

A black and white photograph of two women smiling. The woman on the left has short blonde hair and is wearing a leather jacket and a beaded necklace. The woman on the right has curly hair and is wearing a blazer and a patterned scarf. They are both looking towards the right side of the frame.

# TEMPO

2022-2023

IMPACT REPORT

# STRONG VOICES RISING

A single voice hitting the right note can shatter glass.

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

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

Together we are unstoppable.

TOGETHER OUR VOICES RISE  
AND THE WORLD RISES WITH US



# WELCOME



## OUR MISSION

To further the impact of women leaders

## OUR VISION

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

We invite you to read our 2022-2023 Impact Report. In this report, you will learn about our story, our many offerings to members and other professionals in the city, our impact on the community, our accomplishments over the last year, and our goals and plans for the future. This past year has been a year of growth—from membership to our attendance at programming and professional development opportunities, TEMPO is ready for what the next year has in store for us!

As we close this fiscal year, we also have completed our 2020-2023 Strategic Plan. We have accomplished so much with this plan and look forward to sharing some of our notable achievements. With the close of one chapter comes the beginning of another and we are excited to share our 2023-2026 Strategic Plan for TEMPO and our Emerging Women Leaders. Through work with our member survey, focus groups, and our taskforce, we equipped ourselves with the tools necessary to learn from our members, understand their needs, and created a plan to implement these ideas. As our brand states, “The world moves when women rise”—we look forward to sharing how we will rise together.

Sincerely,

Jennifer Dirks  
President & CEO  
TEMPO

Mary Burgoon  
TEMPO Board Chair 2022-2023  
Rockwell Automation

## THE WORLD MOVES WHEN WOMEN RISE

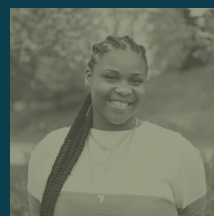
## OUR TEMPO TEAM



KELSIE ARREGUIN



MCKENNA CARRIGAN



DAVIAN LYONS

# OUR STORY



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

Today, TEMPO is the largest professional women's group in Wisconsin, composed of more than 800 executive and Emerging Women Leaders representing diverse industries, functions and companies from throughout the Milwaukee area and Southeastern Wisconsin. The purpose of TEMPO is to provide members with opportunities to network with leaders and future leaders, to enhance our members' awareness of issues and trends having an impact on Milwaukee, and to promote the active contribution of TEMPO whose presence is essential to the future success of the Milwaukee business community.





# TEMPO

492  
MEMBERS  
REPRESENTING

368  
COMPANIES

## MEMBER PROFILE



**PROFESSIONAL EXPERIENCE**  
10+ years professional experience



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



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



**COMMUNITY INVOLVEMENT**  
Leadership in professional and/or civic organizations



**ENDORSEMENT**  
Invite or strong nomination from current TEMPO member

# EMERGING WOMEN LEADERS

311  
MEMBERS  
REPRESENTING

252  
COMPANIES

## MEMBER PROFILE



**PROFESSIONAL EXPERIENCE**  
6+ years in the workforce in a professional setting with increasing responsibilities. During this time she has developed a reputation as a "rising star," next generation leader, on the partner track, etc.



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



**COMMUNITY INVOLVEMENT**  
Demonstrates commitment to the community through involvement and leadership in professional and/or civic organizations. Involvement is above and beyond required job responsibilities.



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



# OUR OFFERINGS

## *Programming & Professional Development*

### PROGRAM MEETINGS

TEMPO's most popular and impactful program meetings are held several times throughout the year. These high-caliber speaker series provide members with a chance to network and learn from Milwaukee community and business leaders on trending topics.



### PROFESSIONAL DEVELOPMENT

The Professional Development Series is held quarterly and is designed for TEMPO 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.

# TEMPO TALKS

These hour-long webinars are open to TEMPO members and Emerging Women Leaders and feature different TEMPO members and subject-matter experts several times throughout the year. A variety of topics, perspectives and industries are represented to help attendees stay on top of the latest business trends, recommendations and insights.



