



## President's Message Mike Davis

I am grateful for the opportunity to say a few words about leadership in this newsletter and in the coming newsletters this year.

While in High School, I remember a specific football practice that I participated in. One aspect of our training that day was a lap around the football field. The coach yelled out “who is going to win.” I yelled back “I am.” I thought everyone else would react the same way but mine was the only voice. We then proceeded to race around the track. I ended up winning the race. At an early age I learned to be confident and overcome fear.

Nelson Mandela said: “Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, Who am I to be brilliant, gorgeous, talented, fabulous? Actually, who are you not to be? ... As we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others.”

Through our example and our actions, consciously or unconsciously, we can bring out the best in others. I remember meeting up with a nervous bus operator. It was her first day to drive a bus on her own on newly formed routes. Rather than riding along with her to see how she was doing, I asked if I could first drive one trip on her bus and then I would turn it back over to her. She was appreciative and excited that her manager would drive her bus. I know that my confidence in driving was reassuring to her and helped her have a successful start.

I know that you are all powerful beyond measure. As you overcome your fear and let your light shine you can have a tremendous impact on others.

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Leadership Link Lesson # 7  
A Message from Pat Borer – Past President  
Don't back down from the Sharks  
Article 7 in a Series of 10

Navy SEAL candidates must complete several long swims in order to become a Navy SEAL. All of these swims occur in shark infested waters. It should come as no surprise that SEAL candidates must learn how to face the sharks, an encounter is inevitable and the candidate cannot run and hide.

Sounds a little bit like leadership. At some point in the process of leading people, you will face someone or something that threatens you. It may not be a threat to your physical person (although in this day and age, it certainly could be); it may be a threat to your career or an attack on your character or your integrity. Regardless of the form, if you are threatened stand your ground.

Before I go any further, I should back up and lay the foundation for standing your ground. We are all human, none of us is perfect. The mark of a good leader is recognizing those deficiencies and taking steps to address and overcome them. A good leader does not blame his/her mistakes on someone else; no, a good leader admits when a mistake is made and corrects it, particularly in front of those who observed the mistake.

Every good leader knows you have to start with a good foundation; honesty and integrity are parts of a good foundation. Little white lies, lack of integrity, and dishonesty will erode the foundation as if it were shifting sand. When your foundation is solid don't be afraid of the sharks, stand your ground. Be cognizant of their presence and watch their movements. Don't be naïve and get blindsided and don't run and hide. When you see the shark quit circling and aim straight for you; summon all your strength and punch the shark right in the nose. Not literally!!

A punch in the nose to the proverbial shark is speaking the truth and presenting the facts. The strongest punch of all is treating the shark with kindness, dignity, and respect. You've heard the old adage 'kill them with kindness' or an older proverb 'love your enemies'. Being a jerk, calling names with verbal attacks in response to the attack on you brings you down to their level. You become no better than the attacker. Stand your ground – on the high ground.

Now you have the tools to face the sharks. Lay a good foundation. Be a good leader and when the sharks start their attack; summon all your strength and punch them right in the nose.

Humbly,

Past President  
Pat Borer

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# 2015 Annual Luncheon & Awards Ceremony

## June 30, 2015

Pat Kant, Awards Committee Chair,  
Members: Charlotte Burke, Doug Thorpe & Kendall Warnock

### **Manager of the Year Award**

#### **Nominees**

#### **Captain Dan Ripley** **Lincoln Fire & Rescue**

Captain Ripley has been a member of Lincoln Fire & Rescue since 2004 and is currently a Captain on Engine 3. He supervises an engine crew as well as an ambulance crew.

Dan has well developed interpersonal skills and an altruistic personality which he demonstrates daily. He communicates very well in all aspects of his job, including emergency/non-emergency incidents, public education activities, business inspections, and the normal day to day interactions with his peers, managers, and subordinates. He understands his role as a supervisor with respect to his relationships and maintains an open door policy which enhances the relationships with peers, supervisors, and subordinates.

Dan has continued to pursue opportunities to develop his management skills through education, work opportunities with a variety of projects, and by actively inquiring about perspectives and management related issues. His management style is one of leading by example and being fair and consistent. This is very important for coaching and mentoring others in the growth and development of their own careers.

Dan has been recognized for his performance in several different areas, from emergency incidents, public education, and the coordination of special projects. He is also a member of a committee for The International Fire Service Training Association for revisions of training manuals. Lastly, Dan has very strong morals and values that he demonstrates in both his personal and professional lives on a daily basis. He is an excellent role model for all employees of LF&R.

#### **David Young** **Public Works & Utilities**

In just a short time with the City, David Young is having a remarkable impact on the Public Works & Utilities Department, and the City. The list of accomplishments leveraged in just a single year by this manager is truly extraordinary and reflect a vision for excellence.

David oversees three critical areas of the Department - - Fiber Infrastructure; Right-of-Way Management; and Technology Services

#### **Communication Skills/Accessibility**

Miki Esposito writes, “David knows what to do and how to do it.” I can count on him to competently execute his duties and compassionately communicate and deliver change.

