

Leadership Link

Newsletter

September, 2014

President's Message

Pat Borer



We all know we live in a global community, sometimes that's good and sometimes it isn't. For the purposes of this article it's a good thing. I typically don't surf or browse a lot but I came across an article recently written about Admiral McRaven, a Navy SEAL for 36 years. He gave a commencement speech not long ago that has received considerable circulation. The subject of his speech was the 10 lessons he learned in basic SEAL Training. I would like to pass along those lessons in a series of articles for our newsletter. I believe in giving credit where credit is due, so these lessons are not mine they belong to Admiral McRaven. I have learned from them and applied them to my own situation and in doing so I hope to pass along something you can use to make your life better and those around you.

Lesson Number 1: Start the day by making your bed. I learned to do this when I was old enough to reach over the bed, thanks to my Mom. Deep down, I think she knew it was important to start the day successfully and little things do matter. If you remember the last newsletter, all the little things are generally equal to or greater than the big things in life. Pay attention to the little things. The most important thing in this lesson is this: if you have someone who is able to complete the small tasks you give them; coach them, mentor them, and cheer for them as you give them more and more within their current abilities. In time they may be your successor. Conversely, if someone can't complete the little things, it is rather foolish to expect the person to complete big things.

Lesson Number 2: Find someone to help you paddle. People were not designed to function alone. Yes, we can and do function alone from time to time. But over the course of our lives, we all need someone to help us paddle against the surf, up stream, and against the wind. I think you would be surprised to find those who have been and are willing to help you paddle. Take a moment and think about how you arrived at where you are today. The more willing someone is to commit to you completely, the better they will be at helping you paddle. On the other hand, don't turn away those friends, colleagues, or even strangers who come along side and help paddle through the stormy seasons of life.

I'm probably running out of space, so this will suffice for this newsletter. Remember, the lessons belong to Admiral McRaven. The article is a combination of applying his lessons to my life.

Humbly serving Leadership Link – Pat

Mini Leadership Development Conference August 1, 2014

On Friday, August 1st, the Nebraskaland Council hosted a Mini Leadership Development Conference at the Lincoln/Lancaster County Health Department. The Nebraskaland Council consists of members from Leadership Link, the Nebraska State Government Chapter, the Southeast Nebraska Chapter and Lennox Industries in Marshalltown, Iowa. Pat Borer, Leadership Link President, presided over the conference. Thirty-four (34) individuals attended the conference.

The conference began with lunch and Dr. Stephen Joel, Superintendent of Lincoln Public Schools, was the featured speaker. Dr. Joel spoke on topics such as: focusing on a common goal as an organization, surrounding yourself with people who complement your strengths and weaknesses, using leadership to leverage other's strengths, and also balancing work and home life.

In the afternoon, individuals broke into small groups to hold committee roundtable sessions to discuss the Membership, Awards, Publications, and Professional Development Committees. Each chapter shared pros and cons of their committees, and ways to overcome issues these committees may face.

National Director, David Hanson, provided a presentation on "Building World-Class Leadership Teams". The conference concluded with training sessions for President/President-Elect, Secretary/Treasurer and Committee Chairs and Chapter Sharing. The Silent Auction Winners were announced at the close of the conference.

Photos by Steve Frederick, Past Co-President



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We received word from Sue Kappeler at NMA Headquarters that our Chapter has, once again, achieved the Outstanding Award and the Community Services and Growth Awards. The Growth Award is given to only one chapter in each size class and it is a special honor for our Chapter. Here is Sue's email:

Congratulations to you and everyone at Leadership Link! Your chapter will be recognized at the national convention in Miami, FL September 26-28, 2014 for earning/winning the following awards during your past administrative year:

Outstanding Award
Community Services Award
Growth Award

These accomplishments require organization, cooperation, and dedication by everyone working toward a common goal. You, your chapter officers, and the other chapter members can be proud of your chapter's successes during the past administrative year.

A special congratulation for achieving an NMA Growth Award!! **A representative of each Growth Award winning chapter will be seated at the head table during our Recognition Luncheon; therefore, we need you to select someone for this honor and send me his/her name and a head and shoulders photo no later than September 1, 2014.** The luncheon will take place on Sunday, September 28, 11:45 am at the Hyatt Regency in beautiful Miami, FL.

