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**November 2018**



# Peach Fuzz

LEADERSHIP DEVELOPMENT OPPORTUNITIES & TRAINING  
TO PREPARE YOU FOR THE FUTURE...

# focus

## NMA Peach Council Representative at Conference Level Speech Contest

The NMA Leadership Speech Contest is open to students in grades 9-12 and is a unique opportunity to research, write, and present a 4-6 minute address to an NMA audience. The subject? Leadership – what it is, what comprises its attributes, who personifies your definition of a “leader”, or whatever else works its way into the students’ understanding of the subject. NMA Chapters reach out to home-schooled students and area high schools to hold local contests. This year 12 finalists advanced and received airfare and room costs to the NMA Annual Conference in San Antonio, Texas and competed for a \$4,000 top prize.

Junaid Mohammed is a senior from Lassiter High School representing the Peach Council. Junaid and his family appreciated all of the words of encouragement and presented his thoughts on leadership. Junaid’s mom, Fehmeen Khan, said “It was a really positive experience for Junaid.”

We wish Junaid the best of success during his senior year.

Cameron Dockery, now a freshman at Prairie View A&M University, won the national title and a \$4000 cash prize as he represented the North Texas Council against several other states winning contestants including California, Georgia, New Jersey, Florida, Houston, Washington, Ohio, and Michigan.



*L-R: Rayford Horne, Suzette Crouch, Fehmeen Khan, Junaid Mohammed, Sartaj Mohammed, Annette Moore, Courtney Young, Sean Segers.*



*Brenda Kelly  
President*

## *From the Desk of the President ...*

I was looking through some old files recently and came across some information published by Forbes. Five young managers, under the age of 30, shared their insights on leadership when you've never been a Manager.

1. Recognize your blind spots. When you realize you have no idea what you are doing and you have to bring in people who do.
2. Put passion first. When you are passionate about the business or the company you are in, hire people who have that similar passion.
3. Build a support system. You need to be able to talk about business issues with people who are outside the company. You need that support structure.
4. Have a mission. Be a true leader and less of a "manager". It's about determining what the goal of the company is and helping everyone accomplish that together.
5. The employee's respect. You have to earn respect especially if you are younger. Show you are serious. Be the first one in and the last one out. Employees have an aversion to listening to someone with 10 years less experience.
6. Hire the right people. Put the right people in the right positions.
7. Be careful hiring your friends. Are they the right person for the job right now? The decision has to be more than just because they are your friends.
8. Keep the lines of communication open. Encourage employees to give honest feedback. Try 360 degree which provides feedback from above, below and across the organization.
9. Figure out what keeps employees happy. Determine what motivates each employee. Using one type of management style is not going to work for all employees.
10. Invest in your employees. Most everyone has a plan of where they want to be within a certain amount of time (i.e.. 6 months, 5 years, etc.). Provide them with the right tools to achieve their personal goals.

These insights give us plenty to think about when considering our employees. Recognizing our own misconceptions and providing leadership for others is not always easy to accomplish. The key to being a good leader is persistence. Never give up and continue learning and growing, along with your employees.



## **NMA Peach Council Recipe Book**



# NMA Annual Conference

## 2018 Peach Council Awards



L-R: Casey Rogers, Rayford Horne.

The NMA Peach Council attended the 2018 National Management Association (NMA) Annual Conference in San Antonio, Texas this past September.

The Peach Council received the Outstanding Council Award for 2017 and 2018. The outstanding award is presented to a council who reach their annual requirement of points for events, communication, and networking with supporting chapters throughout the past year. The council also received first place in the publications contest in 2017 and 3<sup>rd</sup> place in 2018.

The Peach Council continues to appreciate the support of our chapters and we are dedicated to strengthen their overall operations. We are designed to be an extension of our individual chapters through which local chapters band together to share experiences.

## Peach Council Fundraiser Winners

### High School Speech Contest Fundraiser

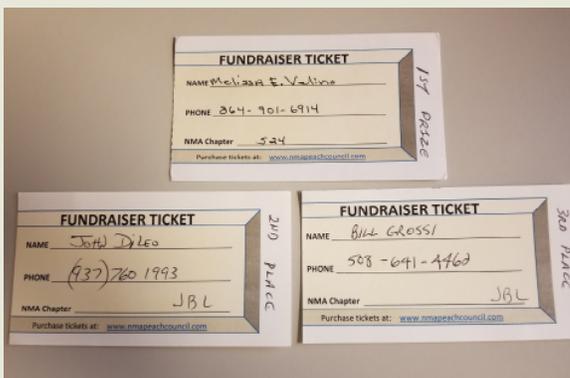
**First Prize: Melissa Velino**  
Sold by Greenville, LMLA

