



Dear TEMPO Milwaukee members,

Happy fall, and almost winter, TEMPO Milwaukee! We are now officially approaching the holiday season and are in the final stretch of 2019! Year after year, this time serves as an opportunity for reflection on the past 12 months and goal setting for the year ahead. This year TEMPO Milwaukee is in an especially important place of reflection and goal setting as we near the end of the 2016-2020 strategic plan and think about what growth and success over the next several years looks like.

Just this week, the TEMPO Milwaukee Board participated in 2020-2023 strategic planning to evaluate our current plan and strategic objectives, review our successes since 2016 and address changes we anticipate in the next three years.

Part of our pre-work leading up to strategic planning was taking a deep dive into each of the four pillars. In last quarter’s newsletter we featured a summary of work being done in Diversity & Inclusion, and this quarter we present you with Engagement. We know that engagement is not one-size fits all. Recognizing this, we continue to work as an organization to provide plenty of different opportunities for our members to find value – from program meetings to professional development, to Mentor Circles and serving as a mentor to Emerging Women Leaders. As part of your reflection and goal setting at the close of 2019, I encourage you to think about your own personal definition of engagement as it relates to your membership in TEMPO Milwaukee.

We are excited for what is to come and want to thank each and every one of you for being at the center of this organization and serving as the inspiration behind our future decisions and strategy. We sincerely value the opinions and ideas of our members and look forward to unveiling our strategy in early 2020.

Happy holiday season!



Sincerely,  
**Marybeth Cottrill**  
Director – Private Wealth Advisor, BMO Wealth Management  
TEMPO Milwaukee Board Chair

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## DECEMBER PROFESSIONAL DEVELOPMENT SERIES

led by Andréa Michel, CEO/Founder of Andréa Michel Consulting LLC

### “HOW TO USE LANGUAGE TO TRANSFORM YOUR LEADERSHIP”

December 6 – 7:00 a.m. to 9:00 a.m.

University Club of Milwaukee; 924 E. Wells St.

Everyone recognizes that being in a leadership position doesn't necessarily mean that one is a leader. Leadership transcends titles and positions. Leadership speaks to influence the ability to inspire, encourage, and motivate people to change and create. During this presentation, Andréa examines the role that language plays in transforming a head of a department or organization to a transformational leader.

#### **Key Takeaways:**

Learn how to use language to communicate ideas effectively so that you can:

- Transform your relationships with colleagues and team members
- Encourage, inspire, and motivate team members
- Decrease stress and eliminate overwhelm throughout your department or organization



  
ADVOCATE. ELEVATE. ACCELERATE.

YOU AND A GUEST ARE INVITED TO  
**TEMPO MILWAUKEE'S  
ANNUAL HOLIDAY  
PARTY**

**Thursday, December 12 | 5:30 to 9:00 p.m.  
Pfister Hotel Imperial Ballroom | Milwaukee, WI**

members & emerging women leaders | no cost  
guests | \$50

**5:30 p.m. | Cocktails & Raffle  
6:00 p.m. | Food Stations & Live Entertainment  
7:00 p.m. | Raffle Winners Announced**

register at [tempomilwaukee.org](http://tempomilwaukee.org) by December 6

CELEBRATING  
**30 YEARS**  
OF MENTORING  
1990-2020



Save the  
Date!

**30TH ANNUAL  
MENTOR AWARDS**

February 13, 2020

11am-1:30pm

The Pfister Hotel

Champion of  
Education  
Sponsor:



**Associated  
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**EVENT CO-CHAIRS**



Jennifer Bartolotta  
The Bartolotta Restaurants  
*2011 Award Winner*



Dr. Joan Prince  
UW-Milwaukee  
*2000 Award Winner*



Mary Ellen Stanek  
Baird  
*1998 Award Winner*

Sponsorships available. Contact [mharm@tempomilwaukee.org](mailto:mharm@tempomilwaukee.org)

# UPCOMING EVENTS

## SAVE THE DATE

### JANUARY PROGRAM MEETING

"Economic Outlook" with Brian Andrew, Johnson Financial Group

**New Location:** Wisconsin City Club

January 16, 2020 | 11:30 a.m. to 1:15 p.m.

### FEBRUARY PROFESSIONAL DEVELOPMENT SERIES

"Servant Leadership – Become the Unforgettable Leader" with Kelly Kluge

University Club of Milwaukee

February 28, 2020 | 7:00 a.m. to 9:00 a.m.

### WOMEN'S AFFINITY ALLIANCE EVENT

hosted by Northwestern Mutual

March 11, 2020 | 4:00 p.m. to 7:00 p.m.

### MARCH PROGRAM MEETING

"Milwaukee Museums Gear Up For Big Change Under New Leadership"

University Club of Milwaukee

March 19, 2020 | 11:30 a.m. to 1:15 p.m.



## ANNUAL GOLF OUTING

July 29

TEMPO hosted its largest annual golf outing to date this summer! With 92 golfers, TEMPO's group was the largest women's golf outing the University Club has ever hosted. Members, Emerging Women Leaders and guests enjoyed a beautiful day golfing 9-holes, followed by a social to celebrate the day's winners. Thank you to all who attended! We can't wait to see you next year!

TEMPO DISCOVERY + EWL EXPLORES

## CONCORDIA UNIVERSITY WISCONSIN + LAKESHORE CHINOOKS GAME

August 7

TEMPO Milwaukee members and Emerging Women Leaders combined their Discovery and Explores events for a fun summer outing at Concordia University Wisconsin's newest academic building, the Robert W. Plaster Free Enterprise Center.

Our group was one of the first to tour the new facility which houses the Batterman School of Business and Women's Leadership Institute. TEMPO Milwaukee member Mickie Wagner, Senior Director of Alumni and Parent Relations at Concordia, welcomed attendees alongside Dean Rennicke, Vice President of the University Foundation, while providing background on the project.

Following the tour, attendees enjoyed a summer social at the Lakeshore Chinooks baseball game, opened by our very own, TEMPO member Kathleen Dohearty Penniston singing the national anthem. Special thanks to our TEMPO Milwaukee Board Treasurer Kris Best for her sponsorship of this fun, summer event!





## AUGUST PROGRAM MEETING

### **“BLOCKCHAIN: UNDERSTANDING TECHNOLOGY OF THE FUTURE”**

August 15

Marcie Bomberg and Girish Ramachandra, Senior Managers at Wipfli LLP, presented on understanding blockchain at August’s program meeting. Knowing that blockchain is a complex topic to cover in 90 minutes, Marcie and Girish focused on real world examples, with added humor, to provide at a basic level the function of blockchain and what it means for our world today.

As one of the newest up and coming technologies, Girish explained that blockchain is on a list alongside virtual reality, 3D printing, drones, robots, and other technologies that are tracking on a hype curve measuring visibility with maturity. Blockchain currently sits at the “Trough of Disillusionment” point before hitting its “Plateau of Productivity” -- meaning it is still up and coming.

Without getting too far into the process, Marcie and Girish depicted blockchain as “records bundled together into a block and added to the chain one after another.” The record can be any information, the chain is all the blocks linked together and the block is a bundle of records.

So, what does blockchain look like in the real world? Marcie and Girish identified a few areas including financial services where blockchain could be used for payments, privacy and security purposes. Additionally, blockchain can be used in real estate with rentals, tokenized ownership and record keeping. Or, in agriculture from farm to fork traceability in supply chain, like in a recent instance with Walmart tracking a recall directly back to the source and isolating the affected products more efficiently.

Thank you to Marcie and Girish for providing an informative big-picture introduction to blockchain and its implications to our world.

## SEPTEMBER PROGRAM MEETING

Led by Amy Lindner, President & CEO, United Way of Greater Milwaukee & Waukesha County

September 19

Amy Lindner became CEO of United Way of Greater Milwaukee and Waukesha County in January of 2019. She spoke as our keynote speaker at September's program meeting where she shared her unique leadership journey with attendees.

Growing up in Waukesha with her single mother and brother, Amy attributed her current day passion of helping others to her childhood. Sharing stories of hometown fun and the influence her hard-working mother demonstrated, Amy led attendees through her professional journey which started in law. For nine years, Amy practiced law before transitioning into non-profit work in 2012 when she became President and CEO of Meta House. In 2017, Amy was appointed President of United Way of Greater Milwaukee & Waukesha County before succeeding Mary Lou Young as CEO in January 2019.

Amy's drive for change and passion for others has fueled her in her current position to only go further and make real impact on our city. Under her leadership, United Way recently announced its goal to end family homelessness by 2025. This means that every community will have a comprehensive response in place that ensures homelessness is prevented whenever possible, or if it can't be prevented, it is a rare, brief, and one-time experience.

With a track record of success and dedication to her community, Amy left attendees feeling encouraged for what is yet to come for our city.

“Amy is a wonderful leader and role model in our community. We are lucky to have her.”

“Amy was impressive, approachable and fun.”



