



Leading Edge

The Mid-Columbia Leadership Development Association

What's Inside

Profiles in Leadership	1
From the President	2
Professional Development	3
AudioTech Business Book	
Summary Reviews	4
MCLDA Wants You!	5
Membership Drive Starting	5
Membership is a Team Effort	6
Welcome New Members	6
Membership Orientation Starting	
In November	6
We Love Our Supporters	7
Calendar of Events	8
Statement of Principles	9
Code of Ethics.	9
Contacts.....	10

October 13, 2010 General Membership Meeting The Clarion Hotel – Richland

Social Hour 5pm - Dinner 6:30pm – Program 7pm
Non-Members \$30 – Retired Members \$15

Profiles in Leadership series:

TOP MANAGEMENT NIGHT – CHPRC

By Judy Chang, VP Programs and Operations

MCLDA is proud to introduce Profiles in Leadership, a series of presentations from leaders in Hanford and the Tri-Cities community. The October 13th general membership meeting will be the first presentation in this series. This meeting will feature a panel discussion between Kent Dorr and Kurt Kehler, two vice presidents from CH2MHill Plateau Remediation Company (CHPRC). Moderated by Red McKennon, this discussion is the perfect opportunity for anyone who is interested in learning more about CHPRC, and the leadership philosophies practiced by two of its leaders. Curious about the leadership principles valued by CHPRC top management? Come to this!

Kent Dorr, Vice President, Engineering, Projects and Construction

President of the Engineering, Projects and Construction (EPC) Project for CH2M HILL Plateau Remediation Company (CHPRC) at the Hanford Site.

In his current role, he is responsible for:



- Engineering management for central engineering issues for the site
- Project and Construction Management for contract work performed under the Davis-Bacon agreement
- Scope, Schedule and Budget responsibilities for assigned projects and programs
- Managing construction and start up of the 200 West Pump and Treat project, a DOE priority for removal of groundwater contaminants for the Columbia River

Kent brings 30 years of engineering, project management, construction, decommissioning, and demolition experience to Hanford, for CHPRC. He has worked on DOE sites for 20+ years, along with overseas experience in Iraq, Jordan, the United Kingdom and the United Arab Emirates. He has successfully executed multi-million dollar engineering, procurement and construction

Octoberfest Menu

- Bratwurst
- Chicken Cordon Bleu
- Mixed Green Salad w/dressing
- Potato Salad
- Sauerkraut/Cabbage
- Potato Pancakes
- Rolls w/butter
- Dessert-Apple Strudel
- Sugar Free Dessert- Chef's choice



projects, delivering ahead of schedule and under budget. These projects and programs have included nuclear D&D, water treatment facilities and military support facilities for the DOD.

Kent served as CH2M HILL Director for North American Operations for the Nuclear Business Group, responsible for safe work performance for all staffing support, program management risk, and operational oversight of corporate Safeguards and Security and project safe work performance. Previous positions have included Security Director for the Capital Projects Program for the London 2012 Olympics Program, Water Treatment and General Construction projects in Iraq, and Senior Project Manager Rocky Flats Closure Project, where he was responsible for D&D activities for nuclear and non-nuclear industrial structures.

Kent earned his Bachelor of Science in Construction Management at Colorado State University; he has a Master of Business Administration, and a Masters of Project Management. He is a certified Project Management Professional.

Kurt Kehler, Vice President, Decommissioning and Demolition Project

Kurt Kehler is Vice President of the Decommissioning and Demolition (D&D) Project for CH2M HILL Plateau Remediation Company (CHPRC) at the Hanford Site in southeast Washington state.

In his current role, he is responsible for:



- D&D of over 250 buildings
- Surveillance and maintenance in over 700 buildings and waste sites
- Nuclear operations of multiple facilities including 105KW Fuel Storage Basin and Cold Vacuum Drying Facility
- Management of the Sludge Treatment Project, one DOE's top national cleanup priorities

Kurt brings 30 years of engineering, construction, decommissioning, demolition, and remediation experience, including 14 years at DOE sites and 10 years at Hanford, to CHPRC. He has successfully executed engineering, procurement, construction projects of up to \$100 million ahead of schedule and under budget in both nuclear and non-nuclear environments. He has managed union and non-union staffs of up to 360 and projects with budgets of up to \$750M.

