Vice President's session, it became clear immediately that the timing of BALC elections was out of phase with many chapters. Each of the attendees was a recently-elected President of their respective chapters. Attending BALC Board members collected information to assist the future "incoming" president to "start" their term with the necessary information beforehand. The key word of the session was PLANNING. For a chapter to be a success, good up front planning is essential. Planning included, but was not limited to; setting chapter goals, developing the budget, setting the event calendar, setting up training for chapter leaders, and informing company advisors.

Workshop 2: Programs

The Programs workshop was so popular that it was standing room only until additional chairs could be delivered. Mike Patricelli co-facilitated the workshop with Steve McNally, from the Lockheed Martin MS Bangor Chapter. The room was filled with enthusiasm and excitement for learning new themes and tech-

niques for making the Chapter meetings more successful. Nearly all the chapter representatives voiced the same belief that the General Membership Meetings (GMMs) represent what the chapter is to the members. The meetings have the highest visibility amongst the members so it's important for the meetings to be successful. It was determined that the most significant obstacles to having a good meeting are budget and location. A lot of great ideas and suggestions were presented to overcome these obstacles. Lessons learned, negative and positive, were shared. This was the best exchange of the meeting.

Workshop 3: Professional Development

Many exciting opportunities for educational enrichment were noted by Jerry Blackburn in the Professional Development workshop. Jerry described the method that Huntington Beach used to establish a company paid curriculum, to use local colleges to sponsor the class, and to maintain on-plant classrooms to ease the transportation requirements of employees. Several of the NMA programs were highlighted, includ-



BALC members Debora Compean-Zrinski, Elaine Fafilek, and Al Getz networked with NMA members from Lockheed Martin and large city chapters

ing; SMS, Faciliskills, and Certified Manager.

Other workshops attended by BALC Board members and alternates included: Community Ser-



NMA chapter members from the Pacific South and Pacific North applaud the speakers!

vices/American Enterprise (facilitated by Marie Mungaray); Recognition; and Membership.

BBQ "Networking on the Beach"

Capitalizing on a beautiful, sun-drenched weekend, networking on the beach never felt so good. Not only did participants share chapter development ideas and lessons learned, but they enjoyed a great meal with new friends from other NMA chapters. The tasty BBQ included an assortment of barbecue meats and other hearty side dishes, which satisfied appetites and prompted many to take a walk on the beach to enjoy the beautiful seaside city of Dana Point. A nearby "Woodie" station wagon exhibit further added to the ambiance.

A National Perspective

Steve Bailey provided an informative overview of the NMA from a national perspective.

Did you know that the NMA has 74 chapters that are company affiliated, with a total membership of 20,586? Did you know that

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Leadership Development at the PS/PN NMA Conference

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there are 29 community chapters representing many large cities? National awards include the Hall of Fame, Executive of the Year, and Member of the Year; Elaine Fafilek received the 2003 Member of the Year award. Chapters receive award for their publications, for growth, and for professional development activities. The NMA website (<http://nma1.org>) provides information on nationwide NMA programs.

The NMA is governed by its members. A small staff of 9 NMA staffers in Dayton, Ohio administers policy and the NMA programs. NMA National Directors are elected by chapter delegates, and the NMA Directors elect national officers. An Executive Advisory Committee representing many large companies (including Boeing) monitors the NMA Strategic Plan, reviews progress/future plans, and suggest new approaches/programs.

Learning: Practical Dale Carnegie Skills, Speaker Michael Crom, Executive Vice President of Dale Carnegie

Mr. Crom's presentation covered key drivers for leadership.

1. Have a clear focus (exciting vision) – focus on one thing at a time —the problem in front of you. Have a central minded, clear focus. When leaders are not clear, those who are being led are also not clear. When your vision is clear, you get excited and that excitement is contagious!
2. Be flexibility; think outside the box. For instance, how could

a company grow the market, instead of just increasing the share of existing markets?

3. Believe in yourself – your capabilities, self confidence. Give yourself a two-minute report on achievements you've done in your life. Assign your people to activities that would build their confidence.
4. Plan for a balanced approach. Learn to use stress in a positive manner.
5. Build the right kind of culture – and measure your culture.