## 14TH ANNUAL LEADERSHIP EVENT

### BRILLIANCE AND RESILIENCE WITH KENDRA SCOTT

October 2

Premier Sponsor   Harris Bank

TEMPO Milwaukee's 14th Annual Leadership Event was one for the books with record attendance of 813 members, Emerging Women Leaders, and community leaders in one room (and more via live stream) to hear from Designer, CEO, and Philanthropist, Kendra Scott. Kendra shared her leadership journey which launched in 2002, three months after giving birth to her first son, with only \$500, to what today is a thriving web business and 100 standalone stores with more than 2,000 employees.

In a fireside chat with Toya Washington, Kendra first spoke on her humble beginnings with a failed hat business, no college degree, and the passing of a family member as the push behind her launch of her very own jewelry line.

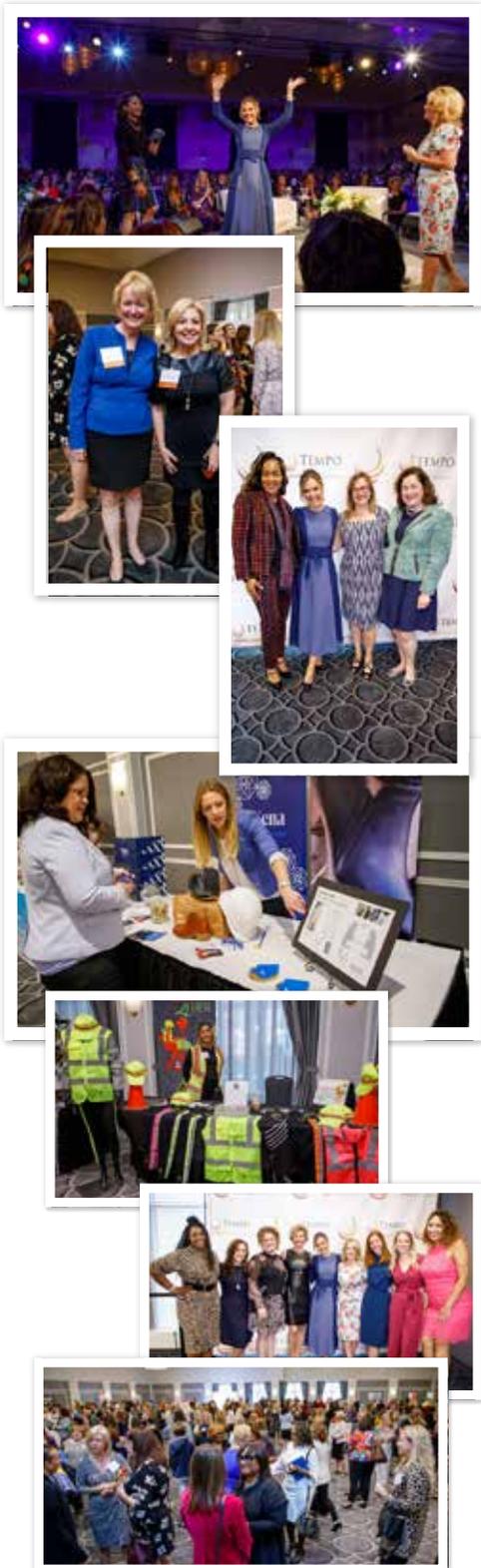
As a Kenosha native, Kendra shared that the Midwestern values that were set for her demonstrated that there is always another seat at the table and that no one should ever be turned away; a philosophy her team continues to stand by today in her 100 stores across the country.

As one of her three core values, philanthropy is something that Kendra demonstrates at every level of her organization. Most recently, Kendra has announced that she is building her own home in Texas to serve as a site for non-profits to host events. Understanding that some would question her commitment to always having something to give, even in the beginning of her journey when she didn't have much, she expressed her belief in "connection before transaction." In further philanthropic efforts, Kendra has her signature color bar pop-up shops in 31 hospitals across the country where she continues to give back and spread light through dark times.

With 18 local female entrepreneurs participating in the day's activities during the showcase prior to the program, a large focus of Kendra's chat with Toya was the entrepreneurial mindset. The 18 featured entrepreneurs sat front row, feet away from Kendra as she shared what it meant to possess the mindset of an entrepreneur; knowing where you want to go and understanding that there will be things in the way but thinking first how to get around those hurdles before they happen. As Kendra pushed herself over the hurdles, she would flip the word "no" to "on" and take the feedback as a push forward.

As for what's next for Kendra Scott, she looks at everyday as a new opportunity to do something good in the world. Through her experience losing her stepfather to cancer, Kendra has an outlook on life as a limited time on this Earth in which she should do as much as she can while she's here.

Kendra left a mark on TEMPO Milwaukee that we will never forget as she recognized the power of the women in the room and the importance to hold hands and support one another moving forward. "When a group of women hold hands and join forces, and align on a vision, they are unstoppable."



# PAST EVENTS



## ON THE TABLE WITH THE WOMEN'S LEADERSHIP COLLABORATIVE ACHIEVING PAY EQUITY FOR WOMEN

October 10

Thousands of people gathered at hundreds of tables on October 10 for the Greater Milwaukee Foundation's On the Table MKE to share a meal, converse on topics affecting Milwaukee and foster change. The Women's Leadership Collaborative (inclusive of Milwaukee Women Inc., Professional Dimensions and TEMPO Milwaukee) hosted 80 women (and one man!) to discuss pay equity in the workplace. The WLC is focused on addressing pay equity for women and is exploring three avenues to do so: raising awareness, working with local employers and empowering the women of Milwaukee to take action. Thank you to all who attended for lending your voice and perspective on this very important topic. Learn more at [www.wlcmke.com](http://www.wlcmke.com).

## OCTOBER PROFESSIONAL DEVELOPMENT SERIES

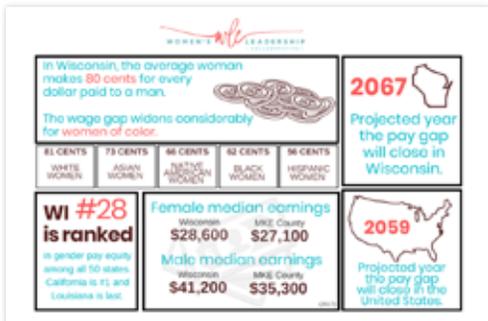
## MOVING FROM DIVERSITY AND INCLUSION TO BELONGING LED BY KATIE RASOUL

October 11

At October's Professional Development Series, Emerging Women Leaders member and Chief Awesome Officer of her business, Team Awesome, Katie Rasoul led attendees through a workshop on Diversity and Inclusion but through the lens of belonging. Recognizing that we go to work in search of belonging, Katie uncovered what needs to happen for belonging to exist: First, a feeling of trust among the team. Second, human caring. Third, commonality or shared experiences. Fourth, self and social awareness. And lastly, a commitment to the community.

Attendees were asked to think about what in their own workplaces made them feel as though they truly belonged and where they could identify some shortcomings. This uncovered to Katie's point, that fitting in and belonging are not the same thing, in fact, fitting in actually gets in the way of belonging. When we think of belonging, we should think of feeling whole, safe and as we are at home, which are feelings we hardly associate with work.

Katie explained that if we want people to feel whole, we need them to feel themselves and that starts with creating an environment that feels safe, encourages wholeness and truly values and invests love into employees. And if we're not creating belonging, we're eroding it. Katie shared that 61% of employees report they are "covering" up on some sort of personal dimension at work and argues that even if we just get 10% better at creating small moments with intention to recognize our biases and connect people then we can make change when it comes to belonging at work.





## WOMEN'S AFFINITY ALLIANCE EVENT

# IMPROVING RECRUITMENT AND RETENTION IN CAREERS AND INDUSTRIES WHERE WOMEN ARE TRADITIONALLY UNDERREPRESENTED

November 6

hosted by  Mortenson



At this quarter's WAA event, Mortenson hosted a panel discussion on "Improving Recruitment and Retention in Careers and Industries Where Women are Traditionally Underrepresented" with panelists, Shalini Badhwar, Software Engineering Manager at Direct Supply, Zaida Hernandez-Irison, MSOE Student and Engineer at FISCHER USA, and Alice Westphal, Superintendent at Mortenson. TEMPO Milwaukee member Mary Burgoon moderated the panel.

The discussion began with Shalini and Alice speaking on some of the strategies each of their organizations are implementing to recruit women into STEM careers. At Direct Supply, they have been intentional to look for talent outside of the nearest area, train interviewers on biases and introduce new areas of belonging their female employees can be a part of outside of the day to day work. "We've been successful because we've been intentional."

Exploring the recruiting process from the very beginning, Mary asked Zaida to speak on when and how she was first exposed to STEM. Zaida candidly shared that no one tapped on her shoulder and she had to go out and seek her own options for a career that utilized her passion and skill in math and science. Zaida also spoke on what she looked for in a school and what she looks for now in an employer and expressed the importance of others around her that look like her.

