



TEMPO Milwaukee's Emerging Women Leaders Quarterly Newsletter

Emerging Women Leaders,

Welcome to the new year! We have already started the year off with a bang by welcoming in an updated leadership team, adding several new committees, and celebrating the 51 new EWL members who joined the group at the start of 2018. Our Orientation/Kick-Off event in January had amazing energy as we welcomed new and returning EWLers to get to know one another. There is no shortage of talent and potential for our group, that is for sure!

For renewing EWL members and new members alike, we encourage you to check out the available committees and see where you might like to be more involved. It is a great way to meet other women and form some stronger bonds this year. If you have been curious about participating in the 1-to-1 Mentoring Program, EWL Connects, or some of the other initiatives, now is the time to sign up and engage! We've made great progress as a group over the last year and feedback has been overwhelmingly positive; members are finding great value in these different ways to engage in EWL and TEMPO Milwaukee.

To help everyone (new and returning) know what is available, we have sent out some helpful tools, such as the full leadership team and committee structure and a checklist to maximize your EWL experience, in the Monday Message. If a committee or leadership co-chair can be of any help to you, please reach out! We would love to chat, e-mail, or grab a coffee with you.

What Emerging Women Leaders has become in a few short years is nothing if not impressive, thanks to all of you, your commitment and engagement, and the will to be change agents. This is our group, and it is in our hands to make this an incredible experience! Let's rock out 2018 together.

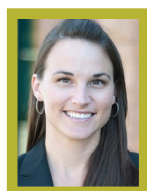
Cheers,
Your EWL Leadership Co-Chairs



Janine Emmer
Associated Bank



Katie Rasoul
Team Awesome



Katie Richter
Aurora Health Care



Denise Thomas
The Effective Communication Coach

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ADVOCATE. ELEVATE. ACCELERATE.



UPCOMING EVENTS

Remember to check the TEMPO Milwaukee website regularly for the most up-to-date schedule of events via the [2018 Master Calendar](#).

EWL Social

February 27st – 5:00 to 7:00 p.m.
The Monarch Lounge in the Hilton Milwaukee; 509 W. Wisconsin Ave.

Join fellow Emerging Women Leaders for happy hour on February 27 at the Monarch Lounge inside the Hilton Milwaukee. Grab a drink and get to know other Emerging Women Leaders at this fun purely social event!



Professional Development Series – Fostering a Culture of Zero Tolerance for Sexual Harassment

March 2nd – 7:00 to 9:00 a.m.
University Club of Milwaukee; 924 E. Wells St.

In January TEMPO Milwaukee started an important conversation with the Milwaukee business community with the release of its member survey results, which found 68% of members surveyed had personally experienced sexual harassment in the workplace. In February, Professional Dimensions distributed the same survey to its members. As one of our partnership organizations in the Women's Leadership Collaborative (WLC), Professional Dimensions will join us as we continue this important conversation at the next Professional Development Series session. We will hear from a diverse panel of experts representing academia, corporate culture, human resources and law who will provide context, discuss "what's next?" and "what now?"



REGISTER AT TEMPOMILWAUKEE.ORG

UPCOMING EVENTS

Women's Affinity Alliance Program Engaging Men as Allies*

March 7th - 4:00 to 7:00 p.m.
Hosted by Northwestern Mutual;
800 E. Wisconsin Ave.

Why has progress for women been so slow? Why does sexual harassment and gender discrimination persist? The answers are complex. Some suggest that unless men are involved in the effort where the balance of power is, real change will remain elusive. You will hear a man's perspective, explore this important topic and learn best practices for how to engage men as allies. Bring a man with you.

**Not included in EWL dues*



EWL Program Meeting with Jen Dirks

The Art of Storytelling
March 22nd – 4:30 to 6:30 p.m.
SpringHill Suites, 744 N. 4th St.

What's your story? The first EWL program meeting of 2018 will provide tips and tools to help succinctly answer this question. This interactive session will be led by Jen Dirks, TEMPO Milwaukee President & CEO and a communications expert. Attendees will learn why telling your story is important for career growth, what makes a good story, and how to tell your unique story. The session will be followed by a networking reception where we can put our new learnings to use. Special thanks to TEMPO Milwaukee member Brigette Breitenbach for coordinating use of the space.

