



# The Lighthouse



**NMA...The Leadership Development Organization**  
**Columbus Public Service Chapter**  
The *first* Public Sector Chapter - est.1981



## Speech Contest held October 26

Five young men competed in the annual Leadership speech competition held on October 26<sup>th</sup> at the Dublin Road Utilities Complex. The contest was well attended by many family members of the contestants and one Columbus Public High School teacher.

The contest winner, Charles Ballour, gave a wonderful speech highlighting the letters in the word L.E.A.D.E.R.S.H.I.P. He is a sophomore at Marion-Franklin High School, and spent part of his summer working as a high school intern for the Department of Public Utilities. During that time he was recognized as an employee of the week. Charles was awarded a check for \$200 and will go on to represent the Columbus Public Service Chapter at the LDC-East competition this spring.

Second Place and \$100 went to sophomore Terique Hamler from the Columbus International High School. Tyler Clarkson was the third place winner of \$50. He is a junior at Olentangy High School.

Our fourth place contestants and winners of \$25 each were Junior Karlos Smith of Gahanna Christian Academy and Senior De'Von Jennings of Beechcroft High School. A big thank you goes out to all of our judges for this year's competition, Elizabeth Reed from Civil Service and President of Columbus Toastmasters; Kathryn Madden, Columbus Public Health Department and member of Columbus Toastmasters; Cheryl Smith, Columbus employee and former grade school teacher in Illinois and Ashley Withers, teacher at Fairfield county's school for juvenile delinquents Crossroads for Youth. Our auditor and tie breaking judge was Kathy Spatz, past president of NMA-CPS.

- Submitted by Jacque Kelley



**Above:** left to right: Elizabeth Reed, Karlos Smith, Kathy Spatz, Charles Ballour, Kathryn Madden-Columbus VP of Public Relations, Terique Hamler, Ashley Withers, De'Von Jennings and Cheryl Smith. **At right:** Tyler Clarkson.

## October 2011

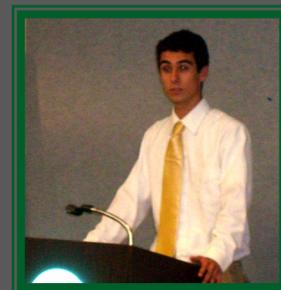
Check out NMA's group on LinkedIn at [NMA1.org](http://NMA1.org)

The latest issue of *Breaktime* can be found at: <http://nma1.org/Communications/Breaktime/2011-10/2011-10.pdf>

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

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## NMA Family Scrapbook

**Congratulations to Sally Pauley, whose grandson, Tyler Clarkson, won third place in the NMA Speech Contest!**

### Help Keep NMA Luncheon & Dinner Costs Affordable

Please remember to cancel your luncheon or dinner reservation with NMA if you find that you can't attend. Meal orders are made based on the number of reservations we receive, and the vendor must charge us for all the meals they prepare. When members make a reservation but don't attend, we must still pay for their meal. This additional expense can be avoided by contacting Laurie Richards at least 48 hours in advance, if possible, to cancel your reservation. She can be reached at 645-1769, or by email her at [lirichards@columbus.gov](mailto:lirichards@columbus.gov).

Thanks!

## The Impact of Unlearning on Leadership

Mike Myatt writes, speaks and offers advice on the topics of leadership, strategy and innovation. He is widely regarded as America's Top CEO Coach and is the author of "Leadership Matters — The CEO Survival Manual." For more information, visit his [blog](#).

Many leaders are very skilled at challenging the thoughts and opinions of others, but are woefully inept when it comes to challenging their own thinking. The reality is that it takes no effort to cling to your current thinking; however to change your mind requires you to challenge your mind. I've believed for quite sometime the most profound and commonly overlooked aspect of learning is recognizing the necessity of **unlearning**.

How difficult is it for you to change your mind? When was the last time you actually changed your mind? Do you consistently challenge your own thinking, or do you wait for others to bring the challenge to you? When your thinking is confronted, how do you react? I've often said the rigidity of a closed mind is the first step in limiting opportunity. I can think of no better definition for a closed mind than someone unwilling to change their opinions. Smart leaders recognize it's much more valuable to step across mental lines in the sand than to draw them.

