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Spring 2023



# Peach Fuzz *focus*

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

## Making Re-connections

Several weeks ago, I was volunteering for a charitable event at a local Savannah, Georgia minor league hockey game. A friend of mine oversees the regional part of an organization that donates stuffed toy animals to children in local hospitals. The national organization is called Hugaroo.

The spectators have brought gifts (stuffed toy animals) and during the game when the home team scores their first goal, everyone throws their gift on to the ice. Obviously, they stop the game and collect the hundreds, maybe thousands, of toys as quickly as possible. And then the game continues.

To avoid having the toys get too wet or soggy from being on the ice, the Hugaroo organization offers everyone a 2-gallon resealable plastic bag. Several other volunteers and I greeted the spectators as they entered the arena and gave people these bags, so they could put their gift toys into the plastic bags before they throw them on the ice.

Since I arrived early for the event, I asked a security guard which entrance I should use to meet the charitable group. Participation with Hugaroo included a free pass to enter the arena and see the game later. He only knew of a special group at the far-right entrance to the building that were getting passes that evening. I walked over there and asked. The only persons at that entrance were another security guard and a lady, who was in charge of a different charitable group. Her group had a special event planned that included a pre-paid ticket, meal, drinks, t-shirts, and a meet-and-greet with players and the team mascot. Obviously not my group.

But as I talked with the lady in charge, explaining my purpose of being there, something about her caught my eye and her voice sounded familiar. And by chance, someone in her group called her by her first name – Kathleen. I have an aunt by that name, but that was not the connection. Then it dawned on me.

So I asked her – “Are you Kathleen DeLoach”?



*Dr. Kathleen DeLoach Benton  
and Jim Lorenz*

*Continued on page 4*

# Be Poised for Change

by Rayford Horne

*Peach Council President / NMA National Director / NMA National Secretary*



**Rayford Horne,**  
**NMA Peach Council**  
**President**

As a leader, what are the things you are doing to change the mindset of your organization or team? The pandemic has disrupted many business and organizational models, and leaders need to be open to new ideas and methods to drive growth and sustainability. Leaders need to foster a culture of collaboration within their organizations and build strong alliances with stakeholders.

However, here are some recommendations that might be beneficial to your team or your organization:

1. **Understand the current environment:** Before trying to influence a new change, it's essential to understand the current one. Conduct surveys, hold focus groups or interviews, and get feedback from your team to understand their beliefs, values, and attitudes.
2. **Identify the areas to change:** Based on the feedback you receive, analyze the areas where change is needed. Determine the gaps between current and desired mindsets and create a plan to address those differences.
3. **Lead by example:** As a leader, model the behaviors and mindsets you want to see in your organization. Be consistent in your actions and communication to establish trust and credibility with your team.
4. **Encourage open communication:** Create a culture of open communication, where employees feel comfortable expressing their opinions and ideas. This will help identify opportunities for growth and improvement.
5. **Celebrate successes:** Celebrate when team members demonstrate the desired change and acknowledge their contributions. This will motivate others to implement the new change as well.

In the words of NMA founder, Charles F. Kettering, “The world hates change, yet it is the only thing that has brought progress.”

In conclusion, the new norm requires leaders to have a different skill set compared to pre-COVID times. They need to be agile, empathetic, tech-savvy, and safety-focused while fostering innovation, collaboration, and clear communication.

## Peach Council Hosted ICPM Informational Webinar

There are various organizations that offer certification programs in management and supervision, such as the Institute of Certified Professional Managers (ICPM). A professional certification in management or in supervision can demonstrate a level of expertise and knowledge in these areas, which can be recognized by employers and industry peers. A certification may also increase career opportunities, salary potential, and professional credibility.

On March 8, with several members participating, the Peach Council held a webinar in partnership with NMA and the ICPM. Our host of the webinar was Dr. Steve Van Oostenbrugge, Executive Director of ICPM as he discussed the benefits of the Certified Manager and Certified Supervisor Programs.

