



**TEMPO
MILWAUKEE
2016-2017**
Annual Report



BOARD OF DIRECTORS

TEMPO MILWAUKEE OFFICERS 2016-2017

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Jennifer Dirks*
TEMPO Milwaukee

PROGRAM DEVELOPMENT MANAGER

Marit Harm
TEMPO Milwaukee

*Executive Committee members

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2016-2017 CORPORATE PARTNERS

Reinhart
Boerner Van Deuren s.c. Attorneys at Law

 **MillerCoors**

Johnson Controls

ShoreWEST REALTORS

usbank

WHO WE ARE

TEMPO Milwaukee is a membership organization that connects women leaders with diverse backgrounds and experience to support, advise, learn and create relationships with one another. TEMPO Milwaukee **ADVOCATES** on behalf of women, advancing their interests within the community. TEMPO Milwaukee **ELEVATES** member awareness by sharing knowledge and leadership experience. TEMPO Milwaukee **ACCELERATES** the success of our members and of our community by acting as a collective instead of as individuals.

GUIDING PRINCIPLES

OUR MISSION: To further the impact of women leaders in our community.

OUR VISION: A society where women hold an equal place in leadership, policy and decision-making.

CORE COMPETENCIES: Leadership | Mentoring | Networking



OUR MEMBERS

336

Members

238

Companies Represented

72

New Members
(FY2016-2017)

15%
Public
Companies

53%

Private Companies

32%
Non-Profit

Top 3 Industries Represented



1 Professional and Business Services



2 Health and Human Services



3 Banking and Finance

Top Job Roles

- 1. Vice President/Senior Vice President/Executive Vice President**
- 2. PRESIDENT/CEO**
- 3. DIRECTOR**
- 4. CHIEF OFFICER**
- 5. Partner**
- 6. Managing Director**
- 7. EXECUTIVE DIRECTOR**
- 8. PRINCIPAL**
- 9. MANAGER**
- 10. Shareholder**

What Members Say

“TEMPO Milwaukee is an organization of **women business leaders** in Milwaukee who are committed to creating an environment that **supports and encourages women** to achieve their potential in the business world.”

“TEMPO Milwaukee is the **premier Milwaukee-area organization** for professional women.”

What members say about TEMPO Milwaukee:

“TEMPO Milwaukee is a **network of engaged, connected and passionate Milwaukee women.**”

“TEMPO Milwaukee is an organization comprised of local **women leaders who advocate for the visibility and effectiveness of women** in our Milwaukee business community.”

MEMBER PROFILE



PROFESSIONAL EXPERIENCE:

10+ years professional experience



LEADERSHIP:

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



ADDITIONAL EXPERIENCE:

Executive-level or high-level managerial experience preferred



COMMUNITY INVOLVEMENT:

Leadership in professional and/or civic organizations

MEMBER BENEFITS

- Connection with **HIGH-CALIBER NETWORK** of professional women who are elevating leadership in our community and beyond
- **EIGHT PROGRAM MEETINGS:** May, June, August, September, November, January, March and April (*including joint event in September with Professional Dimensions and Milwaukee Women inc*)
- Five **PROFESSIONAL DEVELOPMENT SERIES** programs (Guests \$30)
- Quarterly **TEMPO DISCOVERY** events
- TEMPO Milwaukee **HOLIDAY PARTY** (Guests \$50)
- Option to participate in exclusive **MENTOR CIRCLES** initiative
- Access to printed and online **MEMBER DIRECTORY**



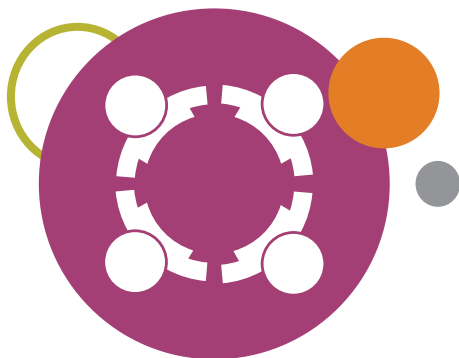
TEMPO MILWAUKEE 2020 STRATEGIC PLAN



PRESERVE OUR CORE, STIMULATE GROWTH

Strategic Objectives:

