



NATIONAL MANAGEMENT ASSOCIATION

Boeing Aerospace Leadership Chapter

New Horizons

November—December 2007

2007 Holiday Dinner Dance and Casino Night at the Queen Mary

By Mary Kosalka

Once again, BALC celebrated the holiday season with the annual Holiday Party and Casino Night dinner and dance. This year, for the first time, the event was held on Sunday, December 9th, in the largest ballroom onboard the majestic Queen Mary, the Grand Salon. Also, for the first time we celebrated jointly the Holiday Party with BALA, a Boeing Anaheim chapter of the NMA.

While the Grand Salon was getting the finishing touches with table holiday decorations the casino tables were set up at the outskirts of the salon. The members were checked in at the adjacent Windsor Salon. The festive display and delicious smell of hors d'oeuvres invited people to network and get in the spirit of Holidays.

A group of energetic volunteers collected the donated toys. They were displayed all evening and reminded us of the goodness the Holidays bring—the thinking of the less fortunate and the appreciation for what we have. The toys

were delivered by Mike Patricelli to the Orangewood Children's Home in Orange, CA.

The three course meal began with Spinach Salad with warm bacon dressing. The main course included a combination filet mignon and chicken breast with morel sauce and assorted vegetables. This was all topped off with a delicious Tiramisu cake for dessert.

After dinner, the festivity began. The members and guests had a choice of dancing to the variety of music of DJ Hector Chavez or trying their luck at the casino table games. Everyone started out with \$500 (playmoney) to “gamble” with. At 10 o'clock, the “money” was transferred to raffle tickets that were added to the grand prize drawing. The non-gamblers had a chance to win a variety of valuable prizes that were raffled off earlier that evening. The beautiful table centerpieces were raffled off among those seated at the table.

The BALC board thanks all of you who expressed their comments during the course of the evening



or sent their thoughts via e-mail. We'll try to incorporate the suggestions as we are now starting to plan our 2008 Holiday Party. The tradition of the memorable event continues.

Boeing Aerospace Leadership Chapter

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From Your President's Desk . . .

The grand finale GMM of the year is the BALC Holiday Party. The event was held at the Queen Mary in December. It appeared that everyone was having a great time. A generous number of toys were brought to the Queen Mary from giving BALC members and guests. Thanks to everyone for their contributions.

There are many key volunteers that were selfless in their contributions this year: Victor Koman, Theresa Deleon, Dave Andersen, Ron Morse, and Jack Byers, to name a few. Our BALC executive advisor, Paul Geery, encouraged executives to join the chapter.

The final merger details of the Boeing Anaheim Leadership Association (BALA) joining with BALC are underway. Many BALA members have been present at several BALC GMMs held during the second half of the



Debora Compean-Zrinski

year, as the merger plans were unfolding.

The new board will be installed at the January GMM with BALA members intermixed with BALC members on the 2008 board of directors. This GMM offers Roger Krone as the speaker for the first time at a BALC GMM.

I want to wish everyone a happy and prosperous new year.

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...

As you get ready for 2008, think about how you can better use all that the NMA has to offer. Start with the monthly membership meetings. While these cover interesting topics and always serve great food at a bargain price, their real value lies in their networking opportunities. Talk with people you haven't met yet during the cocktail hour by introducing yourself and telling them where you work and what you do. Find out where they work, what they do, and how they like it there. Try to sit with different people at your table, and do the same with them. This is a great way of making new friends, finding out what goes on where, and perhaps learning about new opportunities you can pursue in the future. Many chapter members have found these contracts invaluable when they had to look for new work elsewhere.

Get actively involved in chapter activities. Even if you don't serve on the Board of Directors, there are always things you can do to help and to try out your leadership skills. Contact one of the chapter VPs to see if you can serve as an alternate or on a committee. Or offer to help with individual activities such as special events or professional development courses like NMA LiveOnline or LeaderLab. You will get valuable experience by coordinating and leading these activities, and will make more new friends in the NMA family.