PAST EVENTS



Emerging Women Leaders Program Meeting **Speaker: Shontra Powell, Global Business Executive** **November 1st**

In a fireside chat with EWL participant Fran Sutter, Milwaukee business leader Shontra Powell spoke candidly on topics including authenticity, boldness, mentoring and speaking your truth.

“ Shontra was simply amazing. I took away so many nuggets today. Her delivery was authentic, engaging and transparent.

Shontra was AMAZING! What a powerhouse of a woman!! am SO glad I was able to attend, and I'm so thankful that this event was put on for us.

”

Celebrating G.I.R.L.S. Volunteer Opportunity **November 9th**

For the second year in a row, a group of Emerging Women Leaders volunteered at the Boys & Girls Clubs of Greater Milwaukee's Celebrating G.I.R.L.S. event. Britt Blackwelder, Jenny Franke, Marit Harm, Katie Richter and Kirstin Stahl got in their steps helping with registration and coat check. Their efforts earned them \$100 in tips, which they donated back to BGCGM.



Professional Development Series – “The Power of the Partnership” **December 1st**

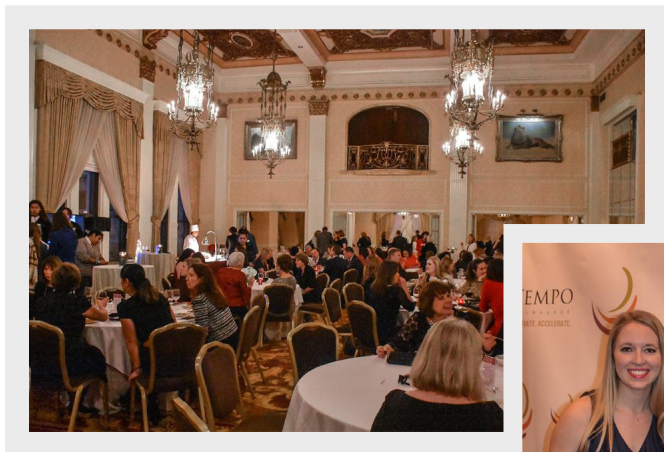
At the final Professional Development Series of 2017, Keith Stanley, Executive Director of the Near West Side Partners, and led a panel of collaborators including new EWL participant Kelsey Otero discussed five ways to create powerful partnerships. In sharing NWSP's story, Keith and colleagues showed the power of coming together to make change and the impact that can have on a community. Near West Side Partners continues to lead initiatives that showcase the talent, resources and potential of the Near West Side Neighborhood.



PAST EVENTS

TEMPO Milwaukee Holiday Party December 7th

TEMPO Milwaukee members, Emerging Women Leaders and their guests attended the annual holiday party held at the Pfister Hotel for a night of networking and toasting to 2017. Thank you to everyone who contributed to the TEMPO Milwaukee Foundation Continuing Education Grant by donating to our raffle - we raised nearly \$600 at the event!



PAST EVENTS

Volunteering at the Joy House January 13th

A group of Emerging Women Leaders spent their Saturday morning serving the Milwaukee Rescue Mission's soon-to-open center specifically dedicated to women and children. The ladies helped clean the center in preparation for its opening in 2018. The new building, part of the Milwaukee Rescue Mission's Joy House initiative, will assist in getting women off the streets and back on their feet.



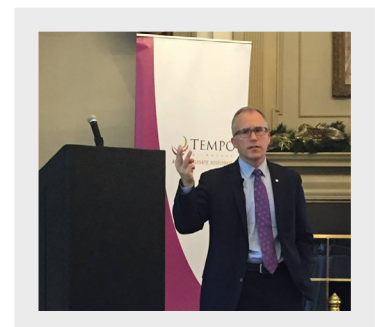
EWL 2018 Kickoff & Orientation January 16th

The Emerging Women Leaders roster grew by an incredible 51 women at the start of the new year! 88Nine hosted and we welcomed our newest participants as well as introduced the new EWL Leadership co-chairs and committees to the group. We are looking forward to an incredible year with the addition of these phenomenal women! Learn more about the new EWL participants on page 8.

TEMPO Milwaukee Program Meeting

Speaker: Brian Belski, Chief Investment Strategist, BMO Harris Bank
January 18th

Emerging Women Leaders were invited to join TEMPO Milwaukee members at their January Program Meeting which featured an economic outlook for 2018. Brian Belski provided commentary on the economic climate and forecast ahead and provided insights into how to stay on top of the changes to come.



