



**Fellow EWLers,**

With the final stretch of summer approaching, we hope you all got the chance for some much needed R&R and family/friend time. We know all of you are going a mile a minute trying to balance all the demands in your lives, but it's so important to take that time for yourselves.

On the EWL front, we continue to plan ways to enhance the organization by taking into account the fantastic feedback provided by you all. We truly appreciate you filling out the different surveys we send out for the various events and initiatives. The feedback provided by our members is what helps us make this organization better each day.

As we move into the second half of the 2019 (crazy to think half the year has passed already!), we have been busy planning our strategic objectives for the coming year. Those objectives will carry us through 2020 and provide all of us with a streamlined direction for where we are going as an organization, as part of TEMPO Milwaukee's mission and overall strategy. Those strategic objectives are:

- **Preserve Our Core, Stimulate Growth:** Ensure EWL remains agile while continuing to align with TEMPO Milwaukee's rich history and guiding principles.
- **Diversity & Inclusion:** Increase diversity and at the same time create an environment of inclusion for our members.
- **Collaboration:** Strengthen EWL's position as a go-to resource on issues related to women in leadership by partnering with area businesses and community organizations.
- **Member Engagement:** Increase engagement and identify opportunities that encourage participation of our members and create a greater sense of community and impact.

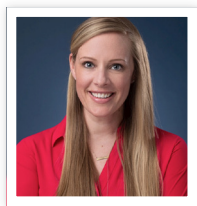
You can learn more specifics on page 17. We encourage you to continue to provide feedback on ways we can all meet those objectives. It's imperative that we all work together to move the mark and truly make our organization and community the best we can.

Keep Being Remarkable,

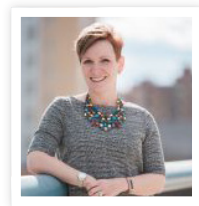
Your EWL Leadership Co-Chairs



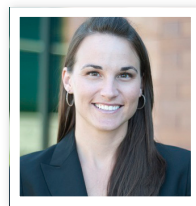
**Maggie Beckley**  
Advocate  
Aurora Health



**Britt Blackwelder**  
Capri Senior  
Communities



**Katie Rasoul**  
Team Awesome



**Katie Richter**  
Advocate  
Aurora Health

## TABLE OF CONTENTS

UPCOMING EVENTS . . . . .	2
PAST EVENTS . . . . .	6
EWL IN THE NEWS . . . . .	12
1-TO-1 MENTOR PROGRAM . . . . .	15
ANNOUNCEMENTS . . . . .	16
STRATEGIC OBJECTIVES . . . . .	17
SPONSORS . . . . .	18
ADDITIONAL INFO . . . . .	19

## 14TH ANNUAL LEADERSHIP EVENT



PREMIER SPONSOR



PRESENTING SPONSORS



NETWORKING SPONSORS



COMMUNICATIONS PARTNER



MEDIA PARTNER



Thank you to our Co-Chairs:

**Janette Braverman**, *Cardinal Stritch University*

**Krista Brookman**, *Catalyst*

**Ann Woelfel**, *Brooklink/Woelfel Consulting*

TEMPO Milwaukee's  
Emerging Women Leaders present



## THE 4TH ANNUAL PROFESSIONAL DEVELOPMENT WORKSHOP

SEPT. 13, 2019  
9AM - 4:30PM  
MANPOWERGROUP

EWL MEMBERS: FREE  
GUESTS: \$75  
SPONSORSHIPS AVAILABLE

REGISTER AT [TEMPOMILWAUKEE.ORG/EWL](http://TEMPOMILWAUKEE.ORG/EWL)

### Registration and Networking

Enjoy a light continental breakfast.

### Keynote Address

#### TRANSFORM YOUR MINDSET - ONE WEEK AT A TIME



**BETH RIDLEY, OWNER, THE BRIMFUL LIFE**

Years ago, at a low point during her career as a corporate executive, **Beth Ridley** knew she needed to reinvigorate her life. So she embarked on a personal challenge to try one new thing a week for one year - and she succeeded. By saying "yes" to 52 new things - joining a band, learning how to speed skate, ordering a different drink at the coffee shop - she discovered there's plenty of joy and excitement to be found in the every day. In her keynote, Beth will share how she overcame burnout, what she learned, and the gradual shifts that occurred to add purpose and meaning back into her life.

Keynote Sponsor



### Lunch

#### WORKSHOP: DISCOVER THE GIFT OF CONFLICT



Conflict - if it is healthy - can generate positive change, foster innovation, deepen connections and raise confidence. But for most of us, the idea of encountering conflict causes discomfort and stress.

In this interactive session facilitated by **Christine Hill** (Principal, Christine Hill LLC), participants will learn where their conflict patterns originate; why managing conflict patterns is so essential and yet so difficult; what their conflict style is; how your style works with others' styles; and tricks to turn conflict into a true gift. Take a step closer to healthy conflict - and true leadership!