Take advantage of NMA leadership and management courses. Work with the VP-Professional

Development to see if your chapter can offer FaciliSkills and its people skills training. The NMA Supervisory Management Skills (SMS) program allows you to learn the skills needed for effective management, and to earn management certificates from the NMA and Cerritos College – all paid for by Boeing's Learning Together Program. And check out the new NMA's great online learning tool, the Leadership Evaluation And Development Systems (LEADS), which can teach you more about Boeing and NMA leadership attributes. For the Boeing leadership attributes, go to <http://hbapp.web.boeing.com/boeing-leads/>. For the NMA leadership attributes, go to <http://nma1.org> and click on the NMA LEADS link. Either of these programs will allow you to learn more about your understanding of associated industry best practices, and to apply the resultant lessons in your work environment.

If you're interested in earning your certification as a professional manager, check out the Institute of Professional Managers (ICPM) Certified Manager program at <http://www.icpm.biz/>. Your chapter can generally provide the CM study manuals, and you can study for the three two-hour exams you will have to pass either on your own or with a group of the other CM applicants. There are also test questions for every manual chapter which you can answer prior to your exams (highly recommended), and it helps if you develop your own crib notes for each manual chapter. You can take



Pete Kurzhals

the closed-book exams online or in a group session, but you will have to pay (about \$300) for the exams and certification out of your own pocket.

I took the CM training over a two-month period in the Summer of 2006 and found it very comprehensive and informative. Plus, earning a CM rating can be a discriminating factor in many proposals, since it shows that you have demonstrated your understanding of all aspects of management. Once you earn your CM, you will have to pay an annual fee of \$50 to keep it current and will have to complete at least 10 hours of further management or leadership training each year.

Each Spring, the NMA sponsors a Leadership Development Conference, where you can learn more about leadership development and chapter operations. Each Fall, the NMA holds its National Conference where speakers cover current leadership development approaches; and where the NMA presents its national and chapter

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BALC Lights the Way for Children's Miracles

By Dean Davis, BALC Educational & Community Outreach VP

On Sunday, November 18 representatives from the Boeing Aerospace Leadership Chapter (BALC) of the National Management Association (NMA) were honored to carry the Children's Miracle Torch up the stairs of the Kodak Theater to light the Miracle Flame in Hollywood.

Over 100 major contributors to Los Angeles & Orange County Children's hospitals were invited to march in this 5-mile Hollywood torch-relay for Children's Miracle Network. Jonathan Roberts, Marie Osmond's partner from ABC's "Dancing with the Stars" TV show, represented Marie Osmond who is the chairwoman for this program, but was out ill.

Our BALC contribution will help build improvements to Children's Hospitals which save thousands of children's lives every year.

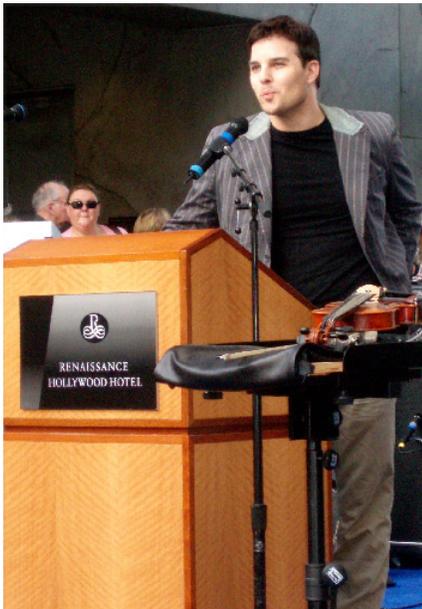
Scott West, the Children's Miracle Network, Director of Corporate Sponsorship stated "On behalf of the children of the Los Angeles & Orange County areas and across the nation, I just wanted to take a moment to extend a personal thank you for the National Management Association—Boeing Aerospace Leadership Chapter's generous Market Partner sponsorship of the 2007 Torch Relay for Children's Miracle Network!"



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BALC Lights the Way for Children's Miracles

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2007 Market Partners

Presenting Atlanta	Anadarko Petroleum	The Blair Law Firm, P.C.
Brickman	The Wasserstrom Company	Boyer Building Corporation
Dannon	Hello Florida!	Southern Wine & Spirits
The Woodlands Development Company	Town Center Improvement District	Huntsman Corporation
Springhill Suites, Charlotte	One Day Masterpieces	Lexicon Pharmaceuticals
Money Mailer	Hewitt Associates	AETEA Information Technology
Boucher Brothers Management, Inc.	Competitive Marketing Exchange, Inc.	Florida Coast to Coast
Lenox Square Mall	Magnani Continuum Marketing	PCH Hotels & Resorts
Sea World	Towne Park	Winstead, PC
Midwest Transit	National Management Association – Boeing Aerospace Leadership Chapter	
Chicago Beverage	Northrop Grumman	Priority Import

Welcome New Members!