To decide which certification program is right for you, research the different options and consider your career goals and interests. To learn more, visit: <https://icpm.net/certified-manager-certification/> or <https://icpm.net/certified-supervisor-certification/>



**INSTITUTE OF CERTIFIED PROFESSIONAL MANAGERS (ICPM)**

**INFORMATIONAL WEBINAR**

Recognized worldwide for its highly sought after Certified Manager® (CM) and Certified Supervisor® (CS) certifications, ICPM draws on more than 40 years of experience to validate essential skills needed by managers and supervisors to lead and manage effectively in the workplace and achieve organizational goals.

**SPONSORED BY:**

 **NMA**  Institute of Certified Professional Managers 

**SPEAKER**



Steve Van Oostenbrugge, PhD, CM  
Executive Director, ICPM

## Reconnections (cont.)

She looked at me very inquisitively and said, “Yes, that was my maiden name”.

I immediately gave her my name and explained that I had been the coordinator of a high school speech contest, in which she participated over 20+ years ago in Savannah. It had been sponsored by the National Management Association (NMA) and the speech theme was centered on Leadership. And I informed her that Leadership Development was still one of our main NMA directives.

She was floored and shocked, but still remembered me. She told me she had competed 25 years ago. And I said, “Don’t get mad but please note that I did not ask your age”. But I do recall her winning our local chapter contest and a council (second level) contest, but she did not win the regional event. So, she did not get to compete at the NMA national level.

We were both enjoying the moment so much, that she had forgotten all about her duties as host of her event. She told me to come back later inside after I was done with the activities for my Hugaroo group (by the way, I did find them just a few minutes later at a different entrance).

I met up with Kathleen later that evening and we caught up on many things since we had not been in contact for so long. It turns out, she is now Doctor Kathleen DeLoach Benton, the President and CEO of the Hospice Savannah center. She was there to reward her volunteers and staff with an evening of entertainment. We talked briefly about her 3 kids, her college, and how her winnings from the speech contest helped pay for part of college. I talked a bit (yeah right, just a little) about my retirement and how I volunteer at my local elementary schools and the local Bluffton, South Carolina Boy’s and Girl’s Club.

It made me feel very glad to see one of “our NMA kids” again and the success she has become.

Seeing former contestants was not too unusual in the years immediately following any contest. Many of these students kept in touch through college and beyond for a few years. Several of them even came back to volunteer and helped on committees for the contest. One year, a former winning contestant even became the emcee of our local speech contest, as she was majoring in media and journalism.

I wonder if social media, Facebook, and other similar apps would provide info about former contestants or would that be considered too much of an invasion of privacy.

Anyway, it would be very interesting to find out more about other past speech contestants and other NMA student supported activities, just to find out where and what these students are doing today.



I plan to do a follow-up with Kathleen and her family when we meet for dinner. More info to come.

When I told this incredible re-connection story about Kathleen to a current friend of mine, she thinks she knows another student from one of our local past NMA contests. So, another re-connection might be made. I’ll keep you posted on that one too

In any case, based on this recent re-connection, I know our volunteer efforts have had a meaningful outcome.

## MasterClass

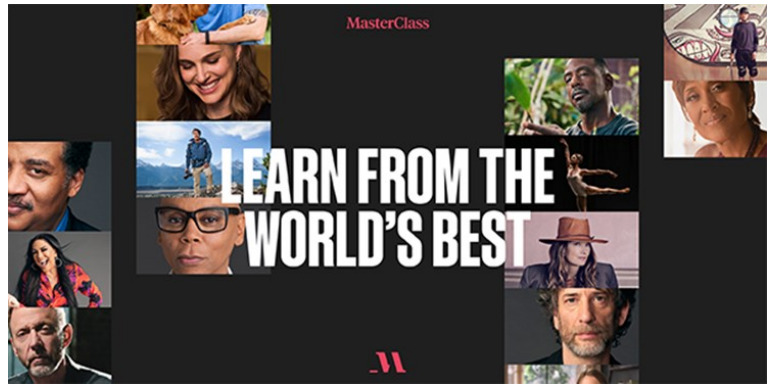
We are very excited to announce as part of NMAs benefits for the next 12 months, your chapter now has access to MasterClass!

MasterClass is the streaming platform where anyone can learn from the world's best.