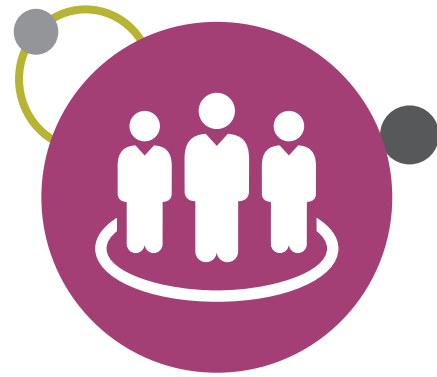
- Preserve and deepen our core legacy of executive women, CEOs and leaders.
- Leverage our strengths of leadership, networking and mentoring.
- Evolve our mentoring focus to a championing focus.
- Stimulate growth through membership and revenue opportunities, allowing organization to strengthen purpose of TEMPO Milwaukee Foundation and launch new initiatives.



COLLABORATION

Strategic Objectives:

- Strengthen our leadership position in advancing women leaders.
- Deepen collaboration partnerships with other business and community organizations.



DIVERSITY & INCLUSION

Strategic Objectives:

- Increase diversity of membership, emerging women leaders group and Board by 2020. Specific diversity goals to be determined by D&I committee.
- Identify and formalize ambassador liaisons/representatives to augment member and organizational diversity.



MEMBER ENGAGEMENT

Strategic Objectives:

- Increase engagement of TEMPO Milwaukee membership by 2020. Specific engagement goals to be determined by member engagement committee.
- Identify/research opportunities to refresh forum concepts and delivery formats of programs/events to engage membership (i.e.- recording program meetings, hosting webinars).
- Increase engagement by setting member engagement expectations.

TEMPO MILWAUKEE INITIATIVES

PROGRAMMING

TEMPO Milwaukee program meetings are held **eight** times per year and feature networking, lunch and a keynote address from a notable community or business leader.



PROFESSIONAL DEVELOPMENT SERIES

TEMPO Milwaukee’s Professional Development Series is designed for TEMPO Milwaukee members and Emerging Women Leaders interested in professional growth and enrichment - for themselves and their teams. Interactive workshops and educational presentations focus on techniques and tools to lead and affect change. Presented **five** times per year by subject matter experts, the Professional Development Series features dynamic, inspiring and impactful sessions featuring timely, on-trend topics.

MENTOR CIRCLES

The Mentor Circles program is a key differentiator for TEMPO Milwaukee, and a highlight of membership for participants. Those who engage in a Mentor Circle receive monthly peer-to-peer mentoring in a small group that is tailored to their interests and personal and professional goals.

Approximately
60
members participating

“Mentor Circles are a fantastic opportunity to get connected, be engaged, and continue to develop personally and professionally.”

8
Mentor Circles

“I value the confidentiality and trust built within my Circle.”



WOMEN'S AFFINITY ALLIANCE

The TEMPO Milwaukee Women's Affinity Alliance (WAA) is a collaborative resource alliance for the progressive development of corporate women's affinity groups. It is the first-ever initiative that brings together leaders from Milwaukee-area companies that either have or are interested in developing women-focused affinity, or employee resource, groups in their organizations.

Mission Statement: The TEMPO Milwaukee Women's Affinity Alliance is an engine of innovation which employs networking, educational and research opportunities to provide organizations with necessary resources to advance, retain and grow their women professionals.

2016-2017 Corporate Partners



EMERGING WOMEN LEADERS

The Emerging Women Leaders (EWL) initiative was introduced in the fall of 2015, comprised of 40 mid-career female professionals identified as rising stars within their organizations and with significant community involvement contributions. In the fall of 2016, 34 more women joined the program after being nominated by a TEMPO Milwaukee member or current Emerging Women Leaders participant. The group is focused on relevant programming and professional development opportunities, social events and networking, peer-to-peer and one-to-one mentoring, and volunteering for community organizations whose missions support women and girls.

PRESENTED BY:



WITH ADDITIONAL SUPPORT FROM:



MISSION: TEMPO Milwaukee’s Emerging Women Leaders initiative connects and fosters emerging women leaders through our enterprise of relevant programming, events, mentoring and community involvement.

VISION: TEMPO Milwaukee’s Emerging Women Leaders is the premier group where professional women leaders are working together to drive advancement while bringing others with us.