Doruk Emre
Karen Tika
Elena Salas

Stephen Martinez
Leonard Mihealsick
Ryan Webster

From Your National Director's Desk...

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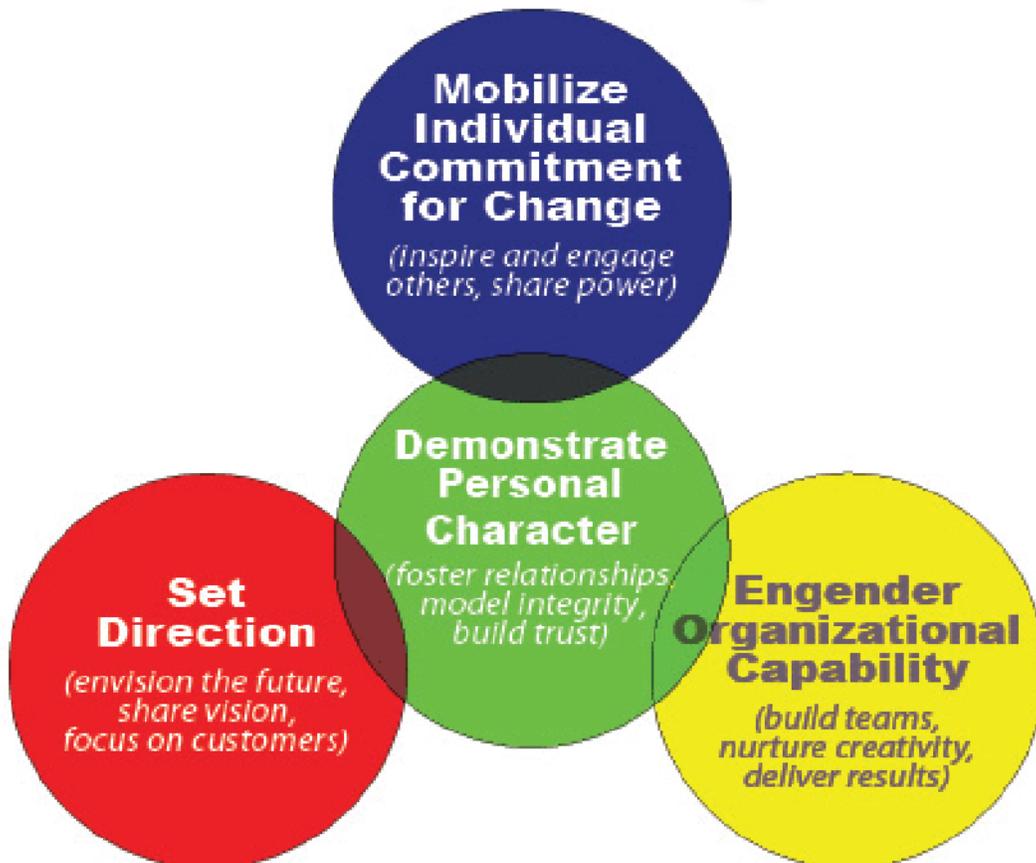
awards. If you have a chance to go to one of these conferences, don't pass it up.

These are just a few of the many opportunities offered by the NMA. To find out more, go to

the NMA website at <http://nma1.org> where you can access others such as NMA QuickTools, read the NMA Breaktime newsletter, and keep up with national NMA activities.

Your NMA benefits can be key to your success as a person and as a leader...make the most of them.

The NMA Leadership Model



NMA... Developing The Leader in You!

Golden Corner

by Stan Barauskas

Wally Schirra, Space Pioneer

The United States was stunned when, in October 4, 1957, the Soviet Union, considered by many as a backward country far behind the US in technology, announced the launch of the first earth satellite, Sputnik, thereby initiating the “space race”. In early 1961, the Soviet Union successfully launched the first manned spacecraft, the Vostok, with Yuri Gagarin aboard. The Russians quickly followed this one-orbit flight with Gherman Titov completing a full day in orbit the same year. To catch-up, the United States embarked headlong on its own manned spacecraft program, Mercury. On April 1, 1959, NASA selected its first US astronauts, dubbed the “Mercury 7”, which included naval officer, Wally Schirra.