**Second Prize: John Dileo**  
Sold by Independent Member

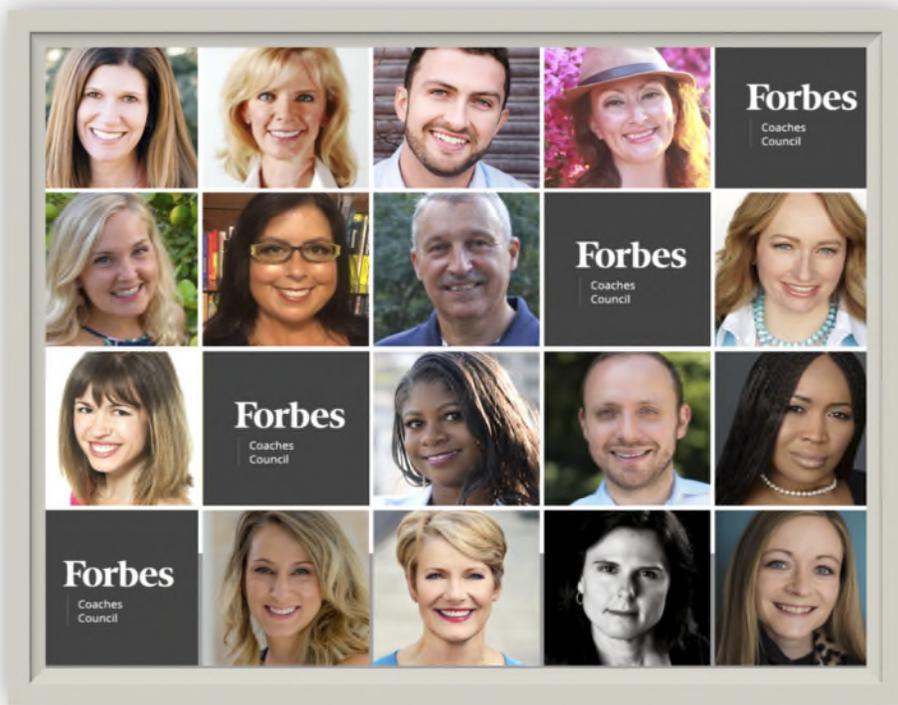
**Third Prize: Bill Grossi**  
Sold by Independent Member



L-R: Brenda Kelly, Terry Bartlett, Elizabeth Steward.



# 16 Essential Leadership Skills For The Workplace of Tomorrow



Here are 16 leadership skills that will be imperative to the future of work.

## 1. Fearless Agility

The speed of the market and our workplaces, powered by the constant stream of new technology and the "on demand" expectations it has created, will continue to accelerate. Leaders who can quickly yet effectively think, decide and inspire will be critical to keep up with these fast-changing competitive demands. - [Bonnie Davis, Destination Up](#)

## 2. Earning Respect

As the workplace evolves to become more transparent, collaborative and mindful, leaders must be equally diligent to earn respect from their team. Leaders must hold themselves responsible and accountable for the effect their influence has on their employees and the organization as a whole. Leadership should be earned anew each day. - [Sheri Nasim, Center for Executive Excellence](#)

## 3. Empathy

The future of leadership will revolve around our capacities to build emotional intelligence within ourselves as leaders, and those whose lives we touch. Empathy and compassion aren't just ideals of ancient spiritual teachings; they are cornerstones for bringing people together in mutual understanding around vital, complex and sometimes alienating socio-political and economic issues. - [Dave Ursillo, DaveUrsillo.com](#)

## 4. Selflessness

Leaders of the future will know how to tirelessly encourage the dreams of those around them while diffusing their fears. This requires leaders to have unshakable certainty in themselves and a willingness to be generous with those they lead. - [Monique Alvarez, Monique Alvarez Enterprises](#)

## 5. Flexibility

The days of cubicles and 9-to-5 routines are winding down. Teams are quickly transitioning to work from remote locations, on their own time, on platforms that change every single day. Flexibility may be an old-school idea, yet it's a principle leaders will always need. Adapting to the changing technology and millennial-created cultures continue to keep leaders fresh and effective. - [Hanna Hermanson, Dream Life is Real Life](#)