OUT OF THE OFFICE

TEMPO DISCOVERY

TEMPO Discovery outings are an exclusive member benefit and opportunity for TEMPO Milwaukee members to hear firsthand from the C-suite, owner, or top leader at hosting business organizations in the Milwaukee community.



SUMMER SOCIAL & GOLF OUTING



HOLIDAY PARTY



SIGNATURE EVENTS

27TH ANNUAL MENTOR AWARDS LUNCHEON

Feb. 16, 2017,
The Pfister Hotel

- Champion of Education Sponsor: Associated Bank
- Honorees: Cristy Garcia-Thomas, Dr. Vicki Martin, GE Healthcare



\$96,000
Sponsorships

570
Attendees

Three
\$5,000
scholarships awarded

11TH ANNUAL LEADERSHIP EVENT

Oct. 13, 2016, The Pfister Hotel

- Presenting Sponsors: Marcus Hotels & Resorts, Northern Trust, Rockwell Automation, US Bank
- Keynote speaker: Tommy Spaulding



\$79,000
Sponsorships

495
Attendees

A MAJOR INNOVATION

September 14, 2016,
The Wisconsin Club

- Co-hosted with Professional Dimensions, with support from Milwaukee Women inc
- Presenting sponsor: Mueller QAAS
- Keynote Speaker: Major General Marcia Anderson





ADVOCATE. ELEVATE. ACCELERATE.

1555 N. Rivercenter Drive, Suite 210B
Milwaukee, WI 53212

ACKNOWLEDGEMENT OF SPONSORS

We are grateful for the generosity of the following companies/organizations that supported TEMPO Milwaukee in FY2016-2017.

ABRAZO Marketing	Direct Supply	Merchants Moving & Storage Company	Rehabilitation Hospital of Wisconsin
American Red Cross Wisconsin	Divine Savior Holy Angels High School	MGIC	Reinhart Boerner Van Deuren s.c.
American Transmission Company	Drinker Biddle & Reath	Michael Best & Friedrich LLP	Reputation Partners
A.O. Smith	Eppstein Uhen Architects	MillerCoors	Roadrunner Transportation Systems
Artisan Partners	Ernst & Young LLP	Milwaukee Area Technical College	Rockwell Automation
ASQ	Fidelity Investments	Milwaukee Business Journal	Rose Purpero Spang
Associated Bank	FIS	Milwaukee County	RSM US LLP
Aurora Health Care	Froedtert & Medical College of Wisconsin	Milwaukee Journal Sentinel	Sargento Foods Inc.
Badger Meter, Inc.	GE Healthcare	Milwaukee Women inc	Sharon Lynne Wilson Center
Baird	GMR Marketing	MMAC	Shorewest Realtors
Baker Tilly	Godfrey & Kahn, S.C.	Mortenson Construction	SKYGEN USA
Bank of America Merrill Lynch	Goodwill Industries of Southeastern Wisconsin	Mount Mary University	Sojourner
Bartolotta's	Greater Milwaukee Committee	MP3 Health Group	Spano Pratt Executive Search
Basilica of St. Josaphat	Harley-Davidson	MTI Connect	The Lowe Group LLC
BMO Harris Bank	Hays Companies of Wisconsin	Mueller Communications	Three Harbors Council, BSA
Boelter + Lincoln	Heartland Advisors Inc.	Mueller QAAS	Thrivent Financial
Boys & Girls Clubs of Greater Milwaukee	Herzing University	New Resources Consulting	Umansky Motor Cars
Brady Corporation	Johnson Controls	Nelson Schmidt	University Club of Milwaukee
Brewers Community Foundation	Joy Global Inc.	North Shore Bank	University of Wisconsin-Milwaukee
Briggs & Stratton	Kane Communications Group	Northern Trust Company	U.S. Bank
BVK	Kimpton Journeyman Hotel	Northwestern Mutual	VISIT Milwaukee
Caterpillar	Laughlin Constable	Park Bank	Von Maur
Centro Legal	Lee Hecht Harrison	PKWARE, Inc.	We Energies
Children's Hospital of Wisconsin	Marcus Hotels & Resorts	Plunkett Raysich Architects	Wells Fargo
Colectivo Coffee	Marquette University	Prairie School	Wells Fargo Advisors
Core Creative		Professional Dimensions	Zizzo Group
Deloitte		Quarles & Brady LLP	