MasterClass makes it possible to learn from the world's greatest minds anytime, anywhere, at your own pace.

Benefits include:

- Thousands of lessons across multiple categories including business, wellness, food, and more
- Bite-sized content with 10 minutes on average per lesson
- Cinematic learning experience with a unique blend of education and entertainment
- New courses and instructors added every month
- Stream on mobile, tablets, desktop, and TV



Learn leadership and strategy from Bob Iger or discover your inner negotiator with Chris Voss. Step into Howard Schultz's office, Sara Blakely's mind, and Gordon Ramsay's kitchen!

To discover more about MasterClass, [Ctrl + Click Here](#)

For more information contact your chapter or council president or Abbie Funke, Director of Membership Services at [abbie.funke@nma1.org](mailto:abbie.funke@nma1.org)

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## NMA Essay Writing — Contest Announcements

### High School Level:

The National Management Association will be sponsoring an Essay Contest to give high students the opportunity to develop their own views around a central idea, e.g. "Leadership Skills in a Virtual World". In addition to their written expression, participants have the chance to win a college scholarship funds.

National level: First Place - \$1000 Second Place - \$500 Third Place - \$250

Eligibility: The contest is open to all students under the age of 19 as of Dec 1 of the current contest year (Dec 1 – Nov 30) who have not completed high school. There is no minimum age.

Essay Length: Essays should be 700-800 words double spaced. (Title, footnotes, and bibliography, while required, are not included in the word count.)

More details about timing, judging, and rules will be available at [www.nma1.org](http://www.nma1.org) NMA's website.

### 7th and 8th Grade Level:

The Peach Council of NMA is sponsoring an Essay Contest for 7th and 8th graders to write about "What are the Characteristics of a Good High School Student Leader?"

Council Level: First Place - \$75; Second Place - \$50; Third Place - \$25

Eligibility: Open to all 7th and 8th grade students at their selected school within the boundaries of the chapters or independent members of the Peach Council. Deadline is April 3, 2023

Essay Length: Essays should be up to 500 words double spaced. (Title, footnotes, and bibliography, while required, are not included in the word count.)

More details about timing, judging, and rules will be available at [www.nmapeachcouncil.com](http://www.nmapeachcouncil.com) Peach Council website





**VS**

San Diego Padres @ Atlanta Braves

When: Friday, April 7 2023

Where: Truist Park

Time: 7:20 PM

Price: Members \$20..... Non-Members \$30

Perks: Each ticket includes a \$10 voucher



POC: Ladonna Dickerson –  
Ladonna.l.dickerson@lmco.com

## MemberClicks

The National Management Association (NMA) proudly present Member Clicks, an all-access pass to your NMA community! This member-only portal allows the NMA Community to connect like never before. Search for a webinar, register for an event, connect with members of other chapter's, develop new relationships, download any form to support your chapter and much more. Members can access the portal by clicking on the red "Member Login" at the top of the NMA website homepage or you can go to <https://nma.memberclicks.net/>

Once there, click on the "reset password" link and the rest of the process should be simple.

\*Please note this process ONLY works if NMA has your email on file – Member Clicks requires email be the user name. If you don't have an email on file, or if you have problems logging in, please fill out the form at <https://nma1.org/member-only-portal-help-form/> and an NMA staff member will reach out to assist you.

## Affinity Programs

Affinity programs are a great benefit. These programs provide valuable incentives for loyal members, which can help build long-lasting relationships with the organization. Additionally, affinity programs often provide special deals or discounts that are only available to members. This creates a sense of belonging and makes customers feel appreciated for their devotion to the organization.

In conclusion, affinity programs are a win-win for both the organization and its members. They provide a valuable incentive for members to continue supporting the organization, while also helping the organization to increase revenue and build long-term relationships with its most loyal members. To learn more about the affinity programs that NMA has to offer go to: <https://nma1.org/membership/member-benefits-affinity-programs/>



## Message from NMA Board Chairman Matt Zelman

Greetings Peach Council members! With your help NMA achieved so much in 2022, capped off by another success annual conference in Louisville, KY. As always, our dedicated NMA Staff of Darrell Wacker and Abbie Funke are ready to assist you with any council or chapter needs.