To close, the panelists spoke on retention and what happens once these organizations have the talent. Alice shared that Mortenson does a great job at encouraging professional network growth outside of the organization itself, allowing and supporting employees to continue to build their skillsets outside of their day-to-day. Additionally, Mortenson places a focus on in-house initiatives like intentional mentoring and sponsor programs facilitated through the organization.

A special thank you to the Mortenson and MSOE teams that helped in the planning and hosting of this event!

# MEMBERS IN THE NEWS

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



**Janette Braverman** (Cardinal Stritch University) was honored with the NAACP Game Changer Award in November.



**Andrea Foster** (Marcus Hotels & Resorts) was appointed as the 2020 Chair of American Hotel & Lodging Association's ForWard: Women Advancing Hospitality annual event in June.



**Lori Gervais** (Baird) was selected as one of the advisors on the third-annual "[Top Wealth Advisor Moms](#)" list released by Working Mother magazine and SHOOK Research.



**Phyllis King** (UW-Milwaukee) was elected President of the Association of Schools Advancing Health Professionals (ASAHP). ASAHP is a leading national postsecondary health association composed of 133 universities and employers focused on critical issues affecting allied health education.



**Mary Ellen Krueger** (Aspiriant) was selected as one of the advisors on the third-annual "[Top Wealth Advisor Moms](#)" list released by Working Mother magazine and SHOOK Research.



**MJ Gilfillan** (Wisconsin Center District) was awarded a Milwaukee Business Journal HR Award in the Individual Category of Government in October.



**Laura Gutierrez** has been named the new Executive Director of the United Community Center. Laura will succeed Ricardo Diaz when he retires in 2020.



**Lynnea Katz-Petted** (Revitalize Milwaukee) will accept the Frank Kirkpatrick Award at the 2019 Greater Together Awards at the end of November.

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**Stacy Meller** (KPMG) was named [Working Mother of the Year](#) under KPMG in September.



**Leana Nakielski** (American Family Insurance) was named one of [Wisconsin's Most Powerful Latinas](#) by Madison 365 in August.



**Nikki Panico** (Susan G. Komen Wisconsin) was featured in many articles during Breast Cancer Awareness month in October: [Sting! If we're going to beat breast cancer, we need to figure out how and why it spreads.](#) [To get breast cancer treatment or put food on the table?.](#)

[Komen Wisconsin: The importance of getting your mammograms.](#)

[Komen Wisconsin: Signs of breast cancer every woman and man should know.](#)

[Komen Wisconsin: Healthy lifestyle choices reduce your risk of cancer.](#)



**Kelly Skindzelewski** (GE Healthcare) was honored at TEMPO Waukesha's Celebrating Women Leaders event in October for her Professional Leadership. The award recognizes the accomplishments and contributions of TEMPO Waukesha members who demonstrate superior leadership in their professional life and in their community. Kelly was honored alongside Nancy Seidl Nelson.



**Ana Simpson** started a new position as Director, Business and Community Engagement at Wisconsin Housing and Economic Development Authority in October.



**Devona Wright Cottrell** (Baird) was named Best Assistant General Counsel by the Milwaukee Business Journal in August.



**Terri Steidl** was appointed to the Board of Directors for the Grand Avenue Club in October.



**Heather Turner Loth** (EUA) presented on stress in the workplace at IFMA World Workplace Conference in Phoenix in October. [Click here](#) to read her blog on EUA's survey findings on the topic.

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



**Congratulations to the TEMPO Milwaukee members who were honored as finalists and winners at BizTimes Milwaukee Nonprofit Excellence Awards on November 1:**

**Nonprofit Collaboration of the Year finalist**  
LUMIN Schools (**Rebecca Ehlers**)

**Nonprofit Organization of the Year (large) winner** – Pathfinders (**Renee Kirnberger**)

**Nonprofit Organization of the Year (large) finalists** – Curative Care Network (**Julie Rogers**) & Zoological Society of Wisconsin (**Jodi Gibson & Penny Gutekunst**)

**Nonprofit Organization of the Year (small) winner** – ABCD: After Breast Cancer Diagnosis (**Ellen Schupper**)

**Nonprofit Organization of the Year (small) finalist** – Revitalize Milwaukee (**Lynnea Petted-Katz**)

**Corporate Citizen of the Year finalists**  
Komatsu Mining (Robin Pisarek & Jennifer Mattes) & Sargento Foods Inc. (**Portia Young**)

**Congratulations to the TEMPO Milwaukee members named to the Milwaukee Business Journal's 2019 Power Brokers List:**

**Jennifer Bartolotta** (Bartolotta Restaurants)

**Wendy Baumann** (WWBIC)

**Erickajoy Daniels** (Advocate Aurora Health)

**Coreen Dicus-Johnson** (Network Health)

**Tami Garrison** (MillerCoors)

**Linda Gorens-Levey** (General Capital Group)

**Eve Hall** (Milwaukee Urban League)

**Jayne Hladio** (US Bank)

**Tracy Johnson** (CARW)

**Kara Kaiser** (BMO Harris Bank)

**Phyllis King** (UW-Milwaukee)

**Kathleen O'Leary** (Wisconsin State Fair Park)

**Gina Peter** (Wells Fargo Bank)

**Emily Phillips** (Baird)

**Carmen Pitre** (Sojourner Family Peace Center)

**Joan Prince** (UW-Milwaukee)

**Lori Richards** (Mueller Communications)

**Mary Ellen Stanek** (Baird)

**Donsia Strong Hill** (Local Initiative Support Corporation)

**Denise Thomas** (The Effective Communication Coach)

**Peggy Williams-Smith** (Visit Milwaukee)

**Congratulations to the TEMPO Milwaukee members named to the Milwaukee Business Journal's Young Power Brokers and Executives to Watch List:**

**Heather Turner Loth** (EUA)

**Jen Dirks** (TEMPO Milwaukee)

**May yer Thao** (Wisconsin Housing & Economic Development Authority)

## **MAGGIE ROBINSON**

TEMPO Milwaukee remembers and honors the life of former TEMPO Milwaukee member Maggie Robinson who passed away on September 6.



# NEW MEMBERS



## **NANCY ATHANASIOU, DIRECTOR OF PROGRAM SERVICES, PEARLS FOR TEEN GIRLS**

Nancy Athanasiou joined PEARLS part-time in March 2019 and began her full-time role as Director of Program Services in May 2019. Nancy oversees the strategic direction of programming and has spent close to 30 years in education at the K-12 and higher education levels. Nancy holds a doctorate in Leadership for the Advancement of Learning and Service from Cardinal Stritch



## **KRISTA BEAUDRY, DIRECTOR OF HUMAN RESOURCES, STANDARD PROCESS**



## **DANIELLE BLY, DIRECTOR CREDIT & COLLECTIONS, WE ENERGIES**

Danielle was promoted to Director Credit and Collections in July 2015. She is responsible for the overall strategy and operations of credit and collections functions for WEC Energy Group which includes We Energies, Wisconsin Public Service, Peoples Gas, North Shore Gas, Minnesota Energy Resources and Michigan Gas Utilities. The Credit & Collection operations include credit and remittance processing, revenue protection, low income/medical condition and field services. This oversight includes minimizing the loss of revenue for the respective companies and shareholders through effective risk management. Prior to this, Danielle was Manager of the Residential Customer Care Centers where she was responsible for managing 130-150 customer consultants and 2-3 million annual customer contacts with the goal of complete customer satisfaction. Bly is a graduate of UW-Whitewater and holds a Bachelor of Business Administration degree with emphasis in Human Resources. She serves on the board of directors of The Milwaukee Urban League and the Advisory Council for Milwaukee Film-Black Lens. She also holds memberships with Professional Dimensions, the Milwaukee (WI) Chapter of The Links, Incorporated and the American Association of Blacks in Energy. In June of 2014 Danielle was recognized as a Woman of Influence-Community Supporter by the Milwaukee Business Journal.



## **STEPHANIE BURTON, DIRECTOR, HEALTHCARE MARKETING, CORE CREATIVE**

Since joining Core Creative in 2011, Stephanie has provided brand strategy, public relations and marketing expertise to healthcare organizations across the country. A thought leader in the healthcare space, she offers a balanced perspective on healthcare marketing to build brand awareness and drive results. Prior to joining Core Creative, she spent six years at Children's Hospital of Wisconsin, leading several award-winning communications efforts. She also spent five semesters as an adjunct professor at her alma mater, Marquette University. She is on the board of the Wisconsin Healthcare Public Relations and Marketing Society and is an accredited member of the Public Relations Society of America.