Workshop Sponsor



#### PANEL: DON'T WAIT UNTIL RETIREMENT

You've likely had a daydream (or two!) about the day you're finally able to retire - even if that milestone is several decades away. In this



panel discussion, three retired executives - **Tom Avery** (Avery Consulting Group LLC and mentor in residence at Marquette's 707 Hub), **Patty Flowers** (retired Regional CEO, American Red Cross Wisconsin) and **Thelma Sias** (CEO, The Sias Group, LLC, and retired executive, We Energies) - will share the realities of retirement, along with the most important skills and lessons they gathered during their careers, what they wish they'd done differently, and how it all translates to what they're doing now.

Panel Sponsor



### Social

Event Host



Event Sponsors



Media Partner



Networking Sponsors





## EMERGING WOMEN LEADERS INFO SESSION & HAPPY HOUR

September 16 – 5:00 p.m. to 7:00 p.m.  
Eppstein Uhen Architects

Know someone who would be a good fit for EWL? Invite her to join us at an info session and happy hour hosted at EUA prior to the nomination period opening. We will be going over all things EWL with the opportunity to meet and talk with current EWLers, ask questions and hear from the nominations committee on how the process works. Please register yourself and your prospective nominee to attend.



## PROFESSIONAL DEVELOPMENT SERIES: MOVING FROM DIVERSITY & INCLUSION TO BELONGING

Led by Katie Rasoul | October 11 – 7:00 a.m. to 9:00 a.m.  
University Club of Milwaukee

While the work of Diversity & Inclusion is important and meaningful, Katie proposes that we move beyond that to create true belonging in our organization. In today's world, people go to work for more than a paycheck; they go in search of belonging and purpose. In this talk, she goes deep into belonging to define it and understand how that differs from our previous approaches to the engagement of our teams. In order to build and measure for belonging, each leader needs to play a role in creating small, consistent methods of proof for their teams.

### Key Takeaways:

- Understand what belonging looks and feels like
- Consider behaviors to develop and support belonging
- Learn how to create belonging in your organization, and what hinders it



## EWL EXPLORES AT THE MARCUS CENTER FOR PERFORMING ARTS

October 15 – 5:00 p.m. to 7:00 p.m.

Join EWL Explores for a behind the scenes tour of the Marcus Center for Performing Arts with a happy hour to follow in the Vogel Hall lobby. Hear from TEMPO member Laura Lenhart on how she has challenged the status quo and disrupted traditional thinking throughout her career to rise into her role as the VP of Finance & Administration for the Marcus Center.



## MYSTERY VOLUNTEER EVENT

October 5 – 9:00 a.m. to 12:00 p.m.

For the second year in a row, the Community Involvement Committee is bringing a fun, unique volunteer opportunity to EWL with the Mystery Volunteer Event with PEARLS for Teen Girls! Join other EWLers, PEARLS girls and guests for this half-day of service. This event is just like previous EWL service days except for the added surprise of not knowing where exactly you will be volunteering for the day. Enough details will be provided regarding what to wear, bring, etc. for you to be comfortable and ready for the day's work but the location will remain a mystery until the day-of. Please consider registering to attend this family-friendly event with your children, spouse, and/or friends.

## 1-TO-1 MENTORING PROGRAM KICKOFF

April 2

The 1-to-1 Mentoring Committee welcomed 54 new 1-to-1 mentoring matches into the program in 2019! The group had an orientation session for all the new matches to meet for the first time and hear from existing matches to help kickstart their year-long mentoring relationship.

Attendees heard from a panel made up of two 1-to-1 matches: Ebony Lewis and Lisa Haynes (matched in 2018) and Brooke Napiwocki and Kris Best (matched in 2017). Aliah Berman, co-chair of the 1-to-1 Committee served as moderator for the panel, asking the pairs to share how their relationship has worked in terms of scheduling, topics for discussion, and roles and expectations. A key takeaway that both matches could attest to was that every match is different, but those with the strongest relationships have all put in the time and effort to get there.

Ebony and Lisa spoke on their informal meetings which are often over a cup of coffee or meal, and that serve as opportunities to catch up with one another, check in on life and discuss timely or pressing situations. They established this meeting setting and style by communicating early on what was needed and expected from both sides.

Kris and Brooke's strong relationship was not formed overnight. Instead, they spoke on how it has been strengthened over time through many meetings and conversations, on both personal and professional situations – which Kris encouraged attendees to understand as they work to establish their own relationships. Working in the same industry, both Brooke and Kris continue to learn from and lean on one another for upcoming presentations, workshops and projects.

Learn about one of our newest matches on page 15.



## TEMPO MILWAUKEE'S APRIL PROGRAM MEETING + ANNUAL MEETING

Featuring Dr. Christine Pharr

April 18

For the last two years, the Annual Meeting has had a focus on continuing education as it has marked the official announcements and celebrations of the TEMPO Milwaukee Foundation's Continuing Education Grant recipients.