Before joining CHPRC, Kurt was the D4/Interim Safe Storage Director at Washington Closure Hanford, where he managed demolition and reactor interim safe storage activities for the 100, 300 and 400 areas at Hanford. His previous projects included serving as the D&D manager at both the Miamisburg Closure Project and Rocky Flats Closure Project, where he was responsible for D&D of 150 contaminated and industrial structures.

Kurt earned his Bachelor of Science in Construction Management at Boise State University. He is also certified in Project Management Professional and a certified Hazardous Waste Worker and Supervisor per OSHA 1910.120.

From the President

By Lisa Hart

We are off to a great start. The September general membership meeting was fun and educational. We also collected \$330 for the Ronald McDonald House Charities of South Florida to be presented at the national conference.

Rick Martinez from Peak Performance Systems presented an interactive discussion focused on personal characteristics. When we see ourselves, we see our intentions. When we see others, we see their behavior. We cannot see intentions. Rick used an analogy of a 45 record with an "A" side and a "B" side. The A side is what we hope people see in us--the good side rather than the bad side. If you met yourself on the street, would you like yourself?

As I write this article, a group of members are at the national conference in Miami. We will be accepting awards on behalf of the chapter. These awards are the result of chapter members showing their "A" sides and working together to meet our goals.



Professional Development

By Jim Hamilton, CM Certification Chair

Professional Development: Earned Value Project Management

So when was the last time you worked on a project? Most of us can say that it's been pretty recent; for most of us, it's "Right now!" That could relate to building a home, starting a business, implementing a process change, installing a new system at work, or even the "Hanford Project". Regardless of where you work, chances are good that you are responsible for various aspects of many projects during your career. As leaders, we aspire to ensure our co-workers provide the most efficient service we can provide.

How do you know how your project is doing? There can be many measures, including scope, schedule and cost. These can all be combined into a single integrated system called "Earned Value Management (EVM)". EVM is not new in the project management arena. Did you know that in 1991 Secretary of Defense Dick Cheney canceled the Navy A-12 Avenger II Program because of performance problems detected by EVM?

EVM is a project management technique for measuring project progress objectively. When properly applied, EVM provides an early warning of performance problems. Additionally, EVM promises to improve the definition of project scope, prevent scope creep, communicate objective progress to stakeholders, and keep the project team focused on achieving progress.

How fortunate for us involved in projects that MCM Project Management has an "Earned Value and Project Management" class scheduled October 13 at the WSU Consolidated Information Center (CIC).

This course examines processes through which cost and schedule are monitored and reported in the project management environment. It includes topics on the elements of Earned Value, factors that determine final project results and monitoring and information systems. Participants are given a workbook and an auto-load CD of fifteen (15) easily utilized and vital templates.

COST

\$395.00 Per Person

DATE/TIME

Wednesday October 13, 2010 from 7:30am – 3:30pm PDT

LOCATION

Washington State University (WSU)
Consolidated Information Center (CIC)
Room 210
2710 University Drive
Richland, WA 99352

TO REGISTER

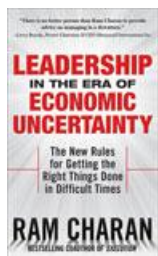
Online: www.mcmprojectmanagement.com

Don't tell people how to do things, tell them what to do and let them surprise you with the results.

Author: George S. Patton

AudioTech Business Book Summary Reviews

By Edward Schwier, CM



As a business leader today, you face an unprecedented challenge: the worldwide economic downturn. Cash and credit are dwindling, sales forecasts are dismal, and morale is sinking. This is not a time to reflect. It is a time to act with urgency, to make big decisions quickly and to energize your people as never before.

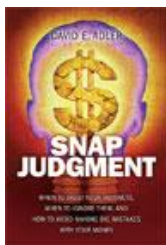
In the summary of *Leadership in the Era of Economic Uncertainty*, Ram Charan helps you steer your business through the minefield of contracting markets, cash shortages, and ongoing uncertainty.