## TEMPO REAL TALKS

TEMPO Real Talks are held quarterly and are designed to harness the power of the TEMPO network to create change both within our organization and within the community. These sessions focus on topics around racism, white privilege, implicit bias, and other topics that have been avoided for far too long. Understanding that there is more work to be done to create an inclusive environment and cultivate a sense of belonging among members, this is one step of TEMPO's DEI journey.

# OUR OFFERINGS

## *Signature Events*



### 17TH ANNUAL LEADERSHIP EVENT WITH SIMONE BILES

Featuring the most decorated American gymnast in history and the only woman to have ever won five all-around world titles, Simone Biles captivated an audience of more than 1,400 Milwaukee-area business and community leaders for the 17th Annual Leadership Event at the Miller High Life Theatre.





## 33RD ANNUAL MENTOR AWARDS

The 2023 Mentor Award winners exemplified this year's theme--multiplier effect--by showcasing how one person can make an impact on the lives of many. We had the privilege to honor Ana Simpson from WHEDA, Mary McCormick from Milwaukee Rotary, and Herzing University at our annual event at The Pfister Hotel.



## EWL PROFESSIONAL DEVELOPMENT DAY

The annual Professional Development Day for our Emerging Women Leaders has continued to grow over the years and is now the most attended signature event for our EWL members. With a keynote speaker and breakout session, attendees walk away with tangible skills and knowledge they are able to bring back to their workplace.



## ANNUAL GOLF OUTING AND SUMMER SOCIAL

Fun fore all members! Each year we celebrate our members at The University Club of Milwaukee--Country Club for our golf outing and summer social. Members play in foursomes during the day and those who did not golf join us for the evening social.

# OUR IMPACT

## TEMPO FOUNDATION

The TEMPO Foundation, the 501(c)3 charitable arm of TEMPO, advances emerging and experienced women leaders by providing undergraduate scholarships and professional development grants to women across the state of Wisconsin. Since 1990, the TEMPO foundation, a 501(c)3 charitable organization, has awarded more than \$300,000 in undergraduate scholarships to female college students in Wisconsin and since 2018, has awarded nearly \$75,000 in Professional Development Grants to 17 local women. Over the years, the TEMPO foundation has received generous support from members, corporate donors and people in the community who care about advancing women leaders.



### PROFESSIONAL DEVELOPMENT GRANT

  
**2022**

**Total granted to-date**  
**\$ 75,000**



### UNDERGRADUATE SCHOLARSHIPS



**87** *representing*  
undergraduate  
women recipients



**16** *awarded*  
four-year Wisconsin  
educational institutions



**\$300,000**  
in scholarships

# WOMEN'S AFFINITY ALLIANCE



## HISTORY

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

## MISSION

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

## VISION

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

# MENTORING

The 1-to-1 Mentoring Program is a signature initiative for TEMPO and is a key benefit for both TEMPO and EWL members. To-date, more than 300 matches have been made between TEMPO members as mentors, and Emerging Women Leaders as mentees. The program brings greater definition to TEMPO's focus on mentoring while fostering valuable connections across TEMPO and EWL.



ESTABLISHED  
IN 2017



331 MATCHES  
& COUNTING



COUNTLESS  
SUCCESS STORIES



# PEER-TO-PEER

Cited as one of the most valuable membership benefits, a TEMPO Mentor Circle provides a safe, confidential environment in which members can make connections to other women executives in order to elevate their skills and grow personally and professionally.



EWL Connects groups are peer mentor circles where members learn to make better business decisions by drawing from the group's experiences, learn and grow as a leader, gain a safe outlet for confidential issues, build deeper relationships with other EWL members.