This year, the TEMPO Milwaukee Foundation awarded nearly \$15,000 to four local women to cover the costs of leadership, training or other programs for established professional women seeking to take their careers to the next level.

### SECOND ANNUAL CONTINUING EDUCATION GRANT RECIPIENTS:

**Jackie Folak**, *Program Coordinator, Boys & Girls Clubs of Greater Milwaukee* Received \$1,700 grant for online Nonprofit Management Certificate course at the University of Illinois at Chicago.

**Mariel Hildenbrand**, *Grant & Contract Compliance Manager, WWBIC* Received \$1,641 grant for International Economic Development Council's 2019 Annual Conference and Real Estate Develop Reuse Workshop.

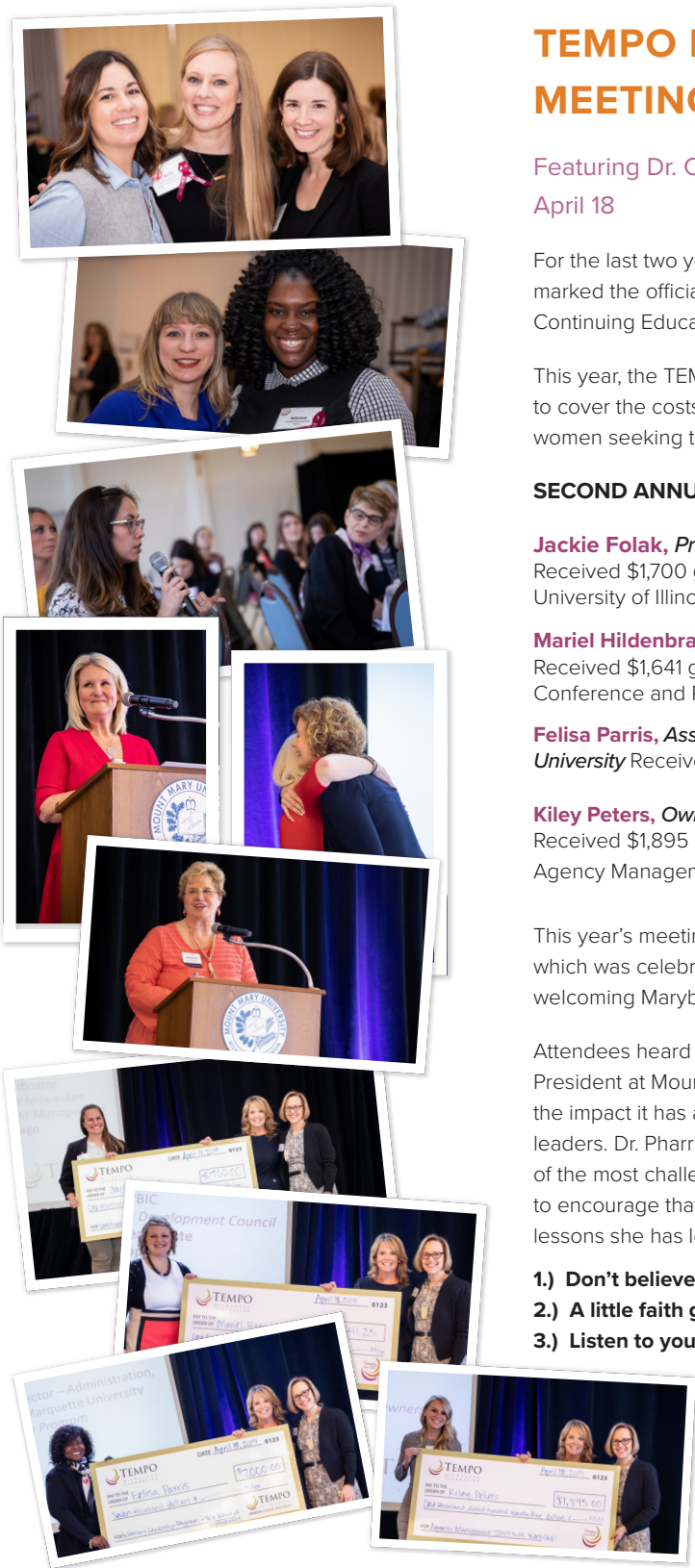
**Felisa Parris**, *Associate Director – Administration, Curriculum and Evaluation, Marquette University* Received \$7,000 grant for Women's Leadership Program at Yale University.

**Kiley Peters**, *Owner & CEO, Brainchild Studios* Received \$1,895 grant for "Money Matters for Agency Owners" workshop led by the Agency Management Institute (Kiley's grant was accepted by Kenzie Enright).

