



Dear TEMPO Milwaukee members,

Happy summer and happy new fiscal year with TEMPO Milwaukee! As the weather changed (seemingly just recently) from cold to warm back to cold and then finally to hot, summer has finally landed, bringing about many changes to schedules, commitments, time spent outdoors and with family; the list goes on. While we are officially in “summer-mode” with kids out of school and many weekend commitments, I am also officially switched to “board chair-mode” with my commitments to TEMPO Milwaukee.

This marks the end of my first quarter as board chair, and I could not be more excited about what has already happened in these three short months - and what is yet to come. This is a season of change.

At my first Program Meeting as board chair in May, I reflected on my TEMPO Milwaukee journey. Looking back at 2006 before I joined TEMPO and where I was both professionally and personally – I was unsure that joining a women’s network was right for me or fitting for the environments in which I worked. In the midst of that season of change, I took the step and attended my first program meeting as a guest – an experience I will never forget. I was quickly approached by a petite, strong woman, Barbara Stein, whom I am sure many of you have been blessed to know. She walked up to me and said “What may I do to help you – personally...professionally?” No bologna. It was like clouds parted and I knew I was where I was supposed to be...a group where professional women want to help each other be the best leader, strongest advocate, continuous learner, and most successful individual – however each of us define these for ourselves.

It was that moment of change that served as a kick-start to this new, exciting journey with TEMPO Milwaukee. From that special time, I became involved with various committees, co-chaired events, gained many peer mentors, and joined the TEMPO Milwaukee board. It was from that single moment that so many other influential conversations, relationships and connections were formed and pieced together.

This reflection had me thinking about my current moment of change from chair-elect to board chair and the standout moments that will follow - and have already begun to form. We have a dedicated board and great committees of engaged, caring member-leaders making our current strategic plan come to life through thoughtful, hard work ...and more to be accomplished as we move toward our next strategic plan. We recently created more leadership opportunities including establishing committee succession plans through chair and vice chair roles and set terms. We continue our work to collaborate with others and challenge ourselves to do and be more for our organizations and community. I anticipate the many turns this journey will take and how they will intersect - and come together - during my time serving as your board chair.

My TEMPO Milwaukee journey has helped me grow. It has challenged me. It has been uplifting. I am confident that in partnership with each of you this journey will continue to help us grow, challenge us and uplift TEMPO Milwaukee, our organizations and ourselves. Along that line of thought, I also challenge you: Which leader can you introduce to TEMPO Milwaukee for potential membership? We all benefit by expanding our network through other diverse and uniquely-talented professionals. Let us share the benefits of TEMPO with those leaders, so we can benefit mutually in each other’s unique gifts.

I look forward to serving and growing alongside each of you. Please do not hesitate to let me know what I can do for you, “personally...or...professionally.”



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

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14TH ANNUAL LEADERSHIP EVENT



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Thank you to our Co-Chairs:

Janette Braverman, *Cardinal Stritch University*

Krista Brookman, *Catalyst*

Ann Woelfel, *Brooklink/Woelfel Consulting*

UPCOMING EVENTS



SAVE THE DATE

SEPTEMBER PROGRAM MEETING

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

September 19 – 11:30 a.m. to 1:15 p.m.
University Club of Milwaukee; 924 E. Wells St.



OCTOBER PROFESSIONAL DEVELOPMENT SERIES

Moving from Diversity and Inclusion to Belonging
Led by Katie Rasoul, Chief Awesome Officer, Team Awesome

October 11 – 7:00 a.m. to 9:00 a.m.
University Club of Milwaukee; 924 E. Wells St.

D&I UPDATE

Each quarter, we will highlight one of our four strategic pillars as we look into 2020's strategic plan. This quarter highlights **Diversity & Inclusion.**



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:

- Four local women were recipients of a 2019 TEMPO Milwaukee Foundation Continuing Education Grant in April, totaling nearly \$15,000. This was the second year the grant has been made available to women who wish to take a course, seminar, or earn a certificate to advance their careers. The application period for the 2020 grant will open in late winter online.
- Planning is underway to ensure we properly celebrate and commemorate three key milestones in 2020: TEMPO Milwaukee's 45th anniversary, the 30th Annual Mentor Awards Luncheon, and the 15th Annual Leadership Event.



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:

- President & CEO Jennifer Dirks weighed in on a Milwaukee Business Journal article – ["Top Women Execs Leaving Northwestern Mutual: What does it mean for corporate Milwaukee?"](#) and was featured as the article's cover photo.
- The Women's Leadership Collaborative – a collective of TEMPO Milwaukee, Professional Dimensions and Milwaukee Women inc – is focused on addressing pay equity for women with one voice. The WLC is looking at the issue comprehensively and exploring three avenues to do so: research, training and partnerships.



MEMBER ENGAGEMENT

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

QUARTERLY UPDATE:

- An audit of 2018-19 membership found 11% of TEMPO Milwaukee members were not engaged – meaning they paid their dues and did not participate in a single opportunity – between May 1, 2018 and April 30, 2019. About a third of these women did not renew their membership for 2019-20.
- Armed with this attendance and participation data, as well as other anecdotal information, the Engagement Committee is revisiting goals, strategies and tactics for 2019-20 that address retention and engagement. Current Engagement Committee initiatives include TEMPO Discovery, the Table Ambassador program, and new member outreach.

SUPPORTING SPONSOR:



DIVERSITY & INCLUSION

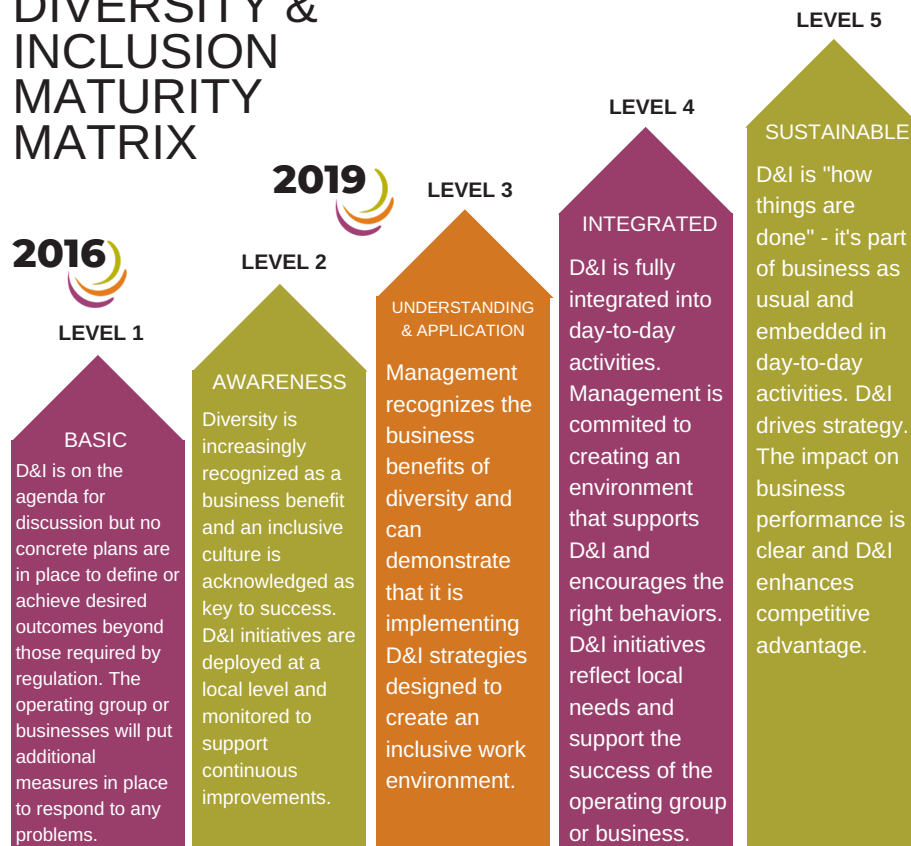
SUMMER 2019 DIVERSITY AND INCLUSION UPDATE

D&I is a journey for all organizations, and TEMPO Milwaukee is no exception. We know that a diverse membership and an inclusive culture that values our members' differences are keys to our future success and relevance. In 2016, Diversity & Inclusion was identified as a strategic priority. Since then, D&I goals have been set and monitored for existing TEMPO Milwaukee committees, and the D&I Committee has been formed, strengthened, and continues to serve in an advisory role to the TEMPO Milwaukee Board of Directors and President & CEO to implement additional strategies. Much progress has been made, but we still have a long way to go to fully integrate D&I into the day-to-day activities of the organization. TEMPO Milwaukee remains committed to increasing racial diversity and creating an environment of inclusion for our members, Emerging Women Leaders, and the TEMPO Milwaukee board.

WHAT WE KNOW:

- There is an opportunity to further diversify the ethnic composition of TEMPO Milwaukee membership:
 - 85% white
 - 14% black African American
 - <1% Asian
 - <1% Hispanic or Latino
 - <1% other
- Here is how TEMPO Milwaukee statistics compare with that of women in management and chief executive positions nationally.
 - According to 2017 Labor Force Statistics from the U.S. Census Bureau, women comprise 47% of the labor force, and 40% of manager positions. Of those women, 83.9% are white, 7.6% are black or African American, 5.9% are Asian, and 10.3% are Hispanic or Latino. (source: <https://www.bls.gov/cps/cpsaat11.htm>)
 - According to 2017 Labor Force Statistics from the U.S. Census Bureau, women comprise 27% of chief executive positions. Of these women, 89.5% are white, 3.5% are black or African American, 5.9% are Asian, and 6.1% are Hispanic or Latino. (source: <https://www.bls.gov/cps/cpsaat11.htm>)
- The future success of TEMPO Milwaukee depends on attracting and retaining diverse women who represent the community we serve and lead.

DIVERSITY & INCLUSION MATURITY MATRIX

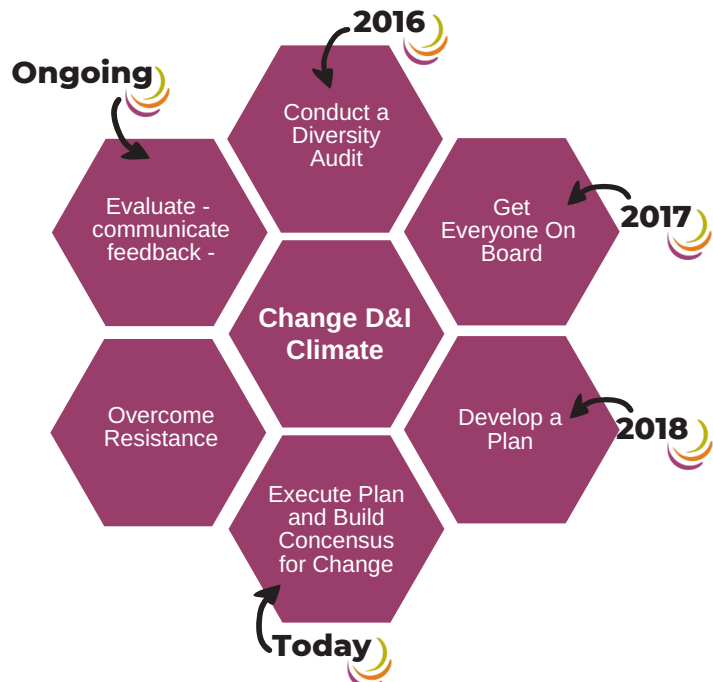


Source: Marquette University

WHERE WE WANT TO BE:

- To have a diverse membership and leadership that reflects our vision and mission of furthering the impact of women leaders.
- TEMPO Milwaukee strives to have a culture that is nondiscriminatory, welcoming, inclusive, and values and leverages the differences of our members.
- To help us get there strategically, a D&I plan encompassing four focus areas was developed in 2018 and we're now in the execution phase. Read the plan [here](#). Plan elements include:

- Research
- Education & Training
- Diverse & Inclusive Environment
- Collaborative Partnerships



Source: Marquette University

SUMMER 2019 QUARTERLY UPDATE:

- Racial diversity of our membership improved by **8 percent*** over the past year. In 2018-19, TEMPO Milwaukee membership was composed of **93%** white women. Today, it is composed of **85%** white women and continues to diversify each quarter as new members are confirmed. In comparison, EWL membership is composed of **81%** white women. (*Stats include data only from members who have elected to identify their race).
- In the past year, all TEMPO Milwaukee committees have developed D&I-specific goals and executed on them. These goals include intentionally securing women of color as speakers, increasing diversity within membership, providing D&I education/tools in the form of programming and content, ensuring diversity of thought is present on committees, and diversifying the venues and sites where we hold TEMPO Milwaukee events.
- The Diversity & Inclusion and Membership committees now have a process to identify diverse women who fit TEMPO Milwaukee's membership criteria or EWL criteria and introduce them to the organization. We acknowledge that diversity encompasses not just race but ethnicity, function, industry, sexual orientation, religion, age, etc.
- Erickajoy Daniels, SVP and Chief Diversity & Inclusion Officer, Advocate Aurora Health, joined the TEMPO Milwaukee Board of Directors on May 1 and assumed the role of board liaison and chair of the Diversity & Inclusion committee. We are grateful for Erickajoy's guidance and expertise as we continue on our D&I journey.