**KAREEDA CHONES-AGUAM, VICE PRESIDENT, PARTNER STRATEGY AND MANAGEMENT, MILWAUKEE BUCKS**

In her 21st season with the Milwaukee Bucks, Kareeda is the Vice President of Partner Strategy and Management. Responsible for managing a team that successfully integrates, strategizes and manages entitlements for over seventy (70) Milwaukee Bucks Corporate Partners including working closely with the management team in the construction and development of the new 500M Wisconsin Entertainment District in downtown Milwaukee. In addition to her position with the Milwaukee Bucks, Chones Aguam has also been a free-lance voice talent artist for over 17 years as the voice of numerous radio and television commercials, television programs, and professional employee videos for various clients throughout the city and country including Milwaukee Bucks' Basketball, and her most recent opportunity as the Voice of Fiserv Forum! Chones Aguam was formerly the TV host of the Marquette Women's Basketball Coach's Show, Marquette Women's Basketball TV Color Analyst and on-air voice talent on Milwaukee's Smooth Jazz 106.9. Chones Aguam is excited to launch Aguama Productions LLC. in early 2020. A graduate of Marquette University and four (4) year letter winner of the Marquette Women's Basketball Team, Kareeda majored in PR along with a minor in Spanish. Kareeda also is engaged in the community as a Board Director for the Penfield Children's Center of Wisconsin, Board member of the Women's Fund, Board Director for Employ Milwaukee, and past member of the African American Chamber of Commerce Women in Business Committee. In 2016 Chones Aguam was awarded the Marquette Athletic Department Young Alumnae of the Year Award. This past June, Kareeda was celebrated as one of the Milwaukee Business Journal's Women of Influence 2019 for mentorship and also honored as one of Milwaukee Magazine's Women of Distinction in 2019. In addition to her responsibilities in the office, studio, and community, Kareeda's most cherished role is being a wife of 12 years to husband Ryan, and mother to her amazing children, daughter Averie (8) and son Carter (5).



**NISHA GANDHI, EVP OF SALES, TASC**

Nisha Gandhi is an executive leader with more than more than 20 years of business development and sales experience as well as operations and risk management experience. She has led, built, and delivered technology and training to physicians and practitioners, and has led enterprise-wide initiatives to drive operational improvement, new market growth, and continual performance improvement.



**JEAN GROW, PROFESSOR & CO-DIRECTOR, INSTITUTE FOR WOMEN'S LEADERSHIP, MARQUETTE UNIVERSITY**

Jean Grow is a Professor of advertising and Co-Director of the Institute for Women's Leadership at Marquette University. Her research addresses gender bias in advertising and is published in a range of academic journals. She has been quoted in Advertising Age, Fortune, and Marketplace (NPR) among other media outlets. She's also co-author of Advertising Creative: Strategy, Copy and Design, sold in 24 countries. Prior to joining the academy, Jean worked in the Chicago market. Her clients included Coca-Cola and Kellogg's, and she worked with agencies such as FCB and Leo Burnett. Her consulting clients have included Flamingo International-London and Nike.



**NISHA GUPTA, PRESIDENT, NGENUITY, LLC**

Nisha has run Ngenuity since 2012 providing strategic market development services for B-B companies and professional executive coaching for individuals who want to enhance their growth. Before starting her own business, she spent 20 years building San Jamar, leading manufacturer of dispensers and food safety tools to the foodservice and jan/san industries as a Global Sales and Marketing executive and Divisional manager. Nisha's professional passions include product innovation, global markets, organizational structure and leadership development. She serves as a trusted outsourced executive partner to her clients. Nisha lives in Elm Grove with her husband and two boys age, 12 and 14. Nisha serves as the Elmbrook School District Family Liaison for SEEN (Special Education Engagement Network) helping families with children of special needs advocate and maximize their child's potential. Nisha holds a BA from University of Wisconsin, Madison, MBA from DePaul University and two Coaching Certifications from the International Coaches Federation (ICF) and UW Madison.



**DANA JOHNSON, MARKET DIRECTOR OF SALES, MARCUS HOTELS & RESORTS**



**MICHELLE KLEIN, CORPORATE CONTROLLER, ARTISAN PARTNERS**

Michelle Klein has served as the Corporate Controller for Artisan Partners since joining Artisan in 2010 where she provides leadership and strategic direction to the Accounting and Tax teams. Michelle is heavily involved in many initiatives at Artisan, including providing leadership to its Women's Networking Initiative and serving on numerous cross-functional committees. Prior to joining Artisan, she held a variety of roles in finance for Metavante Corporation, most recently serving as their Assistant Corporate Controller. She began her career as an auditor for Arthur Andersen.

Michelle earned her bachelor's degree in accounting from UW – Oshkosh. She is native to southeast Wisconsin and currently lives in Oak Creek with her husband and two daughters. Outside of work, Michelle enjoys spending time with family and friends, volunteering with her church and with various community organizations and getting away to their cabin.



**REBEKAH KOWALSKI, VICE PRESIDENT, MANPOWER MANUFACTURING, MANPOWERGROUP**

Rebekah Kowalski is the Vice President of Manpower Manufacturing and is responsible for ManpowerGroup North America's Manufacturing Sector Strategy, developing talent solutions for the rapidly transforming industry. Rebekah's work focuses on understanding how roles, skills, and leadership will evolve over time and developing solutions that help organizations and leaders deal with the implications of both the shortage of rightly skilled workers, and the future of work. Rebekah has served on the Boards of the Wisconsin Education Business Roundtable and the Executive

Committee of Competitive Wisconsin. She is currently an active member of the University of Wisconsin System Business Council and the Advisory Board of i.c. Stars

# NEW MEMBERS



## **IRINA KWIATKOWSKA, SVP DISTRICT MANAGER, ASSOCIATED BANK**

Irina Kwiatkowska joined Associated Bank in 2002, and over the years she has held several positions with her current employer, with progressively increasing responsibilities. For the past eight years she has been a Senior Vice President, District Manager for about 25 branches in Southern Wisconsin. In her role, Kwiatkowska is responsible for the development, implementation and execution of Associated Bank's strategic direction. She works closely with her team to ensure excellent customer experience in all locations, sales effectiveness and operational integrity. Irina also oversees the day-to-day operations of all locations; fosters internal and external partnerships, and she is serving as a community advocate on behalf of Associated Bank by being involved in several non-profit organizations in her branch footprint. Kwiatkowska is a financial industry executive with more than 15 years of corporate experience with business-to-business and business-to-consumer markets. She currently serves on the Board of SecureFutures, a local non-profit in Milwaukee dedicated to improving the financial wellbeing and literacy of teens and young adults. Irina has also been a part of the Advisory Board for WWBIC (Wisconsin Women's Business Initiative) for the past nine years. She holds a Master of Science in Communication degree from South-West University. She volunteers her time with WWBIC, SecureFutures, United Performing Arts Fund and Boy Scouts of America.Network).



## **JULIE LANDRY, CHIEF HUMAN RESOURCES OFFICER, MILWAUKEE COUNTY**



## **DEANNA LEITZKE, DIRECTOR OF CREATE INSTITUTE, MSOE**

DeAnna Leitzke, P.E., Director of Milwaukee School of Engineering's CREATE Institute, leads a team that is responsible for providing all students an opportunity to engage in real-world projects that help them develop as leaders of character, responsible professionals, passionate learners, and value creators. The CREATE Institute also serves as a Center for Teaching and Learning at MSOE. DeAnna has been a member of the MSOE faculty since 2006 and served as Chair for Servant-Leadership for five years. Prior to pursuing a career in education, she consulted as an architectural engineer at Reserve Advisors in Milwaukee and Affiliated Engineers in Madison. She holds a B.S. in Architectural Engineering, M.S. in Engineering Management, and is pursuing her doctorate in Leadership for the Advancement of Service and Learning in Higher Education. DeAnna currently serves on the Board of SHARP Literacy.



**SUSAN LUBAR SOLVANG, PRESIDENT AND FOUNDER, GROWING MINDS**

Susan Lubar Solvang is President and Founder of Growing Minds, whose mission is to create safe and connected relationships for more effective leadership, stress reduction and purposeful living. Susan has been a pioneer in bringing social and emotional strategies, primarily mindfulness, to the Milwaukee area. Growing Minds currently focuses on guiding adults to feel more positive and intentional, and less reactive and frustrated, with the understanding that the ripple effect will greatly benefit others. Susan has partnered with organizations including Milwaukee Public Schools,

Northwestern Mutual, Medical College of Wisconsin and Lutheran Social Services.



**KRISTIN MCLEAN, SENIOR VICE PRESIDENT, SENIOR TREASURY OFFICE, BANK OF AMERICA**

Kristin McLean is a Senior Vice President, Senior Treasury Solutions Officer with Bank of America Global Commercial Banking. She is responsible for delivering Bank of America's global treasury solutions to her clients, who are headquartered in the state of Wisconsin. Kristin works as a trusted advisor with clients to design global treasury solutions that meet their working capital and liquidity objectives. A native of Wisconsin, Kristin graduated from Northwestern University with a Bachelor of Science in Communication Studies. Kristin is currently advising as Past President of the WIAFP. She

serves as Treasurer on the Board of Directors for her children's preschool, All God's Children. She lives in Delafield with her husband, daughter, and son.



