

This Week
Mike Ukleja, PhD
Managing the
Millennials
Guest Program
Host: Hal Yorke

A recent *USA Today* headline said, "Businesses are struggling to keep pace with a new generation of young people entering the workforce who have starkly different attitudes and desires than employees over the past few decades." This week's speaker, Mick Ukleja, PhD, delves into the skills needed to bridge this attitude gap. Businesses, educational institutions, government agencies, and nonprofits are all experiencing the challenge of managing across generations. Ukleja shares insight from a three-year research project that identifies key managerial leader competencies that demystify the generational disconnect experienced in today's workplace.

Ukleja is founder and president of LeadershipTraQ, a leadership consulting firm based in California. He was the host of LeadershipTraQ Televised, an interview-format talk show in Southern California that profiled outstanding leaders. He helped found the Ukleja Center For Ethical Leadership at California State University, Long

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View by President
 Tony Hill
from the Hill

Thanks for All the Great Programs ...

This week I am paying special tribute to our program chairs and Jacquie Foreman, who keeps them on task. Such warm thoughts were triggered by an article I saw in the *Star News* of Dec. 2, 2011. It was a notice about the death in Philadelphia of Judy Lewis. Judy had lived a long life — she was 76 at the time of her death. Up to the time of her illness, she had worked as a psychotherapist in Los Angeles. But what made Judy special was that she was the out-of-wedlock daughter of actors Loretta Young and Clark Gable, conceived while they filmed the movie *Call of the Wild* in the 1930s. However, the very famous Loretta Young — unmarried at the time and a devout Roman Catholic — disappeared from the public eye for about a year and then resurfaced with her adopted daughter Judy. This whole story remained a family secret until Judy told all in her 1994 autobiography, *Uncommon Knowledge*.

So why am I telling you all this? Because one of the program chairs of our Rotary Club of Altadena — I do not remember who — brought Judy Lewis to our Club as a speaker. She told us the

whole story in her own words. It was riveting. How she found out that her adopting mother was actually her real mother. How she found out who her famous father was and how she developed a relationship with her famous father, all the while continuing to keep it a secret. Quite a challenge in the celebrity world where the press is constantly looking for a new scandal.

Another bi-product of having a speaker come to our Club is that sometimes that speaker ends up joining our Club. This has been one of the special events in my year as President, when, in July, Julius Johnson brought in Wilbert Smith to talk about a book and video he was working on. Well as you know, Wilbert is now one of us,

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Greeters

December 22

Mike Zoeller

December 29

Dark -- No Meeting

January 05

Susan Applegate



Program Review

The Huntington

A San Gabriel Valley Treasure that's known around the World

Huntington Library and Gardens do cent Lynn Kern discussed a brief history of this local treasure, new projects, and the impact of our recent windstorms.

The following has been taken from the Huntington Library website (www.huntington.org). A private, non-profit institution, The Huntington was founded in 1919 by Henry E. Huntington, an exceptional businessman who built a financial empire that included railroad companies, utilities, and real estate hold-

ings in Southern California.

Huntington was also a man of vision — with a special interest in books, art, and gardens. During his lifetime, he amassed the core of one of the finest research libraries in the world, established a splendid art collection, and created an array of botanical gardens with plants from a geographic range spanning the globe.

The Library's collection of rare books and manuscripts in the fields of British and American history and literature is nothing short of extraordinary. For qualified scholars, The Huntington is one of the largest and most complete research libraries in the United States in its fields of specialization. For the general public, the Library has on display some of the finest rare books and manuscripts of Anglo-American civilization. Altogether, there are about 6 million items.

The Munger Research Center, the newest addition to the Library structure, adds 90,000 square feet of space for scholars and staff, preservation, conservation, and storage.