HOW YOU CAN HELP ADVOCATE, ELEVATE AND ACCELERATE TEMPO MILWAUKEE'S D&I JOURNEY:

1. Introduce diverse women, topics and venues to TEMPO Milwaukee – including as guests to program meetings, professional development series sessions, and Women's Affinity Alliance events.
2. Nominate diverse women who fit our membership criteria.
3. Be an ambassador. Share the progress TEMPO Milwaukee has made thus far, and the organization's ongoing commitment to changing its D&I climate.
4. Be informed. Stay up-to-date on TEMPO Milwaukee's progress by regularly reading our organization's communications.

More information:

If you have any questions about TEMPO Milwaukee's D&I plan, contact *Jen Dirks, Marybeth Cottrill or Erickajoy Daniels.*

DIVERSITY & INCLUSION COMMITTEE:



Aliah Berman
Advocate Aurora
Health
**EWL Member*



Janette Braverman
Cardinal Stritch
University



Marybeth Cottrill
BMO Wealth
Management



Kelly D'Amato
BMO Harris Bank



Erickajoy Daniels
Advocate Aurora
Health
**Chair*



Jen Dirks
TEMPO Milwaukee



Cathy Girard
Goodwill Industries of
Southeastern WI



Nicole Gulatz
American Red Cross -
Wisconsin Region



Erin Hareng
Advocate Aurora
Health



Gerry Howze
PEARLS
For Teen Girls



Liz Klug
Leukemia & Lymphoma
Society - WI Chapter



Diana Moro Goane
Northwestern Mutual



Leanna Nakielski
American Family
Insurance



Paula Pergl
Lauber Business
Partners



Aliya Pitts
The Prairie School



Katie Rasoul
Team Awesome
**EWL Member*



Beth Ridley
The Brimful Life



Jodi Ristau
Baird



Ana Simpson
WWBIC



May yer Thao
Hmong Chamber of
Commerce



Denise Thomas
The Effective
Communication Coach



Allison Wagner
All-In Milwaukee



DeVona Wright Cottrell
Baird

PAST EVENTS

APRIL PROGRAM MEETING

ANNUAL MEETING

Led by 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.

Marie 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.

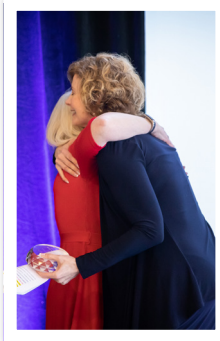
Kiley Peters, *Owner & CEO, Brainchild Studios*

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



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 stretching 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.





MAY PROGRAM MEETING

THE DEMOCRATIC NATIONAL CONVENTION IN MKE

with Mayor Tom Barrett, Jason Rae and Megan Suardini
May 16

After the March 11 announcement of Milwaukee being chosen as the host city for the 2020 Democratic National Convention, buzz throughout the city grew with everyone wondering what exactly it will mean and look like come July 2020.

Programming Committee Chair Julie Granger moderated a panel discussion with Mayor Tom Barrett, Jason Rae, Secretary of the DNC, and TEMPO Milwaukee member and VP of Marketing & Communications for VISIT Milwaukee, Megan Suardini. Each of the panelists offered a unique perspective from various stages of the process, sharing the tremendous work behind landing this win, the work that is still to be done and the opportunities this brings to our community:

- **“Success has many parents. There were many, many people who got involved and we should be very proud.”** - *Mayor Barrett*
- **“The economic divide is real and it’s a wakeup call for us.”** - *Jason Rae*
- **“We need to differentiate and define what Milwaukee is all about. We want people to leave here and want to come back.”** – *Megan Suardini*



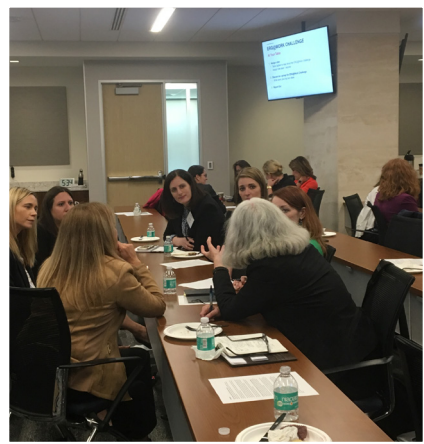
WOMEN'S AFFINITY ALLIANCE EVENT

ERG TRENDS: PAST, PRESENT, FUTURE

Hosted by **MGIC**

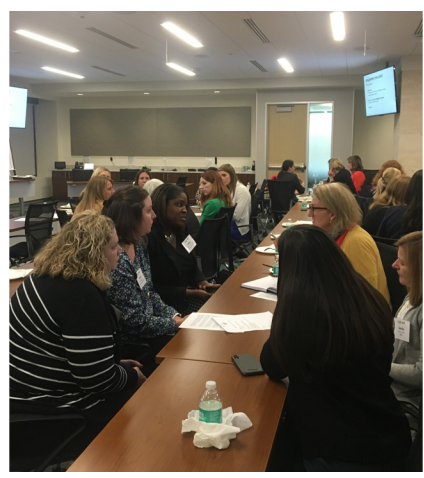
May 29

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.





JUNE PROGRAM MEETING & PAST PRESIDENTS LUNCHEON

ARTIFICIAL INTELLIGENCE FUNDAMENTALS WITHOUT THE MATH

Led by Amara Graham
June 20

Our annual Past Presidents luncheon honored the dedication of each of the previous leaders of TEMPO Milwaukee and the path they paved for TEMPO today. In attendance were: Marilyn Vollrath (1978-1979), Colleen Henderson (1979-80), Mary Alice Tierney (1982-83), Elly Pick (1985-86), Kathleen Eilers (1988-89), Mary Ellen Stanek (1996-97), Jo Ann Ratcheson (2001-02), Jennifer Bartolotta (2012-13), Peggy Williams-Smith (2013-14), Jayne Hladio (2015-17), and Tami Garrison (2017-19).

