



May 2020

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NMA National Mission Statement

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



Discovering Your Leadership Identity



Tory Niceswander
BCBSM LDA President, 2019-2020

From the Desk of Our President

Greetings BCBSM LDA Members:

June is upon us and it brings with it several exciting times – all which deserve special recognition and celebration: the end of the school year, the beginning of summer, the recognition of LGBTQ Pride and Men’s Health month. Let’s take some time to celebrate the class of 2020 and the changing of seasons, engage in virtual Pride celebrations that are occurring, and remind the men in our lives the importance of health screenings and preventive care. Many of us are still facing varying challenges as we navigate another month during this global pandemic. Let’s help to foster a culture of inclusion and compassion.

One of the most exciting times on the agenda is the closing of another chapter year. With that, remember to register for the upcoming June Membership Meeting scheduled for June 10, featuring Blue Cross Blue Shield of Michigan President and CEO, Daniel J. Loepf. This event will be held virtually from noon – 1 p.m. During this meeting, we will take time to celebrate our accomplishments and recognize some outstanding individuals. Finally, I am pleased to announce the passing of our chapter constitution updates regarding the merger of our Detroit and Lansing Blue Cross chapters! We already are working cooperatively during this period of transition and will begin to operate together (officially) effective July 1, 2020.

Stay safe; stay healthy,

Tory Niceswander

New Member Corner

OUR NEW TEAM MEMBERS
Welcome

Invite your friends and coworkers to join BCBSM LDA. It's a great way to network, make friends and learn about leadership!

As a member of BCBSM LDA you are now a part of a great group of leaders, striving to live out our theme, "Discovering Your Leadership Identity." We encourage you to connect with our members and learn something new about the organization.



Member Benefits

- Networking through monthly meetings and mixers
- Professional development through workshops and "lunch and learn" sessions
- Community involvement through events like Bowl for Kids' Sake, walks for cures and causes, Adopt-a-Highway and more!

We have many upcoming events to begin networking and meeting other BCBSM LDA members. Check them out on the *Upcoming Events* page.

We also perform various community involvement services throughout the year. We'd love for you to take part.

For more information about all other upcoming events, please visit BCBSM [LDA's site.](#)

We look forward to seeing you at the next event!

Get
Acquainted

New Member Spotlight

By Chantay Marshall, Analyst



Tamieka Thornton



During the coronavirus pandemic, it's especially important to recognize those who work on the front lines. That's why we're showcasing our new member, Tamieka Thornton, one of our nurses at Blue Cross Blue Shield of Michigan.

Tamieka has been with Blue Cross for nine years as an RN Care Manager in Health Plan Business – Care Management. Since starting, she's embraced becoming a team player and enhanced her nursing and leadership skills. She admires a leader who does what it takes to set their team members up to win and succeed.

When Tamieka isn't working, she enjoys volunteering at her favorite charity, a young adult Christian ministry called The Gathering.

She said, "The Gathering is my favorite charity because of its mission – to spread the love of Christ to young adults – and its leadership. The leadership makes sure that these young adults' needs are met spiritually, emotionally and physically through food, fun and fellowship. The Gathering also allows me to be a part of something bigger than myself, attending to the needs of others and giving them an opportunity to receive the sense of community they need and long for. Ultimately, it provides a platform to pursue my passion, which is helping people."



Tamieka's advice for adjusting to life during this pandemic: "We all should adapt. Try not to worry about things we have no control over. And remember to focus on the people in your life who matter most; let them know at every chance they're loved and appreciated."

Thank you, Tamieka, for your insight and service.

May Monthly Member Meeting

By Fonda Overton, Senior Analyst

Our virtual BCBSM LDA May Monthly Meeting was hosted by the phenomenal Deputy Vice President at Lockheed Martin, Karmyn Norwood. Karmyn’s presentation for the May meeting was about “Thriving in your career: Through building culture, authenticity and accountability.”

Karmyn eloquently explained there may be times you’re in an environment or situation where you don’t feel embraced for the efforts you put into your work. She handles these types of situations by adhering to her daily affirmation, “You don’t want to just survive; you want to thrive.” You want to be in a career that you are advancing and developing.

Karmyn noted that one major component of building culture in the workplace is having authenticity. Authenticity means setting up an environment where employees are allowed to bring their whole self to work. Setting up this culture involves employees owning their responsibilities and being held accountable. This type of environment makes employees feel welcome and gives them a space where they can be their authentic self.



Karmyn Norwood
Deputy Vice President
Lockheed Martin

“Yes, we are paid to do a job and perform at the company, but sprinkle some authenticity on it. Learn to engage with people, give positive feedback, have a real open-door policy, be inviting.”

Leaders can promote a culture of authenticity by:

- Being diverse
- Having goals as a leader— not becoming complacent
- Creating a type of environment and culture that allows employees to speak and be heard

A graphic titled "CAREER SURVIVAL KIT" with "THRIVAL" in large yellow letters. Below the title are two columns of affirmations, each preceded by a stylized 'U' icon. The affirmations are: I am CAPABLE, I am CONFIDENT, I have COURAGE, I am COMMITTED, I am in CONTROL, I am CONNECTED, I am CONSCIOUS, I am a game CHANGER, I am CREATIVE, and I COMMUNICATE.