Finally, on May 5, 1961, the successful launch of Alan Shepard to sub-orbital space in a Mercury capsule aboard a Redstone rocket signaled that the United States manned spaceflight program was finally “taking off” and the race was on.

In October 1962 Wally Schirra’s flight aboard the Mercury capsule named “Sigma 7”, traced 6 orbits around the planet and became the “textbook” mission owing to Schirra’s well-honed expertise in handling flight vehicles. Wally also participated in the Gemini program when he and fellow astronaut Tom Stafford were



Wally Schirra and Stan at the Proud Bird Restaurant in Los Angeles, April 14, 2007

crewmates on Gemini VI demonstrating rendezvous techniques with their Agena vehicle target.

In January 1967, the entire Apollo 1 astronaut crew of Gus Grissom, Roger Chaffee and Ed White perished in a fire in the Apollo capsule during testing on the pad. After the capsule was redesigned to prevent a repetition of such a catastrophe, Wally Schirra flew the first manned mission on Apollo VII on October 11, 1968. He and his crew, consisting of Walt Cunningham and Don Eisele, demonstrated durability while completing their tasks over a period of 10.8 days - longer than a journey to the moon and back.

Wally retired from the NASA in July 1969 and turned to industry for positions as president or director of various business enterprises in California and Colorado.

After completing his secondary education at Dwight Morrow High School in Englewood, New Jersey, Wally Schirra entered Newark College of Engineering (NCE), my alma mater, to begin his engineering studies. But, only one year later, he left NCE to begin his training at the Naval Academy in Annapolis and obtained his Bachelor of Science engineering degree there in 1945. He later went on to jet pilot training in Pensacola, Florida where he earned his wings

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Wally Schirra, Space Pioneer

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Wally Schirra and Alan Sheppard inspecting the Apollo Command Module mockup at the North American Aviation plant in Downey, California

in 1948. He was selected for astronaut training in April, 1959 and joined six other astronauts to participate in the Mercury Program.

On April 14, 2007, Wally Schirra was an unannounced last minute guest at the annual meeting of the Bald Eagles, an organization composed of retirees from the old North American Aviation and Rockwell companies, at the Proud Bird Restaurant in Los Angeles. His introduction to the group drew a spontaneous standing ovation recognizing his great achievements in air and space flight. I realized this might be my last opportunity to see this hero in person (how prophetic) and having brought my camera to the event, I thought I would intrude on Wally and have a photo taken with him. As I sat at his table I asked whether he recalled his days at NCE; he did, clearly. I told him that my contribution to the Apollo program was the attitude control rocket engines on

the Service Module that were used to guide the Apollo to the moon. He thanked me for my efforts and very kindly signed the photo I had just taken (I excused myself briefly from the proceedings to have an 8x10 print made). As I watched him sign my photo, I suddenly realized that being left-handed was not at all a handicap for this great man of space flight lore. Wally was the only astronaut to have flown in

the Mercury, Gemini and Apollo spacecraft.

He was a great man, at times fun-loving and gregarious, but always very serious about his work. Wally Schirra died of a heart attack at the age of 84, on May 2, 2007, at the Scripps Green Hospital in La Jolla, California leaving only John Glenn and Scott Carpenter as the last two of the original "Mercury 7" astronauts.



Newark College of Engineering Alumni Newsletter

Announcement:

The regular employee's dues and their guests were recently increased by \$5 per month to compensate for increased costs. We have been able to maintain the retiree/alumni dues at \$156 paid annually and \$25 retiree, \$30 guest at the door for the GMM dinners. Although we have been able to maintain the retiree/alumni cost at \$25 at the door we must increase the guest fee by \$5 to \$35 beginning with the GMM dinner meeting on May 21, 2008. This new cost will be shown on the flyer you will receive soon announcing the May event.

2007 BALC Holiday Party at the Queen Mary



Winners of the Door Prizes



Spotlight Member

by Cindy Tran

Meet Theresa De Leon who is a Lead Engineering Staff Analyst for Network & Information Systems (N&IS) business. She is staff to the Chief Segment Engineer of N&IS and provides support with Engineering operations and resources. Theresa joined N&IS in 2002. Prior to that, she spent most of her career supporting the Shuttle program in both Palmdale (1995-2002) and Downey (1980-1995). She has worked in the Engineering, Quality and Finance Functions.