Charan is the co-author of the best-sellers *Execution* and *Confronting Reality*, and the author of 11 other books. An expert on business strategy, he has coached some of the world's most successful CEO's and helped companies like GE, Bank of America, Verizon, KLM, and Thomson implement their strategic direction. According to Larry Bossidy, the former Chairman and CEO of Honeywell International, "There is no better person than Ram Charan to provide advice on managing in a downturn."

In this summary you will learn to:

- **Lead** your business through the minefield of contracting markets and cash shortages so it will emerge even stronger when the good times return.
- **Understand** each of the 12 priorities that must be the focus of every CEO who is forced to manage in a toxic environment like the one we face today.
- **Develop** ground level intelligence to appreciate how the slowdown is changing consumer behavior, and how those changes will affect your suppliers and your own business.
- **Respond** to the current crisis by avoiding the impulse to panic and calmly making the right moves to survive the downturn and thrive during the recovery.
- **Learn** how to improve your company's outlook by making strategic changes in sales and marketing, operations, research and development, the supply chain, and human resources.

+++++



There are certain areas in life where quick, human oriented decision systems, such as intuition, work well. For example, the psychological responses that early man used to make the instant choice to run away from a mammoth can serve people well when they smell smoke on the upper floors of a hotel. However, snap judgments and first impressions are poorly suited for calculating odds and probabilities, compounding interest, or forecasting the future behavior of the stock market.

In the summary of *Snap Judgment: when to Trust Your Instincts, when to Ignore Them, and How to Avoid Making Big Mistakes with Your Money*, David E. Adler delves in the psychology of financial decisions. He explores how our instincts and intuitive judgments intersect with financial markets, as well as other areas of contemporary life.

Drawing on the latest research, Adler reveals the predictable ways in which human perceptions and emotions cloud financial judgments. Adler has written for *Barron's*, *Institutional Investor*, *The New Republic*, *Psychology Today*, and *Financial Planner*, where he is a contributing writer focusing on high net worth. He also produced the documentary *Financial Insecurity: America's Crisis in Healthcare and Retirement*, which aired on PBS stations.

In *Snap Judgment*, Alder helps us examine decision making in many areas of finance. He teaches us how to identify circumstances where we should trust our gut versus situations where we need to do everything in our power to ignore that feeling.

Each of these summaries, and over 50 others of the best business books published recently, is available in both CD version and PDF file. The CDs are approximately 45 minutes in length and the written summaries run 20 pages or less. Contact Edward Schwier to get a copy of these or other titles to expand your knowledge and improve the performance of you and your team.



The Mid Columbia Leadership Development Association wants you!

We are looking for a few good men (and women) to serve as volunteers for participation on committees or for short-term work assignments. Much of the work accomplished each year is done by volunteers. We need members like you to provide ideas and input, organizational skills, and hard-earned experience to committees, or helping out for a few hours or even a few minutes when preparing for our general membership meetings. If you have talents you would like to contribute to support our MCLDA Chapter, please complete a survey at www.surveymonkey.com/s/TN7PVVD. Contact Mary Davenport if you have any questions or would like more information.

[Link to Volunteer Survey](#)

A Leader is a dealer in hope.

Author: Napoleon Bonaparte

Reminder -- MEMBERSHIP DRIVE STARTS IN OCTOBER

By Ted Giltz, CM

We're getting ready for a big October MCLDA membership drive and to be successful we need our current members' support. Take a few moments to talk to an acquaintance or two about joining one of the best professional organizations in town. Invite them to attend this month's meeting as a guest. There's a \$30.00 charge for each guest dinner and meeting pass. Our goal is that each member introduces at least one individual to NMA this next year. There will be awards for the member who completes the most new member registrations. Signing up is easier with our new electronic new member registration form.

In addition to the obvious networking, monthly meetings, and member support in developing leadership competencies and interpersonal skills, Chapter 395's new members are still being offered the additional benefit of free access to the on-line Leadership Evaluation and Development System (LEADS). The LEADS assessment is a \$35 value which will allow you to assess your understanding of leadership attributes and to learn more about associated leadership competencies. New member application forms are provided on the Chapter 395 WEB page or by contacting Ted Giltz (373-2134). We now have student, regular and corporate membership rates available. For a student it is only \$5.00 per month.