# 16 Essential Leadership Skills For The Workplace of Tomorrow - Continued

## 6. Committing To A Clear Vision

Upholding a vision for the future is nothing new to leadership, as are other key traits like emotional intelligence and being willing to take necessary risks. But there is something to be said for being unwavering in the pursuit of a mission and vision. Leaders who can capitalize on ways to make that future vision a reality will take their companies and staff further, faster. - [Laura DeCarlo, Career Directors International](#)

## 7. Listening

The pace of work, innovation and change continues to accelerate. Leaders need to be highly skilled listeners to stay ahead of the curve on what's happening with their teams, their clients and their partners. That will require learning to listen on multiple levels, including being able to tune in better to the emotional soundtracks of those they lead, serve and work with. - [Joe Casey, Princeton Executive Coaching](#)

## 8. Humility

Humility is one of the behaviors I observe least often. Recognizing that, simply put, it is not all about you, is how leaders can enable their teams and their organizations to prepare for the future. Leaders should not view themselves as the most important person. Be modest about your value. Encourage others to shine rather than looking for the light yourself. - [Leila Bulling Towne, The Bulling Towne Group, LLC](#)

## 9. Communication And 'Soft Skills'

"Soft skills" like communication, listening and public speaking have become crucial in the day-to-day leadership environment. Without effective communication, leaders are just figureheads. By focusing on the interpersonal interactions, leaders can reach individuals where they are and connect. - [Jennifer Oleniczak Brown, The Engaging Educator](#)

## 10. Steadiness While Remaining Adaptable

Technological advancements are happening at a rapid pace, which affects the way leaders do business often. Inflexible leadership causes companies to lag behind competitors, which could ultimately lead to losing market share – or worse, becoming obsolete. Staying on the cutting edge of any industry requires flexibility and the ability to adapt quickly to the changes in the marketplace. - [Tamiko Cuellar, Pursue Your Purpose LLC](#)

## 11. Learning Quickly

The well-known skills of top leaders in the past, such as effective communication and personal branding, will always be around. But the often-overlooked trait of a top leader that has never been more important is the ability to learn quickly, over and above just the ability to recall and reformulate current knowledge. Coachability and adaptability are critical in an age of tech overwhelm. - [Yuri Kruman, Master The Talk Consulting](#)

## 12. Cultural Intelligence

Experience and business acumen will only take a leader so far. High-touch experiences with stakeholders and employees and the ability to deftly maneuver in social settings have become the rule, rather than the exception. Because we are becoming more globally entrenched as a society, understanding, appreciating and leveraging differences each become critical to effective leadership. - [Karima Mariama-Arthur, Esq., WordSmithRapport](#)

# 16 Essential Leadership Skills For The Workplace of Tomorrow - Continued

## 13. Understanding The Individual

With multiple generations in the workforce at the same time, the need for individual attention is crucial. Gone are the days when leaders could enforce blanket policies and expect results. Acknowledging the differences in each team member goes a long way when leaders are trying to communicate, motivate and inspire. - [Dominique Anders](#), [Dominant Media / Dominique Anders Coaching](#)

## 14. Authenticity

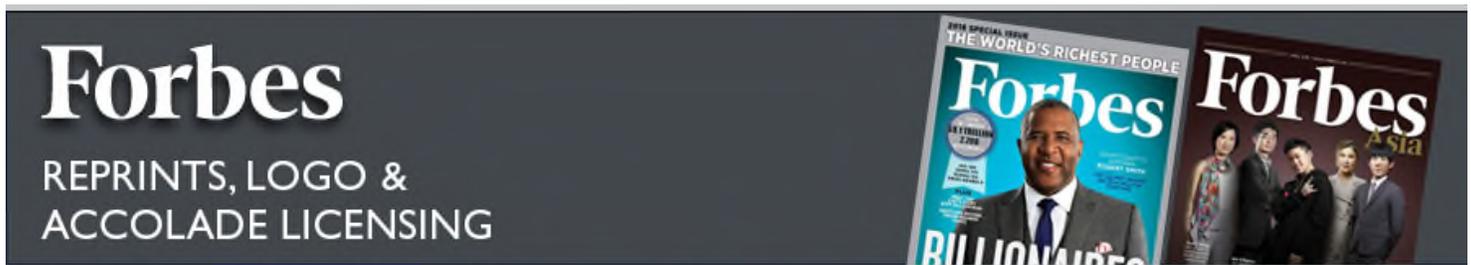
Authenticity encompasses trustworthiness, openness, empathy and being real. We are wary of leaders who are fake, narcissistic, secretive or self-serving. Teams are getting bolder at calling out destructive character traits that impact their livelihood and the corporate world. The best leaders today are authentic; it's how we connect and build trust in our teams and companies. - [Frances McIntosh](#), [Intentional Coaching LLC](#)