She joined the National Management Association in

the early 90's and while in Palmdale she served on the Antelope Valley Chapter Board of Directors for 4 years as VP of Finance, VP of Membership and President. In 2002 she joined the Boeing Anaheim Leadership Association (BALA) and served as VP of Finance in 2005-2006 and currently is President. What she enjoys mostly about NMA is the opportunity to network, to pursue professional development and to be involved with the community.

She earned a Bachelor of Arts degree in Business Administration from the University of La Verne in 2005



Theresa De Leon

and completed the Institute of Certified Professional Managers (ICPM) Certified Manager program in 2007. Her free time is spent with her two children and her grand-daughter. She enjoys being involved in youth sports, camping, dirt-bike riding and having fun in the sun in any capacity.

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.

Special Events

current as of December 2007

Mark your
calendars!

BALC Event	Location	Date	Time	Section	Member/Non-Member Price	Reservation Deadline	Contact
Lakers/Clippers	Staples Center	2/23/2008	7:05pm	TBA	\$30/\$32	1/18/2008	Corine Gerschbacher
Ducks/Montreal	Honda Center Anaheim	3/9/2008	5:05pm	411	\$38/\$40	2/28/2008	Corine Gerschbacher
Lakers/Grizzlies	Staples Center	3/28/2008	7:30pm	326 1 & 2	\$32/\$34	3/4/2008	Corine Gerschbacher
Ducks/Stars	Honda Center Anaheim	3/30/2008	5:05pm	409 M & N	\$38/\$40	3/14/2008	Corine Gerschbacher
Phantom of the Opera	Orange County Performing Arts Center	04/06/08	Sun 1pm	Orchestra, row G	\$75/\$77	03/15/08	Corine Gerschbacher
Wicked	Pantages Theater	04/12/08	Sat 2pm	Orchestra	\$100/\$105	11/02/07	Erik W. King
Lakers/Spurs	Staples Center	4/13/2008	12:30pm	322 5 & 6	\$42/\$44	4/1/2008	Corine Gerschbacher
My Fair Lady	Orange County Performing Arts Center	June TBA	Sun 1pm	Orchestra			Corine Gerschbacher
Chorus Line	Orange County Performing Arts Center	Aug TBA	Sun 1pm	Orchestra			Corine Gerschbacher
The Color Purple	Ahmanson Theatre	02/08 TBA	Sun 1 pm	Orchestra	\$90/\$93		Corine Gerschbacher
Celine Dion	Honda Center Anaheim	11/28/08	Sat. 8:00pm		\$80/\$80		Corine Gerschbacher

Corine Gerschbacher (714-372-6975) ❖ Joyvonne Bragg (714-372-4129)
Erik W. King (714-280-1696) ❖ Dwayne J. Henry (714-791-4172)

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/>

MANAGE Online—A Management Magazine

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

National Management Association (NMA) National Conference Highlights

In early November, several of your BALC Leadership team traveled to Portland, Oregon to attend the National Management Association (NMA) National Conference. This conference was preceded with a day long meeting of the Council of Boeing Leadership Associations where leaders from several Boeing leadership organizations from all around the USA came together to network and to try to form a common bond among the various Boeing organizations. The city of Portland was experiencing beautiful sunny autumn weather with the trees shedding their colored leaves onto the ground below. Unfortunately, we had little time to enjoy this since the conference schedule was pretty much filled from early morning to evening (we did get Sunday night as a free evening). Between business meetings, networking, award ceremonies, the American Enterprise Speech Contest finals and several training classes, your leadership team was kept busy. Here are some of the highlights of the conference.

**Opening Keynote Luncheon:
“It’s all about the Love”
Speaker: Kirk Weisler**

The NMA National Conference officially began with the Opening Keynote Luncheon on Saturday. Kirk Weisler gave a presentation titled “It’s all about the Love” in which he discussed his leadership philosophy—that one of the most important keys to being a good leader is to “connect” with



your team. He cited how effective communication can go a long way to team building which reinforces values and inspires commitment. As an example he told the group about a TSA employee at the airport who, through her “connecting” with the people in line, managed to make the airport security checkpoint a place of enjoyment for frequent travelers who looked for her every time they traveled. Simple gestures made to your team while communicating/connecting with them can allow members to walk away with much more than they started with, which in the long run will benefit you, them, and the team.