Membership is a Team Effort

By Ted Giltz, CM

In the last several newsletters I have referred to the need for each of our members to introduce a co-worker or friend to the MCLDA and its benefits. Our future as a growing chapter, with the ability to support its members and community, requires that our membership remain strong through participation from Hanford related participants and at the same time integrate members from non-Hanford organizations. I encourage each of you to take a look at the MCLDA information provided on our chapter [WEB page](#) and share our successes and capabilities. The MCLDA will start its annual membership enrollment in October and its success requires current membership support. If you have suggestions or ideas on what we can do to attract new members or communicate with potential members please contact the VP of Member Relations, Ted Giltz at 373-2134.

"I have yet to find a man, however exalted his station, who did not do better work and put forth greater effort under a spirit of approval than under a spirit of criticism."

Author: Charles Schwab

Welcome New Members

Joseph Estey II
Valerie Beaver
Paul Robinson

Clark Stolle
Colleen Meyers
Chris Wollam
(Returning Member)

Member Orientation

By Ted Giltz, CM

Want to know more about NMA and our chapter? At the November General Membership meeting, starting at 5:15 pm to 5:45 pm in the board room across the front hall from the main meeting room. There will be a short presentation on the National NMA and the MCLDA Board of Directors. This is a chance for new members to meet their chapter officers and a perfect opportunity for questions. More information will be coming out in the weekly bulletins. Plan now on coming a little early and learning more about your organization!

We love our supporters – Thank you!



6



"Always do right. This will gratify some people and astonish the rest."

-- Mark Twain

October 2010



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 (Hanford Off)	2
3	4	5	6 Officers Meeting	7	8	9
10	11	12	13 General Membership Meeting Clarion Hotel	14	15 (Hanford Off) R-1 Input Due	16
17	18	19	20 Board of Directors Meeting	21	22 Leading Edge Articles Due	23
24	25	26	27	28	29	30
31 Halloween 						

WANT TO PLAN AHEAD?

MCLDA Meetings are held the second Wednesday of each month from September to June.

Officers meet at 6:30 AM on the first Wednesday

The Board meets at 6:30 AM on the third Wednesday.

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.

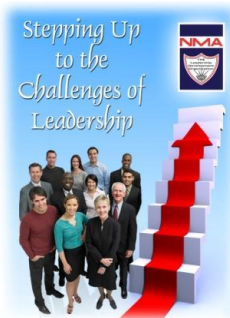
1. We believe in the highest standards of personal and organizational integrity and respect for the individual.
2. We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.
3. We believe management is creative, dynamic, and an essential process enabling people to achieve personal and organizational objectives.
4. We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.
5. We believe that individuals and organizations have a community and civic responsibility.

MCLDA Code of Ethics

1. I will recognize that all individuals inherently desire to practice their occupations to the best of their ability.
2. I will assume that all individuals want to do their best.
3. I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.
4. I will be guided in all my activities by truth, accuracy, fair dealing and good taste.
5. I will keep informed on the latest developments in techniques, equipment, and processes.
6. I will recommend or initiate methods to increase productivity and efficiency.
7. I will support efforts to strengthen the management profession through training and education.
8. I will help my associates reach personal and professional fulfillment.
9. I will earn and carefully guard my reputation for good moral character and good citizenship.
10. I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.
11. I will recognize that leadership is a call to service.

Update of membership

Several of you have moved to new positions and new contractors (or selected other career paths) and our mailing list and information for you might be out of date. Also payroll automatic payment is still available for most site contractors. If you want to update your payroll request with a new employer please let us know. Please send an email to Ted Giltz if you think that a change in membership information is needed and Roberta Barcot for billing or payroll deduction. Email addresses are available on the last page of this newsletter.