Each conference attendee was given Dale Carnegie's best seller, How to Win Friends & Influence People.

American Enterprise Speech



Speech Contestant Coordinator, Judy Tejwani, congratulates the winners on their performances

Contest

The third level American Speech Contest was held on Saturday for both Pacific South and Pacific North regions. Judy Tejwani of the BALC was the Speech Coordinator; she received outstanding support from speech contest volunteers: Sylvia Adams (Anaheim Chapter), Laura Swinth (BALC), Kim Talor (Anaheim

Chapter) and Avis French (1995 NMA Member of the Year.) The Pacific South Area Speech Contest was held first with Pete Kurzhals serving as Master of Ceremonies. The first place winner was Jessica Killens (senior at Ernest Righetti High School); second place went to Shannon Bailey (senior at Highland High School), and third place was awarded to Justine Kay, (junior at Aliso Niguel High School and also winner of the BALC speech contest).

Dinner at Wind & Sea/ Humor @ Work

The last scheduled conference event was held at the Wind & Sea Restaurant in Dana Point Harbor. A sumptuous banquet dinner afforded conference attendees a final chance to network, compare notes on what they had learned, and the opportunity to socialize in a relaxed environment. An entertaining look at Humor @ Work kept the crowd laughing as Victor Broski and Kif Anderson provided a humorous perspective on all the ways that you can have fun at work – and improve your productivity! A “best seller” after the comedy act was their recently published handbook, 77 Things to Forget When Giving A Presentation.

Summary

Feedback from the LDC participants was overwhelmingly positive, and the combination of valuable leadership lessons and the fantastic seaside settings made this conference a truly memorable experience.

BALC Awards Night

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and raised \$695,890 exceeding the goal of \$670,000.

Promotes understanding and acceptance of the management profession

Kevin is a proponent of the PDP (Performance Development Partnership) process and encourages his management team to use this tool to enhance their employees' development. He is known throughout the Huntington Beach site as an active mentor to many of the up and coming members of management and always has time to meet with them and share his expertise. In 2003, he sponsored a weekly Lessons in Leadership session that was open to all managers and provided a forum for sharing ideas and lessons learned by his executive team.

Fosters better understanding of NMA

At the Huntington Beach Site Leadership Team meetings, Kevin has promoted the goals and activities of the BALC. He provides a quarterly report of executive sum-

mary of activities, promotes attendance at BALC meetings and provides information about the BALC that the other executives can use to promote BALC within their organizations.

Contributes to preservation of the competitive free enterprise system

Through a succession of management positions, Kevin has engaged in the competitive process with frequent success. Successful completion of the Delta III Rocket Program was crucial to future Boeing contracts. Kevin was responsible for the control of a \$65M budget, management of two major subcontracts, oversight of in-house design activities including the preparation of 650+ engineering drawings, and manufacture/assembly of more than 10,000 structural, propulsion, mechanical and electrical components. Completing this year-behind project to the original schedule gave Boeing a competitive edge for future launch vehicles.

Currently responsible for development and execution of new business opportunities, Neifert is operating in a \$15-20B market area with firm plans for \$7B in revenue growth to the business over the next 10 years. Results include the 2003 win and transition of the X-37 program and several proprietary projects with a total value of over \$700M.

Develops the abilities of the people under him

Prior to his present assignment, Kevin was the Chief Engineer for Boeing's Huntington Beach facility from June 2000 to July 2001, responsible for leading over 4,500 engineers, scientists, and support personnel.

As Director of Fabrication from January 1999 to May 2000, Kevin managed 500 union and 150 salaried personnel. His leadership inspired employees to the following accomplishments: a 50% improvement in safety; a 20% improvement in quality; a

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Special Events current as of 7/04

Mark your calendars!