**Sunday Morning CEU Session:
“Future by Design”
Speaker: Joe Estey**

Right after Sunday morning breakfast, the “learning” started off with the first Continuing Education Unit (CEU) course of the day. Joe Estey of Prolepsis Training, talked about “The Future By Design”. His talk focused on the individual in the workplace—how each of us in the audience saw ourselves, how we can improve, and after this realization—how can we motivate those we lead

to do the same. He started out with some myths he wanted to disprove—such as:

- ❖ “*Time cannot be managed*”—it is the projects and priorities that we manage
- ❖ “*It’s up to the company to see where I fit in*”—actually it’s your responsibility to help the company figure that out

Then he went into comparisons of the Traditional Employee to what Joe called the “Entre-Employee”. Traditional Employees work for a paycheck while Entre-Employees work for a cause (doing what you love to do to help others). Traditional Employees see the boss as customer while Entre-Employees see the customer as boss. Traditional Employees went to training to get out of it while Entre-Employees went to training to get something out of it. Of course everyone in the audience felt they were Entre-Employees. Joe ended by reminding the audience that all humans have 3 basic emotional needs: to belong, to be valued and to be remembered. He stressed the point that we must remember these as we energize, excite and motivate our teams.



National Management Association (NMA) National Conference Highlights

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Monday Morning CEU Session: “Leadership Your Way”

Speaker: Pete Kurzhals, CM

This session kicked off with a lively audience rendition of the song “Where have all the leaders gone?”. Turns out that they have all gone to NMA’s Leadership Evaluation and Development System (LEADS), and Pete used this opening to explain why and how LEADS provides an effective online learning tool developed by some 45 experienced volunteers from Boeing, Dale Carnegie and the NMA—with initial funding provided by BALC, and getAbstract and WorldCat donating their capabilities to provide free book summaries and library rental information. Pete reviewed the major challenges that had to be overcome to implement the LEADS infrastructure and content, and recognized the key contributors who made this first-of-its-kind program possible. He then discussed the key steps (ASSESS, ASSIGN, ACHIEVE) and essential features (AUTONOMY, ANONYMITY, ACCOUNTABILITY and ADAPTABILITY) of LEADS. Next, LEADS results were dem-

onstrated through a live LEADS Feedback Report which illustrated LEADS scoring and hyperlink access to reading and training resources, as well as associated work task suggestions. Pete finished by describing the LEADS Performance Deck, which will continuously display LEADS participation, results and feedback. He pointed out that LEADS will be available for a 30-day free trial period at <http://nma1.org>; and suggested that any individual for organizations interested in learning more about leadership try out this revolutionary new NMA offering.



“Cooking Up Great Culture”

**Speaker: Kirk Weisler
President and Founder
Team Dynamics**

Atlanta, Georgia

<http://kirkweisler.com/>

<http://www.fastcompany.com/magazine/75/soul.html>

One of five Certification Educational Unit (CEU) sessions was held on Saturday afternoon and led by a dynamic speaker, Kirk Weisler. Kirk provided real life challenges to cultural issues. He began with an exercise that is essentially a puzzle that has disfigured numbers that everyone was asked to find, in order, and then

gave a clue as to the organization of the numbers on the page to see how many people were able to find the numbers more readily the next time. It is like little secrets in life that can become powerful help to others only when the information is passed on. Insights and knowledge can be both powerful and painful, but essential in the change process. Fifty-four percent of employees are not engaged in their jobs, by putting in the time only, and not the energy or passion. Kirk talked about the De La Salle football team that has accomplished 138 consecutive wins by focusing on what winners do every day and the coach institutionalized the process of building bonds and intimacy into team building exercises each day with a basis of community and trusting relationships. I encourage everyone to see Kirk’s website and his suggested reading of the undefeated De La Salle football team for invaluable information (see links above). Here is a quote from Kirk; “Let’s commit ourselves to the idea and ideal that we want everyone who walks away from any type of interaction with us to walk away feeling a bit better about themselves, their value, and their potential. Let them be walking away from us with a little more hope, a slight skip in their step, and a smile on their face...because we took a moment to connect more deeply, care more sincerely, and live more fully.

We can do this... I’m committed...are you?”

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.



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