2010-2011 Leadership Development Organization Phone and Email List

2010-2011 Officers

President:

Lisa Hart, 376-3484
[Melissa A Lisa Hart@rl.gov](mailto:Melissa_A_Lisa_Hart@rl.gov)

Exec. Vice President:

Mary Davenport, CM, 551-1186
[Mary C Davenport@RL.gov](mailto:Mary_C_Davenport@RL.gov)

Communications VP:

Rob Schroeder, 373-5810
[Robert W Schroeder@RL.gov](mailto:Robert_W_Schroeder@RL.gov)

Community Service VP:

Lloyd Keith, 372-9430
[Lloyd J Keith@rl.gov](mailto:Lloyd_J_Keith@rl.gov)

Member Relations, VP:

Ted Giltz, CM, 509-373-2134
[Theodore P Ted Giltz@rl.gov](mailto:Theodore_P_Ted_Giltz@rl.gov)

Professional Development VP:

Roni Swan, 372-9627
[Rhonda J Roni Swan@rl.gov](mailto:Rhonda_J_Roni_Swan@rl.gov)

Programs & Operations VP:

Judy Chang, 376-4403
[Judy Chang@rl.gov](mailto:Judy_Chang@rl.gov)

Secretary:

Kay Gonzales, 376-1371
[Kay A Gonzales@rl.gov](mailto:Kay_A_Gonzales@rl.gov)

Treasurer:

Roberta Barcot, 373-4752
[Roberta A Barcot@rl.gov](mailto:Roberta_A_Barcot@rl.gov)

Board of Directors

Board Chair:

Jamie Perez-Carter, 373-0698

Past President:

Bill Leonard, CM, 373-1820

Board Members:

Bill Leonard, CM, 373-1820
Brenda Bridwell, 376-3088
Bob Parazin, 946-6363
Kristi Skaggs, 373-2282
Brett Barnes, 376-3640
Dave Forehand, 373-2399
Mike Rodriguez, 376-9921
Jim Hamilton, 372-2433

National Officers, Executive Advisors and Council

NMA Past National Chairman of the Board:

Don Hart, 539-9892

National Director:

Bill Kitchen, CM, NMA 2010 National Treasurer 308-9060

Columbia Basin Area Council (CBAC):

Edward Schwier, CM, 372-0176
Bill Kitchen, CM, 376-1370
Jimmy Hamilton, CM, 372-2433
Lisa Hart, 376-3484

Executive Advisors:

CH2M HILL - Moses Jaraysi, 372-9242
Fluor Hanford - Judy Connell, 376-6808

Directors and Support Staff

Awards Report Director:

Ed Schwier, CM, 372-0176
[Edward G Ed Schwier@rl.gov](mailto:Edward_G_Ed_Schwier@rl.gov)

Certified Manager Program:

Jim Hamilton, CM, 372-2433
[Jimmy K Jim Hamilton@rl.gov](mailto:Jimmy_K_Jim_Hamilton@rl.gov)

Leading Edge Editor:

Ginger Petaschnick
gingerleepet@hotmail.com

Membership Applications:

Volunteer Needed

Membership Database:

Volunteer Needed

Meeting RSVPs:

Volunteer Needed

Operations Director:

Karen Joost, 373-1039
[Karen E Joost@rl.gov](mailto:Karen_E_Joost@rl.gov)

Recognition Director:

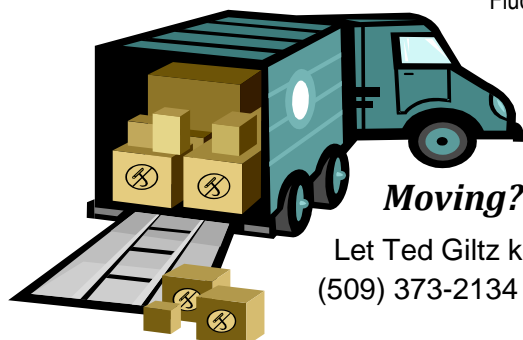
Melanie Myers, 373-2688
Mobile: 531-2617
[Melanie L Myers@rl.gov](mailto:Melanie_L_Myers@rl.gov)

Web Master:

John Warner, 735-1905
jbwarner11@charter.net

Photographers:

Volunteer Needed



Let Ted Giltz know at: [Theodore P Ted Giltz@rl.gov](mailto:Theodore_P_Ted_Giltz@rl.gov) or (509) 373-2134 if your e-mail or phone number has changed.