Amara Graham, Developer Advocate with IBM, led our June Program Meeting and Past Presidents luncheon presentation on Artificial Intelligence. Amara spoke on the fundamentals of AI and what it really means. Understanding AI at the basic level, Amara explained it as pattern recognition and a specific set of instructions that define a model for observed data (written by humans). Amara discussed Machine Learning which is extracted or engineered from data and its two types, supervised learning, which uses data that is already pre-labeled, like credit card fraud or email spam, where suspicious changes are noted and recognized, and unsupervised learning, which finds patterns in given data like with recommendations on Amazon purchases and Netflix streaming.



TEMPO DISCOVERY

at Milwaukee Public Library's Central Library
June 25

At June's TEMPO Discovery event, members received a behind-the-scenes look at Milwaukee Public Library's Central Library location downtown. Rare Books Librarian Maria Burke gave an overview on the collection which is composed of 18,000 items including sculptures, prints, maps and books. Attendees saw some of the most impressive items in the collection including "art books" which are collected for their unique physicality rather than content, handwritten pages from a bible dating back to 1240, and a book from 1420. These invaluable items make up the collection that is completely accessible to the public by appointment for various purposes.



Central Library Manager Rachel Arndt then led the group on a tour of the library's green roof, history and art rooms, and children's space. The library building, which was built in 1898, has undergone several renovations yet remains true to its historical brilliance.



JUNE PROFESSIONAL DEVELOPMENT SERIES

MINDFUL LEADERSHIP: OPTIMIZING LEADERS THROUGH MINDFULNESS AND EMOTIONAL INTELLIGENCE

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 within 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). He then revealed that these are 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."

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](#).



WOMEN'S AFFINITY ALLIANCE EVENT

Hosted by  MARQUETTE UNIVERSITY | **BE THE DIFFERENCE.**
July 16

In January 2019, President Mike Lovell announced Marquette's newest research initiative, the Institute for Women's Leadership, overseen by the Office of Research and Innovation. The goal of the institute is to advance research in the area of gender inequality and create programming and training opportunities for women in leadership, both on campus and in the larger community.

TEMPO Milwaukee member Jeanne Hossenlopp, Vice President for Research and Innovation at Marquette, walked attendees through the first steps that Marquette took in recognizing a need for a more strategic approach to an inclusive community for women in innovation at the University through their Women's Innovation Network (WIN) and ERGs.

Jeanne was joined by Sasha Parsons Waters, Emerging Women Leader and WIN Coordinator. Sasha shared background of the strategy behind WIN as a resource for all Marquette students, faculty and staff through innovative events that encourage out of the box approaches to professional and personal development skills training like salary negotiation and networking. WIN focuses these events towards women, minorities and others currently underrepresented in innovation and entrepreneurship.

Emily Baseheart, Emerging Women Leader, Senior Director of Regional Development for Marquette and founding member of Marquette's women's ERG also spoke to the group on the work of the university's seven resource groups for employees, three of which are dedicated to women. With a goal of connecting and empowering women throughout the Marquette campus community, Emily spoke on how WIN and the new institute are impacting the collaboration opportunities on campus.

Dr. Jennica Webster, Associate Professor in the Department of Management at Marquette closed the session with a workshop of diversity and inclusion, taking attendees through the very process Marquette worked through in establishing its D&I efforts and journey. Recognizing that D&I is a journey, Jennica laid out the five levels on the diversity and inclusion maturity matrix starting with level one where D&I is on the agenda for discussion but no concrete plans are in place all the way to level five where D&I is "how things are done" and part of business as usual, embedded in day-to-day activities. After establishing the levels of maturity, Jennica walked attendees through the steps to change a D&I climate – conducting a diversity audit, getting everyone on board, developing a plan, executing the plan and building consensus for change, overcoming resistance, evaluation and communicating feedback.

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 to be featured in the next quarterly newsletter.



Griselda Aldrete (HPGM) was nominated to be the next executive director of Milwaukee's Fire and Police Commission by Mayor Barrett in July covered [here](#) in the Milwaukee Journal Sentinel.



Krista Brookman was recently elected President of the Mequon-Thiensville School District Board of Education. She also has a new role at Catalyst as Vice President of Special Projects.



Heather Fields (Reinhart Boerner Van Deuren s.c.) was named a 2019 Women in the Law award recipient by Wisconsin Law Journal.



ABCD: After Breast Cancer Diagnosis', (**Ellen Friebert Schupper**), Date with a Plate event, was featured in [BizTimes](#) and the [Milwaukee Business Journal](#) in May.



Beverly Goldberg (Florsheim/Weyco Group, Inc.) was featured in an article by Footwear Plus Magazine, entitled "[Worthy Advice.](#)"



Linda Gorens Levey (General Capital Group) has been named to a list of [100 notable leaders](#) in the commercial real estate industry nationwide.



Barb Haig recently presented a workshop entitled "Say it Sustainably: Creating Messages With Impact" for Women in Sustainability. The workshop focused on the Rule of Three to clearly communicate messages of all kinds- especially those that involve financial, environmental and social impacts.



PEARLS For Teen Girls, under the leadership of **Gerry Howze**, was featured in a television segment on [The Morning Blend](#). Additionally, Gerry Howze is one of three nonprofit organization leaders attending a special program this summer at Harvard University through scholarships from the Harvard Business School Club of Wisconsin. The three local leaders were featured in a [Journal Sentinel article](#) in May.

MEMBERS IN THE NEWS

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Lynnea Katz Petted (Revitalize Milwaukee) received the 2019 “Service to the Community” award from Alverno College. Additionally, she was appointed to the Wisconsin Club Board of Directors.



Kara Kaiser started a new position as US Head of Workplace Experience for BMO Financial Group.



Dr. Phyllis King (UW-Milwaukee) was elected to the Board of Directors of the American Red Cross SE Chapter.



Lynda Kohler (SHARP Literacy) will receive the UW-La Crosse Maurice O. Graff Distinguished Alumnus award in September.



Marilyn Krause (Krause Communications) recently accepted a new position on the board of the Milwaukee Center for Investigative Journalism.



Lisa Long was promoted to Managing Director at PwC in July.



Suzanne Maldonado was promoted to Vice President of Goodwill TalentBridge.



Kris Naidl's team at Laughlin Constable received eight Public Relations Society of America (PRSA) Southeastern Wisconsin Chapter Paragon Awards for outstanding work in public relations and social media marketing.

