

Leadership Link

Newsletter

September, 2016



NMA
THE Leadership Development Organization

President's Message Brad Thavenet

As we begin a new season of Leadership Link, I wanted to start off with an introspective look at ourselves and one barrier that lies in front of us all keeping us from becoming the leaders we all strive to be... 'bad habits'. Below is a blog that once read may require a bit of reflection so that we all can implement a better foundation to reaching our goals of becoming outstanding leaders.

The Habit of Excellence

Mark Devine, Lt Commander (U.S. Navy Seal *ret.*)

"Our habits are the little actions we perform every moment of every day. While most of them aren't what we would define as 'bad habits,' the question is: Are they habits of excellence?"

If your intention is to compete with the top 1% in your chosen career, sport or discipline, then it all starts with reforming and refining daily habits so that they meet the criteria of excellence.

What's the best way to make this happen?

Here's how not to do it. The inefficient method is to try and grab bad habits by the horns and force them into submission. It usually doesn't pay off.

Let's say you have a habit of routinely flicking on ESPN every night, and end up wasting an hour (or hours) channel surfing. This adds up to a considerable loss of time that could be used for healthier, more productive uses in line with your goals and responsibilities. It could be time you use for training, or studying, or spending quality time with your family. Instead, it's just time blown passively awash in digital stimulation, with a rampage of commercials selling everything from Viagra to potato chips.

The first step in changing a bad habit is being mindful about what the habit is and what it's costing you. With the television habit, it's fairly obvious. Others might be more insidious but still take a toll on your desire to be operating at an exceptional level.

Next is to consider the reward that sucked you into a bad habit loop in the first place. For the television, this is fairly easy to identify. It's can be a stress relieving distraction, an escape, that basically gets you nowhere.

Then consider the cues. What leads to turning on the television, or eating a donut, or constantly checking your email? What are the circumstances that trigger the bad habit? What the emotional state, or time of day, or situation? What are the cues trip you into the bad habit loop?

Then begin experimenting by subbing in different actions when you're hit with the cues. In other words, rather than trying to overhaul the bad habit itself, you pave over it with a new one. A great example is a cigarette smoker. Let's say that when it's time for his lunch break, he's stuck in a habit loop of getting out of his office to smoke his cigarette. He replaces this action by implanting a new action. When noon hits and it's time for a break from work, he uses that as a cue to go to the gym or go for a walk. Both offer the reward of a mental break from work, but with a completely different and more productive action. If he does this consistently over the course of time, he will have wired a whole habit loop into his brain.

Our habits define us. Solid character habits define a solid character. As part of our working on implanting a good time management system, I want you to start putting your mind to developing the character habits of discipline, drive and determination. This starts with paying attention to those dozens of habit loops that are part of how we operate every day."

Here's to a great new season of Leadership Link and I look forward to forming new habits with everyone along the way.

Brad Thavenet



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**2016 NMA Annual Conference to Open with Award
to Dr. John C. Maxwell**

When NMA members convene in New Orleans, September 8-10, they will kick off the two-day event with a breakfast honoring famed author and leadership expert Dr. John C. Maxwell. Maxwell will receive the prestigious McFeely Award for his contributions to managing, leading ... and living!

In 2014, Dr. Maxwell was identified as the #1 leader in business by AMA and the most influential leadership expert in the world by *Business Insider* and *Inc. Magazine*.

The 2016 McFeely Award winner is an internationally recognized leadership expert, speaker, minister, coach, and author who has sold over 26 million books in 50 languages! Three of his books, *The 21 Irrefutable Laws of Leadership*, *Developing the Leader Within You*, and *The 21 Indispensable Qualities of a Leader*, have each sold over a million copies.

As the founder of The John Maxwell Company, The John Maxwell Team, EQUIP, and the John Maxwell Leadership Foundation, he has trained more than 6 million leaders. In 2015, he reached the milestone of having trained leaders from every country of the world.

The recipient of the Mother Teresa Prize for Global Peace and Leadership from the Luminary Leadership Network, Dr. Maxwell speaks each year to Fortune 500 companies, presidents of nations, and many of the world's top business leaders.

Since 1975, the Wilbur M. McFeely Award has been presented to recognize outstanding women and men who have made profound contributions to leadership and management development while gaining national and international recognition for their books, articles, lectures, and other professional/entrepreneurial endeavors.

