



# Retiree Newsletter

January 2016

<b>President:</b>	Bob Goebel
<b>Vice President:</b>	Hal Hubbard
<b>Sec./Treasurer:</b>	Alan Steffe
<b>Directors:</b>	Larry Sessoms, Jon Moss, Ken Wechselberger, Jim Harshman
<b>Sub-Directors:</b>	Bill Boechler, Jorge Medina
<b>Director Emeritus:</b>	John McAlpine, Jim Smeets
<b>Members At Large:</b>	Ward Atkinson, Jim Irwin

**Club Website:** [www.gmretireesaz.com](http://www.gmretireesaz.com)  
**Official GM Retirees Website:** [www.gmretiree.com](http://www.gmretiree.com)

## PRESIDENT'S MESSAGE

The 2015 Club Calendar year has come and gone and the Board is happy with the changes that were implemented with the monthly meeting schedule as well as testing the water in the use of "special event" activities. The Biosphere2 and Canyon Lake Boat Tour seemed to be the highlights of the year, but no one will forget the fabulous Arizona Opry Christmas Program and the first "Pic Nic In The Park" held in Sun City West. We've also had some excellent speakers and venues. On that note, we are beginning our planning to develop the 2016/2017 activities, meetings and "special events" schedule of which you will be hearing more about later in the month of March.

As I mentioned in the December 2015 Newsletter and was announced in a subsequent letter from Ken Wechselberger, in our January 12th meeting we will be holding Club Officer elections and announcing results at the same meeting. The Board has nominated Hal Hubbard for President, Roxanne Steffe for Vice President and Alan Steffe for Secretary/Treasurer. Most of you have read several Member Profiles on Hal (The Stuntman) Hubbard and Alan Steffe over the last several years, but not too many have been introduced to Roxanne. Therefore, I have chosen to feature her in this issue of the Newsletter so you will understand who she is and what skills she brings to the leadership of the Club. In addition, I will be presenting to you a "**concept proposal**" which would allow the Board to modify the current Club By-Laws allowing for Member Sponsored - Associate Memberships. The highlights of the proposal are shown below.

Since my last official duty as Club President will be to open the meeting and officially confirm the election results, I would like to take this opportunity to thank you for allowing me to lead our group for the past twelve months. It has been an honor and a privilege to serve our Club and work with the very professional group of Board Members. I'm looking forward to continuing on the Board and participating in many future Club events. Thank you one and all.

Bob Goebel, President  
GM Retirees Club of Arizona

## **Associate Memberships Proposal.**

### **PROPOSAL:**

- The Board is asking for "**Concept Approval**" at this time to change the By-Laws of the Club to include GM Retirees Club of AZ Member Sponsored - Associate Memberships. We will only be asking for a "show-of-hands" of those who would be for or against the proposal in order to determine if it would be acceptable in a longer term plan for the Club. A "**Final Proposal**" will be voted on by all GM Retirees Club of AZ Members in March 2016 as part of a long term strategic plan for the Club.
- Associate Members would have access to all of the benefits of the Club with the exception of serving as an officer of the Club. (President, Vice President, Secretary/Treasurer) They would receive Club Newsletters, attend all meetings and serve as a member of the Board if they so desire.

## **RATIONALE:**

- Club Members have been bringing guests to Club meetings for over two years and many have asked if they could be allowed to join the Club as members.
- All of our members' guests are outstanding people and would bring new ideas and skills to the Club.
- Club membership has been declining over the years and this would allow for a slowing of this trend.

So, if you know you will not be attending the January meeting and would like to voice your opinion on this proposal prior to the meeting, call Ken Wechselberger with any input you may have so your issues can be discussed at the Board meeting.

## **VICE PRESIDENT NOMINEE - ROXANNE STEFFE**



**ROXANNE (Walker) STEFFE & ALAN STEFFE**

Roxanne was born in Flint, Michigan on July 21, 1956. She was raised in Swartz Creek, a small suburban community, outside of Flint. Her father, a GM retiree, was always involved in helping others, whether they were members of their community, church, or other family members. As the first born child and her Dad's namesake, she benefitted from being his right-hand assistant and learned first-hand the value and joy of helping others. He enjoyed hosting large gatherings of 50 or more at their home on a regular basis. Their homestead was the perfect site for competitive softball games on their diamond, ferocious bicycle or mini bike races on a figure-eight track, relaxing or raucous play in the swimming pool, and always a barbeque. In the winter time they would entertain friends who enjoyed ice skating, while tunes played in the background of the system her dad made available, and sledding on the 8' sled he pulled behind the tractor, often creating enough of a sway that all fell off into the snow-filled ditch. The enjoyment and lessons from these activities shaped her life in immeasurable ways.