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Leana Nakielski (American Family Insurance) was recently featured in a [Milwaukee BizTimes](#) article which highlighted the groundwork she is laying for her company's new operation in Milwaukee.



Kathy Pederson (Portside Investment Advisors) was elected Treasurer of the Board of Columbia College of Nursing in July.



Renee Ramirez (Waukesha County Community Dental Clinic) is one of three nonprofit organization leaders attending a special program this summer at Harvard University through scholarships from the Harvard Business School Club of Wisconsin. The three local leaders were featured in a [Journal Sentinel](#) article in May.



Beth Ridley started her own business, The Brimful Life, in June. [Click here](#) for more information on the Brimful Life and the services she offers.



Ann Stadler (Marcus Theatres) earned the 29th spot on the list of the [Top 50 Women in Global Cinema](#).



Pam Stokke-Ceci (Badger Meter Inc.) was recognized in an article by the [Wisconsin Law Journal](#) for being an outstanding lawyer. She was honored at the Women in Law event hosted in Milwaukee in June.



May yer Thao (Hmong Wisconsin Chamber of Commerce) recently joined the Boards of Directors at Employ Milwaukee for the Wisconsin Institute for Public Policy and Service (WIPPS) and the Wisconsin Economic Development Association (WEDA).



Heather Turner Loth will lead the new Workplace Strategy program for Eppstein Uhen Architects.



WOMEN OF INFLUENCE

Congratulations to the eight TEMPO Milwaukee members chosen at Milwaukee Business Journal's 2019 Women of Influence!

Amanda Braun, UW-Milwaukee

Mary Burgoon, Rockwell Automation

Lisa Cieslak, GMR Marketing

Renee Herzing, Herzing University

Tracy Johnson, CARW

Margy Stratton, Milwaukee Reads

Denise Thomas, The Effective Communication Coach, LLC

Laura Thurow, Baird





DONNA BEMBENEK, PRESIDENT, CATHOLIC MEMORIAL HIGH SCHOOL

Donna Bembenek is the President of Catholic Memorial High School in Waukesha, WI. Donna is an executive with 35 years' experience in privately held, publicly traded and non-profit organizations. Prior to her current role, she worked for YMCA of the USA in Chicago where she served as the Vice President of Marketing Communications. Her experiences include branding, marketing, advertising, public relations, crisis communication, and philanthropy. Donna is married to Alan for 34 years and has two adult children.



CHANDRA COOPER, EXECUTIVE DIRECTOR & FOUNDER / STATE OPERATIONS DIRECTOR, GRATEFUL GIRLS, INC. / WOMEN'S MARCH WI

Chandra Cooper is multi-talented entrepreneur and community advocate with a wealth of experience in media & public relations. She is an experienced network affiliate, on-air television reporter and producer, youth and women's advocate with community engagement experience and has experience working in the area of youth social services. Cooper holds a B.A. in Marketing Communications from Columbia College. She has credentials in Child Care Administration from University of Milwaukee, as well as being a facilitator for First Aids Arts, which is a trauma informed care, expressive arts curriculum based class. Lastly, Mrs. Cooper has obtained her Masters Degree in Professional Counseling from Concordia University. Mrs. Cooper currently owns several businesses in the Milwaukee area. For more than 10 years she has operated Bright Beginnings Children Center, a community based commercially licensed daycare center where she provides training and hires women in the community. She is the CEO of Mojo Communications Group, a boutique multi-media agency that serves non-profit, business and entertainment entities. Through this agency, Cooper does on air freelance producing work for Black Nouveau TV, on Milwaukee's PBS station and other networks. Mojo Communications Group is currently overseeing the development project of the legendary blues singer Muddy Waters house he lived in, in Chicago, IL. McKinley Morganfield, aka "Muddy Waters", is Ms. Cooper's Great Grandfather. Chandra Cooper is also the Founder and Executive Director of Grateful Girls, Inc. established in 2009. Grateful Girls is a non-profit organization dedicated to providing inspirational, motivational and enrichment services for youth and women. In 2015 Grateful Girls opened Milwaukee county's first specialized group home for young girls affected by human trafficking called "Grateful Girls Safe Haven". The organization is a social service agency with a community resource center building in the heart of the city of Milwaukee. The community resource center offers an array of services for youth and women. The organization is growing and acquired an assessment shelter center for high risk youth girls the Milwaukee area in 2016. In 2017, the organization opened its 2nd specialized Safe Haven home for sex trafficking and mentally disabled youth. The organization is committed to helping girls and women internationally. In the summer of 2016, the organization created a platform and sustainability programming to serve this population in the country of Kenya. In 2018, the "Queens Closet" was opened. It's a resale shop that provides job training to youth and women in the community. Cooper is a member of Alpha Kappa Alpha Incorporated sorority and she is a school board member for Holy Redeemer Christian Academy. In Cooper's free time she assists with being the State Operations Director for Women's March of Wisconsin, as well as a board member for Susan G. KOMEN WI. She is associated with The Human Trafficking Taskforce of Greater Milwaukee, and a member of A-Lego (African American Women Empowered to Grow Opportunities).



KATHY DEVRIES, GENERAL MANAGER, MARKETING, WHEEL & SPROCKET

Kathy moved back to Milwaukee and joined Wheel & Sprocket as the General Manager of Marketing in 2018. Her role is to develop marketing strategies to grow the brand and help customers enjoy the ride. Kathy held leadership roles at many large organizations including Vice President, Chief Marketing and Communications Officer for the University of Chicago Medicine and Biological Sciences; Vice President, Marketing and Strategic Support for Froedtert Health; Vice President, Marketing and Communications for Ronald McDonald House Charities of Chicagoland; and Director of Marketing and Communications for Barnes Jewish Health. She received her MBA and BA in Political Science/Communications from UW-Milwaukee and teaches marketing at the University of Illinois-Chicago.