## 15. Leading Through Change

Leaders of the future have to get better at leading teams through change. The talk of the importance of change is pervasive in business conversations today, but few leaders actually understand and are good at executing change. The most powerful change skill is leveraging your people's natural inclination to be creative through transitions. Harness that energy, and leaders will be unstoppable. - [Dr. Rachel MK Headley](#), [Rose Group, Intl](#)

## 16. Versatility

Versatility across multiple areas of business is proving to be a coveted leadership trait. Gone are the days of singular expertise; businesses covet skill diversity and agility. The greater the exposure to various job functions, the easier it can be for leaders to navigate the ever-evolving world of business, adapt to changing business demands, and provide beneficial solutions. - [Adrienne Tom](#), [Career Impressions](#)



*Members of Forbes Coaches Council share their insight. Opinions expressed by Forbes Contributors are their own.*



# Meeting Dates to Remember. .

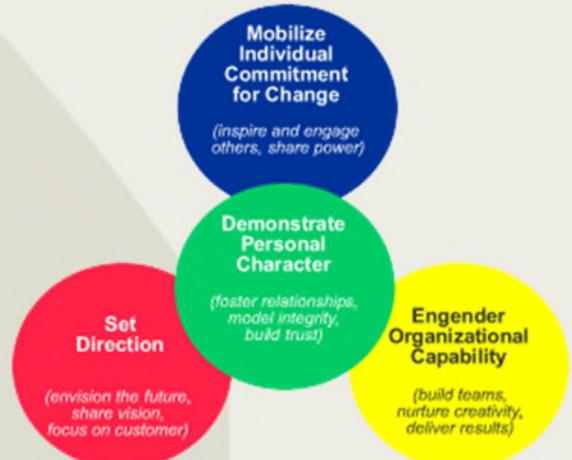
	Teleconference Call	Dec 5	12:00 PM	
	<b>Peach Council Quarterly Mtg.</b>	<b>Jan 11-12</b>	<b>Independent</b>	
	Teleconference Call	Feb 6	12:00 PM	
	Teleconference Call	Mar 6	12:00 PM	
	<b>Peach Council Quarterly Mtg.</b>	<b>Apr 5-6*</b>	<b>Greenville, SC</b>	<b>LMLA</b>
	Teleconference Call	May 1	12:00 PM	
	Teleconference Call	Jun 5	12:00 PM	
	<b>Peach Council Quarterly Mtg.</b>	<b>Jul 12-13</b>	<b>Marietta, GA</b>	<b>LMLA</b>
	Teleconference Call	Aug 7	12:00 PM	
	Teleconference Call	Sep 4	12:00 PM	
	<b>Peach Council Quarterly Mtg.</b>	<b>Oct 18-19</b>	<b>Aiken, SC</b>	<b>SRSLA</b>
	Teleconference Call	Nov 6	12:00 PM	
	Teleconference Call	Dec 4	12:00 PM	

\* Speech Contest



## 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.



# NMA Governance



## 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 11,000 professionals in more than 50 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)



## PEACH COUNCIL

### WHO WE ARE

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

### OUR PURPOSE

The purpose of the Council is to provide a network for sharing information and provide a place for gathering and supporting individual chapter representatives. 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:

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

## Peach Council Officers 2018-2019



**Brenda Kelly, CM, President**  
Savannah River Nuclear Solutions  
SRSLA #773 - Retired  
130 Calumet Court  
Aiken, South Carolina 29803  
(803) 640-8200 (cell)  
brendakelly1952@yahoo.com



**Dana Richardson, Vice President**  
Lockheed Martin  
LMLA - Greenville #524  
244 Terminal Road  
Greenville, South Carolina 29605  
(864) 299-7688 (work)  
(910) 299-7586 (cell)  
dana.a.richardson@lmco.com



**Rayford Horne, CM, Treasurer**  
Lockheed Martin  
LMLA - Marietta #531  
86 South Cobb Drive  
Marietta, Georgia 30063-0971  
(770) 494-0607 (work)  
(678) 231-5361 (cell)  
rayford.a.horne@lmco.com



**Christian Solum, Secretary**  
Savannah River Nuclear Solutions  
SRSLA #773  
Building 707-C, Room 295  
Aiken, South Carolina 29808  
(803) 557-8245 (work)  
(803) 646-9688 (cell)  
Christian.solum@srs.gov