This year's meeting also marked Tami Garrison's final event as TEMPO Milwaukee Board Chair, which was celebrated by recognizing the incredible work of Tami over the last two years and welcoming Marybeth Cottrill to her new role as Board Chair.

Attendees heard a keynote address from TEMPO Milwaukee member Dr. Christine Pharr, President at Mount Mary University. Dr. Pharr spoke on the evolution of female education and the impact it has already had on movement in terms of equality and advancement of women leaders. Dr. Pharr dispelled the myths around value of higher education, uncovered some of the most challenging obstacles facing women in higher education, and beyond, with solutions to encourage that it can be done. She closed with her own personal story and the three life lessons she has learned, and hopes can encourage others:

- 1.) Don't believe everything people tell you about yourself
- 2.) A little faith goes a long way
- 3.) Listen to your gut



# PAST EVENTS

## MAY PROFESSIONAL DEVELOPMENT SERIES

### “LEADING WITH AN OUTWARD MINDSET”

Led by Andy Kindler

May 3

Andy Kindler, Managing Director, Xcellero, led the May Professional Development Series on mindsets and their impact on the workplace and individual and team relationships. Andy explored the different types of mindsets that we may experience in the workplace: growth mindset, which stretches one’s comfort zone, is open to seeing mistakes and learning opportunities versus a fixed mindset, which keeps one within their comfort zone, reacts defensively and is afraid to make mistakes. Andy summarized the importance of having a growth mindset by saying, “if you’re not scared, it’s not a big enough job.” Understanding that a growth mindset can’t be accomplished within a comfort zone, Andy encouraged attendees to break the rubber band rather than just stretch it.

Attendees were able to interact at their tables through exercises that identified people who’ve made the most impact on their lives, who have had the most influence, who have been the best bosses, who have been the best coworkers and then identifying what it meant to be seen by those people and what it was that made them the best. Ultimately, attendees worked to an understanding that it was an outward mindset displaying empathy that made these people stand out.

Andy closed by depicting what it looks like to possess an outward mindset, by putting yourself in the middle of every situation forcing you to think of all the stakeholders rather than yourself or your direct reports.

### EWL EXPLORES AT NORTHWESTERN MUTUAL’S CREAM CITY LABS

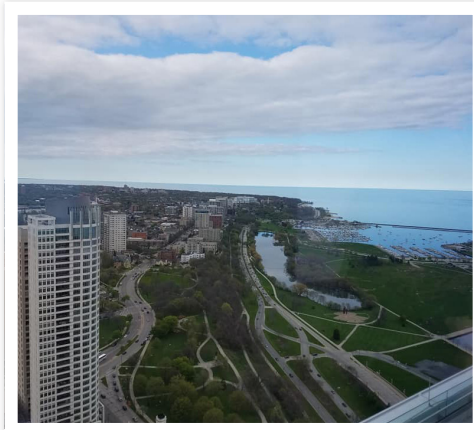
May 20

A group of EWLers received a tour of Cream City Labs located within Northwestern Mutual’s downtown campus. Fellow EWLer Regina Newcomb provided a tour highlighting NM’s exclusive innovation hub, NM’s supplier diversity program and its commitment to investing in women and minority-owned businesses. The group also got to visit the “Top of the Tower” on the 32nd floor sky deck for some incredible MKE views.

Following the tour, the group met for a happy hour social at SportClub.

**“I really enjoyed this event! It was great to see what NM is doing to support tech in Milwaukee. The space was really great to see too – it had such an agency feel – and I loved seeing Milwaukee from the top.”**

**“I really enjoyed this outing. Touring and then a nearby happy hour was perfect!”**





# PAST EVENTS

## EWL MAY PROGRAM MEETING

### “BALANCING SERVICE WITHIN YOUR LIFE”

May 21

For the second year in a row, the EWL Programming and Community Involvement Committees joined together to host an event on the impact of community involvement. With seven roundtables, hosted by TEMPO Milwaukee members, partners and Emerging Women Leaders, attendees had the opportunity to choose four different topics that best related to their current stage in their involvement journey.

Emerging Women Leader **Rayna Andrews** discussed how to align your passions with community involvement. As Senior Director of Community Engagement and Partnerships with Feeding America Eastern Wisconsin, Rayna has taken her passion for health food education and aligned it with where and what she involves herself with outside of work.

TEMPO Milwaukee Board Chair **Marybeth Cottrill** (BMO Wealth Management) spoke on accelerating from a volunteer to board chair by speaking on her personal journey of involvement and the road she took to move from a volunteer all the way up to the lead of the board of directors.

TEMPO Milwaukee member **Linda Gorens-Levey** (General Capital Group) led her table discussion on focusing your service opportunities. Understanding that there are so many opportunities for involvement and only so many hours in a day, Linda revealed how she has managed what can often be an overwhelming amount of commitments.