**WORK HISTORY** - Roxanne began working for Electronic Data Systems in March of 1985. These were very exciting times around General Motors as data was transitioning from a financial asset to information for greater product planning and even design collaboration across the General Motors Corporation. Over her 16 years at EDS, data management evolved to be a much greater asset and eventually served the GM Corporation as a valuable collaborative tool that would drive product management as a lifecycle for greater transparency from product planning through engineering, manufacturing and service, with critical input from finance and HR. 4-Phase VDP, PDP, the principles of W. Edwards Deming and Eliyahu Goldratt formed the basis of her contribution, along with the system lifecycle and "Action, Urgency, & Excellence" expected by her EDS leadership. Although there were many processes available, the effort to implement and sustain change for progress required much flexibility and innovation as she proceeded to each new goal.

**FINAL POSITION & DATE RETIRED** – Roxanne concluded her career supporting VSSM and earned Sales Inner Circle before leaving the company through a reduction in force in July of 2001. She took stock of the things she enjoyed most and the extraordinary experience from serving General Motors through EDS. She quickly realized that she enjoyed working with people through collaboration to achieve a shared goal. Within 24 hours of her departure from EDS, she was asked to interview for a Fundraising and Development position for the University of Michigan. She accepted a position at the Flint campus as the Development Officer for the School of Education and Human Services. The experience working with a non-profit (Univ. of Michigan-Flint, and later Kettering University) enriched her life. She came to realize there are many people in need and many other good citizens who find personal joy in providing a helping hand through scholarships, program grant dollars and more. Bringing these two groups together brought a new joy to her life, through the skills her corporate experience forged. Through her years working in non-profit organizations, she contributed well over \$2,000,000 through grant awards and donor gifts. Many of the names, faces, and organizations she served remain with her today. This experience was truly a gift. In 2008, Roxanne was asked to interview for a position in a new product launch with Siemens Product Lifecycle Management. The attraction of working with many of her friends who had left EDS to work for Unigraphics, later purchased by Siemens, was enough to pull her back to the corporate world with opportunities for growth through a cutting-edge, global organization. Indeed it did. Her colleagues were located

around the globe. Home office was the norm, and meeting times were carefully planned as attendees resided in multiple time zones. And best of all, their product lifecycle software products served organizations who are striving to achieve product dominance through the same approach General Motors skillfully fashioned decades ago. Ultimately the value of transparent workflow, reduced waste, and speed to product release is even more popular today given the demanding marketplace. Roxanne retired from Siemens PLM on June 13, 2014, one year after her marriage to Alan Steffe, current GM Retirees Club of AZ Secretary/Treasurer.

**MOST MEMORABLE EVENTS & LEGACY WORKING OR FAMILY LIFE** – Roxanne's most memorable event was taking the personal initiative to propose that GM Powertrain leadership do a video to improve the consistency and portability of the messaging associated with the project to take their 14 separate product development teams and form one process based on best practice. As a result, she drafted scripts for Mr. Mutchler, General Manager of GM Powertrain, Tom Stephens, VP and Executive Director of Engineering for GM Powertrain, Homi Patel, VP and Executive Director of Manufacturing for GM Powertrain, and the remaining Executive Directors for Product Control & Logistics, HR, Finance, Purchasing, and others. Through her network and experience of leading several live videos for Mr. Ed Mertz, General Manager Buick Motor Car Division, produced at the Argonaut Building, and broadcast live to Buick's 3,000 dealerships, Roxanne brought together a team of EDS and GM professionals to produce, direct, and edit a video meaningful to adopting change throughout GM Powertrain. Change is difficult and communication is critical, especially for large organizations with many complex processes. Essentially, this collaborative effort enabled the product line executives to accelerate trust and adoption through a clear message delivered throughout GM Powertrain, with more than 8,000 employees.

**HOBBIES:** Spending time with family and service to others gives her joy. Al and Roxanne find themselves sharing in many projects. They make a great team. They have fun using GM terminology as they work through planning, design, engineering, manufacturing, and implementation. Perhaps the most joy comes from collaborating on how best to resolve constraints! When they aren't working on projects, they enjoy golfing, skiing, playing cards, and their cat Sheba.

**FAMILY INFORMATION:** Together, Al and Roxanne have four children, all of whom have a graduate degree. All are married and have given them nine beautiful grandchildren. They range in age from 16 to 9 months. All four families live close enough to their Michigan home to allow them to drive for a brief or extended weekend visit. So there's lots of excitement and love while these little ones grow and shape their future.