**KAREN MUNSON, PRESIDENT, MAZUR ZACHOW/RESEARCH SOLUTIONS, INC.**

Karen Munson, MBA is president of two marketing research firms in Milwaukee, Mazur Zachow and Research Solutions, Inc. Karen has responsibility for 20+ employees and operates a focus group facility in Brookfield, WI. Clients needing market research contact Karen for their full-service market research needs, from online surveys to focus groups to home placements of new products. Karen graduated from the Kellogg School of Management and has participated in many community service activities. Karen has been on the Board of Directors for Safe Harbor, a domestic abuse

shelter in Sheboygan, WI. Karen has also been a therapy dog handler representing Pets Helping People, an organization designed to bring comfort to those in need of emotional support. Lastly, Karen was the chairperson for the Kellogg School of Management Milwaukee Chapter for twelve years. Karen spearheaded and coordinated the formation of the joint Ivy League MBA club chapter in Milwaukee, which is responsible for many social and community functions.



## **MARIA PEREZ, PSYCHOLOGIST AND VICE PRESIDENT OF BEHAVIORAL HEALTH, SIXTEENTH STREET COMMUNITY HEALTH CENTERS**

Maria Elena Perez is a licensed psychologist and Vice President of Behavioral Health at Sixteenth Street Community Health Centers in Milwaukee. She attended Northern Illinois University where she earned her Bachelor's degree in psychology in 1988. She later attended the University of Wisconsin-Milwaukee for her Master's degree in Educational Psychology and then practiced in mental health in both inpatient and outpatient settings. She helped launch the Behavioral Health department at the Sixteenth Street Community Health Centers in the late 90's and eventually went on to earn her Doctorate degree in Psychology at Marquette University in 2007. Additionally, she has taught courses at Marquette University, Milwaukee Area Technical College, Waukesha County Technical College and Lakeland University. She also performs psychological evaluations for the Disability Determination Bureau and has been on the Governor-appointed Milwaukee County Mental Health Board since its inception. She is currently the Vice Chair of the Board and chairs their Finance Committee. She is published in the Hispanic Journal of Behavioral Sciences and the Journal of Counseling Psychology and has an accomplished career in public speaking on a variety of topics in mental health. She has been featured on Telemundo's "Que Pasa Wisconsin," the magazine "Enterate," and WUWM "Lake Effect" public radio. She has been a member of the American Psychological Association for over a decade. Maria Elena is daughter to Enrique and Teresa Perez, her parents who emigrated from Cuba in 1962. She was born in Chicago and moved to Wisconsin in 1988. She is married to Robert Yaeger and has four children and two grandchildren. She currently resides in Waukesha. In her spare time, she enjoys reading, hiking and yoga.



## **ALLISON PHILLIPS, PRESIDENT, EDGE MARKETING & MEDIA**



## **SHANA PIASKOSKI, VP FOR UNIVERSITY ADVANCEMENT, CARDINAL STRITCH UNIVERSITY**

Shana Piaskoski has excelled in development and leadership positions in the nonprofit sector for nearly 15 years. As Vice President for University Advancement at Cardinal Stritch University and an alumnus of Stritch, Shana understands firsthand the benefit of an advanced degree from Stritch. Before Stritch, Shana served as VP of Mission Advancement at the YMCA of Metropolitan Milwaukee helping to increase funds raised by 10% in two years. Other past positions include Chief Development Officer for the YWCA Southeast Wisconsin, where Shana supported the expansion of the 125-year-old organization throughout Southeast Wisconsin. Prior to the YWCA she was the Director of Individual Giving at the Milwaukee Public Museum. Shana is a dedicated volunteer having served as an AmeriCorps volunteer and for the United States Peace Corps.



**MARY ROBYN PEOTTER, DIRECTOR OF FINANCE AND OPERATIONS, PEARLS FOR TEEN GIRLS**

Mary Robyn Peotter is with PEARLS for the second time in her career as the Director of Finance and Operations. Mary Robyn oversees the financial functions along with the general operations of the organization. She began her accounting career over 20 years ago in public accounting where she specialized in non-profit clients. Mary Robyn has a Bachelor of Business Administration degree in Accounting from the University of Wisconsin. She resides in Menomonee Falls with her husband, son and two daughters. In her free time, she loves to travel with her family.



**MARYLOU SCHIRPKE, SVP COMMERCIAL BANKING, WINTRUST**

Marylou is Senior Vice President at Wintrust Commercial Banking at Town Bank. Marylou is a professional bank executive with more than 24 years of experience in commercial and business banking. She works with a variety of customers in a wide range of industries including non-profits, manufacturing, service, and health professionals. She places an emphasis on coordinating efforts to provide a full-service customer solution that includes commercial loans, treasury management services, merchant services, wealth management, 401K administration, interest rate and foreign exchange hedging. She is experienced in working with companies that are the subsidiaries of foreign parents. Marylou enjoys a strong relationship with her customer base and being a trusted advisor for all aspects of their business. Marylou is a native of Milwaukee and holds a Bachelor of Arts degree in Psychology from Marquette University and a Bachelor of Arts degree in Accounting from Lakeland University. She is on the Board of Sojourner Family Peace Center and Root River Church. She is also an active member of Milwaukee Women inc and Professional Dimensions.



**ELLEN SEXTON, CEO, UNITEDHEALTHCARE COMMUNITY PLAN OF WISCONSIN**

Ellen Sexton is the Chief Executive Officer of the UnitedHealthcare Community Plan of Wisconsin. In her current role, Ellen is accountable for the growth, clinical management and operations of the health plan that serves 180,000 Wisconsin Medicaid members. Since joining UnitedHealthcare in 2002, Ellen has served in a broad spectrum of roles across operations, finance, sales, product development and strategic planning. Prior to UnitedHealthcare, Ellen worked at Northwest Airlines and Honeywell. Ellen received her Bachelor of Business Administration in Accounting and Finance from the University of Wisconsin - Madison with honors, and her Master of Business Administration in Finance and Strategy from the University of Pittsburgh where she graduated first in her class.



**PENELOPE SMILEY, DIRECTOR OF MARKET STRATEGY, KOHL'S**

Penelope Smiley is a brand strategist with a deep passion for consumer research. Penelope is currently the Director of Brand Positioning with Kohl's and joined the organization in June of 2015. Penelope oversees seasonal marketing campaigns, customer segment alignment, and strategic marketing initiatives from brand launches to key partnerships. Prior to Kohl's, Penelope held a variety of marketing roles with Target, PepsiCo and Nielsen. Penelope is a Wisconsin native, returning to her home state in 2015 after years in Chicago and Minneapolis. She attended UW-Madison for undergrad and received her MBA from the University of Chicago Booth School of Business.



## **PAT STAADEN, COO, MRA**

Pat joined MRA in 1994 after leading human resources and labor relations in manufacturing for over 10 years. Using her strategic and tactical HR and business experience, she worked directly with MRA members to achieve their objectives building high-performing work teams, improving efficiencies, and safe, successful workplaces. Pat has led a number of MRA's teams, including training, 24/7 advisors, affirmative action, reference, background investigations, HR professionals, compensation, surveys, and recruiting. In 2012, Pat relocated to lead MRA's Minnesota office. Last year, she returned to Wisconsin and now serves as Chief Operating Officer, continuing to practice her "can-do" attitude.



## **MOLLY THIEL, SVP CULTURE AND PEOPLE, CIELO TALENT**

As Senior Vice President of People & Culture for Cielo, Molly Thiel oversees talent acquisition, talent management, learning & development and HR operations for various geographies including North America, South America, APAC and Europe. She joined Cielo in September 2018 and brought with her extensive experience in human resources and general business management. Prior to Cielo, Molly spent much of her career in the banking industry holding positions in operations, strategic planning, human resources and P&L management. Molly is a graduate of the University of Wisconsin - Milwaukee and lives in Franklin with her husband and two children.



## **TANYA THORSON, PRESIDENT, FAIR INDIGO**

Tanya Thorson is a high energy, fiscally conscious and goal-driven business executive who approaches each new challenge with a flair for innovation, creative problem-solving, and measured risk that drives consistent bottom-line improvements and shareholder returns. Her collaborative and inclusive communication style leads cross-functional teams to exceed objectives and deadlines in a fast-paced high growth environment. She has a passion for driving sales, nurturing customer relationships and champions a 'winning attitude'. Having earned her Bachelor's degree in Sociology from one of the nation's top schools - University of Wisconsin-Madison - Tanya understood how to work with various personalities and leadership across the socioeconomic landscape. Having the support and a community that believed in her, Lands' End offered Tanya to lead one of the biggest departments, Women's Swim & Cover-ups. Her credentials and experience started at that point. Recognized as a high-potential Merchant, in 2005 Tanya took her career to L.L. Bean and resided there for two years. Wanting to raise her girls back in the Midwest, Tanya was recruited and landed a Merchandise Manager role with Justice, Just for Girls, a sister to brand to The Limited Too based in Columbus, OH in 2006. She was the lead merchant running the biggest department, Casual Knit Tops. With the brand still in its infancy, establishing awareness and credibility were paramount. Tanya's career quickly accelerated over the next 12 years to the executive level and has expanded far beyond merchandise management to leadership, new business launches/development, strategic business partnerships and mentoring. She took on various positions at Jockey International, Reliable of Milwaukee and her most recent position with Fair Indigo. Today she is President at Fair Indigo, a DTC sustainable fair-trade apparel brand where her role is to build brand awareness, drive new customer acquisition and retention. Tanya resides in Mequon with her husband, Tony. She has two beautiful daughters, Calista and Ava, both in college.



