

TEMPO

THE WORLD MOVES WHEN WOMEN RISE

2021 IMPACT REPORT





STRONG VOICES RISING

A single voice hitting the right note can shatter glass.

Many voices build on that timbre and strength. They resonate. They create a vibration that can shake foundations. Change expectations. Many voices ring through, and ring true.

TEMPO is a group of women who have spoken up, risen above and defied conventions to succeed. And we are committed to helping others do the same. We are each bold, strong, smart and uniquely powerful. Together, we are unstoppable.

TOGETHER, OUR VOICES RISE.
AND THE WORLD RISES WITH US.

WELCOME

TEMPO is a professional women's organization with a mission to further the impact of women leaders in the community and with a vision for a society where executive women share an equal place in leadership, policy and decision-making. TEMPO serves its membership of executive, senior, C-level women and Emerging Women Leaders through educational programming, professional development, networking opportunities and mentoring.

The impact and value of TEMPO is stronger now than it ever has been. From the growth of our membership, our programming and professional development opportunities, to our priority to create an inclusive environment for all of our members and our commitment to the community. We have so much to celebrate this year! In addition, the events of the past two years were a catalyst to look inward. We learned, unlearned, spoke up, and reimaged how we provide value to our 469 members and 365 Emerging Women Leaders. Collectively the TEMPO team, Board of Directors, committees, members, sponsors and community partners have made these triumphs possible. We extend our gratitude to each of you for your commitment to TEMPO. As our TEMPO brand states, the world moves when women rise, and together we have risen to end the year more resilient than we started it.

We invite you to read our 2021 Impact Report.



Sincerely,
Jennifer Dirks
President & CEO
TEMPO

DeVona Wright Cottrell
GMR Marketing
TEMPO Board Chair 2021-22



The TEMPO Team:
Stephanie Sherman, Jen Dirks,
Kelsiee Arreguin and Diavian Lyons



AMPLIFYING WOMEN'S VOICES.

On February 6, 1975, a handful of enterprising women set out to change the landscape for women. They gathered to participate in the first TEMPO Business and Professional Women's Club of Milwaukee, Wisconsin which has grown and evolved into what is known today as TEMPO. The hope of the founding members was to create a society where women hold an equal place in leadership, policy, and decision making. The organization has remained true to its foundational mission and continues to evolve as the business landscape in Milwaukee changes.

Today, TEMPO is the largest professional women's group in Wisconsin, composed of nearly 850 executive and Emerging Women Leaders representing diverse industries, functions and companies from throughout the Milwaukee area and Southeastern Wisconsin. The purpose of TEMPO is to provide members with opportunities to network with leaders and future leaders, to enhance our members' awareness of issues and trends having an impact on Milwaukee, and to promote the active contribution of TEMPO whose presence is essential to the future success of the Milwaukee business community.

OUR WOMEN RISE

469

TEMPO members representing

332

companies

TEMPO

MEMBER PROFILE



PROFESSIONAL EXPERIENCE
10+ years professional experience



ADDITIONAL EXPERIENCE
5+ years of senior/executive-level or high managerial experience



LEADERSHIP
Her organization/company's top executive or engages/has direct working involvement with top executives



COMMUNITY INVOLVEMENT
Leadership in professional and/or civic organizations



ENDORSEMENT
Invite or strong nomination from current TEMPO member



OUR 2020-2023 STRATEGIC PLAN WILL ACHIEVE THE FOLLOWING.

IN 2023,
TEMPO IS...

- 1 An **inclusive network** of women executives and emerging women leaders providing **leadership, professional development, community and mentorship**.
- 2 An organization whose **strength and position** impacts the **community**.
- 3 A **thought leader** on equity and matters of importance for women in the workplace.
- 4 A **business partner/resource** for media, corporations, nonprofits, and affiliates.
- 5 A **financially strong** organization.

WHAT WE'LL DO: FOUR KEY STRATEGIES TO REACH OUR GOAL



FINANCIALLY STRONG ORGANIZATION

WOMEN MOVING WOMEN FORWARD.



Objective:

Acknowledge the collective power of TEMPO's membership network, and the uniqueness of each individual member and leverage these strengths to further impact our mission and vision.

KEY ACCOMPLISHMENTS 2021-22



90% Member Retention Rate



124 Coffee Connections Participants



54 New Members



17 Mentor Circles



41 New 1-to-1 Mentoring Matches between TEMPO (mentors) and Emerging Women Leaders (mentees)



24 events held including program meetings, professional development sessions and TEMPO Talks

SPEAKING UP. SHOWING STRENGTH.

Objective:

Maximize TEMPO's brand equity and 47-year history to build awareness of the organization and support growth over the next 47+ years.