EMERGING
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IN THE NEWS

Have you been acknowledged in the news or received accolades fellow Emerging Women Leaders should know about?

Please send the information to Kelsie at info@tempomilwaukee.org to be featured in the next quarterly newsletter.



Maggie Beckley (Aurora Health Care) was named a Milwaukee Business Journal 40 Under 40 winner.



Britt Blackwelder (Capri Senior Communities) joined the Golden Angel Advisor (GAA) Group in late 2017. The mission of GAA is to build a community of early to mid-career professionals with an interest in startups and investing that compliment and extend the expertise of the Golden Angel Investor (GAI) network. Britt also joined the [Alzheimer's Association's Young Champions](#) group in late 2017. The mission of the Alzheimer's Association's Young Champions group is to support the Association's Mission by increasing awareness, influencing public policy, and raising funds to realize our vision of a world without Alzheimer's.



Nicole Gulatz (American Red Cross Wisconsin) won the "Chief Development Officer of the Year" award at the Red Cross' North Central Division meeting in January.



Alison Hanrahan (Beer Capitol Distributing) was named a Milwaukee Business Journal 40 Under 40 winner.



Jessica Huebner (Reputation Partners) welcomed Margaret "Molly" Anne Huebner on December 4, weighing 6 pounds, 10 ounces and 19 inches!



Katie Rasoul (Team Awesome) has recently launched a new podcast, the [Life and Leadership Podcast](#). She co-hosts the show with a fellow former HR executive turned coach. They share ideas, real life stories, and inspiration for powerful people to level up. Check it out at the link above or search "Life and Leadership Podcast" where you listen to your podcasts. Katie also gave a TEDx talk in September which is now available online: "[Uncovering the High-Achieving Introvert](#)."

NEW
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Sarah Benike-Immel, Director of Finance, Charter Steel

Sarah Benike-Immel is a Director of Finance at Charter Steel, a division of Charter Manufacturing, a \$1.1 billion family-owned company with fourth-generation leadership. In her role, Sarah works closely with the division president and staff team to prepare short and long-term forecasts and annual business plan, analyze customer profitability, and communicate monthly results to the business, executives, and board. She manages a team of 7 finance professionals across the commercial, logistics, pricing, and general accounting teams. Sarah is a member of the leadership teams responsible for building vision, strategy, and alignment for both the business and the finance function. Sarah has a passion for building a leading edge finance organization as well as driving a focus on women in leadership within the organization. She has been with Charter since 2010. Previous experience includes Oshkosh Corporation and National Exchange Bank & Trust. Sarah volunteers her time creating positive life experiences for children locally through the Campbellsport Jaycees and the St. Matthew Catholic School Home and School Committee. A native of Campbellsport, Wisconsin, she holds a Bachelor of Business degree in Finance from University of Wisconsin, Oshkosh.



Nicole Biederer, HR Director, Aurora Health Care

Nicole Biederer is currently the Human Resources Director for Aurora Health Care. In her role, she partners with several of Aurora's corporate function leaders throughout the state of Wisconsin. In addition to working full time at Aurora Health Care, Nicole is a board member for Lad Lake and the Bay View Community Center. Nicole has over 10 years of Human Resources experience in health care and manufacturing. Prior to joining Aurora, Nicole served as the Human Resources Business Partner at Johnson Controls. Nicole is a native of Madison, Wisconsin, and holds a Masters of Business Administration degree from Cardinal Stritch University and a Bachelors of Business Human Resources degree from UW-Milwaukee.



Courtney Birmingham, Director of Marketing, Potawatomi Casino & Hotel

With more than 15 years of marketing experience, primarily in the casino and entertainment space, Courtney's passion and enthusiasm shine brightest bringing new ideas and opportunities to life in exciting ways. Drawing on her varied marketing experience in branding, public relations, advertising and media, Courtney has successfully launched major expansion projects, including hotel towers, shopping experiences and entertainment complexes in three distinct markets. A New Jersey native, Courtney made her way to Wisconsin in Fall of 2015 and hasn't looked back. Exploring all Milwaukee has to offer and making meaningful conversations has been both enlightening and fulfilling in many ways.