JILL DIDIER, VP MILWAUKEE BUSINESS DEVELOPMENT, MIRON CONSTRUCTION

Jill Didier leads the development, growth and advancement of sales in the greater Milwaukee market, fostering innovation and enhancing the company's strategic vision. She is responsible for relationship development, project proposals and client retention as Miron expands its southeastern Wisconsin operations. With more than 28 years of experience in fostering public/private partnerships, governmental relations, public relations and marketing in the public, private and not-for-profit sectors, Jill most recently worked for SAS Institute where she helped government entities utilize data analytics to work on complex issues, assist with policy and budget-making decisions. Prior to that, she served as City of Wauwatosa Alderwoman and Mayor and furthered economic development for Milwaukee County as the County's Economic Development Coordinator. Jill is active in community development and volunteer work, she currently serves as a designee for Marquette University's Construction Advisory Board, as well as Employ Milwaukee and WRTP/Big Step's Construction Advisory Boards. She has previously served on The Ability Center, VISIT Milwaukee, Governor's Council on Workforce Investment and Wisconsin Center District boards. Jill has a BA in Communications from Iowa State University and enjoys spending time with her two children and her dog Millie.



MICHELLE FRAZIER, SVP AND CHIEF COMPLIANCE OFFICER, ADVOCATE AURORA HEALTH

Michelle received her undergraduate degree from the University of Wisconsin – Madison, where she was a member of Phi Beta Kappa. She received her law degree from the University of Minnesota and served on the Minnesota Law Review. Michelle practiced with von Briesen & Roper for 10+ years, focusing on regulatory compliance, billing and payment, fraud and abuse, privacy and other general health law matters. In 2012, she started her own solo health law practice and divided time between this practice and serving as part-time compliance counsel for a national long-term care provider. Michelle is past chair of the Health Law Section of the Milwaukee County Bar Association and member of the States Bars of Wisconsin and Minnesota. She also is an adjunct professor for Marquette University Law School, teaching Health Care Fraud and Abuse. Michelle lives in Shorewood with her husband and three children.



MJ GILFILLAN, VP HUMAN RESOURCES, WISCONSIN CENTER DISTRICT

MJ Gilfillan serves as the Vice President of Human Resources, overseeing all areas of Human Resources including talent acquisition, retention and process improvements for the Wisconsin Center, UW-Milwaukee Panther Arena and Miller High Life Theatre. She joined the Wisconsin Center District (WCD) in 2018. With more than 20 years of experience working for Wisconsin-based companies, MJ is a recognized human resources leader with proven expertise in process and planning, employee relations, performance management, talent acquisition, retention, and compliance. She has devoted much of her career to developing programs that build capacity and performance, particularly as it relates to increasing opportunities for women in leadership roles. After earning her Bachelor of Science in Business Administration from Michigan Technological University, MJ continued her professional development by obtaining multiple HR certifications and completing more than 10 employment law and management training courses. MJ is an active member of the Women's Center Board of Directors, Society of Human Resource Professionals, TEMPO Milwaukee, and Ladies Professional Golf Association.



LISA JESSUP, CHIEF FINANCIAL OFFICER, FOLEY & LARDNER

Lisa has been a part of Foley & Lardner's financial leadership team for the last 25 years and most recently moved into the Chief Financial Officer role. She attended UW-Madison where she earned a Bachelor of Business Administration degree in Accounting and has earned her CPA certification. Lisa has also been active in a variety of non-profit organizations in her local community, mentoring youth and serving as a director on a number of boards.



TRACY JOSETTI, MANAGING DIRECTOR OF DEVELOPMENT, CRISTO REY JESUIT HIGH SCHOOL

Tracy Josetti has dedicated her career to the nonprofit world, focused mainly on advancement for secondary and higher education. Currently, Tracy is the Managing Director of Advancement at Cristo Rey Jesuit, a Catholic high school with a hallmark work study program reserved for students of limited financial means. In this role, she is most proud of launching Milwaukee Stars Merengue and leading the efforts to raise more than \$10 million in less than a year to break ground on a new school building.

Prior to Cristo Rey, Tracy had been coaching and consulting as principle of Engage to Raise, LLC where she guided nonprofit organizations to incorporate relational fundraising practices into their strategic development efforts. Through Engage to Raise, LLC, she facilitated campaign efforts for Waukesha County Technical College's Integrated Manufacturing Center, a \$4.5 M capital project, and took on an interim executive director assignment with the Women and Girls Fund of Waukesha County. Prior to consulting, Tracy served as a regional development director for Marquette University. She is active in the community, serving on several nonprofit boards and committees as well as professional associations. Influenced by the organizations she has served and her own children, Tracy has a special interest in developing the pipeline of future philanthropists. In her spare time, she enjoys volunteering, cooking, traveling, adventure/fitness, and coaching youth sports. Tracy lives in New Berlin with her husband Jeremy, son Luke (12), and daughter Addison (10).

NEW MEMBERS



BRIDGET KESNER, DIRECTOR OF DEVELOPMENT, RONALD MCDONALD HOUSE CHARITIES EASTERN WISCONSIN



SHALISA KLINE UGAZ, EXECUTIVE VP, ADVANCEMENT & EDUCATION, WISCONSIN CONSERVATORY OF MUSIC



ERIN LEZOW, VP MARKETING, MARCUS HOTELS & RESORTS

Erin is responsible for providing executive leadership and management of divisional strategies to include marketing, e-commerce, customer insight, loyalty and public relations. Prior to joining Marcus Hotels & Resorts, Lezow served as vice president of customer relationship marketing (CRM), loyalty and marketing for Hathway in Austin, Texas, a customer service experience company specializing in helping billion-dollar brands develop mobile-first strategies. Lezow's extensive marketing and digital experience also includes serving as Senior Director of digital, social, CRM and e-commerce for Wingstop Restaurants in Dallas, Texas, and serving as vice president of marketing and technology for Freebirds World Burrito, where she oversaw the marketing initiatives for nearly 100 restaurant chains. Lezow began her career at Caesars Entertainment in Las Vegas and went on to work for MGM Resorts International and Palms Casino Resort & Palms Place Hotel and Spa. She received a bachelor's degree from Illinois State University and holds a Master's Marketing Strategy Certificate from the Johnson Graduate School of Management at Cornell University.



LISA LONG, MANAGING TAX DIRECTOR, PWC

Lisa has been with PWC for over 18 years. Lisa's focus is on tax issues surrounding asset management clients. Additionally, she is very active in learning and development and diversity initiatives within her organization. Lisa grew up in Wisconsin and holds a Master's in Tax from UW-Milwaukee. She is a proud mom of high school age twins.



SARAH MAIO, VP MARKETING, WISCONSIN CENTER DISTRICT

Sarah Maio serves as the Vice President of Marketing and Communications for the Wisconsin Center, UW-Milwaukee Panther Arena and Miller High Life Theatre. Since joining the Wisconsin Center District (WCD) in 2016, Maio has developed the organization's marketing and communications department to support entertainment and sports, convention business, and corporate-level government affairs.