The Art Collections are distinguished by their specialized character and elegant settings in three separate galleries on the Huntington grounds. A fourth space, the MaryLou and George Boone Gallery, hosts



changing exhibitions. "The Huntington Art Gallery, originally the Huntington residence, contains one of the most comprehensive collections in this country of 18th- and 19th-century British and French art. It serves as home to Gainsborough's *Blue Boy* and Lawrence's *Pinkie*."

The Botanical Gardens are an ever-
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Sparks is published 48 weeks a year and is the official publication of the Rotary Club of Altadena. The deadline for submission of articles is Friday at 6p to current editor email, fax, or delivery.

Rotary Club of Altadena - #7183

Chartered: February 14, 1949

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Jacque Foreman Acting Publicity

Jacque Foreman Sparks/Website

Mike Zoeller Club Projects

Ed Jasnow Community

John Frykenberg International

Gordon Seyffert ... Youth Contests/Awards

Hal Yorke Vocational/Youth Projects

Craig Cox Membership

Editor, Design & Typesetting Foreman Graphics

Photography Jacque Foreman

December Programs

Rotary Family Month

Program Chair, Sue Applegate

Dec 29 - Dark - No Meeting

January Programs

Rotary Awareness Month

Program Chair, Brian Hayes

Jan 05 - To be Announced

Jan 12 - To be Announced

Jan 19 - To be Announced

Jan 26 - To be Announced

Congratulations



Birthdays



12/05 - Linda Wilkes

12/06 - Carlton Gustafson

12/12 Karen Gorton

12/15 - Jacque Foreman

12/15 - Gordon Seyffert

12/25 - Art Ferris

12/26 - Mona Jasnow

12/26 - Carol Zoeller



Anniversaries

12/10 - Kevin & Ursula Moore

12/22 - Gordon & Marsha Seyffert

12/29 - C. Ray & Joy Carlson

Chairmen's Corner The Rotary Foundation ... Changing Lives through the Generous Donations of Rotarians

by Craig Cox, Foundation Chair



(The following is from the November 2011 *Rotary Leader*)

Three Things Every Rotarian Should Know About the Foundation

Everything that the Rotary Foundation achieves — from paying for polio vaccines to teaching children to read — is possible because of the time and contributions of Rotarians and friends of Rotary.

“When Arch Klumph in 1917 put forward the idea of an endowment fund to do good in the world, he could not have imagined what our Rotary Foundation would become,” says Trustee Chair William B. Boyd.

1. **Rotary's top priority is to eradicate polio.** Through *PolioPlus*, the Rotary Foundation has led a global effort to rid the world of this crippling disease. To date, Rotary has contributed more than US\$1 billion toward that goal. Rotary's US\$200 Million Challenge is the Foundation's response to the \$355

million in challenge grants from the Bill & Melinda Gates Foundation to achieve a polio-free world.

2. **The Foundation changes lives.** Through the resources and programs of the Rotary Foundation, Rotarians carry out far-reaching projects based on Rotary's areas of focus. Communities have access to safe water and health care, and benefit from the work of Rotary Peace Fellows because of the Foundation.
3. **You make it possible.** The Foundation is supported solely by voluntary contributions from Rotarians and others who share Rotary's vision of a better world. And because of the Foundation's impact — and the close monitoring of projects — giving to the Rotary Foundation is a financially sound decision. “Our Rotary Foundation tells the world that we care,” says Boyd. “Be proud of our Foundation and the wonders that we achieve through it.”

Altadena Rotarians can make contri-

butions to the Foundation through Altadena Rotary Charities. A link is available online at www.altadenarotary.com. Contributions can be designated to the Annual Fund, PolioPlus or toward approved foundation grants.

View

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providing the latest update on his project two weeks ago.

So, thank you to the program chair who brought Judy to us, and thank you to all of the program chairs of the past who worked so hard to bring us such wonderful programs.

Thank you Julius Johnson, Craig Cox, Ray Carlson, Tom McCurry, Hal Yorke and Sue Applegate who have been responsible for providing such great programs so far in my Rotary year. I need go back no further back than last Thursday, when Sue, in spite of all her current health challenges, brought us the very interesting docent at Huntington Library, Lynn Kern.