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Linnea Booher, Annual Fund & Campaign Coordinator, Wisconsin Lutheran College

Linnea Booher works for Wisconsin Lutheran College overseeing the execution of fundraising events, the annual fund, and campaigns. In 2017, she was lead staff for the inaugural Divine Servant Award Celebrating featuring former President George W. Bush which netted \$1.2 million for the college. Linnea previously served as Director of Development & Marketing for Danceworks and has worked for Milwaukee Chamber Theatre and Ten Chimneys Foundation. She is a member of the Association of Fundraising Professionals. A trained performer, Linnea has appeared locally with Renaissance Theaterworks, The Fireside, InTandem Theatre, and Skylight Music Theatre. An enthusiastic advocate for arts education, Linnea leads theatre workshops and programs in area colleges, high schools and elementary schools. She graduated magna cum laude with degrees in communicative arts and theatre from Wisconsin Lutheran College.



Jessica-May Bouwman, Plant Controller, Toolcraft, Co.

Jessica-May Bouwman is currently a key member of Toolcraft's executive leadership team serving as the company's Plant Controller and Human Resources Manager. She is responsible for overseeing the company financials, HR activities, and multiple personnel teams. Jessica works alongside the Owner/CEO and has been actively involved in the creation of the company's 10 year strategic business plan. An accounting internship in the steel industry ignited Jessica's love for manufacturing and led her to Toolcraft. Within 6 short years she successfully fulfilled many roles from Manufacturing Specialist to Continuous Improvement Manager, earning the respect of the leadership and manufacturing teams along the way. Jessica volunteers with Big Brothers, Big Sisters and has a deep commitment to faith and family. Born and raised in South Africa, Jessica moved to the United States in 2004 and obtained an MBA from Concordia University and a bachelors degree from UW-Milwaukee.



Kelsey Palmer Brenn, Chief Financial Officer, St. Augustine Preparatory Academy

Kelsey Brenn joined the founding team of St. Augustine Preparatory Academy in June 2016. Just over a year later, the school opened to 600+ students and over 70 staff members. As Chief Financial Officer, Kelsey oversees accounting and finance at the school, but like at any start-up, she wears a lot of hats--including construction, HR, insurance, legal, communication, and fundraising. A CPA, she worked as an auditor at Ernst & Young for five years. She serves on the Board of Girl Scouts of Wisconsin SE and coaches the school's speech and debate team. Passionate about Milwaukee, she is the Curator of the Milwaukee Global Shapers. She loves running and recently completed her first full Ironman triathlon. Kelsey is a native of Elm Grove, Wisconsin. She holds a Bachelor of Science degree in Accounting and Finance from Marquette University, as well as a Master's of Accounting from Ohio State University.



Megan Carver, Associate Director, Kohler Center for Entrepreneurship, Marquette University

As Associate Director for the Kohler Center, Megan provides support, guidance and resources to students that help them evolve their businesses, ideas and interests in entrepreneurship. She is responsible for developing and implementing programming to support student entrepreneurial development across campus. Megan collaborates with faculty and staff across campus as well as partnering with the Social Innovation Initiative to offer joint programming at the 707 Hub. Megan's professional background prior to the Kohler Center for Entrepreneurship has been in corporate and community relations with a focus on growing STEAM education, innovation and entrepreneurship in Milwaukee.

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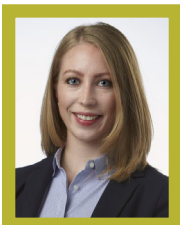
Jillian Culver, AVP, Private Banking, Park Bank

Jillian Culver joined Park Bank in August of 2017, taking on the position of AVP, Private Banking. She manages a large client portfolio of high net worth individuals, families, and not-for profit and for-profit businesses in the Milwaukee area. She works on building relationships with clients, partnering with commercial bankers, and delivering custom wealth management solutions. Jillian received her bachelors in Finance from the University of Stevens Point in 2010, and worked in investment banking and private banking for Wells Fargo for six years, before opting to take a position with a Milwaukee based bank. She grew up in Green Bay, WI and is a member of the TriWi triathlon team. In 2018 she is looking forward to volunteering with Girls on the Run and the Milwaukee Historical Society.



Zoila Diedrich, Sr. Sourcing Analyst, Aurora Health Care

Zoila Diedrich is the Sr. Sourcing Analyst on the Diversity & Inclusion and Talent Acquisition teams at Aurora Health Care. Her main responsibility in this role is to develop sourcing and engagement strategies for passive candidates in support of the diverse slate goal for director level and above roles. Zoila comes to Aurora with over 10 years of recruitment and sourcing experience. Prior to joining Aurora, Zoila was with Kohls Corporate as an Executive Recruiter and Human Resource Business Partner. She earned her MBA from UW-Madison and her undergraduate degree from Lake Forest College in Illinois.



