

Leadership Link

Newsletter

July, 2014

President's Message

Pat Borer, President

It Doesn't Have To Be Momentous Step



When I was asked to be the President of Leadership Link, my first reaction was no. I thought I don't have time and, I thought, nothing really big goes on there.

I was wrong on both counts. It doesn't take that much time (so far so good) and I'm beginning to realize the really big ideas and events are few and far between. It is the small ideas, events, and steps between the big ones that keep us moving forward and making progress. I hope you don't get the impression I don't look for the big things, I do; they are much appreciated and very welcome.

The smaller ideas and events are equally as important as the big ones because when you add it all up, they are comparable in effect. Recently, there was a President of a local NMA organization who was contemplating closing the local chapter. I didn't know if I had anything to offer this person because I'm not a long standing member of NMA and I don't have as rich of a history with NMA as some of my colleagues but I passed along the following thoughts in hopes of encouraging her to keep the chapter going. I hope you'll find them worthwhile.

As the chapter President, you don't have to inspire the whole community or group the chapter represents. All you have to do is inspire one person. NMA is about making the workplace better by developing the professionals who lead. You won't find anyone who says – I don't want that! Making the workplace better doesn't have to come all at one time. Development insinuates a process which builds upon itself. A lot of times, changing things a little bit at a time is easier for people to accept. Don't worry so much about the end result, know that it's there but concentrate on the next step. Work on a small improvement and build off of it. It won't be long and you'll find you're no longer alone. So, find one person, inspire that person. That person will inspire another person, and so on, and so on.

Take one small step forward; it doesn't have to be a momentous one!

Regards,

Pat Borer
President

Leadership Lincoln Awards and Installation Luncheon

At the Chapter's luncheon on June 19th, the Manager of the Year and several other awards were presented. There were three nominees for the Manager of the Year, with the award presented by Pat Kant, Awards Committee Chairperson.

The Manager of the Year Award recognizes an individual whose accomplishments and superior work performance represent the best possible application of management principles. A "Manager of the Year" nominee would be an individual who is a role model for other employees, who has a reputation as a fair, impartial, and ethical manager in dealings with subordinates, peers and associates, has demonstrated strong managerial leadership and ethics. This year's nominees are listed below and many of the following comments are excerpts from the nomination letters:

Roger Bonin, Division Chief of EMS with Lincoln Fire and Rescue –

Roger was hired in 1996 and promoted to this position in 2011. Roger was nominated by Fire Chief John Huff who describes him as an excellent communicator who has a reputation as a fair, impartial and ethical manager. He is responsible for the EMS supervisors on each of the 3 shifts. He is an exceptionally productive member of the Lincoln Fire and Rescue Management team and is a role model that others should follow in his commitment and level of productivity. As the manager of the EMS operations he has worked very closely with the Lincoln EMSOA and has established a level of trust and cooperation that is unparalleled in the system and is insightful, diligent and tireless in his ongoing efforts to provide excellent leadership.

Dorothy Skorupa, F Street Community Center Director, Parks and Recreation Department

Hired in 1978 and promoted to her current position in 2002, Dorothy received two separate nominations. One nomination came from Rick Lingard, Assistant Center Supervisor, and the second came from, Jerry Taylor, Assistant Center Supervisor. Dorothy has worked at the F Street Community Center for 14 years and the center is a great place to work because of the outstanding leadership that is demonstrated by Dorothy. During that period, the F Street Community Center was rebuilt to broaden and improve recreation opportunities for Lincoln's increasingly diverse community. Dorothy's willingness to support her staff and those who utilize services at the Community Center is unparalleled. Whether it is a new partnership, community event, class or program, she is continually looking for new and exciting ways to serve our community. The best part of working with her is her willingness to do every aspect of running the Community Center, including managing the budget, facility, and staff. She takes a very active role in our community garden, and works directly with the youth and their families. They are so impressed with her work ethic and how she works tirelessly to provide a safe and secure environment for youth as well as the elderly. Dorothy has accomplished many goals and has been awarded for many of her tasks both locally and nationally during her career. Jerry said working under Dorothy has been the greatest work experience that he has ever had! Rick considers her a role model for him.

Kendall Warnock, Division Chief of Logistics, Lincoln Fire and Rescue

Kendall has worked in this position since 2010, and was nominated by Fire Chief John Huff. Kendall has an excellent grasp of vehicle repair and preventive maintenance to assure the entire vehicle fleet is properly maintained and ready to respond to citizens' needs. He provides exceptional leadership and supervision to his subordinate employees and is a good communicator who is accessible to his subordinates. Kendall has a reputation as a fair, impartial and ethical manager in dealings with subordinates and peers. Kendall continues to lead the local chapter of the Fellowship of Christian Firefighters and is a liaison to the Police/Fire Chaplains program. Last year Kendall was instrumental in the design of the new logistics facility located at the new MSC. One of the programs he proposed was to remount reserve medic units to improve fleet safety and he developed a budget resulting in savings in excess of \$80,000 over the cost of a new vehicle, resulting in a total savings of \$320,000. He also managed the renovation of the Lincoln City Libraries Book Mobile.

With three such qualified nominees, the choice was not an easy one for the committee, but they had to choose one and they selected Dorothy Skorupa. Congratulations, Dorothy, Roger and Kendall!



