

Leadership Link

Newsletter

November, 2014



NMA
THE Leadership Development Organization

President's Message

“Stop Being A Sugar Cookie”

Pat Borer

Article four in a 10 part series based upon a speech by Adm. McRaven.

In order to get the history behind these articles, you'll have to acquire the three previous Leadership Link monthly newsletters.

The subject of this article is: get over being a sugar cookie and keep moving forward. You can imagine most military units have a uniform inspection program. The SEALs are no different (in this respect), if a SEAL student failed to pass a uniform inspection, the student would have to run into the ocean surf fully clothed, get soaking wet, and then roll around in the sand. At the conclusion, the student would kind of look like a sugar cookie.

How many times did you complete an important project or finish a big task given to you and you felt like you nailed it or just raised the standard to a new level only to find out your boss wasn't that impressed? Get over being a sugar cookie and move on!

How many times did you experience something wonderful, like a sunrise or sunset, or just a beautiful moment where everything seemed right with the world and you tried to relate that to someone you knew and they reacted indifferently? Get over being a sugar cookie and move on.

How many times did you do something for a friend you thought would be important to him/her without them knowing it or how many times when you were working with a mentor or coach and you did something because you thought they might be proud of you for it and when they found out their reaction was far less than you were hoping for? Get over being a sugar cookie and move on.

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The fact of the matter is life is full of disappointments and the reasons for the disappointments are unlimited. If the cause of the disappointment is another person, recognize other people have their own life issues to deal with or the other person you are relying on is using your disappointment as a building and strengthening opportunity.

I think there are a couple of lessons here. The first: The measure of a person is not how many times you fall down, the measure of a person is how many time you get up and move on. The second: We are all human and incapable of providing every need for another human. Only when we rely on something outside of ourselves, something eternal will we not be disappointed because instances of disappointment are opportunities meant for our good in the end.

Find your meaning in something eternal: “Get over being a sugar cookie and move on.”



News from the National Director

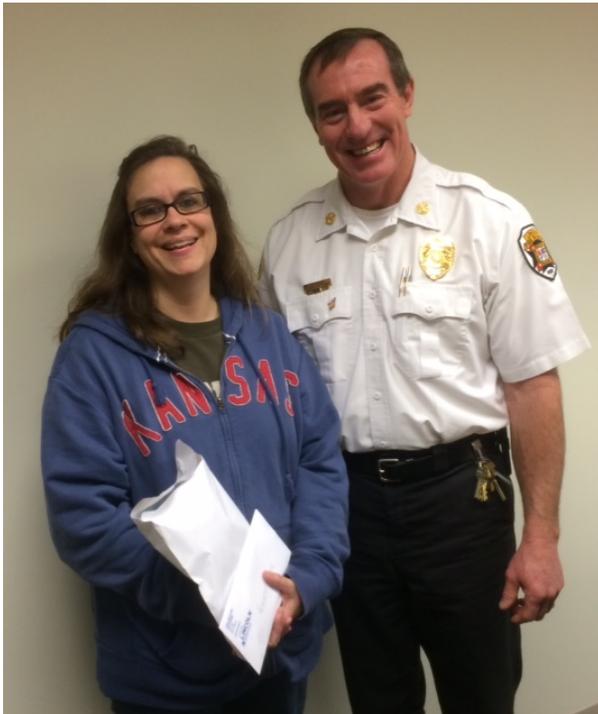
Director's Corner

Have you met the new NMA Executive Committee? It's a new year and there are new Executive Officers. Nancy Bennett, CM is the 2015 Chairman of the Board. She is from the Blue Cross Blue Shield of Michigan Chapter in Detroit. Candi Creel is the National Vice Chair and is from the Aerostructures Leadership Development Association in Chula Vista, California. Lisa Hart is the National Treasurer and is from the Mid-Columbia Leadership Development Association in Richland, Washington. The newest member is Kathy Spatz. She is the National Secretary and is a member of the Columbus Public Service Chapter in Columbus, Ohio. Each will bring a new flavor of leadership to the position and a new dynamic to NMA for the coming year. We have a Board of Directors meeting scheduled for January 24th and I plan on being there. It will be great working with them and watching the Executive Board steer this great organization for another year. Of course we can use your help. You can start by getting involved in your local chapter. If you have any ideas, contact them or contact me. Contact information is on the NMA website, www.nma1.org . While you are there take a few minutes and checkout the new website. I am looking forward to this New Year. Hope you are too.

