



# The Lighthouse



NMA...The Leadership Development Organization  
Columbus Public Service Chapter

## NMA Chapter Supports HOBY

Inspiring, Educational, Compassionate, Energizing, Enthusiastic, Motivating, Transforming, Long-Lasting, and Life-Changing



These are some of the words that students, schools, parents, alumni, volunteers and supporters use to describe Hugh O'Brian Youth Leadership (HOBY). Founded in 1958, HOBY's mission is to inspire and develop our global community of youth and volunteers to a life

dedicated to leadership, service and innovation. HOBY programs are conducted annually throughout the United States, serving local and international high school students.

HOBY provides leadership training opportunities beginning with the Community Leadership Workshop (CLeW), is a one-day introductory HOBY leadership training for high school freshmen. CLeWs provide face-to-face interaction between freshmen students and distinguished leaders from all walks of life. Students participate in team-building activities, take part in community service projects, and listen to presentations given by motivational speakers and local community leaders.

High school sophomores can participate in HOBY's flagship program, the Leadership Seminar, which is designed for high school sophomores to recognize their leadership talents and apply them in becoming effective, ethical leaders in their home, schools, workplace and community. The seminar provides hands-on leadership activities and meet state leaders in such as areas as business, government, education, media and the non-profit sector. The Columbus Public Service Chapter of NMA is proud to be an annual sponsor, providing the tuition to send one or two local high school sophomores to the Leadership Seminar held on the campus of Dennison University in May.

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## February 2011

Check out NMA's group on **LinkedIn** at [NMA1.org](http://NMA1.org)

The February 2011 issue of **Breaktime** can be found at: <http://nma1.org/Communications/Breaktime/2011-02/2011-02.pdf>

Visit The Columbus Public Service chapter website: <http://nma1.us/chapters/220/>

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### A Letter to our NMA chapter treasurer from a recent HOBY Participant:

Dear Deborah A. Iola,

Thank you so much for paying for me to come to HOBY. I have had such a great experience here and I've learned so much on leadership and have had such a great time.

HOBY teaches you how to excel and empower others when you are leading a group of people. HOBY also teaches you how to set goals and how to achieve them through certain processes. The group discussions are heartfelt, and here, I feel right at home.

I really enjoyed HOBY because the facilitator here encourage everyone to participate and they know how to get people to step out of their comfort zones and be a part of the group. From the pep rally and the games to the discussion panels and presentations, HOBY has been an amazing ride.

HOBY Hugs,

Danny Price

Groveport Madison High School

### HOBY continued from Page 1

Upon completing a Leadership Seminar, U.S. high school sophomores have the opportunity to advance to HOBY's next level of leadership programs known as



the World Leadership Congress (WLC). The WLC is HOBY's oldest program and the only one open to international students

aged 15-17. The week-long intensive educational program has been in Washington DC for the past 10 years and is now moving to Chicago, IL. The WLC brings together youth with demonstrated leadership potential to interact with accomplished professionals and influential leaders. Each year, approximately 400 students representing 20 countries attend this unique international program comprised of speakers' panels, interactive workshops, field trips, and more. HOBY's student ambassadors emerge from the WLC more mature individuals, cognizant of the world around them, and ready to make meaningful contributions to their communities.

Today, over 375,000 proud alumni make HOBY stronger than ever. HOBY alumni are leaders in their schools and communities, throughout the United States and the world, making a difference for others through service. For more information on HOBY visit [www.hoby.org](http://www.hoby.org).



## March Meeting

Please join us for dinner at the Florentine with our Speech Contest winner on March 24. Watch your email for details.

## NMA Celebrates Black History

The February 9th Lunch meeting, held at the Transportation Training facility, was a celebration of Black History Month. Our guest speaker, Firefighter Alonzo King, provided handouts of the rich history of black firefighters in the Columbus Division of Fire from 1879 to the present, which have been included on Page 3 of this newsletter.