Molly Dill, Managing Director, BizTimes Media

Molly Dill is managing editor at BizTimes Milwaukee, where she covers banking and financial services. A graduate of Marquette University, Dill joined BizTimes as a reporter in 2011. Previously, she was a reporter for the Marshfield News-Herald in central Wisconsin. She lives in Wauwatosa with her husband, Jesse, and her dog, Tuck. In her free time, Dill enjoys playing ultimate frisbee and trying Milwaukee's newest restaurants.



Angie Emrey, Communications Manager, Kane Communications Group

Angie Emrey is a proud member of the Kane Communications Group. As Communications Manager, Angie is responsible for strategic communications and marketing efforts for the client teams she serves. She works closely with executive leadership to set the strategic course for communications throughout the year, aligning with business strategies to ensure successful outcomes that meet the goals of her clients. From Fortune 500 corporations to small agencies, Angie has spent more than a decade successfully communicating brands, platforms, products and services for the companies and clients she serves. She is a member of the Advancing Advocates Council for The Women's Center and the NICU Parent Advisory Board with Waukesha Memorial Hospital. She is a life-long Greater Milwaukee area native, minus a four-year stint at the University of Minnesota to obtain a Bachelor of Arts degree in Communications Studies. She is a retired cheerleading coach, an Alpha Chi Omega alumna and a proud mom to twin baby girls.

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Dana Ernst, Senior Director, Human Resources, GMR Marketing

Dana Ernst is a Sr. Director within the Human Resources department at GMR Marketing. Dana leads the strategic direction and vision for both the Talent Management and Talent Acquisition teams. She partners with business leaders to align critical HR principles with business objectives. Her primary goal is to build a workforce that creates a competitive advantage through recruiting, developing and retaining top talent. Dana manages a team of 14 HR professionals and strongly believes in the growth and development of her team. Prior to joining GMR Marketing, Dana worked at Baird for 11 years in the HR department learning and impacting the Talent Management and Talent Acquisition specialties. Dana holds a bachelors degree from University of Wisconsin-Milwaukee in Human Resource Management.



Casey Fleming, Partner, Foley & Lardner LLP

Casey Fleming is a partner at Foley & Lardner LLP where she focuses her practice on employee benefits and executive compensation. Her employee benefits work includes advising private and public employers on the issues that affect retirement plans, health and welfare benefit plans, non-qualified deferred compensation plans, executive compensation and severance arrangements, and employment agreements. Ms. Fleming is the Vice President of the board of directors of Centro Legal, a non-profit legal services organization which provides important resources for families and survivors of domestic abuse in the Milwaukee Community. She also contributes significant pro bono hours annually to the Milwaukee and Wisconsin communities through her participation in the Wills for Heroes program and other pro bono opportunities. Ms. Fleming earned her law degree, magna cum laude, from Washington and Lee University School of Law. Since graduating from law school, she also completed a Partner Leadership Development Program through Harvard Law Schools Executive Education program and Future Milwaukee, a leadership training and community involvement program offered through Marquette University.



Denise Greathouse, Partner, Michael Best



Staci Groshek, Marketing Coordinator, Children's Hospital of Wisconsin

Staci Groshek is the marketing coordinator fundraising programs for Children's Hospital of Wisconsin Foundation. Her primary role is to support overall efforts to elevate annual giving and awareness of Children's as a cause. She initiates, develops and implements fundraising programs, including direct mail, campaigns and local cause marketing partnerships. She works collaboratively with several departments to ensure that key tactics are implemented and successful. Staci volunteers at Sundance Film Festival annually. She holds a Bachelor of Science in International Studies with a Spanish minor and Master of Business Administration in Marketing and Management from UW-Whitewater. She also lived abroad for one year in Madrid, Spain, where she attended Universidad de Antonio Nebrija.