**Karissa Gretebeck**, Manager of Corporate Volunteerism and Engagement at United Way of Greater Milwaukee and Waukesha County, shared with EWL on where to start when it comes to volunteering, sitting on committees and boards. Understanding what organizations look for in volunteers, Karissa was able to provide great perspective on the various stages of getting involved, starting with where to even begin.

TEMPO Milwaukee member **Nicole Gulatz** spoke on “Fundraising 101.” As Chief Development Officer for American Red Cross Wisconsin Region, Nicole shared some of her own best practices and lessons learned when it comes to asking for money. Nicole also put together a takeaway item for each attendee on “How to Raise Money for the Amazing Causes You Care About” with tips, tricks and next steps on approaching fundraising asks.

Executive Director of PEARLS for Teen Girls and TEMPO Milwaukee member **Gerry Howze** uncovered the skills that organizations are looking for in their volunteers. Through her work at PEARLS, Gerry possesses great insight into what it is that works from the organization’s perspective when it comes to volunteers. Through her own experience, Gerry left EWLers with some takeaways on how they can meet the organizations where they are as volunteers.

Emerging Women Leader **Samantha Maldonado** (Principal Financial Group) led her table discussions on balancing service within your life. As an additional to-do on the already long list of daily responsibilities, service often can come as the last item to address or a tough commitment without understanding how to incorporate it wisely and with balance.



## WOMEN'S AFFINITY ALLIANCE EVENT

Hosted by **MGIC**

May 29

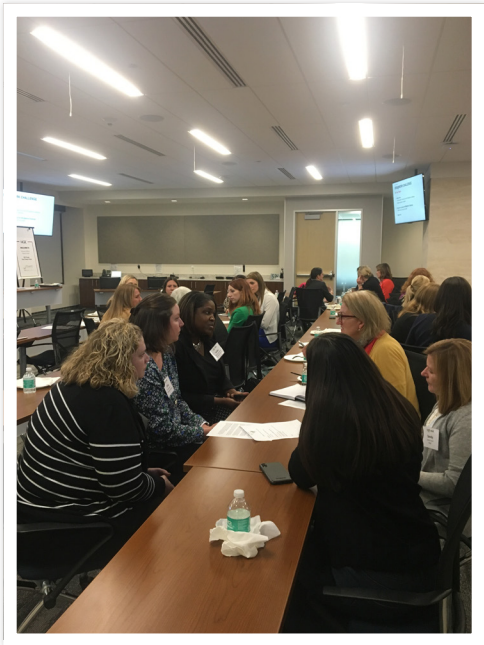
Women's Affinity Alliance Corporate Partner MGIC hosted May's WAA event on the past, present, and future of ERG trends. TEMPO Milwaukee member Krista Brookman, one of TEMPO Milwaukee's founding WAA members, served as moderator for a panel discussion between Deirdra Copeland (DC Global Group), Erica Kaponya (Harley-Davidson), Lisa Pendergast (MGIC), and Kate Venne (Brady Corporation) on what each woman has seen in terms of trends within their employee resource groups. Each panelist contributed a unique perspective in terms of the various stages of ERG development.

The first trend discussed was **"Leveraging Your ERG with Innovation."** Some of the discussion here was around ERGs being utilized as focus groups, specifically at Harley-Davidson, to test new models, technologies and innovations. Erica spoke to the fact that utilizing the ERG members for innovations within the company allows individual professional growth for participants.

The second trend was **"Aligning to Business"** which posed the question of how ERGs can position themselves as sustainable and worthwhile parts of the organization. The panelists shared the idea of formal recognition for those employees who are actively participating in the company's ERG as if it is their second full-time job. This idea supports the other discussion point around the idea that ERGs must mirror the business structure that it's supposed to support.

Next the panelists discussed the ERG trend of **"Community Involvement."** With an opportunity to further support the organization's community giving strategy, ERGs should look first to what is already being done and then uncover additional opportunities to provide support. The panelists agreed that some shoulder tapping may need to take place when it comes to getting the ERG members more involved in these extra opportunities, where it makes sense for the individual. This serves as a great opportunity for the organization to be even more represented within the community.

Lastly, the topic of **"Inclusive Cultures"** was addressed in terms of where the panelists see ERGs going and what they have already seen work or not work. The panelists discussed opportunity for the organization to leverage ERGs for feedback with ideas like quarterly, virtual round tables with open dialogue on what is being seen and done within the organization from the top down. This idea allows ERGs to own the position of becoming advisors for the C-suite, which in turn allows all voices to be heard and issues to be presented and addressed.



# PAST EVENTS

## EWL EXPLORES AT TACTILE CRAFTWORKS

June 11

Tactile Craftworks is a small leather crafting company based in Milwaukee, founded in 2014 by Sarah Heck and Anna Warren. They strive to make pieces that are long-lasting, beautiful to look at, and satisfying to hold. They take pride in how they have been able to combine old world crafting techniques with modern technology to create their products. Handcrafting is at the heart of what they do and laser etching allows them to add another dimension to their work. A group of EWLers heard from Anna and Sarah on their story of launching their business, the process behind their work and tour their space. Following the tour, EWL met for happy hour at the Iron Horse Hotel.