Alonzo King  
Photo by Bee Tolber

## History of Black Firefighters in Columbus

- 1879 Pleasant Higginbotham, the first black firefighter on record, joins the Columbus Fire Department
- 1880 Hose House #5 on Oak Street has a hose reel manned by a crew of colored firefighters. P. Higginbotham listed as Captain of Hose House #5
- 1897 Chemical House #1 is set aside for the exclusive use of colored members  
Four additional colored firemen authorized to be added to the 4 currently assigned
- 1913 Colored company discontinued. Colored firefighters assigned to new city fire warden positions
- 1932 It is reported there are no colored firefighters in the department. The mayor orders Civil Service to select a full complement of men from the Negro race to operate the 20<sup>th</sup> Street engine house (#8)
- 1935 August 22, 1935, on the 100<sup>th</sup> Anniversary of CFD, 16 Negro firemen installed to fully staff 20<sup>th</sup> Street Engine House, #8. They could take promotional exams, but were segregated to this station
- 1948 Eight Negro Lieutenants, one Negro Captain assigned to Station # 8
- 1954 Columbus Fire Department desegregated by Chief Strickfaden
- 1959 Battalion Chief Herman H. Harrison appointed to Assistant Chief, highest rank next to Chief ever held by a black firefighter up to this time
- 1971 Retired Battalion Chief "Buddy" Jones became Assistant Fire Marshal for the State of Ohio
- 1973 Lawsuit filed alleging that City of Columbus hiring practices are racially discriminatory
- 1975 Federal court requires mandatory hiring of minorities to correct past discriminatory practices
- 1980 Diana Russell is hired, becoming the first female firefighter in the history of the division
- 1982 Maurice Gates becomes the first black Columbus firefighter killed in the line of duty
- 1989 Judy Evergin becomes the first female paramedic in the history of the division
- 1994 Firefighter Yolanda Arnold promoted to Lieutenant, becoming the first promoted female in the division
- 1995 Clifford Sharpe receives Badge #1 for serving 42 years at the time of his retirement in 1999
- 1998 Lieutenant Arnold is promoted to Captain, the first female Captain in the division
- 2002 Assistant Chief Ned Pettus Jr. becomes the first African American Fire Chief in Columbus  
Battalion Chief Robert Coles is promoted to Deputy Chief overseeing the new EMS billing system  
Captain Arnold is promoted to Battalion Chief, the first female Battalion Chief in the division

### 16 New Recruits and Their Officers

August 23, 1935



#### 1 & 2 Unit, Engine 8 and Truck 5

Rear: John Coston, Bill Boyer, Verdell Green, H.E. Ward, A.L. Key, Carl Jones, Herman Harrison, Cecil "Pete" Johnson, Herb Turner, James Huckleby, Jimmy "Turtle" Long, G.H. Caroll  
Front: Wm. Brown, W.W. Nelson, Lt. W.B. Parysch, Capt. Robert Hott, Capt. Wm. J. Roop, Lt. John F. Dimel, John Jones, Coy Alston



## Professional Development

### April NMA LiveOnline Classes

#### Getting Feedback on Your Performance

- Learn techniques for asking for feedback on a project or task.
  - Find help in making specific requests for challenging opportunities.
  - Getting input when you need it from a busy person
- 4/08/2010, 2:30 PM EDT

#### Developing Your Elevator Speech

- Learn that Less is More
  - Develop Your Own Value Proposition
  - Sell Yourself & Have Others Want to Hear More... about YOU
- 4/14/2010, 2:30 PM EDT

#### Creating Cover Letters that WORK

- Start with the Power Impact Technique
  - Develop your own templates for the 3 types of cover letters
  - The "Must Do's," versus the "Don't EVER Do's."
- 4/22/2010, 11:30 AM EDT

#### Risk Management

- Use a Reasonable Approach toward Risk
  - Implementing detective, preventive and protective systems for keeping risks under control
  - Classifying and assessing risks for decision making
- 4/29/2010, 2:30 PM EDT

Each class lasts approximately 1 hour. There is a \$25 charge per telephone link. More information can be found at

[http://nma1.org/Education/NMA Educational Online Opportunities.html](http://nma1.org/Education/NMA_Educational_Online_Opportunities.html)

### FACILSKILLS™

#### Fostering a Culture of Participation

Getting people to work together isn't always easy.

**FaciliSkills™** Workshops are designed for...

Managers who lead groups or project teams  
Anyone thrust into a leader's role without direction  
Emerging leaders seeking new skills to benefit their organization and advance their careers  
Teams that have stalled mid-project.