And thank you in advance to Brian Hayes, John Frykenberg., Sterling Louviere, Theo Clarke, Julius Johnson (for double duty) and Ed Jasnow for programs yet to come through the remainder of my Rotary year.

Not being overly comfortable *running the show*, the high point of each meeting in my year as President is when I get to turn the program over to the speaker chair, return to my seat, sit back and enjoy the stimulating program while I drink my coffee and eat my dessert. So keep those fabulous programs coming. Your efforts to find unique and entertaining programs are greatly appreciated.

This Week

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Beach, the second largest university in the state. He is coauthor of *Managing the Millennials*, which identifies nine competencies for managers on how to best integrate younger workers into organizations. Ukleja keynotes across the country on how to create an environment in which managers and Millennials can thrive, and is an expert on generational diversity in the workplace.

Ukleja has worked with entrepreneurs and corporate executives of businesses and organizations in the non- and for-

profit sectors. He serves as Chairman of the Board of Trustees for the Astronauts Memorial Foundation at the Kennedy Space Center, which oversees the Center for Space Education. He received the President's Distinguished Service Award from California State University, Long Beach in 2002, and, in 2006, was named Distinguished Alumnus from the College of Liberal Arts.

Ukleja has been featured on Fox News, CNN, Fox Business Network, NBC, and in numerous publications.



MONEY by Linda Wilkes MATTERS

Economic Update Last Week in the News

The Mortgage Bankers Association said its seasonally adjusted composite index of mortgage applications for the week ending December 2 rose 12.8 percent. Refinancing applications increased 15.3 percent. Purchase volume rose 8.3 percent.

Factory orders fell 0.4 percent in October to a seasonally adjusted \$450.03 billion, following a revised 0.1 percent decrease in September. Excluding the volatile transportation sector, orders rose 0.2 percent in October.

The Institute for Supply Management reported that the monthly composite index of non-manufacturing activity fell slightly to 52 in November from 52.9 in October. A reading above 50 signals expansion. It was the 24th straight month of expansion in the services sector.

Retail sales fell 2.3 percent for the week ending December 3, according to the ICSC-Goldman Sachs index. On a year-over-year basis, retailers saw sales increase 3.8 percent.

Wholesalers increased their inventories 1.6 percent to \$470.2 billion in October. This followed a revised 0.2 percent rise in September. Sales at the wholesale level rose 0.9 percent to \$406 billion in October. On a year-over-year basis, sales were 13.1 percent higher since October 2010.

The trade deficit decreased to \$43.5 billion in October from an upwardly revised \$44.2 billion in September. Exports fell 0.8 percent to \$179.2 billion. Imports decreased 1 percent to \$222.6 billion.

The Reuters/University of Michigan consumer sentiment index for December's preliminary reading rose to 67.7 from 64.1 in November. It was the fourth monthly gain in a row for the index.

Initial claims for unemployment benefits fell by 23,000 to 381,000 for the week ending December 3. Continuing claims for the week ending November 26 fell by 174,000 to 3.583 million, the lowest level since September 2008.

Upcoming on the economic calendar are reports on retail sales on December 13 and consumer inflation on December 16.

Homeline

Carpet: What You Need to Know

Carpet covers nearly 70 percent of the flooring in the United States. Aside from its aesthetic and noise-dampening benefits, new manufacturing techniques make carpeting the best floor covering for people who suffer from asthma and allergy problems. Carpet acts like a filter, trapping allergens so they can be removed through vacuuming and deep-cleaning extraction.

Carpets are rated by their pile density and tuft twist count. Density indicates how tightly fibers are stitched together. Higher density increases durability and provides greater comfort underfoot. Tuft twist count refers to the process of twisting yarns together. Lower-quality carpet tends to untwist or *blossom* and is less resistant to crushing and matting. Higher twist counts result in better resilience and texture retention.

