



President's Message

Article five 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 four previous Leadership Link monthly newsletters.

The subject of this article is: don't be afraid of the circuses. In Navy SEAL training if you don't meet the standard for the daily run or the daily swim or whatever the challenge for the day, your name was posted on a list and at the end of the day everyone on the list was "invited" to two hours of additional physical training. The daily list was referred to as the "circus".

At some point in our lives (and it usually happens early in life), each of us individually will not meet the standard; we all fail at some point and we will get invited to the circus. Your circus may not be where you do physical training but it always is an opportunity for you to grow. The sad fact is some people choose not to grow, they would rather quit. How many times have we quit and missed the opportunity for growth? Or how many times have we as parents or supervisors taken away the opportunity for growth? We step in and do the work or cover up the failure and remove the opportunity. Call it whatever name you want but in the end you missed it or you prevented growth from happening.

Here is one analogy that may help in explaining this concept. A muscle cell will not grow unless it is stressed or forced to do work greater than the work it did previously. If I go to the gym and let others lift the weights, I get nothing out of it. If I take my daughter to the gym and help her lift

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the weights, she will get less out of it than if she did it herself. In this analogy, there is a direct correlation to effort and growth: the more of my effort and the less of hers, the less growth she will see.

Growing in the circus is not easy. It is discouraging. It is hard. This is where the work of a parent or supervisor or mentor lies; not in doing the work but in helping the person see past the circus. Helping them refocus – not on the hard work in the circus but on the product after the circus. The pain of the circus produces so many positive benefits. Don't miss the opportunity for growth because you're focused on the failure or the hard work in the circus and, certainly, don't steal the opportunity for growth to occur by covering it up or doing the work.

Adm. McRaven said “.....if you want to change the world, don't be afraid of the circuses”. My challenge to myself and to you is this: expect the circus, focus on what's ahead, and let's change the world!

Humbly,

Pat Borer, President
Leadership Link

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News from the National Director

Director's Corner

You have heard that saying “The only person who likes change is a baby.” Since I am a new grandpa for the first time I can appreciate the reality of that statement. But I do not think it applies only to diapers.

At the recent Board Meeting we did make a slight change. For this year we have gone to two Regional Area Chairs instead of six Area Chairs. The impact will be minimal. If you attend the LDC's or involved in the speech contest you know there are two regions and each has three areas. The three Area Chairs from their respected region got together and selected their new Regional Chair. Judd Sloan (judd@nma1.org) was willing selected as the new East Regional Chair. He is from the East Area and will be great to work with.

How does this impact you, the Central Area chapters? Not much. I will still be your Director and your first contact. The NMA Headquarters will still be there the same as it was but it will

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give you one more person in the loop. We have had only one director in this Central Area for most of my experience as director. It will be nice to have someone else to work with. I did appreciate working with Elizabeth, the prior other Area Chair

How does this impact me, the past Central Area Chair? It will relieve some of my responsibilities and let me focus on others. Simply put, it keeps me from wearing two hats. (I am the new Association Services & Development Committee Chair. That is the topic of my next Director's Corner by the way.) It will give me some one to work with and a single individual for the whole East Region to coordinate with. All this is good.

Now that I have covered that lets get back to my granddaughter. Her name is Meredith and I have pictures.

As always it is an honor and privilege to represent the NMA.

David Hanson
NMA National Director

2015 Teamwork Award

Pat Kant, Awards Chair

Leadership Link honored 9 exceptional and amazing employees from the Aging Partners Department. On February 26, 2015. They were judged on criteria which demonstrate they became a cohesive group of individuals who put aside personal preferences to achieve a common goal.

Jacki Eden, LaDonna Francisco, Jennifer Hartman, Rebecca Meyer, Nancy Niemann, Renee Savidge, Barb Straus, Peggy Tillman, and Richard Westling were nominated by Joyce Kubicek, Aging Program Coordinator. Each received a Certificate of Recognition. June Pederson accepted a plaque for the team which will be proudly hung in the department.

The Congregate Housing Services Program (CHSP) is a grant program of the Housing and Urban Development (HUD) which provides case management and supportive services to frail elderly, younger disabled people, and people with temporary disabilities who are living at Mahoney Manor and Burke Plaza. The CHSP team at Aging Partners comes from different parts of the agency but predominately works in Care Management provided by Resident Services Coordinators, Food Service providers, and Accounting.

CHSP provides taxi coupons, personal care, and housekeeping at a reduced cost for eligible

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residents. Noon meals are available Monday through Saturday in the dining rooms at Mahoney Manor and Burke Plaza. There are 166 participants between Mahoney Manor and Burke Plaza and the age range of the participants is 50-99 years old.

When you read all that has been accomplished by the Congregate Senior Housing Services Program, you might picture a larger group of people achieving these goals. But in fact, the team is relatively small and all involved often work independently and with minimal supervision.

Every year the team must report to the Lincoln Housing Authority Board and Housing and Urban Development. They must convince their funders that what they are doing is worthwhile and successful. And for 20 years, the answer has been, “Keep going because you’re doing a great job!”