David Hanson, National Director
Lennox, LDO, Marshalltown, Iowa
National Management Association

Leadership Link's Holiday Community Service Project Friendship Home

Leadership Link members donated \$350.00 to the Friendship Home. Friendship Home Director, Amy Evans attended the Leadership Link Board of Directors meeting on December 23, 2015 and expressed her thanks and appreciation to Leadership Link members for their donations and support.



TEAMWORK AWARD NOMINATIONS

Leadership Link is seeking nominations for the 2015 Team Work Award. We will recognize an outstanding group of employees who have demonstrated a willingness to work together toward a common goal. Examples of teams include individuals assigned a specific task or project or individuals assigned to a regular work activity. **You do not have to be a Leadership Link member to be nominated.**

If you know a group of individuals (three or more), please complete the nomination form and forward it to Pat Kant at pkant@lincoln.ne.gov by Friday, January 30, 2015.

The recipients of the Teamwork Award will receive a plaque and recognition.

Leadership LINK & Nebraska State Government Chapters February Luncheon Meeting



TOPIC: “What Does NIC Mean to You?”

SPEAKER: Daniel J. Duncan & Kate A. Engel, Nebraska Innovation Campus

WHEN: Thursday, February 26, 2015 at 11:30 AM

WHERE: Lincoln-Lancaster County Health Department Training Center, 3140 N Street

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 on Monday, February 23, 2015 to Elaine Severe at esevere@lincoln.ne.gov

Nebraska Innovation Campus (NIC) is connecting the talents of experts, companies and the university to create a unique culture of innovation. As a research campus designed to facilitate new and in-depth partnerships between the University of Nebraska and private sector businesses, NIC is located adjacent to the University of Nebraska–Lincoln (UNL) on the site of the old State Fairgrounds. At full build-out, NIC will be a 2.2-million square-foot campus with uniquely designed buildings and amenities that encourage people to create and transform ideas into global innovation. NIC aspires to be the most sustainable research and technology campus in the United States—find out what this will mean to you by attending the February luncheon meeting!



Dan Duncan is the executive director of Nebraska Innovation Campus. Dan began his tenure with the University of Nebraska-Lincoln in 1987 and on October 1, 2011, he moved into his current position. Dan has a Master of Science Degree in Agricultural Economics-Agribusiness, and Bachelor of Science Degrees in Animal Science and Agronomy all from the University of Nebraska-Lincoln. Dan is a LEAD VII Fellow. He is also a member of the Nebraska Hall of Ag Achievement and the Agricultural Builders of Nebraska.

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Kate Engel is the community engagement and operations manager for Nebraska Innovation Campus. Kate is responsible for developing and implementing programs for NIC aimed at creating a culture that encourages collaboration and partnerships between NIC, the university and the community. She is a 2006 graduate of Nebraska Wesleyan University and earned a Master of Arts in Management from Doane College in 2011. Kate is currently working on a Ph.D. in human sciences with a specialization in leadership studies at UNL.



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20 Things Successful People 'Refuse' to Do

By **Mo Seetubtim**, http://www.huffingtonpost.com/users/becomeFan.php?of=hp_blogger_Mo%20Seetubtim
Founder, Writer, Creative Director of BRANDMENTALIST.com - The Art of Passionate Living. Featuring fresh takes and real-time analysis from The Huffington Post's signature lineup of contributors.

This post originally appeared on BrandMentalist.com

1. They don't define success in a monetary term.

Most successful people define success as happiness, having a peace of mind, or helping others. They see money as something that brings them comfort and opens doors of opportunities. They realize that money can't buy them happiness.

2. They don't start their days without plans.

Successful people know that in order to stay on top of work and become successful, they need to be disciplined and be smart with how they manage their time. In order to do this, they plan their days ahead, putting together a to-do list at the start of the day -- what needs to be done and in what order. Not only are they going to make sure that they don't miss out on any important task or meeting, but also optimize their time for the optimal performance.

3. They don't define "perfection" as their end goal.

To successful people, striving for perfection is rather a waste of energy and time because you would be spending your time looking for mistakes and faults to fix. Instead, you should strive for "growth." From one point to another, successful people achieve each goal with growth in mind.

4. They don't surround themselves with negative people.

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Pessimistic people, people who whine and complain, people who procrastinate, and people who find excuses for everything -- these are the kinds of people that successful people don't surround themselves with. Because the more you hang around these people, the more negative energy you receive. Instead, successful people hang around positive people, driven people, and people inspire them.