*"This was my first Explores event and it was amazing! It was great to see a women owned business and to top it off, it was an out of the norm business. I loved it."*

*"The women at Tactile Craftworks were so inspiring, and it was great to get to know other EWLers afterwards at the happy hour as well."*

## JUNE PROFESSIONAL DEVELOPMENT SERIES

### "MINDFUL LEADERSHIP"

Led by Dr. Philip Chard | June 28

June's Professional Development Series session saw record attendance as Dr. Philip Chard spoke on being a mindful leader. TEMPO Milwaukee members, Emerging Women Leaders and guests worked together at their tables to identify some of the behaviors of highly effective leaders. Dr. Chard then had attendees categorize the behaviors to show that the majority of every table's most valued behaviors were housed in the emotional intelligence category. Behaviors like seeing the good, exuding confidence, compassion and being trustworthy are just some of the common traits attendees identified in strong leaders.

Breaking it down further, Dr. Chard explained the four "sections" of emotional intelligence: self-awareness (recognizing your emotions and how they impact others), self-management (managing your emotions and behaviors to adapt to circumstances), relationship management (managing interactions to obtain desired outcomes), and social awareness (recognizing emotions in others) and then revealed this is missing the most in those who hold C-suite positions.

So, why is it that as people move up in an organization, they stop showing EI? Guests suggested fear of vulnerability and not being able to open themselves up to recognize these "soft skills."

And although CEO's and senior executives have the lowest EI scores when compared to managers, supervisors and directors, Dr. Chard argues that EI can be trained. Getting into some practical steps and approaches to train your emotional intelligence, Dr. Chard also revealed the negative role distractions have on us and the "emotional hijacking" that happens and causes toxicity in the workplace.

Encouraging attendees to take at least a couple minutes out of each and every day to have mindful moments and reboot the brain, Dr. Chard provided easy breathing exercises, challenges and resources to help train your brain to be mindful.

Dr. Chard's full presentation deck can be viewed [here](#).



# EMERGING WOMEN LEADERS IN THE NEWS

Have you been acknowledged in the news or received accolades fellow Emerging Women Leaders should know about? Please send the information to Kelsiee at [karreguin@tempomilwaukee.org](mailto:karreguin@tempomilwaukee.org) to be featured in the next quarterly newsletter.



**Jillian Culver** was promoted to Vice President, Private Banking at Park Bank in March.



**Leah Fiasca** recently took a new position as Director, Development at Greater Milwaukee Foundation.



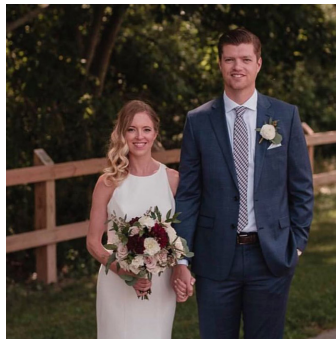
**Caroline Gomez-Tom** was appointed by Mayor Barrett to serve on the inaugural Board of Health for the City of Milwaukee, and will be sworn in at the end of the summer.



**Angie Emrey** started a new role as Senior Communications Specialist at Northwestern Mutual on September 3.



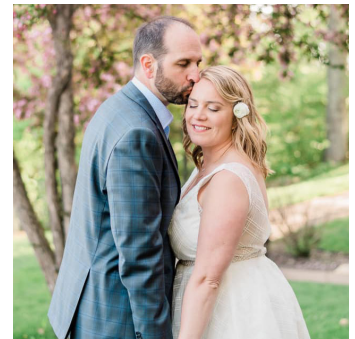
**Kortney Hamm** (Leukemia & Lymphoma Society) welcomed new baby boy Casey William on March 4. Casey joins big sister Gretchen.



**Marit Harm** (TEMPO Milwaukee) married Nial Spransy on August 30!



**Ebony Lewis** (Boys and Girls Clubs of Greater Milwaukee) welcomed new baby Daxson Maurice aka Baby D on August 15. Ebony also released her new book: "Dear Black Boy: It's Ok to Cry" in July. It is available for purchase [here](#).



**Elizabeth Lundberg** (Space:Held Consulting) married Kurt Baehmann in June. She's now **Elizabeth Baehmann!**

# EMERGING WOMEN LEADERS IN THE NEWS

Have you been acknowledged in the news or received accolades fellow Emerging Women Leaders should know about? Please send the information to Kelsiee at [karreguin@tempomilwaukee.org](mailto:karreguin@tempomilwaukee.org) to be featured in the next quarterly newsletter.