Presented every 2-3 years, the Award boasts several notable recipients: Marcus Buckingham, Dr. John P. Kotter, Dr. Barbara Kellerman, James M. Kouzes & Barry Z. Posner, Philip Crosby, Rosabeth Moss Kanter, Zig Ziglar, Dr. Norman Vincent

Peale, Kenneth Blanchard, Tom Peters, W. Edwards Deming, Peter Drucker, and George Odiorne – among others.
Complete information about the 2016 NMA Annual Conference can be found on the website at: www.nma1.org.

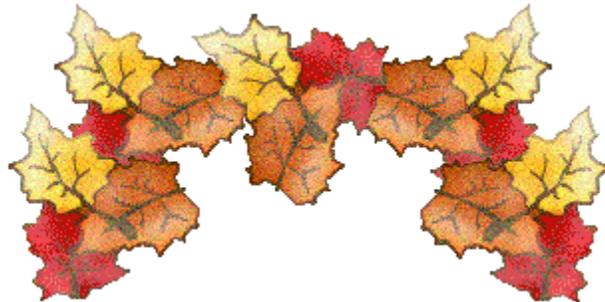
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Leadership Link Chapter will receive the following awards at the National Convention in New Orleans in September:

**Outstanding Chapter Award
&
Community Service Award**

Fantastic Job Everyone!

**Mike Davis, Leadership Link Past President,
will accept the awards on
behalf of Leadership Link**



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Awards Committee

Charlotte Burke, Chair

Leadership Link held their Annual Luncheon and Awards Ceremony on Tuesday, June 28, 2016 at the Governor's Residence.

Award Winners

Manager of the Year Award – Steve Owen, Public Works & Utilities

President's Award – Elaine Walsh, Health Department

Kathy Smith Pinnacle Award – Martha Hakenkamp, Aging Partners





The 2016-2017 officers were installed by Linda Zabel

2016-2017 Officers

- President – Brad Thavenet, Lincoln Fire & Rescue
- President-Elect – Kendall Warnock, Lincoln Fire & Rescue
- Secretary – Kari Foote, Human Resources Department
- Treasurer – Ben Higgins, Public Works & Utilities

Programs Committee

LEADERSHIP LINK AND NEBRASKA STATE GOVERNMENT CHAPTER SEPTEMBER PROGRAM LUNCHEON:



“PLACE MATTERS”

A presentation by Lori Seibel, President and CEO
Lincoln Community Health Endowment

See more at: <http://www.chelincn.org/placematters/>

PRESENTER: Lori Seibel, President and CEO – Community Health Endowment.

TOPIC: “Place Matters” This provocative program examines the Community Health Endowment’s use of data mapping and analysis in telling powerful stories about our community in relation to health and well being.

WHEN: Tuesday, September 20, 2016 at 11:30 AM

WHERE: Community Health Endowment Conference Room, 250 N 21st Street, Suite 2. **(NOTE DIFFERENT LOCATION FOR THIS MONTH’S LUNCHEON!)**

NOTES: \$5 for Leadership Link and State Chapter members & \$10 for non-members (payable at the door). Menu - Assorted Sandwiches, Chips, Fruit, Dessert & Beverages

RSVP: By noon Thursday, September 15th, 2016 to Kari Foote at kfoote@lincoln.ne.gov

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WELCOME TO OUR NEW MEMBERS

Jesse Davy – Health Department
Christina Hitz – Health Department
Heather Sullivan - StarTran

Transfer Members from the Nebraska State Government Chapter

Linda Zabel – Retired
Janis Heim – Retired
Chris Peters – Correctional Services
Edward Price – Health & Human Services
Peggy Donscheski – Administrative Services



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Board of Directors 2015-2016

Brad Thavenet President	Kendall Warnock President-Elect	Kari Foote Secretary	Ben Higgins Treasurer	Mike Davis Past-President
Charlotte Burke Awards	Elaine Walsh Public Relations	Pat Borer Nebraskaland Council		

Executive Advisors

Judith Halstead
Health

Doug McDaniel
Human Resources

Pam Dingman
County Engineer

Pat Leach
Library

Chad Blahak
Building & Safety

Linda Zabel
Retired – State of Nebraska

NMA Code of Ethics

I will recognize that all individuals inherently desire to practice their occupations to the best of their ability.

I will assume that all individuals want to do their best.

I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.

I will be guided in all my activities by truth, accuracy, fair dealing and good taste.

I will keep informed on the latest developments in techniques, equipment, and processes.

I will recommend or initiate methods to increase productivity and efficiency.

I will support efforts to strengthen the management professional through training and education.

I will help my associates reach personal and professional fulfillment.

Contribute to the effectiveness of sponsoring organizations.

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.

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.

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.

The NMA Leadership Model



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