Another consideration is the durability rating. This is also called the Performance Appearance Retention Rating (PAR). Higher ratings indicate better durability.

When reviewing carpet samples, look for the manufacturer's label on the back. This will detail the PAR, pile density rating, tuft twist count, the makeup of the fiber, and any anti-stain or anti-static

treatments.

The amount of foot traffic plays an important role in carpet selection. Areas of heavy traffic (kids' rooms, hallways and stairways) call for a dense construction and a low pile cut. Nylon is a good fiber choice. It's the most durable, the easiest to clean and reasonably priced.

When purchasing carpet, avoid a seemingly low cost per square foot. Take into consideration the total cost of carpeting (delivery, installation, removal and disposal of old carpeting, and any necessary subfloor work). Be aware of any warranties included with your new carpeting and their limitations.

Insight NOW

Success Strategies for Business & Life Make Accountability a Core Value

In this month's edition of InsightNOW, Prospect Mortgage's Chief Performance Officer Todd Duncan talks with management consultant and author John G. Miller. They discuss Miller's trilogy of books, "QBQ! The Question Behind the Question," "Flipping the Switch," and "Outstanding! 47 Ways to Make Your Organization Exceptional," which all emphasize how your success depends on the ability to take responsibility for your behavior and mindset. A strong proponent of making personal accountability a core value, Miller stresses how stepping up and owning your actions can offer far-reaching dividends in and out of the office.

The most important thing is to avoid what he refers to as the three *traps* of self-limitation: victim thinking, finger pointing, and procrastination. Eliminate these, and you're on your way to improving your behaviors, improving yourself and — as a result — improving your business.

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Gordon's Corner

by Gordon Seyffert

Rough News on Orange Roughy

In the last column I ended with a note of sarcasm — having just learned what it was that Whitefish eat. But that doesn't compare with what Theo Clarke learned when he tried to discover whether Orange Roughy would classify as *white fish*.

Theo turned to the Monterey Bay Aquarium folks for his information, and discovered to his horror that Orange Roughy is the subject of a *Seafood Watch* on their website. Here is most of what they said:

"A deep-sea fish also known as the *slimehead*, Orange Roughy grows slowly and reproduces late in life. These traits make it especially vulnerable to overfishing. Orange Roughy lives 100 years or more — so the fillet in your freezer might be from a fish that is older than your grandmother! The Environmental Defense Fund has issued a health advisory for Orange Roughy due to high levels of mercury Another concern with Orange Roughy is the way it's caught. Bottom trawls are problematic, causing damage to seafloor habitat, especially in the fragile, deep-sea ecosystems where Orange Roughy live. For these reasons, Orange Roughy are ranked as a species to *Avoid*."

Intrigued, I looked for the rating for Whitefish. When caught by trap-net, Lake Whitefish (from Lakes Superior, Huron & Michigan) received a *Best Choice* rating. Wild-caught Round Whitefish from Lakes Huron and Michigan was deemed a *Good Alternative*. Nevertheless, I noted that the EDF has issued a consumption advisory — presumably less dire than a health advisory — for Lake Whitefish from Lake Michigan due to high PCB levels.

Sparks - Altadena Rotary Club Newsletter

The Whitefish page references a recovery from low levels of the mid-20th century. [I seem to recall this as being caused in part by lampreys that entered the Great Lakes through the St. Lawrence Seaway, although only *invasive species* are mentioned.] However, populations have rebounded to the extent that Whitefish is now "the dominant deepwater fish in the Great Lakes."

Returning now to the Orange Roughy, I found from Wikipedia that in life this fish "is actually a bright, brick red color," but that its yellowish-orange quality is a function of its death upon being harvested from the sea.

It turns out that the US National Marine Fisheries Service renamed the fish from its former moniker of Slimehead in order to better market them. In the 1970s, when this occurred, the fish was actually an underutilized species; the Marine Conservation Society categorizes it as "vulnerable to exploitation" today. Consumption rose with the use of new trawling techniques.