#### Workshop 3: Transformational Leadership

*"A major FaciliSkills™ focus is on creating an environment where better results are achieved, where people grow personally, where trust develops and there is enthusiastic commitment to resultant decisions."*

*Learn the preferred methods for developing group consensus by—*

- Understanding how different personalities affect meetings
- Handling people who are not of the same mindset
- Negotiating group "Mind Fields"

*Learn creative ways to build momentum and affect decision-making from—*

- Clearly understanding others' needs, wants, interests and backgrounds
- Creating the right "decision network"
- Utilizing self-motivating strategies

*Learn the "tools" for developing trust, harnessing energy, and handling conflicts by—*

- Understanding "signals" to check for readiness to move forward
- Knowing the process for developing group synergy while avoiding "Groupthink"
- Creating streamline channels for constructive feedback

**Date & Time: March 10, 2011 8:00am to 12:00pm**

**Location: Utilities Complex Auditorium  
910 Dublin Rd.**

**Return reservation by March 7 to:**

**Bill Mahaffey, CM**

**Division of Power & Water**

**Tel: 645-3765, Fax 645-6165**

**Fees: Members N/C Non Members \$95**

### The NMA Leadership Model



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



## NMA Award Nominations

**Nomination forms are available at [NMA1.org](http://NMA1.org) or from Kathy Spatz at [kaspatz@columbus.gov](mailto:kaspatz@columbus.gov). All nominations must be in to Kathy Spatz by March 15, 2011.**

### Silver Knight

The nominee must be an executive who is well-known to the members of the chapter and whose example has stimulated and inspired them. It should be one who regularly applies the principles of the Association's Code of Ethics in his/her daily work and contributes toward the achievements of Association objectives. The individual should be one who, in business, community, and industrial life, has demonstrated the highest qualities of leadership, and is well-known for efforts toward preservation of the Free Enterprise System.

### Gold Knight

The Gold Knight Award is the highest award an NMA council can bestow upon an outstanding executive. The nominee must be an executive whose reputation for outstanding leadership is well-known in the area served by the council. The person should be one who has motivated other management people to practice the principles of the Association's Code of Ethics and has encouraged others to contribute toward achievement of the objectives of the Association. The nominee should be one who is an outstanding influence for the preservation of the American Enterprise System among business, industrial, and community associates. One Gold Knight of Management Award a year is presented by each chartered council to a senior executive.

### Executive of the Year

The objective of the award is to recognize a senior executive who has gained significant recognition for managerial and leadership accomplishments, conducted both personal and business affairs in accordance with NMA's Code of Ethics. This is NMA's highest individual award. A plaque will be presented to the recipient at NMA's Annual Conference.

A nominee must be a senior executive with a demonstrated record of managerial and leadership accomplishments over his/her career and have received formal recognition for them. Also, the nominee must have supported the principles of contemporary management and been substantially involved in the community. To be considered for this award, a nominee need not have held membership in NMA, but should have been a lifelong advocate of NMA's Code of Ethics.

Award nominations must be submitted to the Chapter on the approved forms made available to all Chapters and Councils to receive the Chapter or Council endorsement.

### Member of the Year

The objective of the award is to recognize a current Association member for his/her efforts during the past 12 months that enhanced the effectiveness of the Chapter or Council and advanced the purpose and the image of the Association. The award recipient will be recognized at the Association's National Conference and will receive a \$500 cash award and a plaque. Association National Officers and National Directors are excluded from receiving this award.

A nominee must be a continuous Association member for the past two years and have made significant contributions to Chapter or Council operations and activities.

Award nominations must be submitted by the designated deadline date and on the approved forms made available to all Chapters and Councils. The nominations must be endorsed by an Association Chapter or Council and be signed by two officers of the nominating organization. It is extremely important to discuss in the Chapter/Council endorsement the significance and consequences of the nominee's specific efforts, accomplishments, and activities during the previous 12 months.