BALC Event	Location	Date	Time	Section	Member/Non-Member Price	Reservation Deadline	Contact
Ringling Bros. Circus	Arrowhead Pond	07/31/04	3:00pm	200	\$21/ 22	07/16/04	Laurne Pritchard 714-896-2899
Wine Classic	Anaheim Hilton	08/15/04	2:00 PM		\$40/ \$45	8/6/2004	Kelly Merryman 714-896-5917
The Producers	Orange County Performing Arts	08/14/04	2:00 PM	Orchestra Level	\$74/ \$76	7/30/2004	Judy Blando 562-593-7192
RENT	Orange County Performing Arts	09/18/04	2:00 PM	Orchestra level	\$52/ 54	9/3/2004	Judy Blando 562-593-7192
American Idol	Arrowhead Pond	09/23/04	2:00 PM	Upper Terrace Level Center	\$48/ 50	*10/04	Laurne Pritchard 714-896-2899
2005 New Year's day Rose Parade	Pasadena	01/01/05	01/00/00	1/4 way thru parade route	\$75/\$78 bus passes \$25	12/19/04	Kelly Merryman 714-896-5917

BALC Awards Night

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20% improvement in cycle time; a 9% improvement in efficiency; a 400% improvement in on-time delivery performance.

In recognition of his respected management skills and dedication to the success of this NMA chapter, the Boeing Aerospace Leadership chapter honors Kevin T. Neifert as a Silver Knight of Management.

NMA Southern California Area Council 2004 Gold Knight of Management

Peter R. Kurzhals, Ph.D.

Director, Systems Engineering and Software, Boeing NASA Systems HB



Pete Kurzhals is awarded the Gold Knight by SCAC President Charles Duke.

Supports an NMA organization or program.

Throughout his long and distinguished service, Peter Kurzhals has been actively involved in NMA. He has served as past president of BALC in 2002, and oversaw the HBMA merger with the NMA while he was president of the HBMA in 2001. Because of his continuous commitment, Pete has also served as NMA National Director in 2003, and was elected Pacific South Area Chairman and

Member of the NMA Executive Board for 2004. Currently, he oversees 16 chapters, 3 councils and 4,600 NMA members. He also serves as Director at Large on the SCAC Board of Directors.

Exhibits outstanding leadership in business or industrial management.

Pete has held senior executive and director-level positions for over 30 years. He was a charter member of the Senior Executive Service for NASA. He has also held a broad range of leadership roles in Boeing's Space Station and Space Shuttle Programs since 1985. A few selected highlights of his professional career at Boeing, MDAC and NASA include many notable accomplishments. At NASA, he worked on early manned space programs, and he designed the Apollo Skylab attitude control system. He managed NASA's Electronics Research Center. He developed a 25-year electronics technology plan for NASA for which he was awarded the NASA Exceptional Service Medal. He initiated and managed NASA's Search for Extra-terrestrial Intelligence program. He started NASA's artificial intelligence and robotics programs which later enabled unmanned rover exploration of the moon and Mars.

After joining McDonnell Douglas Astronautics Company (MDAC, now Boeing) in California in 1985, he played a key role on the proposal team that won the initial Space Station Freedom (SSF) Work Package 2 contract by developing optimized payload uti-

lization programs which maximized mission return from the limited SSF resources. In the early 1990s, he took on the task of transitioning all MDAC SSF suppliers to ISS and successfully implemented over sixty related subcontracts (~\$3B) within schedule and budget requirements. Dr. Kurzhals led ISS logistics and maintenance activities for HB, including implementation of a \$600M spares program at 8 Boeing ISS sites with 16 major subcontractors and 42 minor subcontractors.

When Space Shuttle and Space Station activities were combined into a NASA Systems organization in 2002, Dr. Kurzhals was selected as Director of Systems Engineering, with responsibility for all HB Shuttle and Station systems engineering, operations and logistics and configuration management activities. In 2004, he also assumed responsibility for remaining Shuttle software work in Huntington Beach.

Is well known in the area served by the council.

Pete serves as Pacific South (PS) Area Chairman, in which role he continuously interacts with all PS chapters and councils. He has also participated in chapter and council Board meetings and GMMs in the SCAC area, as well as providing articles for associated chapter and council newsletters. In addition to these contributions, Pete was the General Conference Chairman of the 2004 PS/PN Leadership Development Conference (LDC) at Dana Point.

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BALC Awards Night

continued from page 9

Urges others to contribute toward the achievement of NMA objectives.

