



# The Peach Fuzz

*A quarterly publication of the NMA Peach Council*

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**Jim Lorenz**  
**President**

## From the President's Pen

Life sometimes takes a funny turn when least expected. After the last Peach Fuzz was written and published, I knew that another President's Message would be expected for the next edition. I did not have any particular theme in mind, but I usually stay alert for an idea to write about. But then, one hit me right between the eyes - a big one !

My company was offering a "voluntary separation package" as they were trying to align themselves with personnel to meet their production expectations and direction for the future. It occurred to me, after much consideration, consternation, a little soul-searching, and family discussion that I needed to take advantage of an opportunity – my own leadership. The company was doing what they think is best for them – I reasoned, so should I.

I've said for years that very few people are so instrumental to a company, business, school, or product that it would not survive without them. And now my observation was apparent. I provided a relevant service to the company and my workmates that had been well compensated and appreciated, but none that could not be replaced.

Now I undertake the task of being a leader of myself. Will I try to work in some capacity? Will I sit back - fat, content, and hopefully happy? Will I strike out on a different journey to a new path? These are all good questions – still to be answered.

In my life's previous experiences, I worked at jobs that provided my family with security. We saved, but we did not long for nor yearn for some unattainable objects. I learned to work with others and gained insight from their leadership skills. But I've also been fortunate, as they have told me the same in turn.

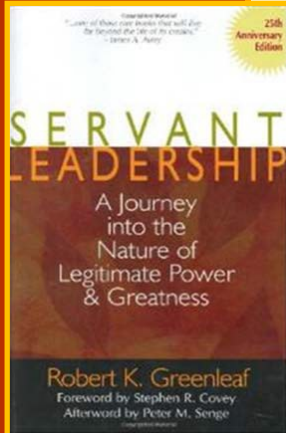
When people ask me what I intend to do in retirement, I jokingly say, "I'm going to sit on my front porch and yell at kids to get off my lawn!" But truth be told, I do not know just yet. It is just a new chapter to be opened.

*Continued on page 7*

# “Servant Leadership” by Robert Greenleaf

By Adriana Babiak-Vazquez  
Wyle Leadership Association / Houston, TX

*Reprinted from NMA Breaktime!*



A recent noon hour found the WLA's Professional Development group discussing its Book Club selection at its meeting at NASA Johnson Space Center. Participants had completed their pre-meeting book assessment form and brought copies of their book. While eating some snacks and our brown-bag lunches, we shared a lively book discussion. Though many insightful comments were made about the text, here are a few of note:

Jane Krauhs: I was surprised to learn that the first edition of *Servant Leadership* was published in 1977, long before I started hearing about management styles and methods in the late '80s or early '90s in the early days of the WLA. I find it interesting that it's still being discussed today, which shows the universality and continuity of the author's ideas about leaders as servants, that leaders serve others first before themselves toward a greater good.

Hector Garcia: What I thought was interesting and a perspective I hadn't seen discussed in the leadership books around, is about the role of boards of trustees. Greenleaf sees them as the visionaries of a company (the leaders) and the CEO and other executives as the managers who see that vision carried out. I would have thought the leadership role would have been filled out by the CEO and executives, so I thought it interesting who it was that Greenleaf felt had the real control of the future direction of a company. And so, I am curious. Who, then, decides who sits as a trustee or a board member? Greenleaf spoke much about the Latin phrase *primus inter pares* (first among equals) and its significance to the function of trustees and their leader. If I understood Greenleaf correctly, the leader emerges because of his/her ethics or values. The author also spends a lot of time discussing how development of employees is a means of improving the performance of a company.

Adriana Babiak-Vazquez: It is a unique viewpoint. So, do you see a board of trustees serving NASA, for example, since it's part of the federal government and not a private company?

Hector: Hmm, well, I think the president and Congress serve as NASA's board of trustees. And of course the contractors are here to support NASA's vision.

Adriana: That's a good analogy. Who wants to comment on other areas they found interesting in the book and how it could be relevant to our work here at JSC and Wyle?

Toby Holowaty: I wasn't so personally interested in the whole section dealing with trustees as leaders, with institution as servant... For me, though, I think the author was spot-on with his assessment and that businesses are obligated to furnish employees with meaningful work in an environment where enthusiasm is encouraged. It is all part of a company's mission to grow people and develop them as leaders. It is most certainly relevant today and I think will be the mantra for decades to come. I found it more useful to see it as a mentors/mentees, leaders and followers framework.