**Samantha Maldonado** took a new position in June at Principal Financial Group as Managing Director.



**Emily McElwee** (East Town Association) welcomed new baby Lawrence Clair to the world on May 27. He joins big brother, Hugh. Additionally, Emily was featured in an article by [OnMilwaukee](#) for her work in the development of downtown Milwaukee.



**Brenda Moormeier** was recently promoted to Senior Account Director at GMR.



**Crystal Morgan** (Advocate Aurora Health) married Deonte Flenorl on June 22. She's now **Crystal Flenorl!**



**Manisha Nabke** was promoted to Associate Director, Engagement Strategy at Bader Rutter on June 1.



**Brooke Napiwocki** (Crescendo Wealth Management) was recognized by the Grafton Area Chamber of Commerce with the 2019 Outstanding Young Professional Award on May 23 at the Chamber's Awards Dinner.



**Callan Schoonenberg** (Eaton) has initiated a new Business Analytics program in partnership with the Harvard School of Business, the School of Engineering and Applied Sciences, and Faculty of Arts and Sciences.



**Heather Sechler** was promoted to a market manager at Goodwill TalentBridge.

# EMERGING WOMEN LEADERS IN THE NEWS

Have you been acknowledged in the news or received accolades fellow Emerging Women Leaders should know about? Please send the information to Kelsiee at [karreguin@tempomilwaukee.org](mailto:karreguin@tempomilwaukee.org) to be featured in the next quarterly newsletter.



**Jordan Spillane** (Froedtert Health) welcomed new baby Fletcher on March 22.



**Amanda Wright** was promoted to Senior Communications Strategist at Northwestern Mutual in June.

# 1-to-1 MENTOR PROGRAM



## 1-TO-1 MENTOR PROGRAM PROFILE

**MENTEE:** Caroline Gomez-Tom

### ABOUT YOU

**Position:** Director of Patient and Community Engagement

**Company:** Sixteenth Street Community Health Centers

**Year Joined EWL:** 2019

**Favorite Spot to Meet:** So many great places in Milwaukee, so we have been rotating each month for breakfast.

### Q&A

**When were you matched with your mentor?** March 2019

**What has surprised you the most about your 1-to-1 match?** How easy it has been for us to open up and relate to each other personally and professionally.

**What has been the highlight of your 1-to-1 match so far?** Finding out our joint passion for gardening. We have already shared garden pictures and plan to swap produce in August!

**MENTOR:** Christy Miller

### ABOUT YOU

**Position:** Director of Development

**Company:** PEARLS for Teen Girls

**Year Joined TEMPO:** 2018

**Favorite Spot to Meet:** We like to meet over breakfast at any of Milwaukee's fabulous local restaurants. We switch it up each month.

### Q&A

**What is something you have learned about yourself through being a mentor?** Mentoring goes both ways. I've learned so much from Caroline in a very short time. I continue to be mindful of every opportunity I have to learn from someone else's experiences.

**What is something you have learned from your mentee?** I really love meeting new people and Caroline is someone I had an instant connection with. Caroline's passion for her work and community give me energy and inspires me.

**What has been the highlight of your 1-to-1 match so far?** Our mutual love of good food and gardening!

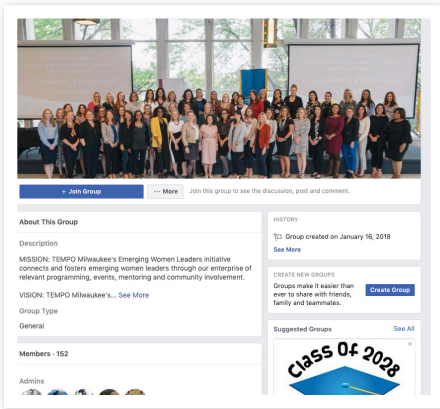
## 1-TO-1 MENTORING PROGRAM

**If you'd like to learn more about becoming involved in the Emerging Women Leaders 1-to-1 Mentoring Program, contact Marit at the TEMPO Milwaukee office.**

Want to receive career advice that can take you to the next level? Need advice from someone regarding a difficult situation at work? Want advice on building your brand? These are just some pieces of guidance that Emerging Women Leader mentees have received from their TEMPO Milwaukee mentors.

## GETTING ENGAGED WITH EWL

Looking to get more involved with EWL? Joining a committee is a great way to meet other Emerging Women Leaders in a smaller setting, lend your voice and talents, and get engaged! Learn more about the different committee opportunities [here](#). Connect with any co-chair or the TEMPO office to learn more and begin getting involved. Joining a committee can take place at any time throughout the year!



## EWL PRIVATE FACEBOOK GROUP:

If you are on Facebook and not yet connected with the private Emerging Women Leaders group, make sure to do so to keep up to date with upcoming events, birthdays, weekly member profiles, personal and professional accolades and other fun EWL content! This is a great way to connect on a personal level with other EWLers! Request to join [here](#).