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Victoria Haas, Founder, Victoria Haas CPA LLC

Haas is the owner of Victoria Haas CPA LLC in downtown Milwaukee with 12 years of public accounting experience. Having served as a tax and accounting professional for both large and small CPA firms, she now focuses on serving small businesses throughout the US. She is also a member of the Junior League of Milwaukee, The Schlitz Audubon, and the Urban Ecology Center. Haas is a native of Itasca, IL, and holds a Bachelor of Science in Accountancy from the University of Illinois in Urbana-Champaign and a Master in Taxation from DePaul University.



Stephanie Hacker, Associate, GRAEF

Stephanie Hacker is the Practice Area Leader for GRAEF's Planning + Urban Design Group, managing a wide range of planning practices and 6 devoted [and fun] planners and urban designers. Through this role, Stephanie serves as the Economic Development Director for the City of South Milwaukee -- a historic company town with a strong community core. She specializes in community and economic development, neighborhood revitalization, strategic planning, plan implementation. As a practitioner and educator who is motivated by innovative practices, Stephanie collaboratively fosters local investment through community partnerships, outside-the-box thinking (warning!), and creative financing. In 2018, she hopes to "love up" the TEMPO EWL experience while reconnecting to prior 40 Under 40, Next City Vanguard, and UWM GOLD Award networks. Stephanie wants the TEMPO world to experience how the professions of planning and urban design are absolutely critical -- and awesome.



Alison Hanrahan, Marketing Manager, Beer Capitol Distributing

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Ebony Haynes, Program Manager-SEL, Boys & Girls Clubs of Greater Milwaukee

It has always been the goal of Ebony Haynes to make a difference in the world. Since she was young, she has done everything she could to inspire those around her. After graduating from Columbia College in Chicago with a degree in communications she worked many years in journalism, marketing and public relations interning and working for companies such as Essence Magazine, The Chicago Tribune, The Milwaukee Art Museum and Branigan Communications. In 2014, Ebony embarked on a search to find a career where she could make a difference in the world every single day. That search led her to the Boys & Girls Clubs of Greater Milwaukee where she currently serves as the program manager for Social Emotional Learning. In this role she oversees programming for gender specific programs, character & leadership programs as well as teen services. She is also pivotal in overseeing the organizations second largest annual fundraiser, Celebrating G.I.R.Ls (Growing Inspirational & Responsible Leaders), which was created to highlight the programs created for the enrichment of the lives of the girl members at the organization. Ebony is also the proud CEO/Founder of Double Dutch to Dreams, a youth development program dedicated to teaching youth the importance of loving themselves and taking care of their mind, body, spirit and soul. In her free time she volunteers as the Outreach Coordinator for the Human Trafficking Task Force of Greater Milwaukee and volunteers in the community as much as possible.



Ashley Hines, Diversity and Inclusion Manager, Medical College of Wisconsin

Ashley M. Hines currently serves as the Diversity and Inclusion Manager in the Office of Diversity and Inclusion at the Medical College of Wisconsin. A native of Milwaukee, Wisconsin, Ashley earned her bachelors degree in Human Development and Family Studies-Child Development from the University of Wisconsin-Madison in Madison, Wisconsin (2010). She is committed to equipping communities to create spaces where everyone feels valued, respected and empowered to contribute. Ashley currently serves on the 88Nine Radio Milwaukee Cultural Commons Steering Committee, as board co-chair of Lead2Change, Inc., a youth leadership organization committed to empowering and inspiring youth to be catalysts for change in their communities. She has received several awards and distinctions, including the 2010 Milwaukee Black Womens Network Well-Willed Women, the 2015 Presidents Award for Diversity and Inclusion at the Medical College of Wisconsin and the 2017 Milwaukee Business Journal 40 under 40 award. Ashley is married to Brandon L. Hines, an executive pastor at Christian Faith Fellowship Church and they have one son, Brandon L. Hines II.



Molly Hogan, Vice President & Customer Experience Manager, BMO Harris Bank

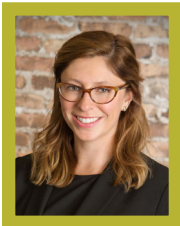
Molly Hogan is Vice President and Customer Experience Manager at BMO Harris Bank. She is responsible for building and executing strategies around customer experience, retention, and acquisition for BMO Harris Commercial Banking. Previously, Molly was a Relationship Manager with BMO Harris with a focus on health systems and not-for-profit organizations. Molly serves on the finance committees of Fisher House of Wisconsin and Notre Dame Schools of Milwaukee and is a co-founder and member of the 412 Network a group of young professional women driven by community, connections, growth, and success. She is a former treasurer and board member of Stars and Stripes Honor Flight and has served as a Mentor for Cristo Rey Jesuit High School, a Junior Achievement volunteer, a Big Sister with Big Brothers/Big Sisters, and a young alumni coordinator for the Notre Dame Club of Milwaukee. Molly was the recipient of the United Way's Philanthropic 5 Award in 2016. Molly holds a BBA in Finance from the University of Notre Dame.