**ABBIE TIMMERMAN, MANAGING DIRECTOR, TALENT ACQUISITION SOLUTIONS, NOVO GROUP, INC.**

Abbie Timmerman joined Novo Group in January 2016. She is a dynamic and enthusiastic talent acquisition practitioner with almost two decades in the recruiting space. Her extensive experience includes being involved in all aspects of the recruiting process, from client development to developing fundamentals of best practices. The majority of her tenure has been spent in management, working closely with her teams on creating and implementing strategies for discovering and attracting exceptional talent. Her depth of knowledge has proven to drive results, understand the dynamics of all types of teams, and remain focused on growing and developing individuals that aids in maximizing their potential. Abbie is an Executive Team Member at Novo Group, Inc. and is Managing Director, Talent Acquisition Solutions. Under her leadership, she is responsible for the P&L management of four of the five solutions offered by Novo and leads the entire Client Services delivery team. Talent Acquisition is her true passion and creating positive candidate and client experiences drives Abbie to consistently exceed expectations with everyone she encounters. She is uniquely positioned to tackle business and people challenges with the ability to pivot her skills to develop and create exceptional relationships and experiences. Abbie aligns her success with focusing on the growth of her teams and being a lifelong learner. She is a native of Dubuque, Iowa and has resided in Oconomowoc for seven years. Abbie is an alumna of Loras College where she achieved her Bachelor of Art Degree in Accounting. In her free time, you can find Abbie spending time with her loved ones, watching the Chicago Cubs or enjoying her favorite pastime...catching a ticket to the next concert in town.



**MELINDA TOY, VICE PRESIDENT, COMMERCIAL/DIRECTOR OF TREASURY MANAGEMENT, PYRAMAX BANK**

Melinda (Mel) is a commercial lending and treasury professional with over 15 years of progressive business experience. Mel focuses on local, mid-market and corporate C&I cash flow lending and acquisition financing deals within the market. She is a subject matter expert in fraud prevention and mitigating risk for business. She has completed extensive specialized education in risk management specifically for treasury operations. In addition to her dedication to providing commercial and treasury solutions, Mel has managed strategic marketing and business development programs for commercial banking, commercial real estate, treasury management and corporate lines during her tenure. She goes above and beyond to constantly exceed expectations for her clients. Mel earned her Bachelor's of Science degree in business with a focus on finance, accounting and marketing from Marquette University. She also holds her double MBA in Accounting and Finance from the University of Wisconsin-Whitewater and Certified Treasury Professional certification. She is a member of the Marquette University Alumni Association and National Association of Professional Women. She also serves as an advisor for Hispanic Professionals of Greater Milwaukee, is a volunteer for Exploit No More in Milwaukee, an organization committed to helping victims of human trafficking; and has served as a mentor for Boys & Girls Club of Greater Milwaukee.



**PAULA VERBOOMEN, VICE PRESIDENT, HGA**

Paula oversees daily operations and financial success of HGA's 190-person Milwaukee Office in the Historic Third Ward, as well as implements the office's long-range growth plan. Her leadership style and the trust she has gained in working with the firm's leadership years have been critical to her success. She has been a shareholder since 2007 and became a Vice President in 2014. As a design principal, Paula embraces the client's vision for the project as a guidepost to deftly solve practical complexities with elegant simplicity – creating projects with enduring impact for both the client and the site. With an approachable style, she engages clients in the design process, leading them to solutions that stretch their imaginations while remaining rooted in practicality. She also has an interest in the textural materiality of buildings and innovation in sustainable technologies. Paula feels strongly about encouraging and mentoring the next generation of design professionals – she is a founding member of the ACE Mentor Milwaukee program; has taught at the University of Wisconsin-Milwaukee's School of Architecture & Urban Planning, and served as guest lecturer and studio reviewer; and is often seen with a job shadow, offering real-world experience to future architects and designers.



**STEPHANIE WARREN, CHIEF OPERATING OFFICER –FIXED INCOME CAPITAL MARKETS, BAIRD**

Stephanie Warren is a Managing Director and the Chief Operating Officer of Baird's Fixed Income Capital Markets group. As a member of the senior leadership team, she is responsible for financial oversight of the business, strategic planning, recruiting, best practices and operational efficiencies. Stephanie is a member of Baird's Audit, Treasury, Financial Risk Management, Talent/HR, and Fixed Income Capital Markets commitment committees. She joined the firm in 2003 and spent her first eight years in the Corporate Finance department prior to joining Fixed Income Capital Markets. Stephanie is Vice Chair Emeritus of the All Saints Catholic School Board of Directors, and current member of the Executive Committee and Finance Committees.



**SHANNON WEYENBERG, DIRECTOR OF HUMAN RESOURCES, SAFETY, RISK MANAGEMENT, ACE WORLD WIDE**

Shannon Weyenberg is Director of Human Resources for ACE World Wide and AW2 Logistics Inc. As AWW & AW2's top human resource executive, Weyenberg is responsible for the risk management, safety and human resources activities for the organization. She previously has served in roles as the Chief Human Resources Officer, Director of Human Resources and Chief Operating Officer in the service and supply chain/manufacturing industry. She is passionate about influencing the company's growth strategies, driving operational excellence, establishing the culture, systems and training that develop leaders and last, creating new relationships. Weyenberg graduated from Marquette University with a Master of Science and from Marian College of Fond du lac with a Bachelor of Business with a Human Resources concentration. She also holds several human resources and operations-based certifications.

# NEW MEMBERS



**KRISTINE WULFF, VP OF OPERATIONS, INSURANCE AND SPATIAL SOLUTIONS, CORELOGIC**

Kristine Wulff is the VP of Operations for Insurance and Spatial Solutions at CoreLogic. In this role, she leads an organization which includes Client Services, Project Management, Product Fulfillment, Operational Excellence, and Compliance. The first two years of her five years at CoreLogic were spent leading the Project Management Office. Prior experience includes 21 years in various IT and Six Sigma roles at General Electric and six years leading the PMO at DentaQuest. She holds a BS in Computer and Information Science from Ohio State University and an MBA from the University of Cincinnati.



**KRYSTAL WYNTER, VP, SENIOR RELATIONSHIP MANAGER, J.P. MORGAN CHASE**

Krystal has recently joined J.P. Morgan Chase as VP, Senior Business Relationship Manager serving metro Milwaukee and surrounding counties. Prior to this role, she led the development of the Milwaukee Private Banking division of Old National Bank, headquartered in Indiana. Previous experience includes SVP, Director of Retail, Marketing and Human Resources for First Federal Bank of Wisconsin and roles in the pharmaceutical industry with Pfizer and Johnson & Johnson, winning Rookie of the Year with the latter in 2006. Krystal earned her B.A. at Mount Mary University in Psychology and Behavioral Science and Master's of Business Management at Cardinal Stritch University. One of the accomplishments she is most proud of is her role as adjunct professor at Mount Mary and the ability to not just teach subject content, but also be a mentor for students at her beloved alma mater. Past board memberships include Blessings in a Backpack Waukesha County and Director of Publicity for B.R.O.A.D.S. for a Cause. Menomonee Falls is home with her husband Tom and their children, Jordan and Ryan. Her current passion is controlling rheumatoid arthritis holistically to help herself and others manage the disease.

## GETTING ENGAGED WITH TEMPO

As a TEMPO Milwaukee member, you are encouraged to get involved in the multitude of opportunities the organization has to offer. [Click here](#) for more information on our various committees. If you are interested in serving on a specific committee or getting involved in an initiative, contact a committee chair or the TEMPO Milwaukee office at [info@tempomilwaukee.org](mailto:info@tempomilwaukee.org) or (414) 301-6680. Not sure what's right for you? We can help!

## TEMPO MILWAUKEE MEMBER NOMINATION PROCESS AND CRITERIA

TEMPO Milwaukee members interested in nominating a female leader for membership must do so by emailing the TEMPO Milwaukee office at [info@tempomilwaukee.org](mailto:info@tempomilwaukee.org), noting the nominee's name and providing a few details including employer, title and a LinkedIn profile or resume. A membership committee member will then contact you to learn more about your nominee's qualifications and the impact she will have as a TEMPO Milwaukee member. This information is then taken back to the full membership committee for discussion and a decision. New members are selected on a quarterly basis, in April, July, October and January.