5. They don't perceive difficulties as problems.

When successful people face a difficulty or an obstacle, they see it as another challenging issue that they need to solve like any other obstacles they've gone through in the past. They believe that these experiences will only make them smarter and stronger.

6. They don't let failure bring them down.

Successful people see failure as a part of growth and an opportunity to learn and make progress. They believe that no matter how many times they fail, they will get back up again stronger than before.

7. They don't let problems bring them down.

If you let your life get weighed down by problems, you're not going to be anything but stressed. And that is the way to having more problems in life.

When facing a problem, instead of focusing on the problem, you should focus on your action and what you do to make the situation better. By shifting your focus like this, you will feel better and find an even better way to solve the problem.

8. They don't let other people's judgments affect their self-esteem.

Successful people don't let themselves and their self-esteem get bogged down by other people's words or judgments. They know what they are worth and what they stand for. They know what they want out of lives, what they are looking for, and they have their own rules for making all that happen for themselves. They don't rely on outside approval. They don't need others to prove their worth.

9. They don't make excuses.

Successful people take responsibility for their mistakes. If things don't go as planned or something goes wrong, they will take responsibility for it and fix the problem. Successful people are determined to get their goals achieved each day -- no matter big or small. They don't make excuses.

10. They don't envy other people's success.

Successful people believe that everyone has the ability to become successful. They believe that the more successful people there are, the better this world will become. Seeing other people

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succeed doesn't make them envy, but rather makes them feel inspired and motivated.

11. They don't ignore those they love.

No matter how much work is important to successful people, it is not as important as the people they love -- family, partner, and their own selves. True success starts from within. The love and support from the loved ones are significant and can be tremendously helpful in making someone succeed.

12. They don't forget to have fun.

Work can be tiring. Successful people know that work without play is meaningless. Work has to be enjoyable. And the way to achieving that is to do what they love and to have to work-life balance even though it's hard at time. Successful people know that it is important to get enough sleep as well as to take time to relax and play in order to be able to perform at their best.

13. They don't overlook their health.

Truly successful people know that good health brings in a clear head, a motivated mind, and a fully charged body, which are critical in producing great work. Everything in life starts with good health. And everything else ends when health collides.

14. They don't set vague life goals.

Successful people know "exactly" what they want in life. They know what their dreams are and they are determined to achieve them.

When you are clear with what you want in life, coming up with plans and a roadmap to achieving that is easy. All you need to do is to follow through, never give up, and never get distracted. By having a clear life goal, you are able to evaluate where you are in life and how far you are from your goal.

In short, by having a goal and a dream, you're half way there.

15. They don't just talk the talk. They walk the walk.

Successful people don't just talk -- whether it's about ideas or criticize others. They make sure things get done and what they said they'd do will happen. They execute. They implement. They are reliable and trustworthy.

16. They don't let themselves become victims.

Successful people don't let themselves become victims of other people's actions. They are smart enough to get away from bad people and bad situations. They don't hold grudges and don't look to take revenge. They know that the only way for them to be happy is to let go and move on -
- so that they can let better things in life come in.

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17. They don't get stuck in the past.

Successful people don't let themselves get weighed down by their past. If you live in your past, you're never going to be happy in the present especially if you have a painful past. Be mindful and live in the moment.

18. They don't resist change.

Plans, strategies, and tactics -- all of these can change over time. Successful people accept them without frustration and resistance. They adjust and adapt because they believe that there is no fixed route to success.

19. They don't ever stop learning.

No matter how old they get, successful people are always learning because they believe that no one knows everything. Inspiration can arise anywhere, anytime, from anyone. Therefore, don't act like a glass full of water. Instead, act like a glass half full so that you can always have room to learn something new.

20. They don't end their days without feeling thankful.

No matter big or small, successful people feel thankful for things in their lives and in their everyday lives. They show appreciation for those who have helped them. They thank people who support them and stand beside them. They feel thankful for what they have in their lives, rather than looking at what they don't have.

Successful people simply feel blessed and thankful for being alive and waking up to the people they love to do the things they love -- and that's the secret to starting their days with positive energy and a peace of mind.

<http://twitter.com/brandmentalist>

<http://www.huffingtonpost.com/mo-seetubtim/20-things-successful-peop b 6160560.html - #>

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

WELCOME TO OUR NEW MEMBERS

Kendall Warnock – Lincoln Fire & Rescue
Dan King – Lincoln-Lancaster County Health Department



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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.