Setting the highest standards of stewardship for himself, Pete became the NMA National Director for Southern California in 2003. In his first few months as NMA Director, Pete reached out to the Presidents of each chapter under his jurisdiction to ask their opinions about a potential dues increase, to encourage them to contribute to NMA publications, and to challenge chapters to become involved with NMA initiatives. Pete has suggested several initiatives that were adopted by the NMA Board. He conceived and oversaw development of an NMA website template that could vastly improve nationwide interaction between chapters, members and the NMA.

Preserves our competitive free enterprise system.

An avid supporter of NMA

American Enterprise System activities, Pete ensured that the newly merged chapter would continue sponsoring NMA American Enterprise programs. Pete participated in the selection of scholarship winners by scoring handwritten essays and congratulating winners on the GMM podium.

Personally, Pete's inventive mind has contributed extensively to American industry and the nation's free enterprise system. He has written 80 technical papers, articles and reports on spacecraft control, electronics technology, information systems, and space operations and utilization.

Length of the candidate's management career.

Pete Kurzhals' leadership is a reflection of an impressive educational background. Pete received his PhD, AS.E from Virginia Polytechnic Institute in 1966; his PMD from Harvard Business School in 1973; and

graduated from the Federal Executive Institute in 1976.

Recipient of many other honors or awards

Pete has received numerous awards including the NMA Silver Knight of Management and the 2004 Orange County Engineer of the Year award. Dr. Kurzhals has been listed in Who's Who: in the World, in America, in the East, in the South, in the West, in Government, in Aeronautics, in Space, in Technology Today; as well as in Men of Achievement, Leaders in Electronics, American Men and Women in Science. He has received the NASA Exceptional Service Medal and many other AIAA and NASA awards. He has been named BALC Leader of the Year for 2002, when he also received the first NMA Teamwork Award. He has also been named as one of the two Boeing 2003 AIAA (American Institute of Aeronautics and Astronautics) Fellows.



BALC Volunteer of the Year
Ed Belen



SCAC Member of the Year
Bob DeVries



BALC Member of the Year
Dave Andersen



Supporting Member
Elaine Fafilek



BALC Leader of the Year
Mike Patricelli



SCAC Innovation Award
Received by BALC President, Mike Patricelli



BALC Manager of the Year
JoAnn Berardo

Harry C. Stonecipher, Boeing's Top Executive

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execute on all projects, while keeping costs down. If everyone performs their best, then Boeing can be the best. Harry predicts a fantastic recovery on the horizon.



Over 1,000 Boeing employees and guests attended Top Executive Night at the Disneyland Hotel.

Harry's wit and directness was evidenced in the Q&A session. The first question centered on whether the McDonnell Douglas retiree medical benefits would ever be reinstated. After answering, "No," Harry explained that this issue had already been resolved.

A recent graduate of USC inquired about why Boeing did not advertise more at university campuses. Harry responded that most

USC students probably do not read Aviation Week, where Boeing advertises heavily. When Harry seriously asked the graduate what magazine he would suggest for more Boeing publicity, the graduate responded, the U.S. News and World Report. Harry commented that this young engineer certainly ran with an intellectual crowd! He promised to ask Laurette Kollner to address the topic of more Boeing publicity at university campuses.

Another question centered on integrating Boeing databases. Harry stressed the need for Boeing to truly integrate databases Boeing-wide. Boeing will continue to acquire businesses, and people and business systems must be rapidly integrated.

Questioned about the competition with Airbus for airplane sales, Harry commented that Boeing intends to make profits for the shareholders while Airbus

makes profits for their countries.

Stonecipher commented that Boeing Learning Together invested about \$80M last year for



Harry graciously signed programs for attendees after his presentation.

classes that serviced about 25,000 employees.

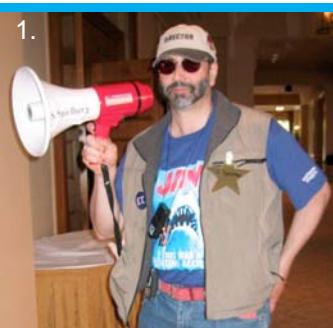
Regarding the future of Rocketdyne, Harry commented that they make great engines and we are very proud of them. He says there are always rumors about selling parts of Boeing, so don't spend any time worrying about it.