### **Supervisor/Employee Relationships**

In the area of Technology Services, David was integral in centralizing services, housing the Section under the Administration and re-focusing their mission, directives, policies and procedures. David reorganized the Tech Services section to increase productivity and enhance customer service. He created the concept of mini teams, in doing so, he created EMPOWERED teams and team leaders.

### **Management Skills**

David managed the Department’s Novel migration – working closely with Division Managers, staff and Information Services to drive the much needed initiative resulting in the fastest file migration in IS history. Our entire Department made the difficult conversion in a matter of months rather than years.

In the area of Right-of-Way Management, David brought (on his own initiative) a vision and implementation plan to create a bona fide Right-of-Way Section housed in DSC/Engineering Services without adding any FTEs.

### **Staff Training**

Because of David’s direction and vision, Tech Services has clearly defined a purpose, roles and responsibilities for themselves. He developed a two-year technology plan to train staff from that includes server upgrades and virtualization (resulting in efficiency and cost savings); GIS Data Consolidation; Web Upgrades; and an Electronic Document Management System via OnBase.

### **Special Accomplishment(s)**

Just recently – in the world of Fiber/Broadband Infrastructure - David secured a \$500,000 Broadband Opportunity Grant from the State of Nebraska’s Public Service Commission to assist all Lincoln’s libraries to be connected to wi-fi. This is a phenomenal contribution to the City! As is evidenced here, David has been a phenomenal asset to both Public Works/Utilities and the City. He has brought about needed change in a very short period of time.

## **Sherrie Meints** **Lincoln Fire & Rescue**

Sherrie Meints is the EMS Business Manager for Lincoln Fire and Rescue, a position she has held since Lincoln Fire and Rescue began providing ambulance service in 2001. Sherrie has an intimate knowledge of all aspects of her job and she addresses all aspects of her position efficiently. She deals with constant change and never ending challenges in a professional and a very efficient manner. Sherrie has been instrumental in assisting Lincoln Fire and Rescue to build the EMS Enterprise fund to all-time high balance over the last several years.

Sherrie manages Lincoln Fire and Rescue’s ZOLL Tablet ePCR patient care reporting system and works

closely with our EMS server hosting company EF Recovery. She is frequently called at home after hours or in the middle of the night to remote into the system when the interfaces have quit working. She will then help the EMS Supervisors restore the reporting system. She willingly works with the EMS Supervisors to program needed changes into the ePCR system and to fix issues that arise. Sherrie continues to ensure that we are compliant with the State of Nebraska mandatory reporting requirements and provides expertise to the recently hired LF&R QA/QI physician.

Sherrie provides LF&R command staff with detailed data from our EMS System by querying the program. She has been learning how to use Crystal Reporting and can write reports to obtain this data. Sherrie was asked to participate in building the NEMSIS 3.0 data set for the State of Nebraska in January 2014 and provided valuable input into the final project. She has continued to work with the State on revisions to make the data set easier to use. Sherrie will be working with ZOLL, our electronic patient care reporting vendor, in the very near future to upgrade our reporting system to ZOLL Tablet ePCR 6.0 which will incorporate the new NEMSIS 3.0 data reporting set.

Sherrie keeps abreast of changes in Federal, CMS and State laws and regulations to ensure that Lincoln Fire and Rescue is in compliance with these mandates. She is, by default, the HIPAA compliance officer for LF&R and has been involved in the HIPAA Hi-tech assessment that Lincoln recently completed.

Sherrie is well respected by the Lincoln Fire and Rescue command staff, the EMS supervisors, her co-workers and me. She is always pleasant, hardworking, and professional and I very much appreciate her hard work. Simply put, Sherri is irreplaceable at Lincoln Fire & Rescue.



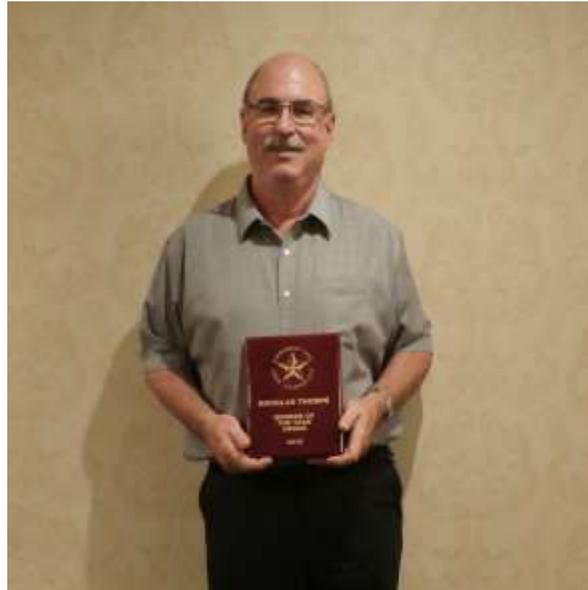
**Sherrie Meints – Manager of the Year**

**Member of the Year Award**

**Doug Thorpe**

This year's Member of the Year is Doug Thorpe, Employment Technician in the Human Resources Department since 1998. Doug is being recognized and appreciated for his development and maintenance of the Leadership Link Website.