Looking ahead to 2023, NMA is refocused on delivering the best professional development opportunities for our members, chapters, and councils with our theme of *Launching Future Leaders!*



**Matt Zelman**  
**NMA Board Chairman**

- The monthly Live Online webinar series continued in January with an excellent presentation by Carolina de Arriba which has been posted to Member Clicks in case you missed it. The next few webinar speakers will be posted as soon as they are confirmed.
  - ◊ NMA will raffle off a free book to webinar attendees in 2023 if the speaker is also an author.
- Check out over 100 courses offered by MindEdge at a reasonable cost to improve your soft skills, gain certifications, and expand your knowledge:
  - ◊ <https://catalog.mindedge.com/nma>.
- Further discussions continue with Master Class that we hope to offer to our membership soon!
- Board Updates:
  - ◊ Miran Tyrrell, an NMA individual member from Savannah River, joined the NMA Board.
  - ◊ Rayford Horne, Peach Council President, is now the 2023 National Secretary.
- The Silver and Gold Knight awards have been redesigned after some supply chain issues. We hope the Peach Council decides to honor a deserving member with the Gold Knight in 2023.
- NMA Affinity Programs offer discounts on travel, hotel, rental car, office supplies, prescriptions
  - ◊ <https://nma1.org/membership/member-benefits-affinity-programs/>
- Our 2023 NMA Annual Conference is September 27-30 at the Westin La Paloma Resort & Spa in Tucson, AZ. Hotel and registration info will be posted by April so you can plan ahead. We hope to see a speech contest finalist representing the Peach Council this year!

Thank you again for investing your time and energy into NMA and the Peach Council to further your professional development and personal growth! Please let us know how else we can support you during your 38<sup>th</sup> year!





# Meeting Dates to Remember.

## NMA Professional Development

**NMA Live Online Webinar – NMA Live Online Webinar  
“Leadership and the Subconscious Mind”  
with Suzy Siegle  
Date April 20 : 12:00 pm -1:00 pm Eastern Zoom**

	Peach Council Meeting (in-person)	April 15, 2023	Augusta, GA / Aiken, SC
	Peach Council Teleconference	May 3, 2023	12:00 PM
	Individual Member Meeting (Zoom)	April 6, 2023	8pm—9pm Eastern
	Virtual Chapter Leadership Training	April 21, 2023	11am-5pm
	National Awards Submission Deadline	May 31, 2023	

## Quotable Notable

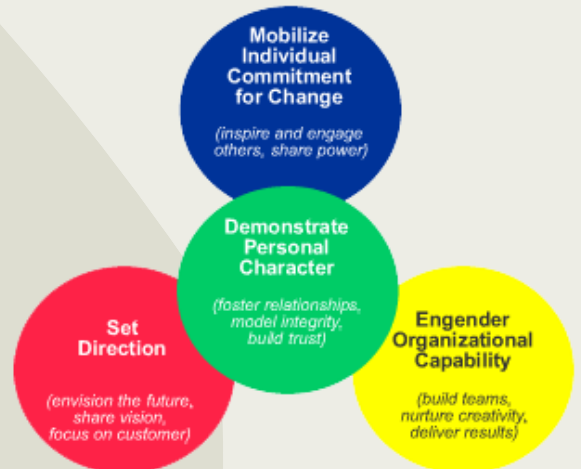
The supreme quality of leadership is unquestionably “*integrity*”. Without it, no real success is possible no matter whether it is on a section gang, a football field, in an army, or in an office.

*Dwight D. Eisenhower ( 1890 — 1969 ) - 34th U.S. President*



## 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 9,000 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, and Georgia .

### 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:

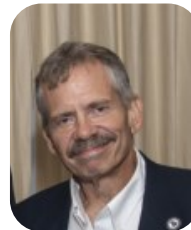
Rayford Horne, President

or visit the Peach Council web page at: [www.nmapeachcouncil.com](http://www.nmapeachcouncil.com)

## Peach Council Officers 2022 - 2023



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add Jim here too

*At Large Members: Jim Lorenz, Michelle Lewis, Terry Bartlett*