Jackie Charvat: Yes, exactly! I agree you have to be willing to serve and lead and be both—a tug of war, essentially. It would have to depend on the circumstances.

Toby: ...Can't have your ego rule or you won't grow. I have a quote from Greenleaf's book which I think is appropriate to this discussion: "Ego focuses on one's own survival, pleasure, and enhancement to the exclusion of others; ego is selfishly ambitious. It sees relationships in terms of threat or no threat...Conscience, on the other hand, both democratizes and elevates ego to a larger sense of the group, the whole, the community, the greater good. It sees life in terms of service and contribution, in terms of others' security and fulfillment."

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# Governor Designates "Management Week" in Georgia

By Michelle Lewis, CM  
LMLA #531, Marietta, GA



Governor Nathan Deal presents NMA Management Week proclamation to Rayford Horne, President of the Lockheed Martin Leadership Association (LMLA) and members of LMLA.

Governor Nathan Deal presented Lockheed Martin Leadership Association (LMLA) a proclamation proclaiming June 6-10, 2016 as "Management Week in Georgia". During that week, the National Management Association, (NMA) will sponsor their 38th annual Management Week in America, highlighting its objectives to advance management/leadership in the organizations.

Public recognition of management as a profession through Management Week in Georgia will encourage those with leadership responsibility to increase their competency and improve the quality of their management not only in their own organization, but in the community as well; inspire young citizens and educators to

become familiar with the benefits quality management provides to all of society; foster respect for the management profession; and create an understanding of the essential role of management in increasing productivity. In today's collaborative environment, the ability to lead teams and drive change are critical skills, up and down the business ladder. Our chapter emphasizes team building and the organization of self-directed work groups as part of the "management challenges of today". One important concept to stress is that today each of us "manage" something -- our desks, our projects, our time, and/or other people. This, then, leads to a total team celebration of "Management Week".



# Annual Speech Contest Raffle Underway

## Proceeds Provide Scholarships for Area High School Students

By Brenda Kelly, CM  
SRSLSA #773, Aiken, South Carolina

One of the key activities of the Peach Council is to conduct an annual NMA Leadership Speech Contest for high school students. Speech Contest winners from our local Chapters compete at the Council level to earn scholarship awards. The First Place winner then moves on to the East CLT Conference where they will compete for additional scholarship awards and the opportunity to compete in the NMA National Speech Contest.

The Peach Council organizes a fundraiser each year to support our Council NMA Speech Contest. Raffle tickets are currently on sale through the Peach Council web site **[www.nmapeachcouncil.com](http://www.nmapeachcouncil.com)** or they can be purchased directly from any member of the Peach Council (*contact information located on page 10*). Tickets "donations" are **\$10 each**. Each ticket has three (3) chances to be drawn!

The drawing will be held on **October 29, 2016** at the Peach Council Quarterly Meeting to be held in Greenville, SC. You do not have to be present to win.

1. You do **NOT** have to be present to win.
2. Each ticket has **three** (3) chances to be drawn a winner.
3. Drawing to be held **October 29th**
4. Prizes personally delivered by Council members!

