

Management Signals



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Why are these people smiling? See page 2.



NMA... THE Leadership Development Organization

Annual Silver Eagle Awards Presented at the June Meeting

Every year the chapter gathers in June to honor those RCLA members and non-member Rockwell Collins employees who have distinguished themselves during the past year in the various communities we serve.

This year's five awards were presented by RCLA Chairman of the Board Dwight Ramsey for achievements as described below.

Leadership Excellence - Reggie Bush



As Technical Program Manager for our B-1B programs (there are five sustainment blocks active today), Reggie Bush is responsible for the technical leadership of the Communications and Navigation Management Systems (CNMS) of the B-1B fleet. Under Reggie's leadership, our B-1B programs have demonstrated near perfect performance in terms of cost, schedule and quality, along with superb customer satisfaction. Reggie has excellent customer focus and frequently offers innovative and technical enhancements for the B-1B fleet. For example, Reggie's relentless pursuit of a cockpit display upgrade recently resulted in a \$7.5M hardware order being placed for FY12.

Reggie is also being nominated for his leadership skills associated with coaching and mentoring. Reggie is very approachable; he takes time to listen to the concerns of his engineering team and has become a valued spokesperson for the CM&DLI department.

Reggie also finds time to volunteer for numerous company sponsored events as well as local community activities.

For his contributions as Technical Program Manager, the RCLA Leadership Excellence Award goes to Reggie Bush.

Individual Excellence - Nick Novotny



This year's Individual Excellence Award goes to Nick Novotny, an outstanding contributor within the Production Operations community.

Nick joined Rockwell Collins in 2004 at our Coralville facility, transferred to the Cedar Rapids Quality Organization, where he earned his Lean Six Sigma Black Belt certification, and later relocated to Heidelberg, Germany. In August 2009 he transferred to Richardson, where he assumed the role of Production Manager for the GATM, KG-3X and E-6B programs and the Wire Center.

Nick's accomplishments over the past 12 months which qualify him to receive this award are:

- Completed GATM hardware deliveries in support of 100% on-time-delivery
- Led on-time manufacturing efforts for the E-6B IPBE Phase III and Phase IV programs
- Completed the initial delivery of the KG-3X Low Rate Production Order on time
- Led the Block 45 team in completing the first two prototypes
- Improved Wire Center on-time delivery from 71% to the current 94%
- Achieved 99% Wire Center internal quality workmanship
- Led an 8% production improvement for the Wire Center
- Organized, led and cadenced monthly leadership sessions with his peers
- Was active in mentorship both as a mentor and a mentee

All the above accomplishments were within the responsibilities of his current position.

In addition, he has attained his Lean Master Certification (one of only 18 across all of Rockwell Collins), led 14 different class sessions of Lean Associate training, taught six

class sessions of Lean Champion training for leaders, and acted as the Treasurer of the Rockwell Collins Employee Disability Network.

It is for these accomplishments that Nick is named this year's recipient of the RCLA Individual Excellence Award.

RCLA Excellence - Marcia Thompson



A thriving and successful chapter requires a strong member relations organization for both recruitment and retention of members. Existing members provide the base of support to keep the organization functioning, while new members bring new ideas and concepts to keep the organization fresh and current.

Over the past two years, Marcia Thompson has served effectively as the RCLA Vice-President for Member Relations. In addition to supporting the membership with an effective Booster organization, Marcia has played an important part in recruiting over 40 new members to RCLA. Most recently, Marcia held a membership drive which motivated many employees to join the RCLA. Furthermore, she recently conducted a new member orientation and has in the past led several orientations to promote the RCLA to new employees.

While achieving success in member relations, Marcia has also found time to participate on various other committees, including Programs, Public Relations and Civic Activities. Her on-going contributions to the RCLA and its various committees over the last several years have been valuable in achieving an Outstanding rating last year from the National Management Association.

For her many contributions to the chapter, the RCLA Member Excellence Award goes to Marcia Thompson.

Community Service Excellence - Samantha Lei



Sam Lei lives out a positive and energetic commitment to give back to our community in her work life and in her private life. Sam was manager of our United Way campaign this year and has been a major player in the United Way campaign for several years previously. Sam's efforts and devotion have been critical to making United Way happen on our campus.

In addition, Sam started a math tutoring session at Plano East High School. This past year, Sam and three other Rockwell Collins employees conducted an open math study hall once a week at PEHS. The majority of tutoring has been for Algebra II and Pre-Calculus. Sam has also been active in charitable events through the RC New-Hire Network. Outside of work, Sam is an active member of the Dallas chapter of Random Acts of Kindness, volunteering on a regular basis in a broad range of charitable and community support projects.

For her many contributions to the community and company, the Community Service Excellence Award goes to Samantha Lei.

Team Excellence - Richardson Purchasing Department

Richardson Purchasing is composed of seven buyers and seven buyer assistants. Together they accomplished the procurement of \$32M of materials for FY11. This consists of 17,000 purchase orders for approximately 24,000 line items.

The E-6B programs have so far generated 10,630 purchase orders. The Richardson team worked through the Christmas holidays in order to support the buys for E-6B.

Seventy percent of all programs in Richardson are scheduled with less than normal lead times for material acquisition. This creates the need for manual system work-arounds to support required contract deliveries.

For their support to the various programs in Richardson, the RCLA Team Excellence Award goes to the Richardson Purchasing Department. (Photo next page)



Installation of Officers

National Director Jean Christopher from the Boeing NMA chapter presided over the installation of RCLA officers for the new chapter year beginning in July.



Officers pictured are (l to r) Jim Brown (Board of Directors), Mary McLellan (Secretary), Sara Palmquist (Treasurer), Scott Pingsterhaus (Vice President / President Elect) and Aida Cantu (President). Newly-elected Director Vic Maryoung was not present.

These officers, along with Directors Brad Haselhorst and Mark Matthews, elected last year to two-year terms, will now plan for the 2011-2012 chapter year, beginning with our next meeting in September.

Life is what happens to us while we are making other plans.

- Allen Saunders, 1957

Kathy Garland Speaks on Leadership Branding

By Molly Wieneke, with Photos by Marcia Thompson



The General Membership Meeting of the RCLA was held May 19th at Café Max. The featured speaker was Kathy Garland who is the owner of Circle Spring. Kathy spoke on “Developing your Personal Brand as a Leader.” Kathy gave the crowd three tips to develop their brand:

- Define Your Vision
 - What difference do you want to make?
 - What is possible for you?
 - Who do you want to be as a leader?
- Know and Build on Your Strengths
 - Continue to develop your leadership and success skills
 - Focus on using your core talents
 - Know your unique contributions
- Keep Your Word
 - Declarations shape your reality
 - Be impeccable with your word
 - Use words that communicate personal responsibility

Finally, Kathy spoke on making our own Leadership Declaration:

“I am a leader who _____.”

“I lead with _____ in order to _____.”

RCLA Celebrates Management Week in America at the June Meeting



Richardson Mayor Bob Townsend joined the RCLA for our annual celebration, presenting a proclamation recognizing the event. The cities of Plano and Allen also responded to our requests with similar proclamations.



The 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 work force 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 dealings, 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 education.

I will support efforts to strengthen the management profession through training.

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.

Rockwell Collins Leadership Association Newsletter

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