This has included redesigning the venues' websites for an enhanced customer experience, developing long-term strategic marketing and communications plans and expanding WCD's visibility

locally and nationally. Maio is a results-driven leader with proven expertise in a variety of fields including brand development, eCommerce, non-profit administration, integrated communications, and fundraising. A member of WCD's leadership team, Maio works across multiple communication spectrums to develop strategies that drive WCD forward and achieve business goals. Maio is an active member of the Elm Grove Junior Guild, her children's PTO Board and TEMPO Milwaukee. She earned her Bachelor's in Business Administration from the University of Wisconsin-Eau Claire.



KATE NELSON, CHIEF SUSTAINABILITY OFFICER, UW-MILWAUKEE

In 2008, the Office of Sustainability at UW-Milwaukee was established as one of the first in the UW System, and has been under Kate's direction since. Her previous research in the sustainable development of Costa Rica, Romania, and Cuba has influenced and aligned her strategies for environmental policy and planning here at home in Wisconsin. Kate holds an MS in Conservation Biology and Sustainable Development from the Nelson Institute of Environmental Studies of UW Madison, as well as a BA in Conservation and Environmental Science from UW-Milwaukee and

a previous BA in Theatre and Writing from Cardinal Stritch University.



MARCI PELZER, COMMUNICATION CONSULTANT, PELZER COMMUNICATIONS

Marci Pelzer is an independent communication consultant with significant experience leading innovative global public affairs, philanthropy and corporate social responsibility programs. Her background includes communication roles at SC Johnson, Time Warner Cable and ManpowerGroup. A native of Columbus, Ohio, Marci holds a Bachelor of Arts degree in Journalism from Marquette University and a Masters in Business Administration from the Kellogg School of Management at Northwestern University.



FLORIDA PERRY-SMITH, HEAD OF JBF DEVELOPMENT & PRESIDENT/CEO, JOCKEY INTERNATIONAL & PREMIER EVENTS NETWORK

Florida Perry Smith graduated from the University of Wisconsin-Milwaukee in Biological Sciences and is a multitasking renaissance woman who leveraged her passion for art, beauty, fashion and philanthropy into a consulting business with a portfolio that includes managing national and international fashion shows, made for TV series and fund development. She sits on a variety of public, private, nonprofit and corporate boards and committees. She is the Director of Development for

Jockey International's Jockey Being Family Foundation. Florida is a resident of River Hills where she and her husband Billy have raised their son.



BETH RIDLEY, OWNER, THE BRIMFUL LIFE

Beth Ridley is a wife, mom, business leader, entrepreneur and author who believes life is short, so we should live it fully. That's why she created The Brimful Life, a lifestyle and marketing company that provides inspiring content and memorable experiences to help individuals fill life with joy and meaning and helps companies deepen relationships with customers and employees. Beth is also best-selling author of 365 Ways to Ask, "How Was Your Day?" – Questions That Don't Suck to Get Kids Talking, a book of creative queries she wrote with her children that are guaranteed to spark interesting conversations and get kids talking in complete sentences! In her quest to fill life with adventure, not things and to have stories to tell, not things to show, Beth has lived and traveled across Europe, Africa and Asia. She's a certified mindfulness coach, a former Booz Allen management consultant and a former Fortune 500 company corporate executive who's led Marketing, Diversity and Inclusion and Client Experience teams. Beth has a BA in English Literature from the University of Virginia, a MA in International Relations from Tufts University and an MBA from Columbia University. Beth lives in Wisconsin with her husband and three children. She recharges with running, speedskating and watching cooking competition shows on TV which is ironic because she really hates to cook.



KRIS ROPELLA, DEAN, MARQUETTE UNIVERSITY, OPUS COLLEGE OF ENGINEERING

Dr. Kristina (Kris) Ropella is a professor of biomedical engineering at Marquette University, where she has served on the faculty since 1990. As dean, Ropella provides vision and leads strategic planning and implementation, creation of academic programs, engagement with industry, government and other academic institutions, fundraising, and community outreach. She is a member of the Board of Trustees for the Medical College of Wisconsin, the Board of Directors at Milwaukee's Augustine Prep and the Cristo Rey Jesuit Governance Board. Ropella received her bachelor's degree from Marquette University and her master's and doctoral degrees from Northwestern University.



NATALIE SENDELE, DIRECTOR, ARTISAN PARTNERS

Natalie Sendele is the head of Data Governance at Artisan Partners, a global investment management firm. She's responsible for driving the vision and strategy of enterprise data capabilities. Natalie strives to provide trusted data, delivered in a scalable way, to support self-service use of data. Natalie has over 15 years financial industry experience. She's passionate about data, innovation and building cross-functional relationships to enable a data-driven culture. She focuses on the "what" and "why" of how data can solve business problems. Natalie holds an MBA from Marquette University and a B.S in Finance from Northern Illinois University.



ERIN STAMPFL, VICE PRESIDENT, JOHNSON FINANCIAL GROUP

Erin Stampfl began her career in Treasury Management in 2002, joining the Johnson Financial Group Commercial Banking Team in 2013. As an Accredited ACH Professional AAP, Erin is a skilled professional recognized nationally for electronic payment expertise, especially within the field of ACH payments. Erin supports midmarket companies and organizations develop efficient cash management and maximum security through better processes and using integrated technology. Erin also serves on the boards of Bel Canto Chorus, Fund Development and LPGA Amateur Golf Association Milwaukee Chapter, Communications Director. Erin grew up in Vernon, WI, and studied Communications and Computer End-User Technology at UW-Whitewater.



KERRI ZABEL, SENIOR REGIONAL DIRECTOR, ATI PHYSICAL THERAPY

Kerri Zabel currently oversees operations of 26 outpatient physical therapy clinics in Southeastern Wisconsin. Kerri trains, and mentors, clinic directors and clinicians, drives operational initiatives, improves performance metrics while promoting a positive and engaging culture and atmosphere. Kerri has been a member of the leadership board for the American Lung Association and continues to volunteer with LUNG FORCE. Kerri is a native from Northbrook, IL but has called Milwaukee home for the past 20 years. Kerri holds a Bachelor of Science degree and a Master's of Physical Therapy from Marquette University.

AN OPEN LETTER TO TEMPO MILWAUKEE MEMBERSHIP:

Dear TEMPO member,

I have admittedly tapped out of many commitments over the past few months. As the reality of Past President's Luncheon inched closer and closer, the anxiety in me built. I'm fragile, raw and vulnerable...on the surface, not the face I want to present in public and surely not with all of you...or so I thought.