Doug had volunteered to maintain the webpage for many, many years in order to provide current information about the Leadership Link Chapter meetings, professional development and community activities for its members.



**President's Award**  
**John Huff**

This year's award goes to Retired Lincoln Fire & Rescue Chief John Huff

Chief John Huff, prior to his retirement, was an executive advisor for our Leadership Link Chapter.

Chief Huff was an advocate for Leadership Link in many ways. Not only did he provide strategic direction as an executive advisor. He was a promoter and a constant advocate for Leadership Link. I, personally, was recruited by Dan Wright and Steve Frederick but knowing the close relationship between John and Dan, I'm fairly confident John was in cahoots with both of them.

Chief Huff believed in reaching outside the fire department. He encouraged his command staff and department members to be involved in community organizations such as this one. He understood the mission of the fire department could be accomplished to a greater degree if departments and community organizations worked together.

Chief Huff is a mentor and a friend. He retired recently after serving over 40 years as a public servant. Forty years is remarkable, especially in emergency services; a career where life threatening situations are faced on a regular basis.

Chief Huff leaves behind a legacy matched by very, very few people. He was instrumental in putting LF&R in a position to be selected as a FEMA Urban Search and Rescue Team. He saved hours upon hours of manual labor by leading the charge to acquire a computerized staffing program. He reorganized the management of the fire department enabling it to maintain our accredited status and he recognized LF&R could serve more houses, and thereby more people, sooner by building new stations and redeploying our assets from these new locations. Most people recognize this as the station optimization program.

It is for these reasons and many others, that Retired Fire Chief John Huff has been selected for the 2015 President's Award.

**Kathy Smith Pinnacle Award**  
**Steve Frederick**

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. The Board of Leadership Link selects the recipient of this very special award. The Board considers the qualities exemplified by Kathy Smith and chooses someone who they believe models these qualities among City employees and throughout the community.

I would like to take a few moments to describe Kathy for all of you. Kathy was a dedicated City employee and took great pride in 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 positive, inspiring, kind person, attentive to the needs of others, and a very directed and focused individual. She always represented the city in a professional and honest manner. She was an artist, quilter, gardener and landscaper, self-made expert in plant materials, someone that others wanted as a friend – she had no enemies, only friends. She had a positive attitude and always inspired others. After her diagnosis of cancer, she continued her work with the Purchasing Department and her involvement in Leadership Link. Sadly, Kathy lost her battle with cancer, but she left us with the memory of her dedication to her job and to the City of Lincoln, and most importantly, her desire to treat everyone with kindness and respect.

The Board members of Leadership Link know that Steve Frederick reflects the qualities of Kathy Smith. Steve has been a member of Leadership Link for many years. He has served as a member and chair of the Awards Committee and has held the offices of Co-President-Elect, Co-President and Past Co-President. Steve is a strong voice for the Chapter and eagerly and enthusiastically promotes the Chapter and its programs and events. He believes in the value of what the organization can bring to its members.

Steve and Danny Wright served as Co-Presidents during 2013-14, and, under their leadership, wise counsel, and direction, the Chapter experienced tremendous growth! This increase in membership was recognized by the National Management Association, and last September Steve accepted the Growth Award for our Chapter at the NMA National Convention in Florida.

Steve is the Manager of the Division of Health Data and Evaluation at the Lincoln Lancaster County Health Department and oversees Communicable Disease, Epidemiology, and Emergency Response programs. Steve's influence and expertise with health data is felt by the department, City, and agencies throughout the community. Recently, Steve and his staff worked closely with the Community Health Endowment to assist in the creation of a mapping project to better understand the role of where we live in regards to health status and behaviors in our own community. These maps will help in targeting resources to impact change and improve the health of our community. Currently, Steve is leading a community-wide charge to assess many factors of health in Lincoln and Lancaster County. This community health assessment will lead to a prioritization of health issues to address through multi-agency collaborations.

Not only is Steve an outstanding "data-guy", he is just an outstanding guy. His excellent customer relations skills are used every day in so many ways including patiently explaining health data information in a way that we all can understand. Steve is upbeat, always approachable, and proud of his staff and the work they do. He promotes the importance of Leadership Link to its members and always represents the Chapter, the Health Department, and the City in the most positive light.



### **Board of Directors 2015-2016**

Mike Davis President	Brad Thavenet President-Elect	Elaine Severe Secretary	Steve Owen Treasurer	Pat Borer Past-President
Barb Boggs Member Relations	Pat Kant Awards	Martha Hakenkamp Programs	Jann Douglas Community Service	

### **Executive Advisors**

Judith Halstead Health	June Pederson Aging Partners	Doug McDaniel Human Resources
Miki Esposito Public Works	Gary Chalupa Veterans Services	Gwen Thorpe County Commissioners

#### [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.

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.

Contribute to the effectiveness of sponsoring organizations.

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

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

### The NMA Leadership Model



Derived from a similar model in *Rethink: Based Leadership* by Ulrich, Zenger, & Stroffelmeyer.