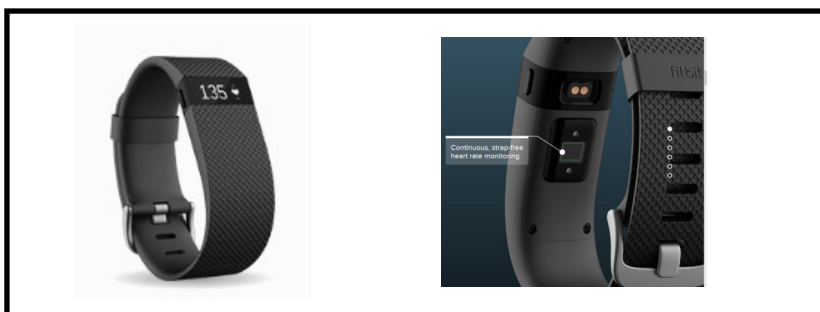
### First Place

Inspiron 15 3000 series Lap Top Computer



### Second Place

Fitbit HR



### Third Place

\$100 Visa Gift Card



**BUY YOUR TICKETS TODAY TO SUPPORT THE NMA SPEECH CONTEST!**



# SRSLA

## 2016 Awards Banquet

### Executives and Leaders of the Year Recognized

By Brenda Kelly, CASS, CM  
NMA National Director



SRSLA hosted its 2016 Leadership Awards banquet July 26th at Newberry Hall located in historic downtown Aiken, South Carolina. The evening began with a social networking event that flowed directly into a southern buffet style dinner complete with wine and dessert. The evening wrapped up with guest speaker, Ed Templeton, SRP

President and CEO. His presentation was an entertaining compilation of things he's learned through out his career on leadership. The message was well received by all attendees and ended the banquet on a high note.

In an effort to continuously recognize the leadership abilities of the employees at the Savannah River Site, it was recommended and approved by the SRSLA Board of Directors to recognize an **Executive of the Year** and a **Leader of the Year** from each of the member companies located on site. This year two of those companies nominated employees for these prestigious awards. Congratulations to all our Honorees listed below:

#### Executives of the Year



**Mark Gober**  
VP of Engineering, CB&I  
AREVA MOX Services

**Carol Johnson**  
President and CEO,  
Savannah River Nuclear  
Solutions

#### Leaders of the Year



**Michael Gilles**  
Director, F-Area  
Operations, Savannah  
River Nuclear Solutions

**Rhonda Ruff**  
Material Management  
Manager, CB&I AREVA  
MOX Services

#### Members of the Year



**Susan Fenske**  
President and CEO,  
EGS, Inc

**James (Eric) Frails**  
Captain/Site Commander,  
Centerra-SRS

"Management is the efficiency in climbing the ladder of success;  
Leadership determines if the ladder is leaning against the right wall."

- Stephen Covey

## Peach Council Quarterly Meeting Held in Historic Aiken, South Carolina

By Brenda Kelly, CM  
SRSLA #773, Aiken, South Carolina



The Peach Council's quarterly meeting was held on June 11, 2016 in at the historic Hotel Aiken located in Aiken, South Carolina. The quarterly meeting was hosted by the Savannah River Site Leadership Association (SRSLA). Chapter attendees included LMLA-Marietta, LMLA-Greenville, SRSLA, and new Independent members (formerly CELDA). Dinner was held on Friday evening at the Aiken Brewing Company.

The morning was spent reviewing Council minutes and treasurer's reports. Sharing of Chapter reports continues to keep members abreast of successes other Chapters are having with programs and events. Notably, the LMLA-Greenville Chapter will be earning the highest Chapter Award through National in the fall. Congratulations to the first time winner!

Council business continued with National Director reports and discussion of the updating of the Council By-Laws. Official voting for approval will be held at the next Council Meeting in August.

The last item discussed in detail was the upcoming fundraiser for the Speech Contest. Details of the items to be purchased were agreed upon and assignments made for the purchase of items and preparation of the tickets. Sales will begin in August.

The Council broke for lunch at the *Mellow Mushroom* located in the Alley. Before heading back to complete Council business, the group took a short tour of the Aiken Center for the Arts located on Laurens Street. After lunch the remaining agenda items were discussed (Council web site and new Council Directory) and additional action items assigned before adjourning the meeting.



L to R: Brenda Kelly, Jim Lorenz, and Michelle Lewis discuss Council business during their Quarterly Meeting in Aiken.

AIKEN  
CENTER  
for the  
ARTS  
*find yourself*

hotel  
Aiken

I'm sure some travel will come in the picture, some volunteer work, and some of my favorite recreational things – softball, fishing, golf, gardening, etc. Who knows – maybe I'll write the next great American classic novel. But most assuredly if it is a joyous journey (along with my wife's suggestions), I will be the LEADER.

*Jim Loeng*



## The BTE Series

*By Michelle Lewis, CM  
LMLA #531, Marietta, GA*

You asked us to find an outstanding product to help you sustain your chapter's learning environment, and here it is! We've partnered with Business Training Experts (BTE) to offer you **"The Leadership Journey!"** Practical skills training that is easy-to-use, affordable, and that minimize peoples' time away from the job!