The NMA Recognition Program was established to recognize those chapters which exhibit truly exemplary programs and activities. By knowing the criteria for each award in advance, chapters may elect to strive for any or all NMA chapter group awards. While achievement of an award is truly admirable, the real honor comes in knowing that you have provided a professional environment for your colleagues.

On behalf of the NMA Board of Directors and the NMA Staff, please express our sincere congratulations to those who, through their combined efforts and contributions, made this possible. Keep up the good work!!

We look forward to seeing you and your representatives recognized for these awards at our 2014 Annual Conference!

Have a wonderful day!

Sue Kappeler, CM

Vice President, Integration and Operations
NMA... THE Leadership Development Organization

None of this could have been done without the efforts of all of our members!

Past Co-President, Steve Frederick, will attend the National Conference in Miami, Florida and accept the Chapter's awards!

Professional Development Workshop

Fighting the Invisible Dragons



Leadership requires your ability to “slay” dragon behavior. This workshop will allow you to do three things:

1. Predict behavior
2. Respond differently
3. Engage on a new level

Predicting Colors: This simple personality inventory allows you to better predict behavior and understand how to lead others in their learning style.

Most conflicts in the work environment are caused by miscommunication and misunderstood expectations. Understanding Colors allows you to be a better leader and anticipate behavior rather than constantly responding to it.

Responding differently: As a leader, when you can anticipate behaviors you are able to respond differently in order to lead others into battle with their dragons. Understanding what is important to others is a key attribute of managers and leaders. This allows you to better communicate your needs in a way that helps your team, your co-workers and staff you supervise work with you instead of against you.

Engaging: What are the key components to an engaging, innovative and productive leader? Participants will be led through a workshop allowing them to give advice to each other. We will explore what are the best approaches to slaying dragons and give participants some ideas and time to reflect on their personal commitment to new strategies they will employ for themselves, the people they lead and the projects that need to be accomplished.

This entire session is interactive and led by John Beranek whose energy and honest approach is often quoted in evaluations. John’s workshops are flexible and adaptable—he’s ready and able to meet the needs of the participants based on the group interaction. He has been helping leaders as a motivational speaker, executive coach and team motivator for fifteen years. Don’t expect to sit still. Do expect to leave with new ideas.



To learn more about John:

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Intersections Consulting
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Sioux Falls, SD 57106
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johnspeak@sio.midco.net
605-310-3226

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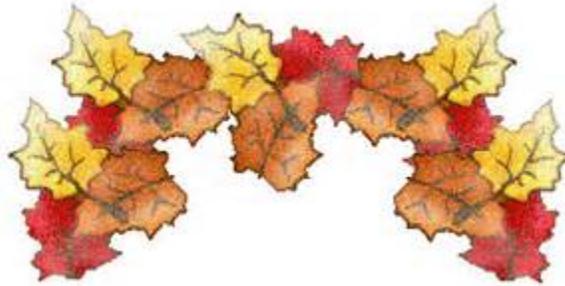
This workshop is sponsored by Leadership Link, and is open to all City and County Employees.

The workshop is scheduled from 8:30 to 11:30 AM, October 9, 2014 in the Training Center, lower level of the Lincoln-Lancaster County Health Department (enter off of 31st & O Street and park on the East side of the building).

Cost: \$10.00 for Leadership Link members and \$25.00 for non-members. CEU hours are available for Leadership Link/NMA members at no cost and non-members can request CEUs for a \$10.00 fee.

RSVPs are due by Tuesday, October 7th and should be submitted to Julie Mach at jmach@lincoln.ne.gov

Make Checks Payable to: Leadership Link



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Welcome to Our New Members!

Christopher Peterson, Steve Kostner, Brad Thavenet & Kelsey Romshek

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

Doug McDaniel
Human Resources

Mike Esposito
Public Works

John Huff
Lincoln Fire & Rescue

Gary Chalupa
Veterans Services

Gwen Thorpe
Lancaster County Commissioners

“The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint to keep from meddling with them while they do it.”

Theodore Roosevelt

Upcoming Events

**September Monthly
Program Luncheon**

**Lincoln Municipal Services Center Networking Lunch
& Tour
901 West Bond Street**

**Tuesday, September 23, 2014 – 11:30 AM
\$5.00 - Members
\$10.00 – Non-Members**

**RSVP: Friday, September 19th
Noon to
Elaine Severe
esevere@lincoln.ne.gov**

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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.

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.

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

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.

The NMA Leadership Model



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