



NMA

THE Leadership Development Organization

President's Message Brad Thavenet

It is OK to Step Back....and Lead at the Same Time.

Below are some insights I have adapted with the help of *Rich Verneti* which apply to leading in any team environment. Here they are, in no particular order of importance:

Guess what: It is not about you! Leading is about the other person and the quicker you realize that your needs are subordinate to your teammate's needs, the quicker you will find your leadership stride.

Set reasonable expectations. Yes, we want our teammates to knock the ball out of the park every time, and we know they have the potential but realistically they won't. Learning any complex skill or launching a new product or project is a long-term process with the victories interrupted by set-backs. Of course, how the set-backs are framed and turned into valuable learning moments is a defining skill of winners. It is the leader's job to help them find that skill and not get attached to their performance at each turn.

Patience is not only a virtue; it is an imperative. Success is often like a military mission: Twenty three hours and fifty minutes of tedious, boring work...interrupted by ten minutes of adrenaline pumping intense activity leading to victory. The twenty-three hours of preparation, planning and waiting are just as important as the ten minutes of blazing glory.

It takes a team to teach. Whether it is your method or as an outsider, some team members may not be "getting it" from your expert instruction. Sometimes teaching may come from an unexpected, but respected, source using a different set of words than yours. As a leader you may have expert skills and be an excellent teacher, but you may not be the one who can teach or meet each of your teammates learning styles. Learn to accept help from unlikely sources and to rely on the team to teach the team. The team's victory will be your victory...and you may have had little to do with it!

Presence is magic. Ultimately, all the coaching, mentoring, cajoling, telling and motivating pales in comparison to even a few moments of total presence. When you finally let go of trying to teach, of trying to shift an attitude from negative to positive, of trying to convince those that they could do it...and just

allowed them to feel what they are feeling and to understand their perspective...they will stop pushing back against you and begin to sense that it was ok at times to be anxious and take chances. When we both just sit in the presence of each other or our team for some precious moments together, it will create an opening that will allow us both to accept new thoughts, ideas and perspectives.

Leadership is a tricky skill that relies on trust and authenticity to work well. If we can apply these nuggets to those we care for, either at home, in outside activities, or in the work place, we can lead well anywhere. Practicing presence allows you to let go of needing to control the outcome and just be in it together. Being present, patient, with reasonable expectations and making it about the team will open up the possibility for new learning and leading to occur in surprising ways!

Brad Thavenet
Leadership Link President



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Upcoming Events

February Luncheon Meeting – Bryan Seck, Prosper Lincoln - February 23, 2017

March Luncheon Meeting – City Councilman Carl Eskridge - March 28, 2017

**April Luncheon Meeting & Professional Development Workshop – Dave Gosselin
– April 20, 2017**

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Awards Committee

Charlotte Burke, Chair

Leadership Link is seeking nominations for the 2017 Annual Team Work Award. We will recognize an outstanding group of employees who have demonstrated a willingness to work together toward a common goal.

We have many great outcomes that have been accomplished by dedicated teams of employees. Please take the time to nominate a team for this award. All nominees will be presented with a Certificate of Nomination as recognition for their achievement at the Leadership Link monthly luncheon meeting in February. The winning team will be provided a plaque. The award will be presented at the February 23, 2017 Luncheon meeting at the Lincoln-Lancaster County Health Department in its Training Center at 11:30 AM.

Nominations should be sent to Charlotte Burke, Awards Committee Chair, at: cburke@lincoln.ne.gov by Tuesday, February 14, 2017.



Customer Service Award

The Customer Service Award was presented to Gina Egenberger at the December Leadership Link Luncheon



Gina Egenberger – Health Department
Nancy Castillo – Aging Partners
Dan Payzant for Shara Ryba – Parks & Recreation

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Programs Committee

Leadership LINK

February Luncheon

Part-time Jobs to Full-time Careers: Prosper Lincoln



SPEAKER: *Brian Seck, MPA
Economic Skills Developer-Prosper Lincoln*

WHEN: *Thursday, February 23, 2017 at 11:30 AM*

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

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

RSVP: *By noon Tuesday, February 21, 2017 to Kari Foote at kfoote@lincoln.ne.gov*

As Developer of Prosper Lincoln's Employment Skills, Bryan Seck's mission is to connect people in part-time jobs to full-time careers. From 2014-2016, Seck was the Homeless Outreach Specialist for Lincoln Public Schools. He has his Masters in Public Administration from the Wagner School at New York University and served in the Peace Corps in Kazakhstan. In Seck's service for LPS, he helped the 500 homeless students each year in Lincoln meet basic needs, get to school, and coordinate with resources. He works on issues such as suicide prevention, human trafficking, and employment. Prior to relocating to Lincoln, Seck was a Senior Associate for ICF International in New York City from 2007-2011. He focused on evaluation of mental health, childhood trauma, and suicide prevention programs to identify best practices and create replicable models for nationwide implementation. He shared his message at TedX Lincoln in 2016. Seck also serves on the Board of Directors for the Child Advocacy Center, Governor's Commission on Human Trafficking, Lincoln Suicide Prevention Coalition and Lincoln Homeless Coalition. He is married, has two dogs, and is training for the Lincoln Marathon!

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MEMBERSHIP COMMITTEE

Heather Sullivan
Membership Chair

Welcome to our New Members



Rod Cummings – Library
Gwendy Meginnis – Health Department
Nancy Castillo – Aging Partners

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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	Heather Sullivan Membership	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

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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.

members, sponsoring organizations, and communities.

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.

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.

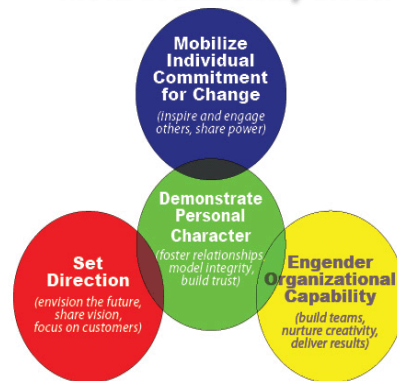
We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.

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

The NMA Leadership Model



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