Stoneciper said that Boeing stock has a 22 Price/Earnings ratio. That is good news for Boeing because the standard S&P has a 15 P/E ratio. Some stock analysts are projecting that Boeing could go to \$60, others have targets of \$50. It's up to us to keep performing — that's what will drive the stock price.

In appreciation for his presentation, James Nickel, President, Antelope Valley Chapter, presented Mr. Stonecipher with a donation from the CBLA to his favorite charity — the Chicago Area Miniature Schnauzer Rescue Program in the name of Harry's dog, "Sam Francis Stonecipher." As Harry explained, when he returned to work, Sam wisely remained retired and now lives in Florida!

Match the BALC members with their celebrity "double"

- | | |
|---------------------|-------------------------------|
| 1. Steven Spielberg | (a) Elaine Fafilek |
| 2. Frank Sinatra | (b) Bob DeVries |
| 3. Marilyn Monroe | (c) Joe Morano |
| 4. Matrix Twin | (d) John Colthar |
| 5. Johnny Depp | (e) Professional Impersonator |



Answers to the quiz on Page 15



BALC 2004 Scholarship Awards

The BALC 2004 Scholarship Awards were presented by Marie Mungaray and Michael Patricelli.



Mike Patricelli, Janet Chan, Kevin Chan and Marie Mungaray

1st Place awarded to Kevin Felix Chan from Rowland High School. Kevin's academic accomplishments are numerous and include:

- International Baccalaureate Diploma
- California Scholarship Federation and National Honor Society
- AP Scholar
- Student of the Month, September of his senior year

· Extensive Model United Nations (MUN) experience with leadership roles and awards that include the Eleanor Roosevelt Service Award, the Kofi Annan Award as best secretary-general (at UCR conference), the Gavel award (highest individual honors in MUN), and the Rapporteur – top delegate in MUN committee (at both UCB and UCR conferences)

On going to college, Kevin wrote: "The aspect of college that attracts me most is its diversity of extracurricular activities that can definitely enrich my life and perspectives" ... and that such "activities help develop [and] define who I am and what I love, and help me realize my full potential." His

mother Janet S. Chan works in Accounting, Cost Policy & Overhead Claims. His father, now retired, worked for Rockwell where he spent 8 years in the Aerodynamics group for the Space Shuttle program. Kevin will be going to UCLA to major in Political Science with possible career objectives that could include either law or public office. It is Kevin's deep wish to give back to the community and especially to children with less opportunity.



Steven Bury, Marie and Mike

2nd Place awarded to Michael Steven Bury, of Newport Harbor High School. Michael's achievements include:

- Valedictorian
- Eagle Scout
- California Scholarship Federation lifetime honors
- Scholar Athlete

Busy as an Eagle Scout and well rounded as both a scholar and athlete, Michael consistently elected and succeeded in very rigorous college prep courses throughout all his high school. His grade point average put him in the top 2% of his class. Meanwhile, he also managed to excel in swimming and water polo, where he

garnered two-time All American and three-time All-CIF player honors!

On going to college, Michael wrote, "I would like to become an engineer once I am done with school, and help develop things that can change the world. I really want to make an impact on the world, and I know that with just a high school education I will not have the knowledge or the credentials to do something like that." Well, at Stanford, Michael will certainly be challenged and get a promising start toward whichever career path he might eventually follow. Very likable and with his drive and personal character, we see success for Michael. His father, Mark C Bury, is with Space & Intelligence Systems (S&IS) in Seal Beach. Originally hired in 1990, Mark began in Huntington Beach on Space Station Program. Mike's mother Cynthia is a Web Designer.

Three deserving Honorable Mention recipients were also recognized.

Britta Pittí is from Estancia High School where her accolades include:

- California Scholarship Federation
- Recipient of Toshiba Scholarship
- Daughter of the American Revolution Patriot's Award
- Girls State Program selection in summer of 2003
- Scholar Athlete

On going to college, Britta wrote: "I want to be one who changes people's lives, for the

continued to page 17

BALC 2004 Scholarship Awards

better. I want to use my personal growth (mental and emotional) to benefit society. ... I want to continue to grow as a person and use that growth to help others." Also a scholar-athlete, Britta is well rounded, with multiple honors and awards and service in both elective and appointive leadership roles. She is quite versatile and multi-talented. Besides her multiple sports involvement including triathlon and cross-country challenges, she has been active in piano, dance, stage, and in theatrical production.

