

# Leadership Link

Newsletter

April, 2019



## President's Message

Leadership Link occupies such an amazing space! It really is remarkable that the City of Lincoln and Lancaster County has allowed the context for staff at every level of employment to engage and grow in their capacity and understanding of leadership. And it couldn't be present at a better time. In this season when we are staring the reality in the eyes of 30% of our employees being of retirement age in the next 5 to 10 years, so many of whom hold positions of authority, the value of growing our "bench strength" in new leadership is undeniable.

The year has gone so fast. I have found myself repeatedly amazed at the growth and support that we've experienced in one year. While we've seen nearly 10% of our members retire, we've also grown in number as a chapter, hitting the "100 Member Mark" more than once (we'd lose it to a retirement or two, then gain it back through more new members). That's something else! We were able to establish a pattern of engagement and investment in our membership, tapping into some amazing resources that provided timely and useful content. Did you know that for the first time we are scheduling next year's speaking series? We have established our Core Competencies, with strong buy-in from our Executive Advisers. Leadership Link is more financially solvent than ever before, with less of our resources going out each month from unnecessary expenses (i.e. food expenses).

So as we enter my final month as President of Leadership Link, the question that comes to mind is this: ***What will all this gain us in the future?*** I have been working under a single theoretical principle: If we provide a platform for self-reflection, personal growth, and skill building for staff across the city and county who view themselves as leaders (or are fueled by the desire to become a leader), we will find ourselves with more capacity, cohesion, and a more singular vision of leadership, organization-wide. It seems to me that we may be at risk of experiencing the mass exodus of our strong current leadership (via retirement), without experienced successors to replace many of these folks. I felt that if we could create a context that actually challenges people's core vision of leadership, and strengthens their giftings and capacity, we may help to shore up the gap left for those less experienced administrators, supervisors, and managers who find themselves in leadership positions in the future. It will lead to a stronger supporting cast of those not in "positional leadership," who are growing strength and awareness of the flipside of the leadership coin: Followership. But I don't want to take this for granted, so next year I'm looking for ways to measure it (as Past President).

We live in a unique city. Lincoln is large enough to hold so much opportunity, yet not *so* big that the resources we have can't accomplish quite a lot. Our members can grow as influencers. A term I have come to believe is synonymous with leadership. After all, "[t]he lion's share of the problems that really bother us don't call for additional technology, theory, philosophy, or data... Instead the problems call for the ability to change what people do" (*Influencer*, J. Grenny, et al.).

It's been a great year! Thank you so much for the opportunity!

Jesse Davy, President  
Leadership Link



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# PROGRAM COMMITTEE

## Angelina Stovall-Amos, Chair

### Bus Tour Follow-Up



Thirty-one people enjoyed learning about a part of Lincoln's history with Ed Zimmer, fellow planner, Stacey Hageman and County Commissioner Sean Flowerday on Thursday, April 18. If you enjoyed the tour please feel free to email a thank you:

- [ezimmer@lincoln.ne.gov](mailto:ezimmer@lincoln.ne.gov)
- [SLHageman@lincoln.ne.gov](mailto:SLHageman@lincoln.ne.gov)
- [SFlowerday@lancaster.ne.gov](mailto:SFlowerday@lancaster.ne.gov)

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Join us for our May Luncheon Program Meeting – Thursday, May 16, 2019 – 11:30 AM – Lincoln-Lancaster County Health Department – Training Center – 3131 “O” Street

LEADING POSITIVE CHANGE

**JOHN HARRIS**

A dynamic keynote and conference speaker, award-winning writer, poet and actor.

Mr. Harris founded Encouragement Consulting Services through which he has provided workshops and training for over 20 years in the areas of: corporate culture, workplace diversity, leadership, motivation, personal and professional growth, organizational effectiveness, team building and employment (hiring, job search tools and techniques).