CAREER SURVIVAL KIT

U I am CAPABLE
I am CONFIDENT
I have COURAGE
I am COMMITTED
I am in CONTROL

U I am CONNECTED
I am CONSCIOUS
I am a game CHANGER
I am CREATIVE
I COMMUNICATE

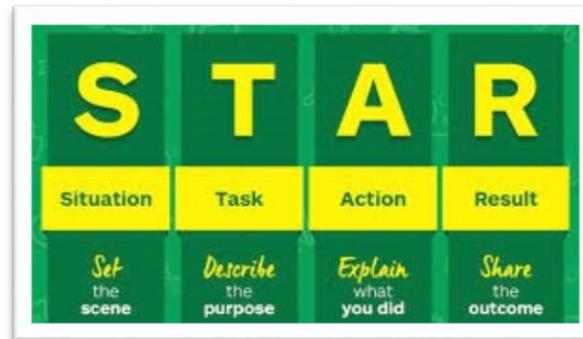
May Monthly Member Meeting

(Continued from page 5)

Karmyn gave the analogy of the North Star when dealing with challenges in your work environment. When you find yourself facing challenges at work, identify with your North Star. Your North Star is your guide in life, a guide to your destination.

Your North Star guide is:

- Situation: Set the scene
- Task: Describe the purpose
- Action: Explain what you did
- Result: Share the outcome



Sometimes your challenge may be finding out what your next step is. No matter what...remain positive and do your best in whatever position you're working.

In Karmyn's personal North Star experiences, she said she stepped down from some exciting jobs to lower paying positions, guiding her in a new direction. Don't allow your job to shape how you think about yourself.

Karmyn added one thing we should all have is a career survival kit. The tools in your kit are your mind set and being open to new opportunities:

- Remind yourself who you are
- Always perform in an exceptional way
- Be consistent
- Be competitive for the next job
- Think about your new direction, your new career
- Learn and keep learning to make sure you are competitive in the job market

Apply the North Star guide to your next career destination. Stay focused on your end goal and your North Star will lead you to the right experience.

Karmyn earned her bachelor's degree in Mathematics and a master's degree in Electrical Engineering. She has been an avid member of National Management Association for over 18 years.

CALENDAR of EVENTS

June
10

June Monthly Member Meeting

12:00 – 1:00 p.m.

Link to virtual meeting will be sent prior to the session

Speaker:

Daniel J. Loepp
President and CEO
Blue Cross Blue Shield of Michigan



Topic:

Annual end of year meeting and chapter recognition

Use this [link](#) to register for the event. Registration is open until 6 p.m. on June 9.

June
18

National NMA June Webinar

12:00 p.m. & 3:00 p.m.

Speaker:

Joyce Weiss
Corporate Communication
Strategist and Career Coach



Topic:

Kick conflict to the curb: Get the respect YOU deserve

Picture Time!

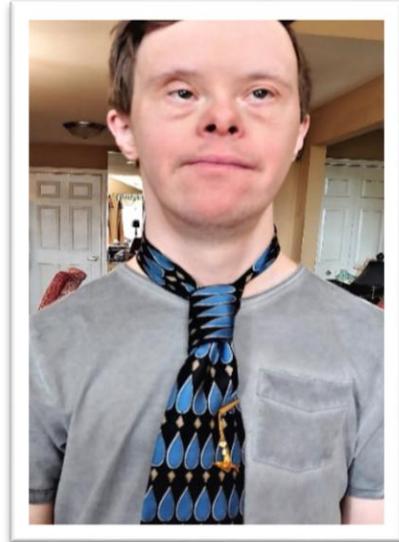
We know it's safer for everyone to practice social distancing, but we miss your beautiful faces!

While we're at home and working remotely, we can still find ways to stay connected.

Take a selfie while you're attending our next BCSBM LDA Monthly Member Meeting.

We'd also love to meet your new coworkers; I'm sure they're some characters!

Submit your photos to Barbara.Krajenke@Advantasure.com or Mbanaszak@bcbsm.com for a chance to be featured in our next *blueprint* issue. In your email, include your name, position and picture caption.



My new coworker has a keen fashion sense for business casual.
Submitted by Barbara Krajenke – Communications Specialist



My coworker can't help but look for snacks while we work from home.
Submitted by Michelle Banaszak – Communications Specialist

JOIN OUR TEAM

Our newsletter, *blueprint*, has an award winning team of writers, editors, photographers and formatters who publish on a monthly basis.

Our greatest need right now is for **writers** – individuals who are able to cover our monthly member meetings, mixers and other events. Our events occur in the evenings and during lunchtime.

We're also looking for several **formatters** who enjoy working with PowerPoint to keep *blueprint* looking its best. If you're searching for a creative outlet, this is the job for you.

Do you love taking pictures? We're always looking for more **photographers**. Whether you have photography experience or just like capturing exciting moments on your phone, we want you on the *blueprint* crew!

If you are interested in joining the team, please contact [Christina Frison](#), [Barbara Krajenke](#) or [Michelle Banaszak](#) for more information.



BCBSM LDA 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 process. 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.

Statement of Principles

BCBSM LDA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify Blue Cross LDA'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.

blueprint team

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