Giant Food is one food retailer that has chosen to market only sustainable seafood [See: http://www.giantfood.com/living_well/healthy_living/seafood_sustainability.htm] Also, "The Monterey Bay Aquarium Seafood Watch program helps consumers and businesses make choices for healthy oceans." You may download several "Seafood Watch" guides for your use, including guides specific to the West Coast and to Sushi. Go to http://www.montereybayaquarium.org/cr/cr_seafoodwatch/download.aspx and select those you want. Theo, for one, is watching what he eats!

Money

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ness. Miller's practical, common-sense style breaks down success to something as simple as taking a complaint ("Why is no one training me?") and reframing it into an action ("How can I develop myself?"). Not only can it be the difference between failure and success, concentrating on what you can bring to a situation instead of trying to blame or fix others can enhance all relationships in your life. The key is to develop solutions instead of bemoaning problems; even in a weak market, someone is winning. Todd observes that people who "get out of the excuse zone" and identify positive steps to improve their situation are the ones who win. Enhancing your position with a "can do" attitude is an approach with lifelong benefits, according to Miller. "Change the way you view everything and life will change for the better."

Find Linda Wilkes on line: <http://www.myprospectmortgage.com/lwilkes>



Theo playing his violin before our December 08 meeting

• REMEMBER •
WE WILL BE
DARK ON
DECEMBER 29

Merry Christmas to All

A photo essay of our Christmas party

A big Thank You to Gordon and Marsha Seyffert for hosting our Christmas party at their home.



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Christmas Party

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Program

Continued from p.2

changing exhibition of color and a constant delight. Covering 120 acres, more than a dozen specialized gardens are arranged within a park-like landscape of rolling lawns. Among the most remarkable are the Desert Garden, the Japanese Garden, the Rose Garden, and the Chinese garden. The camellia collection is one of the largest in the country. Other important botanical attractions include the Subtropical, Herb, Jungle, and Palm gardens.


The Huntington's education programs serve a broad audience and provide enrichment for members of the institution, casual visitors, school teachers, children, and adults. Programs range from lively activities for preschoolers to intensive five-week institutes for K-12 classroom teachers. On average, The Huntington's school programs serve approximately 12,000 children and 750 teachers each year. Students from throughout Los Angeles, San Diego, Ventura, and San Bernardino counties participate in 11 different school field trip

programs, free of charge. Lesson plans in science, art, and the humanities, developed by Huntington educators and scholars, and that feature The Huntington's collections, are put to use in schools nationwide.

The Huntington fared extensive damage after the extraordinary windstorms that buffeted Southern California and especially the San Gabriel Valley. As many as 100 specimen trees from the collections have been lost (more than 50 major trees are down; many others have been so badly damaged they will have to be removed). Large areas have been closed to visitors pending safety assessments for weak and broken limbs. Fortunately, there were no injuries, and only minor damage to structures and garden statuary.

The Huntington has received a number of inquiries from people asking how to help ease the financial burden of the cleanup and renewal process, which will likely be under way for an extended period of time. In response, they have cre-

ated a special fund for this purpose to enable work to continue without pause. They will be able to fund a portion of the work through the generosity of the bequest from the late Frances Brody, but the total costs are likely to be quite significant.

Several historic tree canopy areas were heavily impacted in the North Vista, Jungle, Japanese, and Australian gardens. But on the bright side, they've already started to propagate a series of plant specimens — tabebuia, acacias, and cypress pines among them. Donations will make an important difference, and they welcome involvement from those who are moved to help. The new fund is being affectionately called HARP — the Huntington Arboreal Recovery Project. They look forward to emerging from this as quickly as possible so that all of their garden areas will once again be available to visitors seeking beauty, splendor, and respite in this very special place that is *The Huntington*. 

Christmas Party

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**DECEMBER
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2011**