## MEMBER CRITERIA

- **Professional Experience:** 10+ years professional experience
- **Additional Experience:** 5+ years of senior/executive-level or high managerial experience
- **Leadership:** One of her organization's top executives or has direct working involvement with top executives
- **Community Involvement:** Demonstrates commitment to the community through involvement and leadership in professional and/or civic organizations
- **Endorsement:** Strong nomination from a current TEMPO Milwaukee member who is familiar with the membership criteria.



## ENGAGEMENT UPDATE

Each quarter, we will be highlighting one of the 2020 strategic pillars as the current strategic plan concludes and a new one is in development for 2020-2023. A strategic planning session for 2020-2023 was held on November 19 to evaluate these four pillars and their relevancy as we move into the next three years.



### Diversity & Inclusion

Increase racial diversity and at the same time create an environment of inclusion for our members, Emerging Women Leaders and the TEMPO Milwaukee board.



### Engagement

Increase engagement and identify opportunities that encourage participation of our members and create a greater sense of community and impact.



### Collaboration

Strengthen TEMPO Milwaukee's position as a go-to resource on issues related to women in leadership by partnering with area businesses and community organizations.



### Preserve Our Core & Stimulate Growth

Ensure TEMPO Milwaukee remains relevant and agile while honoring the organization's 44-year history and guiding principles.

# STRATEGIC PLAN

Developed in 2016, the TEMPO Milwaukee 2020 Strategic Plan is an encapsulation of four strategic priorities for our organization through the year 2020. Committees have been formed to implement and execute the strategic objectives for each priority.



## **PRESERVE OUR CORE, STIMULATE GROWTH**

Ensure TEMPO Milwaukee remains relevant and agile while honoring the organization's 44-year history and guiding principles.

### **QUARTERLY UPDATE:**

- Emerging Women Leaders now have strategic objectives and goals for each committee in alignment with TEMPO Milwaukee's four pillars. Highlights include moving from one nomination period per year to two in 2020 (spring and fall), fostering more intentional connections with TEMPO Milwaukee members, and increasing diversity. EWL members also participated in the 2020-2023 strategic planning process.
- The first-ever fundraiser benefiting the TEMPO Milwaukee Foundation – TEMPO's Got Talent! – was held on Monday, November 11.
- Planning to recognize several milestones in 2020 is underway: TEMPO Milwaukee's 45th anniversary, the 30th Annual Mentor Awards, 10th anniversary of Mentor Circles, and the 15th Annual Leadership Event.

## 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



## COLLABORATION

Strengthen TEMPO Milwaukee's position as a go-to resource on issues related to women in leadership by partnering with area businesses and community organizations.

### QUARTERLY UPDATE:

- Thousands of people gathered at hundreds of tables on Oct. 10, 2019, for the Greater Milwaukee Foundation's On the Table MKE to share a meal, converse on topics affecting Milwaukee and foster change. The Women's Leadership Collaborative (inclusive of Milwaukee Women Inc., Professional Dimensions and TEMPO Milwaukee) hosted 80 women (and one man!) to discuss pay equity in the workplace. The WLC is focused on addressing pay equity for women and is exploring three avenues to do so: raising awareness, working with local employers and empowering the women of Milwaukee to take action. As a follow-up, the WLC is exploring a partnership with the local AAUW-Milwaukee chapter and other community organizations to host pay negotiation trainings across the city in Spring of 2020.
- TEMPO Milwaukee hosted representatives from other regional TEMPO chapters in September to share organizational updates, exchange best practices and discuss future opportunities to partner. Topics of discussion included how to have more consistency in our marketing efforts and messaging, and how we can align our chapters in terms of major initiatives, signature events, programs, etc.



### TEMPO Kenosha

Ashleigh Henrichs

### TEMPO Madison

Shana Lewis, Beth Bennett

### TEMPO Racine

Andrea Kiemen-Rognsvoog

### TEMPO Waukesha

Jessi Bauer-Phipps, Jen Moran

### TEMPO Milwaukee

Jen Dirks, Marybeth Cottrill, Kelsiee Arreguin, Marit Harm Spransy

## SUPPORTING SPONSOR:



## DIVERSITY & INCLUSION

Increase racial diversity and at the same time create an environment of inclusion for our members, Emerging Women Leaders and the TEMPO Milwaukee board.

### QUARTERLY UPDATE:

- As part of our intention to operationalize D&I into all TEMPO work streams, a **Belonging & Inclusion Survey** for TEMPO Milwaukee members and EWL members is in development so we can gather critical baseline information.
- We are also building our focus for 2020 which includes leveraging vetted resources, reviewing current vendors, and creating tools and resources for the Board, D&I committee, and members.

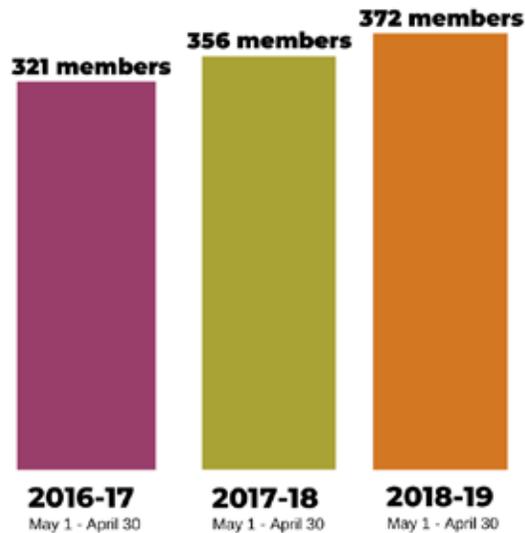


## ENGAGEMENT

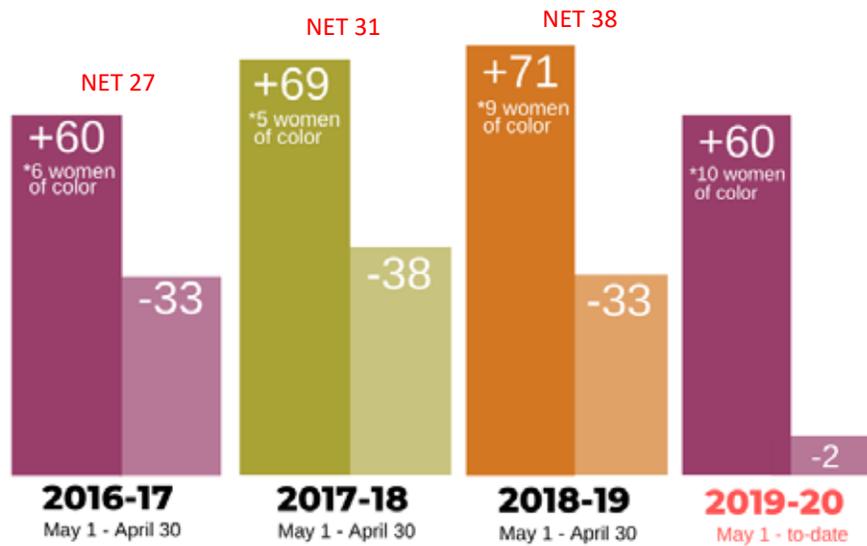
### FALL 2019 ENGAGEMENT UPDATE

In 2016, Engagement was identified as a key priority for TEMPO Milwaukee through 2020. Since then, we have gathered data and metrics to help us better define engagement and had conversations about providing member value.

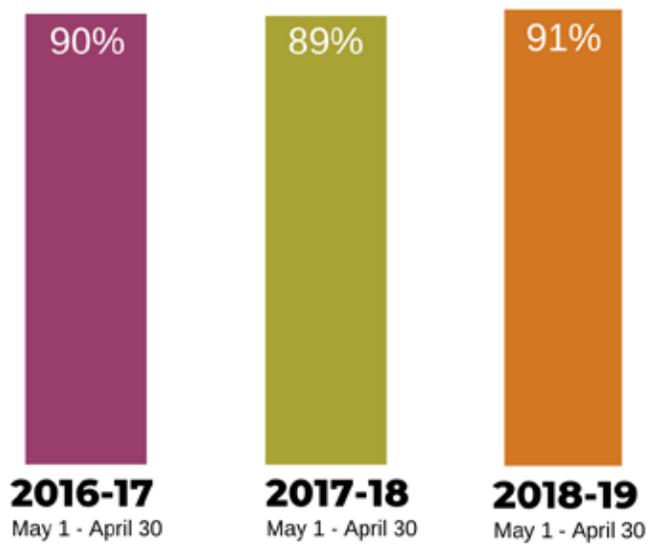
#### TEMPO MILWAUKEE MEMBER GROWTH



## TEMPO MILWAUKEE NEW MEMBERS VS. NON-RENEWALS



## TEMPO MILWAUKEE RETENTION RATES



\*Rotary Club of Milwaukee's retention rate in 2018 was 89.5%.