Let me begin by suggesting that changing one's mind isn't necessarily the same thing as being wishy-washy. The difference is found in the motivation underpinning the change. If your opinions change with the wind based on little more than the court of public opinion, you're not a leader but just someone else trying to fit in with the cool kids.

There is a big difference between taking a principled stand and trying to be liked. There's also a big difference between standing on conviction ver-

sus just wanting to win an argument. When evaluating your position on any given topic, are you trying to learn something, or are you just trying to justify your opinion? Having strong convictions is a healthy thing so long as you're convicted by the truth and not your pride or your ego.

Here's the thing: No one has all the answers, so why even attempt to pretend that you do? Show me a person that never changes their mind, and I'll show you a static thinker who has sentenced his mind to a prison of mediocrity and wasted potential. If the world is constantly changing, if the

marketplace is always evolving, if the minds of others are continuously developing, how can you attempt to be unchanging and still be relevant? The smartest people I know are the most willing to change their minds. They don't want to be right, they

want the right outcome — they want to learn, grow, develop, and mature.

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## October Meeting Notes

At the October member meeting at the Transportation Training Facility on October 25, the featured speaker was **Hal Richard**, Utilities Permit Office Manager, who spoke about his leadership experience.

Hal is the type of manager that empowers his employees to make decisions. This gives the employee some ownership and personal responsibility in the decision making process. He also believes you should always continue to learn and improve yourself by taking management classes and reading.

Hal graduated from Columbus State Community College in 1985 with an Associate's Degree in Civil Engineering. He has more than thirty years experience in the Sewer and Water Utility Construction Inspection Field. Hal worked at Universal Concrete for seven years, where he was ultimately promoted from quality control to a yard production foreman, where he handled all the shipping and receiving for the company. He later became a Construction Inspector for the City of Columbus' Transportation Division. After eight years he accepted a position with Northstar Concrete as their Quality Control Manager where he oversaw two plants and increased the company's standards so they could maintain operations in the State of Ohio. Then, after several years Hal retired. But after realiz-

ing he was about to put four kids through college, he came out of retirement to work for the City of Columbus DPU as a Construction Inspector. Hal held this position for four years before being offered his current position as Permit Office Manager.

Hal recommended several books that he found to be helpful:

*Skill with People* by Les Giblin

*Attitude is Everything: Change Your Attitude....and Change Your Life!* By Jeff Keller.

*The Fred Factor: Every Person's Guide to Making the Ordinary Extraordinary!* By Mark Sanborn.

*Optimistic Thinking: The Key to Success* by Rob McCarter.

*Orchestrating Attitude: Getting the Best from Yourself and Others* by Lee J. Colan.

*Whale Done! The Power of Positive Relationships* by Ken Blanchard

*5 Love Languages* by Gary Chapman.

- Submitted by Terry Neal, Lori Richards and Bee Tolber

**At Right:** Presenter Hal Richards (center) with chapter officers (l to r) Jacqui Kelly, 2nd Vice President; Teresa Langer, 1st Vice President; Lori Richards, Programs Chair and Bee Tolber, President.



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Smart leaders don't tell people what they should think; they surround themselves with great thinkers, and then consistently seek their insights, observations and opinions. Subjecting yourself to dissenting opinion allows you to refine your good ideas, weed out the bad ideas and acquire new ideas. Moreover, it's the ability to evolve and to nuance thinking that leads to the change and innovation your organization needs to survive.

Leaders and their ability to change their mind demonstrates humility, confidence and maturity. It makes them approachable, and it makes them human. People are looking for authentic, transparent leaders willing to sacrifice their ego in favor of right thinking.

Bottom line — when you fear being wrong more than being proven wrong, you have arrived as a leader.

*SmartBlog on Leadership*

By Lead Change Group on September 20, 2011





## 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 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 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 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 2011-JUNE 2012

<u>Officers</u>	<u>Name</u>	<u>Office Phone</u>	<u>Email</u>
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