He is a skilled consultant, employee coach, program developer and workshop facilitator. Mr. Harris always receives excellent reviews for his program design, delivery and content impact. His interactive and engaging style makes learning enjoyable for all participants.



**MAY 16, 2019**

Lincoln-Lancaster County Health Department  
3131 'O' St.  
Lower Level, Training Rooms  
Lunch: \$5 members, \$10 non-members



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Annual President’s Luncheon and Awards Ceremony  
Tuesday, June 11, 2019 – 11:30 AM  
Governor’s Residence

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## MEMBERSHIP COMMITTEE Ann Ames, Chair



**Welcome to our newest Members!**

- Angie Elliott – Health Department**
- Tommy George – Health Department**
- Holly Lewis – Parks & Recreation Department**
- David Voboril – Health Department**

There’s no better time to JOIN Leadership Link than now!



Leadership Link continues to offer the Local Registration Fee (initiation fee) to be waived (FREE), as well as the National Member Registration fee. The monthly membership cost is \$6.00, which may be paid via a monthly payroll deduction OR members may select to pay on an annual basis via personal check.

**Leadership Series:** Focused on Skill Building and City-Wide Effort to Train Our Current Workforce in Leadership

**Link Series:** Focused on Linking the Work of Departments and Navigating City and County Government

**Networking:** Utilizing Leadership Link for Professional and Personal Networking



## Awards Committee

### Charlotte Burke, Chair

#### Awards Committee Volunteers Needed

Leadership Link has been honored with servant-leaders who have volunteered long-term on our Awards Committee. The Awards Committee assists with the Manager of the Year Award every year, among other awards recommended to the Board of Directors. As you know Charlotte Burke, our Awards Committee Chair retired in February. Please consider volunteering to serve as an Awards Committee Member or Chair as we begin considering our next Manager of the Year in October!

Manager of the Year has been awarded for 22 years, with thirteen different agencies represented:

- 2018- Charlotte Burke, Health Department
- 2017- Lonnie Burkland, Public Works and Utilities
- 2016- Steve Owen, Public Works and Utilities
- 2015 –Sherrie Meints, Lincoln Fire and Rescue
- 2014- Dorothy Skorupa, Parks and Recreation
- 2013- Sandra Lutz, Aging Partners
- 2012-Thomas Shafer, Public Works and Utilities
- 2011- Jerry Witte, Sheriff’s Office
- 2010- Fran Meyer, Public Works and Utilities
- 2009- Scott Opfer, Public Works and Utilities
- 2008- Dan Wright, Lincoln Fire and Rescue
- 2007-Vince Mejer, Purchasing
- 2006- June Pederson, Aging Partners
- 2005-Peggy Apthorpe and Joyce Kubicek, Aging Partners
- 2004-John Dale, Library
- 2003-Steve Owen, Public Works and Utilities
- 2002-Terri Storer, Law
- 2001-Dee Lee, Election Commissioner
- 2000- Larry Worth, Public Works & Utilities
- 1999-Paul Jones, Library
- 1998-Ed Ragatz, Police
- 1997-Karla Welding, Public Works and Utilities



Long-time Awards Committee Chair, Charlotte Burke was awarded The Manager of the Year Award on October 31, 2018. Pictured from Left to Right – Awards Committee Members: Erik Hubl, Steve Frederick, Charlotte Burke & Julie Beno



**Board of Directors  
2018-2019**

Jesse Davy President	Christina Hitz President Elect	Barbara Hansen Secretary	Ben Higgins Treasurer	Kendall Warnock Past-President
Charlotte Burke Awards	Elaine Walsh Associate Director & Publications	Ann Ames Membership	Angelina Stovall- Amos - Programs	Pat Borer Executive Advisors

**Executive Advisors**

Pat Borer Lincoln Fire & Rescue	Doug McDaniel Human Resources	Pam Dingman County Engineer	Pat Leach Library
Chad Blahak Building & Safety	Linda Zabel Retired – State of Nebraska	Scott Holmes Health	



## 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.