Share Your Story campaign

What began as a simple brand refresh for TEMPO turned into a powerful reflection on what it means to be a woman in leadership today – both how far we have come as a society in supporting women and how far we still need to go. Direct Positive – a short film featuring several TEMPO members debuted at the Milwaukee Film Festival in April 2022.



16th Annual Leadership Event November 12, 2021

Featuring the most decorated U.S. Track & Field Olympian in history – Allyson Felix. More than 1,100 Milwaukee-area business and community leaders packed The Wisconsin Center for the event.

32nd Annual Mentor Awards March 10, 2022

With the theme of Mentoring: It's Personal honored two mentors Alicia Dupies and Jackie Herd-Barber for this sold out event at The Pfister.

RISING UP. BUILDING FOR THE FUTURE.

Emerging Women Leaders (EWL) is composed of Milwaukee's rising stars and high-achievers, locally recognized, community-minded changemakers and inclusive up-and-coming leaders. They are future TEMPO members and represent the next generation of leadership in their industries, functions and city.



EMERGING WOMEN LEADERS

MEMBER PROFILE



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.



LEADERSHIP

Displays leadership within her company/organization; a letter of support from the nominee's supervisor or other company leader is required.



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.



ENDORSEMENT

Strong nomination from a current TEMPO or EWL member who is familiar with the program.



365

Emerging Women Leaders
REPRESENTING

219

companies

STANDING TOGETHER. RISING ABOVE.

TEMPO is an organization of professional women executives, leaders and decision-makers. We are a network whose collective voice is critical to changing the narrative in our community.

TEMPO has a Zero Tolerance Policy on racism, hate, discrimination and prejudice. As an organization, we are committed to eliminating racism and other forms of discrimination, retaliation and harassment of any type based on race, color, religion, national origin, sex, age, social status, mental or physical disability, gender identity or sexual orientation.

Objective:

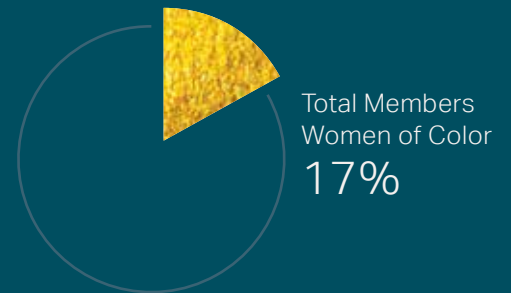
Create an environment of inclusion and belonging where ALL members' differences and perspectives are supported and valued. Provide a platform for advocating, addressing and promoting women's equity issues.



AALAM President and CEO, Walter Lanier & Fidel Verdin, TRUE Skool.

Collaborative Partnerships & Professional Round-Ups

TEMPO hosted a professional round-up event in February, designed to introduce African-American professionals to a variety of Milwaukee professional membership groups.



Presenting Sponsors

Supporting Sponsors



GIVING BACK. CREATING IMPACT.

Objective:

Serve as the premier resource, business partner and thought leader to the media, local companies, nonprofits, associations and other businesses with a shared interest in advancing women leaders.

KEY ACCOMPLISHMENTS 2021-22

TEMPO FOUNDATION

Did you know, the TEMPO Foundation...



is a 501(c)3 charitable organization that has been making an impact since 1990.



provides \$15,000 in educational scholarships to young women each year in conjunction with the Mentor Event.



has awarded more than \$350,000 in scholarships over the past 27 years.



expanded its reach in 2018 with the addition of the annual Professional Development Grant.

2021-2022 BOARD OF DIRECTORS

OFFICERS



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Mary Ellen Krueger



Vice Chair/Chair Elect
Ellen Bartel



Past Chair
Joanne Grunau



Treasurer
Mary Robyn Peotter

DIRECTORS-AT-LARGE



Sarah Greenberg



Jody Lowe



Ann Milette



Felisa Parris

WOMEN'S AFFINITY ALLIANCE

HISTORY

The Women's Affinity Alliance (WAA) was founded in 2011 to create an initiative that brings women's ERG leaders and stakeholders together to network, share best practices, and keep up-to-date on trends in women's affinity programs.

MISSION

To connect ERG leaders and stakeholders and provide them with networking and access to best practices to bring back to their organizations and grow their female talent.

VISION

The go-to resource for individuals and organizations looking for information and connections to advance their women-focused employee resource groups and female talent.

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DeVona Wright Cottrell



Vice Chair/Chair Elect
Mary Burgoon



Past Chair
Lori Richards



Treasurer
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Heather Turner Loth

THANK YOU TO OUR CORPORATE SPONSORS



TEMPO

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tempomilwaukee.org



VISIT THE TEMPO TEAM AT OUR NEW HOME AT

THE AVENUE