NMA chapters and members now have access to 44 dynamic management and leadership courses specially packaged for NMA. Together, they comprise two complete curriculums second to none!

There are three delivery options:

- 1) Classroom discussion**
- 2) Blended learning (mixture of e-learning and classroom)**
- 3) Self paced (e-learning)**

**Note that NMA offers CEU's and course completion certificates to members.**

**Contact [www.nma1.org](http://www.nma1.org) or any Peach Council member for additional information.**

The Peach Council will finish the Advanced Series after the following courses are completed:

- 1. Effectively Confront and Hold Followers Accountable (August 27, 2016)**
- 2. Leading with Emotional Intelligence (October 29, 2016)**
- 3. How to Show You Care Without Coddling (January 14, 2017)**
- 4. The Power of Mentoring (March 2017)**

## LMLA Chapter #531 Hosts Annual Off-Site Training

*By Stacy Baasch  
LMLA Chapter President*



The Lockheed Martin Leadership Association (LMLA) Chapter 531 conducted their annual offsite training for the new leadership team including the Executive Committee, Board of Directors and the National Management Association (NMA) National Director at the Marietta Conference Center in Marietta, Georgia.

The two-day training included reviewing the vision, mission, and objectives for the upcoming year, including a three-hour breakout session for teams to define their plans and collaborative networking. The team participated in a team building exercise and additional training on the Chapter Activity Report (CAR) and its value to their overall planning. The last day of training included team presentations and in-depth training on internal tools and processes.

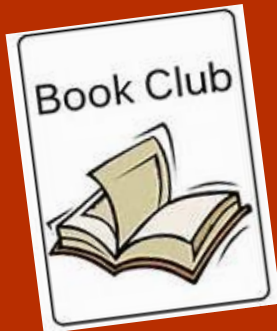
With incorporation of Culture of Accountability (COA), the leadership team strived to ensure the team had the tools and resources to align their planning to company objectives of Next Generation of Lockheed Aeronautics. According to President Stacy Baasch "The goal was to allow the teams to think outside the box and provide opportunities for members that changed the dial of participation. I have always believed in if something loses its enthusiasm, then maybe it is time to consider doing something different with the idea of obtaining a different result."

The meeting began with recognizing Vice President of Community Service Brian Booker, who aligned the team to win by briefing executive leadership about the upcoming charity golf tournament supporting the Disabled American Veterans (DAV) Organization. "I think it is very critical to recognize our leadership team, especially when they work hard to make sure the events are flawless and coordinated. The passion behind his presentations clearly identified his commitment to the event and the Lockheed Martin Leadership Association (LMLA). The team was extremely synergized and motivated, and I am looking forward to working with this team and watching them excel" stated Stacy Baasch, Chapter President.



New LMLA Officers in off-site training for the 2016-2017 year!





Jackie: I like that. In acting selfless, as a leader, you elevate your followers. For example, when you, as an employee, take a good idea to your leaders and you get support on it or a good critique back on it, it helps you improve in the future. (Mind you, I said a good critique, constructive, not just criticizing and cutting people down.)

Toby: That's really important. Especially in our area here at NASA. Creating and building from innovation, like NASA does, gives credit to others and then builds from it. The greater good of the team is always to be kept in mind.

Hector: But consistency with the vision of the leadership must be kept in mind, including in supporting innovations that can be translated back to the company.

Adriana: Great points from all of you! As Jane mentioned in her e-mailed comment about the book, *Servant Leadership* is a leadership theory that has been out in the literature for a good while and commands a lot of respect. It is not surprising that many leadership theories that are more current have *Servant* at their base. How do you see *Servant* affecting our bottom line if more of us would hold it at the center of our management style or try to incorporate more of its characteristics as we lead?

Hector: I think in today's world of cutthroat, bottom-line raid and sell for profit, without concern for others, a theory like *Servant* is difficult but really needed for executives to practice.

Jackie: It does seem like some companies are not focused on human capital, just the fiscal capital. That's not right. I thought having "healing" as part of a leadership theory was interesting.

Toby: I agree. That would be a terrible kind of company to work for and support. Also, most of the business journals that I read are not using terms such as "bottom line," but rather they are using other phrases such as "growing the business" or "increasing market shares." Hopefully, those companies are realizing that they need to support their employees to gain the best performance from them.