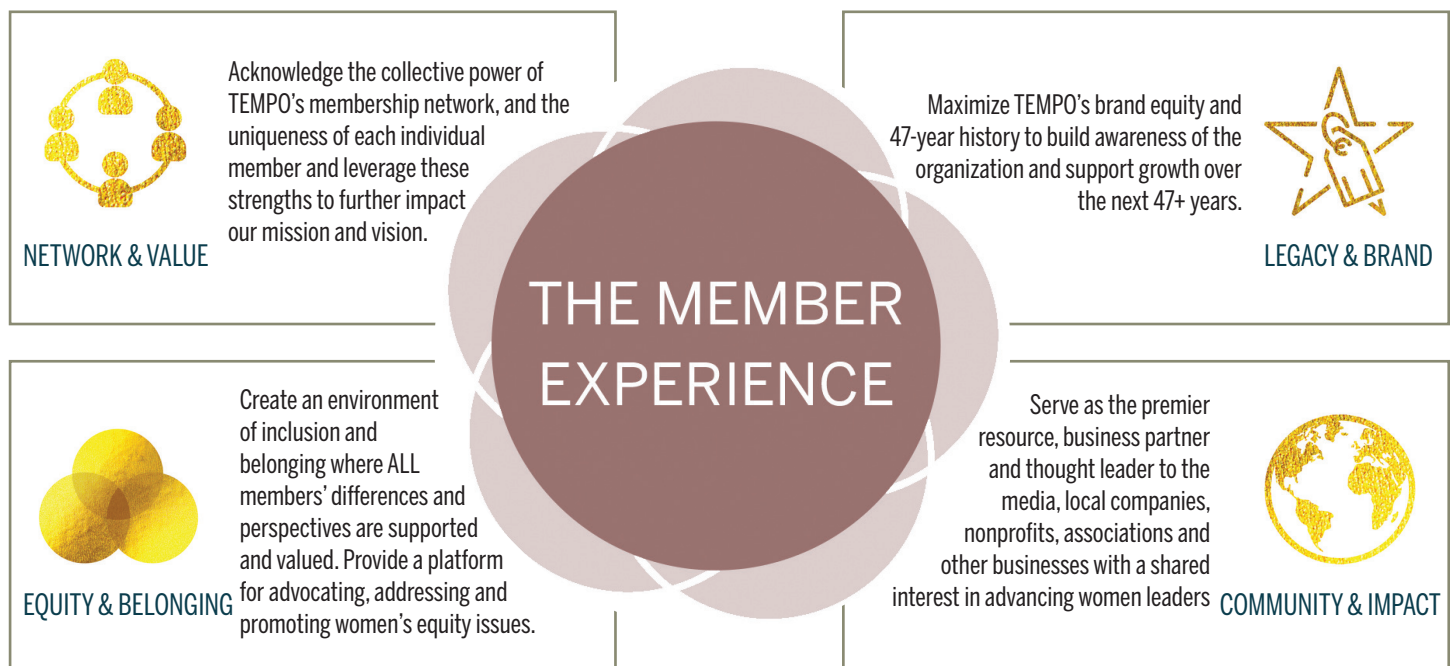
# OUR ACCOMPLISHMENTS

OUR 2020-2023 STRATEGIC PLAN ACHIEVED THE FOLLOWING:

IN 2023, TEMPO IS...

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

## WHAT WE DID: FOUR KEY STRATEGIES TO REACH OUR GOAL



FINANCIALLY STRONG ORGANIZATION

*As April 2020 approached,*

thereafter. Then the world as we knew it changed forever. While the pandemic brought many challenges for TEMPO and our members, it also brought many opportunities.

The pandemic inspired TEMPO to go BOLD and go BIG. Throughout the last three years, we introduced even greater programming, professional development and engagement opportunities for our members. We pivoted when things were not working or when we needed to. And while not all elements and goals of our strategic plan were achieved in the last three years, we did accomplish much and we have much to be proud of. More importantly, TEMPO is poised and positioned for the future even better than we ever anticipated.

Here are just some of the key highlights of our 3-year strategic plan (2020-2023).



#### NETWORK & VALUE

TEMPO's network and value soared to new levels over the last three years! TEMPO continues to attract and retain executive women leaders. We have experienced exponential growth with 411 new members (TEMPO & EWL) added to our already impressive network. Our members continue to see the value in TEMPO citing an average of 89% retention rate. Our members continue to find ways to engage with TEMPO through our programming and networking opportunities. We introduced our webinar series TEMPO Talks which highlights our TEMPO members; our TEMPO Real Talks series which provides a platform for diversity, equity and inclusion experiential learnings.



#### LEGACY & BRAND

TEMPO's more than 45-year legacy and brand received an exciting update in December 2020 when we launched our new brand. Our new brand slogan "The World Moves When Women Rise" represents our mission of furthering the impact of women leaders. As our new brand highlights "TEMPO is a group of women leaders who have spoken up, risen above and defied conventions to succeed. We are committed to helping others do the same. We are each bold, strong, smart and uniquely powerful. Together, we are unstoppable." We extended our brand and our reach with our record-breaking Leadership Event and Mentor Awards signature events. And we sparked meaningful conversations with the debut of our award-winning documentary "Direct Positive."