## Election Update

**Consider taking an active part in the leadership of the Columbus Public Service Chapter. Chapter positions are:**

<u>Officers:</u>	<u>Nominees:</u>
President:	Bee Tolber
1 <sup>st</sup> Vice President:	
2 <sup>nd</sup> Vice President:	
Secretary:	Amy Ackerson
Treasurer:	

<u>Board Members:</u>	<u>Nominees:</u>
Public Service:	
Public Utilities:	Cindy Fruth

<u>Committee Chairs:</u>	<u>Nominees:</u>
Awards:	
Membership:	
Professional Development:	
Programs:	Laurie Richards
Community Service/Speech:	Jacque Kelley
Public Relations:	Sima Gellman

Please forward nominations to Kathy Spatz, 645-0487 or [kaspatz@columbus.gov](mailto:kaspatz@columbus.gov).





## What is NMA?

NMA The Leadership Development Organization is a professional association headquartered in Dayton, Ohio. The Association is a national not-for profit organization serving about 20,000 members worldwide.

### NMA Statement of Principles

NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement.

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 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 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 Mission Statement

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



## Chapter Leader Directory

### NMA OFFICERS AND BOARD MEMBERS – JULY 2010-JUNE 2011

<b>Officers</b>	<b>Name</b>	<b>Office Phone</b>	<b>Email</b>
President	Vonna Hayes	645-7505	<a href="mailto:vshayes@columbus.gov">vshayes@columbus.gov</a>
1st Vice President	Bee Tolber	645-7496	<a href="mailto:vytolber@columbus.gov">vytolber@columbus.gov</a>
2nd Vice President	Teresa Langer	645-4128	<a href="mailto:tlanger@columbus.gov">tlanger@columbus.gov</a>
Secretary	Amy Ackerson	645-8119	<a href="mailto:aackerson@columbus.gov">aackerson@columbus.gov</a>
Treasurer	Debbie Ioia	645-6276	<a href="mailto:daioia@columbus.gov">daioia@columbus.gov</a>
Past President	Kathy Spatz	645-0487	<a href="mailto:kaspatz@columbus.gov">kaspatz@columbus.gov</a>
National Director	Bill Mahaffey	645-7100	<a href="mailto:wtmahaffey@columbus.gov">wtmahaffey@columbus.gov</a>
<b>Board of Directors</b>			
At Large	Barb Crawford	645-8248	<a href="mailto:bcrawford1@columbus.gov">bcrawford1@columbus.gov</a>
Development	VACANT		
Finance-Fleet	Terrell Spencer/2012	645-6133	<a href="mailto:tlspencer@columbus.gov">tlspencer@columbus.gov</a>
Public Safety - Chair	Lt. Terry Neal/2012	221-3132 x5480	<a href="mailto:tneal@columbus.gov">tneal@columbus.gov</a>
Public Service	Linda Rightor/2011	645-0436	<a href="mailto:lvrightor@columbus.gov">lvrightor@columbus.gov</a>
Public Utilities	Cindy Fruth/2011	645-7304	<a href="mailto:cmfruth@columbus.gov">cmfruth@columbus.gov</a>
SWACO	Albert Iosue/2010	871-5100	<a href="mailto:albert.iosue@swaco.org">albert.iosue@swaco.org</a>
Technology	Greg Dukes/2011	645-6124	<a href="mailto:gadukes@columbus.gov">gadukes@columbus.gov</a>
<b>Committees</b>			
Chapter Awards	VACANT		
Community Service	Jacqueline Kelley	645-5824	<a href="mailto:jkkelley@columbus.gov">jkkelley@columbus.gov</a>
Membership	Donna M. Garland	645-2217	<a href="mailto:dmgarland@columbus.gov">dmgarland@columbus.gov</a>
Programs	Laurie Richards	645-7330	<a href="mailto:lirichards@columbus.gov">lirichards@columbus.gov</a>
Professional Development	Kathy Spatz	645-0487	<a href="mailto:kaspatz@columbus.gov">kaspatz@columbus.gov</a>
Public Relations	Sima Gellman	645-6161	<a href="mailto:sngellman@columbus.gov">sngellman@columbus.gov</a>



The Lighthouse is published monthly by the Columbus Service Chapter of NMA, Sima Gellman, Editor, JP Blackwood and Kathy Spatz, Committee Members. Chris Larson, Bee Tolber and Alonzo King contributed to this month's issue. Submit articles to [sngellman@columbus.gov](mailto:sngellman@columbus.gov) or [NMA-Lighthouse@columbus.gov](mailto:NMA-Lighthouse@columbus.gov).