Manager of the Year Nominees-- Roger Bonin, Dorothy Skorupa and Kendall Warnock

Co-Presidents Dan Wright and Steve Frederick also presented awards as is their prerogative as Chapter President. For the Member of the Year, Danny and Steve selected Martha Hakenkamp for her willingness to take on the Program Committee Chair, and for her work and effort in finding speakers for the meetings this past year. Martha also surveyed members about their interests and the survey responses are used by her to select speakers and topics. Thank you, Martha.



Martha Hakenkamp, Member of the Year

This year, since there were Co-Presidents, Danny and Steve deviated from the normal practice of selecting only one person to receive the President's Award and the Co-Presidents selected two people to receive the "President's Award." Jann Douglas was selected to receive the "President's Community Service Award" for her role in finding worthy causes for the members to contribute to—this year, Jann arranged for us to provide Thanksgiving baskets to residents of Homestead Manor and Easter baskets for underprivileged children who receive child care services at the Salvation Army. Jann has served the Chapter as Community Services Chair for many Years. The traditional President's Award this year was awarded to Elaine Severe, Chapter Secretary, for her work in organizing and arranging Chapter Board and luncheon meetings, and most especially for keeping Danny and Steve on task. Elaine is a Charter Member of Leadership Link and she has served in many roles over the years, including as President one year. Fortunately for President Borer, she is staying on as Chapter Secretary. Thank you Jann and Elaine!



President Award Recipients--Jann Douglas and Elaine Severe

The other award presented at the luncheon was the Kathy Smith Pinnacle Award. As many of you know, this award was created in memory of Kathy Smith who was employed as the Assistant Purchasing Agent in the Purchasing Division of the City Finance Department. Kathy Smith was a dedicated City employee and was proud of her position and the job that she did. She was a member of the Leadership Link Steering Committee and a Charter Member of our organization. She was a kind person, attentive to the needs of others, and a very directed and focused individual. Kathy was always positive and inspiring to everyone she came in contact with. She always represented the City in a professional and honest manner. After her diagnosis of cancer, she continued employment with the Purchasing Department and her involvement in Leadership Link. Kathy did lose her battle with cancer, but she was truly an inspiration to all of us who were fortunate to know and work with her.

This year's award was presented to June Pederson. June has been the director of Aging Partners since January, 2003. As part of her tenure with the City & County's Aging Partners she works to ensure that older adults in our community have the services and supports necessary to live full and independent lives. From championing care management services for frail elders to lobbying for increased funding of in-home services, June has been a giant advocate for aging services in Lincoln, Lancaster County and Nebraska as a whole.

Since June started at Aging Partners over 10 years ago the number of individuals age 60+ in Lancaster County has increased over 35 percent. This trend will only escalate as older adults continue migrating to our community to retire and as more baby boomers age. Yet during this same ten year time period, Aging Partners' budget overall budget has only increased by less than 3 percent. The City & County budget that June manages has actually decreased by 15 percent. She has been an executive truly charged with doing more with less and the fact that last year Aging Partners served 1/3 of the people age 85+ and 90% of the low-income older adults in Lancaster County we can be assured that our community continues to take care of its elders. Trish Owen, when told of June being awarded this honor stated, "June exemplifies grace under pressure and calm leadership. She has been asked time and time again to find ways to reduce expenses and yet still provide the same tremendous level of service. She has done so successfully

with great creativity and thoughtfulness. We would clone her if we could, but for now are just grateful she chooses to stay with the City and serve her community.”

When asked, her staff had this to say:

- June is very professional, approachable and dedicated to the mission of Aging Partners.
- She is kind and attentive to everyone she comes in contact with.
- She recognizes value in the ideas and opinions of others.
- Her work ethic is admirable and she is a compelling and articulate speaker on aging issues.

In addition to her attributes, she has been an Executive Advisor to Leadership Link for a number of years, providing wise council, guidance and support. June also takes the time to attend many of our meetings.



June Pederson, Kathy Smith Pinnacle Award Recipient



Welcome to Our New Members

Miki Esposito, Frank Martinez, Dustin Witherspoon, Brian Jackson, Martin Fehringer, Robert Simmering, Anthony Butler, and Dan Ripley

Board of Directors 2013-2014

Pat Borer
President

Mike Davis
President-Elect

Elaine Severe
Secretary

Steve Owen
Treasurer

Steve Frederick
Past Co-President

Dan Wright
Past Co-President

Pat Kant
Awards

Martha Hakenkamp
Programs

Jann Douglas
Community Service

Barb Boggs
Member Relations

Executive Advisors

Judith Halstead
Health

June Pederson
Aging Partners

John Huff
Lincoln Fire and Rescue

Doug McDaniel
Human Resources

Gary Chalupa
Veterans Services

Gwen Thorpe
Lancaster County Commissioners

Miki Esposito
Public Works & Utilities

**“If your actions inspire others to dream more, learn more,
do more and become more, you are a leader”**

John Quincy Adams

Upcoming Events

August Monthly Program Luncheon

Roy Christensen, Speaker

Thursday, August 21, 2014

11:30 AM

Training Center

Lincoln-Lancaster County Health

Department

3140 N Street

RSVP by August 19th to

Elaine Severe

esevere@lincoln.ne.gov

The NMA Leadership Model



Derived from a similar model in Results Based Leadership by Ulrich, Zenger, & Smallwood.

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.

NMA Statement of Principles

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.

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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 professional 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.

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.

NMA Mission Statement

The mission of the NMA is to provide management and leadership development opportunities and related chapter activities which meet the needs of members and contribute to the effectiveness of sponsoring organizations.