The pie chart shows each of the events/programs offered between May 1, 2018 and April 30, 2019, and attendance at each:

- For example, 18 TEMPO Members attended the November WAA event and 127 TEMPO Members attended the Mentor Event.
- Program Meetings see consistent attendance.
- Signature Events and Special Events are attended by about one-third of members.
- Women's Affinity Alliance programs are not highly attended by TEMPO Milwaukee members.



## HOW ARE WE DEFINING MEMBER ENGAGEMENT?



### High:

- Attendance at a few events/programs per year and actively participates on a committee or on the Board, in a Mentor Circle AND as an EWL Mentor.
- Consistent attendance at events/programs and participates on a committee, in a Mentor Circle OR as an EWL Mentor.

### Moderate:

- Attendance at a few events/programs per year and participates in a Mentor Circle or is an EWL Mentor.
- Attendance at a few events/programs per year and actively participates on a committee or on the Board.
- Consistent attendance at events/programs only.

### Low:

- Attendance at a few events/programs per year.

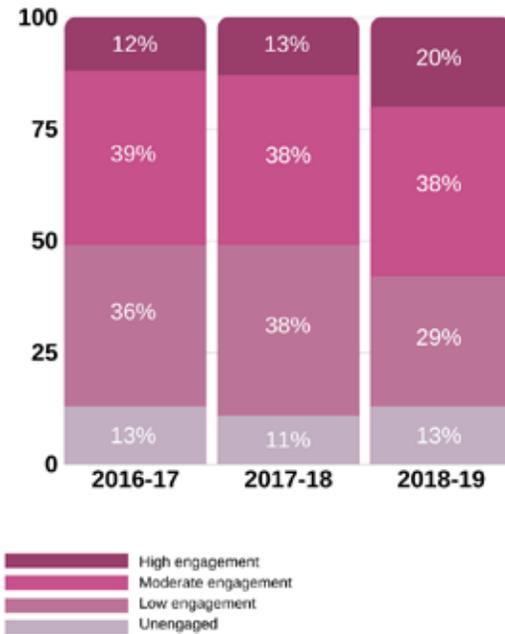
### Unengaged:

- Dues paid; no attendance or participation.

## Key Takeaways

- 2016-17 and 2017-18 saw very similar engagement numbers.
- Moderate engagement has remained consistent.
- High engagement increased by 7% in 2018-19; low engagement decreased by 9%.
- Unengaged has remained generally consistent.

TEMPO MILWAUKEE  
MEMBER ENGAGEMENT

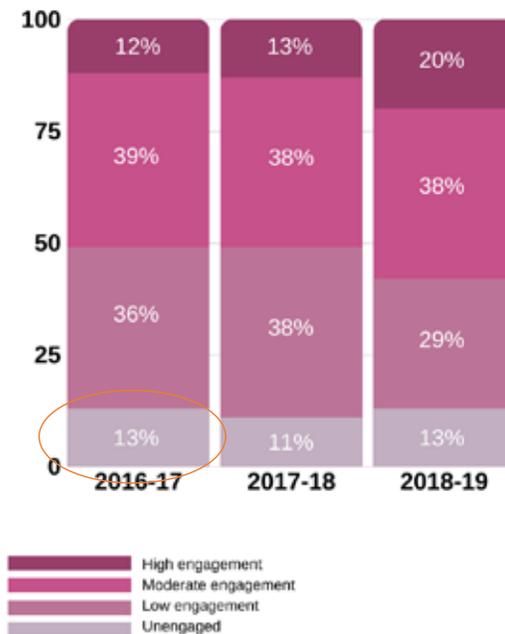


**In the fall of 2017, members of the Engagement Committee and Table Ambassadors reached out to women considered “unengaged” to find out why.**

### Themes from those who responded:

- Scheduling conflicts.
- Just busy.
- Difficult to get downtown for those who work in the suburbs.
- Past President... focused on other experiences now.

TEMPO MILWAUKEE  
MEMBER ENGAGEMENT



## **Key Learnings and Recommendations**

- Engagement should be measured every May – annually.
- Determine what sways engagement.
- Determine what engagement is most important.
- An engaged member does not have to be one who attends every meeting. Engaged members find value in your offerings and how they participate and consume that value varies.
- You can't design and manage a community that provides value to your customers or members without deeply understanding who they are, what they want, and how they want that value delivered.
- Get members to understand that they are partly responsible for maintaining and strengthening the TEMPO community

2019-20 CORPORATE SPONSOR:



2019-20 CORPORATE PARTNERS:



UPCOMING EVENT



Women's Affinity Alliance Event

Hosted by Northwestern Mutual  
March 11, 2020 | 4:00 p.m. to 7:00 p.m.



## SOME HIGHLIGHTS FROM THE PAST FEW MONTHS

### Engagement:

Every Emerging Women Leaders participant was asked to complete the 2019 Annual EWL survey this fall. Three key components of the survey are: opportunity to apply for a committee vice chair/leadership position (with 11 openings), indicate interest in joining TEMPO Milwaukee, and provide general feedback on the programming/initiatives.

### Communications:

An EWL branding workshop took place on October 30 with members from the Emerging Women Leaders' Leadership Team, committee representatives, and TEMPO Milwaukee members. The goal of the workshop is to clarify the EWL brand and define our "why."

### Events:

EWL hosted its fourth annual all-day Professional Development Workshop in September at ManpowerGroup with more than 160 attendees, including Emerging Women Leaders, TEMPO Milwaukee members and guests. The three-part day featured a keynote address "Transform Your Mindset – One Week at a Time" from TEMPO Milwaukee member Beth Ridley, Founder of The Brimful Life. Beth shared her journey of reinvigorating her life during a low point in her career as a corporate executive by embarking on a personal challenge to try one new thing a week for a full year. Beth candidly spoke on what made her discover a need for a switch in mindset, ultimately leading her to uncover the joy and excitement that can be found in the every day.

In the afternoon session, attendees participated in a workshop entitled "Discover the Gift of Conflict" led by Christine Hill, Principal, Christine Hill LLC. Unpacking conflict as a healthy way to generate positive change, foster innovation and deepen connection. Christine encouraged attendees to step out of their comfort zones to uncover their personal conflict styles and reveal ways in which they can interact with the other styles in a professional setting.

To close the day, EWL hosted Tom Avery (Avery Consulting Group LLC and mentor in residence at Marquette's 707 Hub) TEMPO Milwaukee member Patty Flowers (retired Regional CEO, American Red Cross Wisconsin) and Thelma Sias (CEO, The Sias Group, LLC, and retired executive, We Energies) on a panel called "Don't Wait Until Retirement." Emerging Women Leader Angie Emrey served as the panel moderator, asking questions submitted in advance by event attendees, and uncovering some of the myths around retirement. Each of the panelists offered a unique perspective on what retirement looks like to them and what they have learned in retrospect that they would offer their younger selves.

The Emerging Women Leaders Events Committee knocked this day out of the park with the largest attendance to date and incredible feedback from all who attended. Thank you to our sponsors of the day, speakers and attendees for making this the best year yet!





## SOME HIGHLIGHTS FROM THE PAST FEW MONTHS

### **Programming:**

The EWL Programming Committee hosted Ex Fabula in August for a workshop on Storytelling. Members and guests heard from Executive Director, Meghan McGee and worked in small groups to identify ways in which storytelling can be mastered and used in the workplace.

2020 program planning is underway!

### **1-to-1 Mentoring:**

A mid-year check in survey was sent out to all 90 active 1-to-1 mentor pairs in September. The survey served as an opportunity to track the progress of the matches, identify any areas for growth or suggestions for the next year of matches.

### **EWL Connects:**

107 EWL members (69% of membership) are currently participating in peer mentor circles. The committee moved to a twice a year onboarding for new participants in the Spring and plans to continue to find ways to accommodate new members being placed throughout the year. The committee leadership has been aligning more with TEMPO's Mentor Circles Committee to share best practices.

### **Community Involvement:**

In October, the EWL Community Involvement committee hosted the second annual Mystery Volunteer Bus event with a group from PEARLS for Teen Girls for a morning of service at the Urban Ecology Center. The Center had the group plant native Wisconsin plants alongside the Hank Aaron Trail.

Another aspect of EWL's Community Involvement initiative is as an official Free the Girls collection site at the TEMPO Milwaukee Office. To date, the group has collected 139 new or gently used bras to send overseas for survivors of sex trafficking to sell in their local second-hand clothing markets. The committee's goal is 500 bras by the end of 2019. If you have a donation of any size, you can bring it to any TEMPO event or to the TEMPO Milwaukee office at 1555 N. RiverCenter Drive.

### **Nominations:**

We are excited to welcome 68 new Emerging Women Leaders officially joining us in January 2020; We have also moved to a bi-annual nomination period for EWL and will be looking for more emerging leaders to join us in the Spring of 2020.



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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)