#### EQUITY & BELONGING

TEMPO achieved much in our commitment to fostering an inclusive environment for all of our members. Much like many organizations, TEMPO continues on its DEI journey. Our focus on diversity, equity and inclusion cascaded throughout every element of our organization including our membership, programming and education and training. 22% of our members are women of color. Our commitment to ensuring a DEI lens was evidenced when we welcomed 93 women of color; more than a third of our TEMPO Board and Foundation Board are held by women of color; and women of color represent 37% of our leadership roles for TEMPO and EWL.



#### COMMUNITY & IMPACT

TEMPO shared its influence and impact within the walls of our organization and into our community. 87% of our members contributed to our TEMPO Foundation. We awarded more than \$130,000 through scholarships and grants over the last three years. We continued to exercise our voice for equity for women in the workplace through our collaboration with the Women's Leadership Collaborative, a partnership with Professional Dimensions and Milwaukee Women Inc.

# OUR FUTURE

## *Reimagining* TEMPO & EWL



TEMPO has learned much over the last three years as we adjusted to a new reality. The pandemic pushed us to overcome challenges and launch new opportunities. It forced us to adjust to the unknown. It allowed us to take risks and move out of our comfort zone. It caused us to lead with grace and empathy.

During this time, we also acknowledged the priorities of our members shifted. The boundaries of our member engagement were redrawn. The value of our member experience was redefined. Despite all of these variables, one thing remained constant and that was the support from our members and our corporate partners. Our number one priority was to ensure we did not lose this commitment, while continuing to provide value through our member experience.

So, we asked, and our members responded. First, feedback was provided through TEMPO and Emerging Women Leaders member surveys. Second, we conducted deeper dives into the key findings of the member surveys with a series of focus groups. We formed an EWL Advisory Taskforce to develop a framework to support the future generation of TEMPO leaders. Finally, members of our TEMPO Board, Foundation Board, committee leadership and Emerging Women Leaders participated in a strategic planning session to define our future!

The results of this important work are illustrated in our 2023-2026 TEMPO Strategic Plan. This new vision provides an opportunity for TEMPO to reimagine our future. Reimagine how our members engage with the organization and one another. Reimagine how to meet our members where they are both in their professional and personal journeys. Reimagine what it means to be the voice for equity for women in the workplace. And reimagine our expanded impact and value.

We are eager to work collectively with our members and our community partners on this essential strategic endeavor. A year of discovery lies before us and we are excited about the results our work together will yield.

Thank you for your continued commitment to TEMPO!

# THE WORLD MOVES WHEN WOMEN RISE



## Programming

Maximize member value through high-caliber programming and professional development opportunities. Customize opportunities for each member persona.



## Equity

Foster an environment of equity, inclusion and belonging where ALL members' differences and perspectives are supported and valued. Advocate for equity for women in the workplace.



## Engagement

Maximize member value by providing unique, intentional, meaningful engagement opportunities. Meet our members 'where they are' both professionally and personally. Elevate targeted opportunities for member engagement.



## Expanded Impact

Expand our impact by developing strategies and opportunities that showcase our WHY. Invest in opportunities to further connect with our community; promote our brand; elevate collaboration and advance women leaders.

## THE MEMBER EXPERIENCE



FINANCIALLY STRONG  
ORGANIZATION



# OUR FOCUS AREAS

# TEMPO

## 2022-2023 BOARD OF DIRECTORS

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Vice Chair/Chair Elect  
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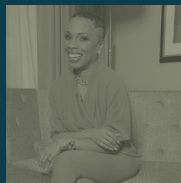


Secretary  
Julie Granger  
MMAC

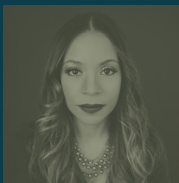
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Mueller Communications



Communications  
Denise Thomas  
The Effective Communication  
Coach



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Aliah Berman  
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Emerging Women Leaders  
Gerry Howze  
PEARLS for Teen Girls



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