## WELCOME, AMANDA PATTERSON – SUMMER 2019 INTERN

Amanda Patterson is TEMPO Milwaukee's Summer Communications and Events Intern! In her role, Amanda assists the TEMPO team in the planning and execution of TEMPO Milwaukee events including monthly program meetings and the membership events held throughout the summer. She also assists in formatting content for newsletters and social media accounts. Amanda is a native of Milwaukee, and a senior at Marquette University. She is currently pursuing a degree in public relations and writing-intensive English. Amanda will continue to work with TEMPO part-time throughout the Fall Semester.

## EWL CRITERIA

- **Professional Experience:** 6+ years in the workforce in a professional setting (time spent as an intern does not apply) with increasing responsibilities. During this time she has developed a reputation as a "rising star," next generation leader, on the partner track, etc.
- **Community Involvement:** Demonstrates commitment to the community through involvement and leadership in professional and/or civic organizations. Involvement is above and beyond required job responsibilities.
- **Leadership:** Display leadership within her company/organization; a letter of support from the nominee's supervisor or other company leader is required.
- **Endorsement:** Strong nomination from a current TEMPO Milwaukee member or Emerging Women Leader who is familiar with the program.

## FALL 2019 NOMINATION PERIOD COMING SOON

September 30–October 11, 2019

It's time for more inspiring women from the Milwaukee business community to join TEMPO Milwaukee's Emerging Women Leaders! We're specifically looking for mid-career professional women (not entry-level) with a combination of professional/leadership experience and community involvement, and who share the values of EWL.



## Strategic Planning – EWL Alignment



### Preserve Our Core, Stimulate Growth

**Strategic Objectives:**

- Optimize for quality growth
- Increase awareness of EWL within the community and within Tempo Milwaukee
- Develop internal and external branding and positioning



### Diversity & Inclusion

**Strategic Objectives:**

- Increase diversity of membership
- Identify and formalize ambassador liaisons/representatives to augment member and organizational diversity.
- Facilitate inclusive relationships through EWL-led functions for people to understand and know each other better



### Collaboration

**Strategic Objectives:**

- Promote intentional interactions with TEMPO members
- Create a Leadership Development Plan / Pathway to Tempo support
- Cultivate community impact and partnerships



### Member Engagement

**Strategic Objectives:**

- Integrate new members and facilitate connections
- Enhance member communication
- Stimulate engagement opportunities with TEMPO members
- Generate creative engagements outside of traditional programming

# SPONSORS

## SPONSORED BY:



## EWL LEADERSHIP CO-CHAIRS

**Maggie Beckley**, Advocate Aurora Health

**Britt Blackwelder**, Capri Senior Communities

**Katie Rasoul**, Team Awesome

**Katie Richter**, Advocate Aurora Health

## EWL Committee Chairs & Vice Chairs

### Communication

**Shannon Pogodzinski**, Moveo, Chair

**Staci Groshek**, Children's Hospital Foundation, Vice-Chair

### Community Involvement

**Sarah Fracek**, Kane Communications Group, Co-Chair

**Kirstin Stahl**, Wells Fargo Asset Management, Co-Chair

**Heather Pechacek**, Greater Milwaukee Committee, Vice-Chair

### Events:

**Mary Allmon**, Marietta Investment Partners, Chair

**Megan Carver**, Marquette University, Vice-Chair

### Membership

#### Engagement-

**Andrea Hug**, Make-A-Wish Wisconsin, Chair

**Ashley Voelz**, Artisan Partners, Vice-Chair

#### Nomination

**Leah Fiasca**, Great Milwaukee Foundation, Chair

**Angie Emrey**, Northwestern Mutual, Vice-Chair

### Mentoring

#### EWL Connects

**Jordan Spillane**, Froedtert & Medical College of Wisconsin, Chair

**Elizabeth Baehmann**, Space:Held Consulting, Vice-Chair

#### 1-to-1

**Aliah Berman**, Advocate Aurora Health, Co-Chair

**Beth Loebel**, Northwestern Mutual, Co-Chair

**Ebony Lewis**, Boys and Girls Clubs of Greater Milwaukee, Vice-Chair

### Programming

**Crystal Flenorl**, Advocate Aurora Health, Chair

**Becky Stoner**, Acts Housing, Vice-Chair

### Sponsorship

**Regina Levchets**, First Midwest Bank, Chair

**Lisa Proeber**, Allsteel, Vice-Chair

## TEMPO MILWAUKEE

**Jennifer Dirks**, President & CEO

**Marit Harm**, Director of Membership & Programs

**Kelsie Arreguin**, Communications & Events Specialist

**Amanda Patterson**, Communications & Events Intern

1555 N. Rivercenter Drive, Suite 210B | Milwaukee, WI 53212  
414.301.6680 | [info@tempomilwaukee.org](mailto:info@tempomilwaukee.org) | [www.tempomilwaukee.org](http://www.tempomilwaukee.org)