And then I changed how I was seeing myself, you, and the meeting. I remembered all of the laughs with so many of you, the hours spent strategizing, planning and executing with you, and I considered the evolution of the organization during my tenure as a member. I began to believe that if I could find the courage, I was going to be in a safe and happy place....one that would warmly welcome me no matter how I arrived at your door.

And, of course, this is exactly what happened. I saw familiar faces, felt warm embraces, and was lifted by your love and support...all reminding me of the power of the organization.

Whether or not we crossed paths on at the luncheon, I wanted to personally thank all of you for your membership and your commitment to something that is far greater than any single one of us. Individually, we are one small thing, collectively our sum total is a force to be reckoned with. I am so proud to have served you and to be a member today. Thank you for enveloping me in your kindness, love and compassion, it means more to me than I'm able to fully articulate.

Humbly,

Jennifer Bartolotta



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 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, 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 will be selected on a quarterly basis, typically the first Wednesdays of 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.
- 



NEW DIRECTORIES ARE HERE

The 2019-20 member directories are printed and will be made available at the registration table at all upcoming events. Make sure to grab your copy for the newest list of members and contact info!

PRSA PARAGON AWARD –#METOO

TEMPO Milwaukee's Communications Committee was honored with a Public Relations Society of America Southeastern Wisconsin Paragon Award of Distinction in Public Service for our 2018 #MeToo survey that has given TEMPO Milwaukee and our members a voice in important local conversations around sexual harassment in the workplace. We are grateful for this recognition but know our work is not done.



WELCOME, AMANDA PATTERSON!

Amanda Patterson is TEMPO Milwaukee's new 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.

2019-20 CORPORATE SPONSOR:



2019-20 CORPORATE PARTNERS:



PAST EVENT



MARQUETTE
UNIVERSITY

BE THE
DIFFERENCE.

Hosted by Marquette University

Thank you to the Marquette team for planning and hosting this summer's WAA event!
Read the event recap on page 11.



1-TO-1 MENTORING PROGRAM

On April 2, the 1-to-1 Mentoring Committee hosted the 2019 kickoff event for our 54 new mentoring matches. Emerging Women Leaders are matched each year with TEMPO Milwaukee mentors for a year-long (or longer) 1-to-1 relationship. Following the kickoff, the matches determine a meeting cadence and establish what the mentor/mentee relationship looks like to them.

If you are interested in serving as a mentor to an Emerging Women Leader or learning more, please contact Marit at mharm@tempomilwaukee.org. 2020 matches will be made in early spring.



COMMUNITY INVOLVEMENT

On May 21, for the second year in a row, the EWL Programming Committee teamed up with the Community Involvement Committee for a program meeting on the impact of community involvement. This year, the event featured seven roundtable discussions led by either a TEMPO Milwaukee member, Emerging Women Leaders member or community involvement professional on the various stages of one's involvement journey. EWLers were encouraged to sit in on four different topics that best correlated to where they felt they were within their professional journey in terms of getting involved outside of their organization – anywhere from where to begin to ask for money.

Thank you to our table hosts for leading discussions on the following topics:

Rayna Andrews – Aligning your passions with community involvement

Marybeth Cottrill – Accelerating from volunteer to board chair

Linda Gorens-Levey – Focusing your service opportunities

Karissa Gretebeck – Where to start?!

Nicole Gulatz – Fundraising 101

Gerry Howze – What skills are organizations looking for?

Samantha Maldonado – Balancing service within your life



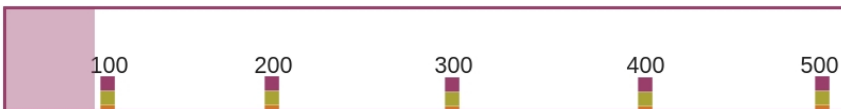
Another component of EWL's community involvement is a partnership with Free the Girls. Free the Girls is an international 501(c)(3) non-profit organization devoted to coming alongside sex trafficking survivors with a path to true freedom. It's a journey from horrific trauma to reintegrating into the life they were meant to live within their family and community. Free the Girls offers holistic reintegration programs and economic opportunity through bras by offering these women the opportunity to empower themselves to change the trajectory of their lives.

EWL is an official drop-off location for Free the Girls donations of new or gently used bras. By donating, you're giving economic opportunity that these women use to change their lives by starting their own businesses selling bras in their local second-hand clothing markets.

EWL takes up donations at each of their quarterly program meetings. We have collected 96 bras so far in 2019, with a goal of 500 by the end of the year.



FREE THE GIRLS
2019
PROGRESS





NOMINATIONS

EWL will be accepting nominations for new members in the fall. Please review the EWL member criteria below when considering who to nominate.

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.

4TH ANNUAL PROFESSIONAL DEVELOPMENT WORKSHOP

WHEN: Friday, September 13 | 9:00 a.m. to 4:30 p.m.

WHERE: ManpowerGroup | 100 Manpower Pl. Milwaukee, WI 53212

WHO: Approximately 150+ Emerging Women Leaders and guests (high potential mid-career rising female leaders)

MORNING KEYNOTE SPEAKER: Beth Ridley, The Brimful Life – *“Transform Your Mindset – One Week at a Time”*

AFTERNOON SESSIONS:

- Workshop led by Christine Hill: “Discover the Gift of Conflict”
- Panel Discussion: “Don’t Wait Until Retirement”
 - Featuring Tom Avery, Avery Consulting LLC and mentor-in residence Marquette 707 Hub, Patty Flowers, Retired Regional CEO, American Red Cross-Wisconsin, and Thelma Sias, CEO, the Sias Group, LLC and Retired VP-Local Affairs, We Energies

Learn more at tempomilwaukee.org/EWL

2019 - 2020 CORPORATE SPONSORS



2019 - 2020 CORPORATE PARTNERS



2019 – 2020 BOARD OF DIRECTORS

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Marybeth Cottrill, BMO Wealth Management

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Lori Richards, Mueller Communications

Emerging Women Leaders:

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Eppstein Uhen Architects

Foundation:

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Goodwill Industries of Southeastern WI

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Marilyn Krause, Krause Communications

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Jennifer Dirks - President & CEO

Marit Harm - Director of Membership and Programs

Kelsie Arreguin - Communications & Events Specialist

Amanda Patterson - Communications & Events Intern

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