Please join us in congratulating these outstanding team members!!



Front Row: June Pederson, Rebecca Meyer, LaDonna Francisco, Barb Straus
Back Row: Richard Westling, Renee Savidge, Jackie Eden, Peggy Tillman, Jennifer Hartman. Not Pictured: Nancy Niemann

**OUTSTANDING ADMINISTRATIVE PROFESSIONAL
April 2015**

Leadership Link is seeking nominations for an outstanding Administrative Professional who has worked to support a work area, a project, or other successful activity. Qualities of an effective administrative professional might include the following:

- Accepting unique, unusual and challenging work activities.
- Displaying excellent customer service skills.
- Demonstrating cooperative working relationships with various work areas.
- Working to support a common mission or goal of a work area.
- Good written and verbal communication skills.

If you know of an administrative professional who has excelled in their work and displays these or other qualities, please consider nominating this individual. Membership in Leadership Link is not required. Nominations will be accepted through **March 31, 2015**. Please forward your nomination to Pat Kant, Leadership Link Awards Committee, pkant@lincoln.ne.gov

Nominations are reviewed by the Awards Committee and a recommendation is made to the Leadership Link Board. The recipient of the Outstanding Administrative Professional Award will receive a plaque and recognition at our **April 23, 2015** meeting. Nominees will receive an Honorable Mention Certificate of Recognition.

**Leadership Link
Outstanding Administrative Professional Award Nomination Form**

Individual Nominating: _____ Phone#: _____

Administrative Professional Nominated: _____

Department, Division, Section: _____

Nominee's Supervisor: _____

Nominations should describe how the individual demonstrates the following qualities:

- Accepting unique, unusual and challenging work activities.
- Displaying excellent customer service skills.
- Demonstrating cooperative working relationships with various work areas.
- Working to support a common mission or goal of a work area.
- Good written and verbal communication skills.

Leadership Presentation

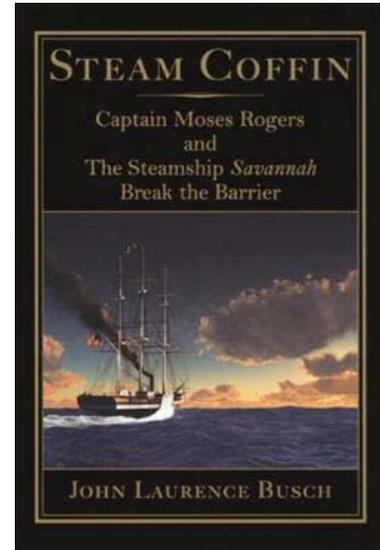
Building the First “Steamship” in History

by

John Laurence Busch

based upon his book

STEAM COFFIN **Captain Moses Rogers** **and** **The Steamship *Savannah*** **Break the Barrier**



Historian and author John Laurence Busch will attempt to re-calibrate your mind before showing why the proposition of making the first crossing of the Atlantic Ocean on a "steamship" was met with a mixture of skepticism and fear. Then he will show

how Captain Rogers possessed and practiced a variety of leadership traits and techniques that allowed him to build a new kind of steam vessel, capable of overcoming the dangers of the deep.

When: April 23, 2015, 11:30 – 13:00 **Cost:** A small fee for lunch and presenter costs.

Where: Lincoln Lancaster County Health Dept., Lower Level Training Area

Host: Leadership Link, NMA, Lunch Provided, RSVP is required to esevere@lincoln.ne.gov

The *Savannah* is more than a “steamship.”

She is the first example of globalized high technology in history.

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Praise for STEAM COFFIN:

“Busch’s supremely readable account...represents the creation of a long-needed missing piece of maritime history...It may properly be termed a page-turner, and is strongly recommended.”

— (mt) *Marine Technology Magazine*

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“A beautifully written and engaging narrative...John Laurence Busch has made a major contribution to American maritime history with this fine book.”

— *Naval War College Review*

Praise for the Presentation:

“The presentation was excellent! You know your subject, and everything was presented in a compelling and enthusiastic way.”

— Keith Frankie
American Society of Mechanical Engineers
San Diego, California

“The feedback from attendees is that this was an exceptional program.”

— Thomas Thurman
American Society for Quality
Eastern North Carolina Section

Visit www.steamcoffin.com for more reviews and background...

TRIBUTE TO KEN JUREK

FORMER PRESIDENT

NEBRASKA STATE GOVERNMENT CHAPTER

In February we lost a great friend and co-worker, Ken Jurek.

Ken served as President of the Nebraska State Government Chapter and was an ardent supporter of NMA.

Many of us were fortunate to have met and worked with Ken and we will miss him.

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Board of Directors 2014-2015

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Miki Esposito
Public Works

John Huff
Lincoln Fire & Rescue

Gary Chalupa
Veterans Services

Gwen Thorpe
County Commissioners

WELCOME TO OUR NEW MEMBERS

Brian Wood – Lincoln Fire & Rescue



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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.

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 members, sponsoring organizations, and communities.

The NMA Leadership Model



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