Adriana: Time's up, everyone. Great discussion! Until next time.






## LEADERSHIP . . .

"There exist limitless opportunities in every industry. Where there is an open mind, there will always be a frontier."

--Charles F. Kettering

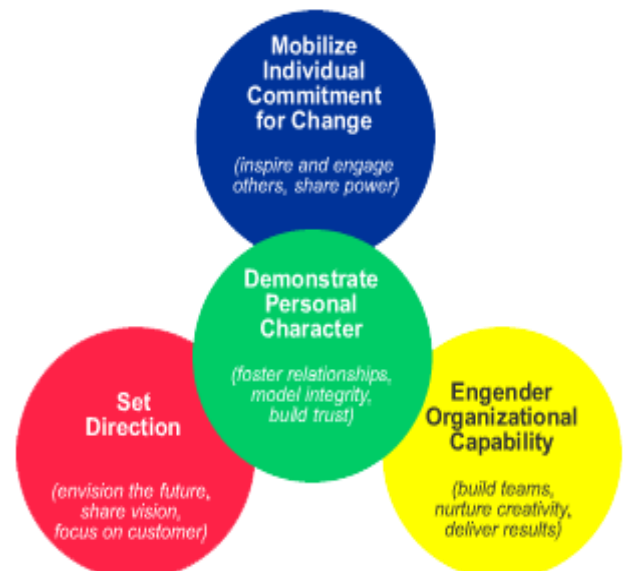


# IMPORTANT DATES

Peach Council Quarterly Mtg.	August 27	Marietta, GA	LMLA-Marietta
<b>NMA National Conference</b>	<b>Sept. 8-10</b>	<b>New Orleans</b>	
 Teleconference Call	September 21	7:00 PM	
 Teleconference Call	October 19	7:00 PM	
Peach Council Quarterly Mtg.	October 29	Greenville, SC	LMLA-Greenville
 Teleconference Call	December 7	7:00 pm	
Peach Council Quarterly Mtg.	January 14	Savannah, GA	Independent
 Teleconference Call	February 15	7:00 PM	
Peach Council Quarterly Mtg.	March 25	Aiken, SC	SRSLA (speech)
<b>East CLT Conference</b>	<b>April 2017</b>	<b>TBD</b>	
 Teleconference Call	May 3	7:00 PM	
Peach Council Quarterly Mtg.	June 10	TBD	

## NMA Leadership Model

By using the NMA Leadership Model as a focal point, NMA provides many convenient ways to learn new skills through classroom and online participation, informally from the member network, or through leading chapter activities.





### **Vision Statement**

NMA is the recognized worldwide partnership of people and businesses inspiring outstanding leadership, and cultivating highly productive workplaces.

### **Mission Statement**

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

### **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 profession 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 Free 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...the leadership organization



The NMA is a national non-profit organization of 17,000 professionals in more than 75 chapters. NMA members belong to chapters made up of fellow employees within their company or in community chapters that draw from various businesses. All regularly pursue opportunities to enhance their business knowledge and experience, further their education in professional development courses, and improve their communities through charitable activities. The NMA was founded in 1925 under the guidance of famed inventor and industrialist Charles F. Kettering.

More information on NMA can be found at: **[www.nma1.org](http://www.nma1.org)**



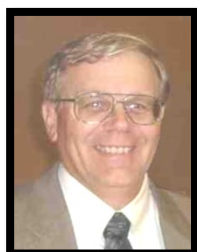
The NMA Peach Council is an organization comprised of National Management Association (NMA) chapters and individuals members located throughout South Carolina, Georgia, and Florida.

The purpose of the Council is to provide a network for sharing information and provide a place for gathering and supporting individual chapter representatives. Council delegates are appointed by their individual chapters and meet on a quarterly basis within the Council areas.

The Council meets to provide strength, seminars, and ideas for chapter growth by networking with other chapters within the council area. Through the unique exchange of information and ideas, Council delegates are able to build on the proven successes of shared chapter activities and programs. For more information on Peach Council activities, you may contact:

**Jim Lorenz, President or Brenda Kelly, Vice-President**  
or visit the Peach Council web page at: **[nmapeachcouncil.com](http://nmapeachcouncil.com)**

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