With plans for UC San Diego and following an Earl Warren scholarship program, Britta wants to look into the possibilities for physical therapy, or possibly neurological science. Her father is Tom Pittí, with B-1B Sustaining Engineering Services. Tom has served the program since July 1989. Mom Patricia Pittí is currently employed at Archstone Apartments as a leasing agent.

Amy Barembaum graduates **Los Alamitos High School** where her academic accomplishments include:

- California Scholarship Federation
- Golden State Exam Honors (multiple categories)
- Governor's Scholar

On going to college, Amy wrote, "College will help me to discover who I am and to be responsible for my actions. College will help me to reach my potential and become a contributing member of society". Amy has already become an active and responsible participant in society

and the community about her. She serves in multiple church and community programs, one that promotes tolerance both on campus and in the community, plus activities her peers can socially relate to, where she takes leadership roles to contribute what she can. Amy's father, Jim Barembaum, works for IDS. Her mother Susan worked for Rockwell in GPS Program Configuration Management 1979 to 1986, but left work to be a homemaker for Amy and sister Laura who follows Amy by a couple of years in her high school pursuits.



Christie Carlile poses with her proud parents, and Marie and Mike

Christie Carlile hails from **Marina High School**, and her accomplishments include being a Scholar Athlete and receiving the Girl Scout Gold Award (for which she expresses her greatest satisfaction). Mature and concerned, Christie's long service was highly valued as conflict mediator, with head mentor and co-leadership roles on campus and with a middle school, and working with the community and local police.

On going to college, Christie wrote, "I have many ambitions in my life, but my number one goal is to become an astronaut. I've tried to learn as much as I can about the pathway to my dream

of becoming an astronaut. I have taken a couple of flying lessons and went to Huntsville, Alabama to the Advanced Space Academy for five years." Christie will pursue studies in aeronautical/aerospace engineering or astrophysics at UC San Diego. The finalist interview panelists could not resist becoming at least somewhat as positive as Christie about the likelihood of her success in a future career in space endeavors. Her father John D. Carlile serves in Strategic Development and Analysis, Phantom Works, at Huntington Beach. He has been with this group (although the name has changed with a reorganization) 4 years. He also served one year with MDAC in 1969, before going off for a short, 29-year temporary job with the Air Force. Mom Janette G. Carlile is an 8th grade teacher at Marine View Middle School in Huntington Beach.

Thanks to the scholarship Committee.

BALC thanks Gary DuMas for his outstanding commitment and leadership in this program. Special appreciation also goes to all scholarship program committee members for their commitment, time and effort in so deserving a program. If you are interested in service in this program, please contact either Gary DuMas or Marie Mungaray.

**Answers to the celebrity quiz
on page 13**

1 (c) 2 (e) 3 (a) 4 (d) 5 (b)

Golden Corner

Dear Retirees,

We have recently been allocated some space in the BALC New Horizons newsletter for information of interest to retirees that is called the "Golden Corner". This space will be used for various announcements and information of value to our retirees. It also will be used for occasional articles to be submitted by our retirees that may be of interest to their peers and others.

We are therefore soliciting our retirees for inputs for articles that could be published in our newsletter. The subject could be about something that the retiree experi-

enced during his/her career working on the various programs for which the company was responsible. Or, it could be information about a unique aspect of a program that the retiree worked on that could be of general interest to all. The article should be not more than 2, 8x11.5 pages of single-spaced text and can include illustrations.

The articles should be submitted to Mary Kosalka, via e-mail: mary.kosalka@boeing.com or by letter to:

National Management Association
Attn: Mary Kosalka
P.O. Box 2666
Seal Beach, CA 90740

We will review the article for acceptability and after proof reading, we will submit it to our publisher. We may wish to get in touch with the author for any clarification before the article is published. The author will be fully credited with the article if it is published.

There are probably hundreds of stories among all of our retirees that would be enjoyable for everyone to read and to reminisce about. So bring them on!

Sincerely,
Mary Kosalka,
 VP Alumni/Retirees Services



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