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LeAnn Hoksch, Director, Digital Project Management, GMR Marketing

LeAnn is a digital professional with a passion for new technologies and innovation. She has over nine years of agency experience designing, implementing and delivering web, mobile applications and digital solutions for major clients. LeAnn began her career as Digital Media Planner and Analyst, before transitioning into program and product management. Currently at GMR, LeAnn oversees a team of project managers and the lifecycle of digital products from ideation through development, QA and production. Hailing from Red Wing, Minnesota, LeAnn graduated with honors from UW-Whitewater with a Bachelor of Business Administration in Marketing with an emphasis in Database and Internet.



Claire Huschen, Sales Executive, The Horton Group

Claire Huschen joined The Horton Group as a Sales Executive in 2017. In her role, Claire is responsible for providing Horton clients with comprehensive, cost-effective and innovative solutions to meet their most complex, risk-related challenges. Claire brings nearly a decade of insurance experience to her Horton clients. Prior to joining Horton in 2017, Claire served as a Business Development Executive for M3 Insurance. Her past experience has helped her excel at developing strong relationships with both clients and colleagues. One of the most rewarding aspects of Claire's position at Horton is being able to work with an outstanding and diverse team of specialists. Claire is a native of Lake Geneva, Wisconsin, and holds a Bachelor of Arts degree in Journalism and Spanish from the University of Minnesota in Twin Cities, Minnesota. In her time away from work, Claire enjoys staying active, traveling, and spending time with her husband. She also serves on the Boards of GPS Education Partners and Bel Canto. She is member of The Hoan Group and EWL- Emerging Women Leaders.



Sarah Hyde, Regional Vice President, QPS Employment Group

Sarah started with QPS Employment Group in 2004 as an intern during her final semester of college. She quickly realized that she had a passion for recruiting and took on a recruiting role after graduating from UW - Milwaukee with her Bachelor's in Marketing. She worked her way into management early on in her career and moved around quite a bit for QPS in the local markets. Sarah is now a Regional Vice President where she is responsible for overseeing several markets for QPS.



Liza Jablonski, Director of Business Development, VJS Construction Services, Inc.

Liza Jablonski was accepted and joined TEMPO Milwaukee's Emerging Women Leaders in 2018. Liza is the Director of Business Development at VJS Construction Services, a full-service construction firm building distinctive facilities for education, senior living, housing, manufacturing, medical, corporate office, retail, religious and government. Jablonski serves on the NAIOP-WI Board as well as their Programs and Developing Leaders committees. She is a member of WCREW serving on their Showcase Committee, a member of CARW, and a member of the Waukesha Business Alliance. She volunteers her time with The Salvation Army and is the Service Committee Co-Chair of Echelon, the young professionals organization of The Salvation Army. Liza is a native of Milwaukee, WI, and holds Bachelors of Arts degrees in Economics and Philosophy from UW-Madison and a Masters of Science in Management in Financial Analysis from UW-Milwaukee.

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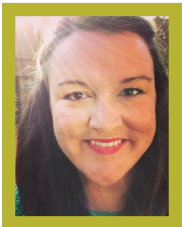
Audra Joy Jacobs, Senior Director of Marketing & PR, Capture Marketing

Audra Jacobs, senior director of marketing and PR at Capture Sports Marketing, leads the agency's marketing and public relations team, as well as creates brand, marketing and communications strategy for clients and the firm. She applies her strategic planning experience and uses audience insights, relevant content and an omnichannel approach to help raise funding for the philanthropic efforts of professional athletes, teams and coaches. Before joining Capture, she worked at Bader Rutter, a business marketing agency. During her 17-year career, she has worked with B2B and B2C clients in multiple industries including, sports, food and beverage, health care, paints and coatings and energy.



Amanda Janssen-Egan, Media Director, Junior Partner, Jigsaw

Amanda has 12 years of experience leading clients in the ever-changing landscape of media and has worked in the quick service restaurants (QSR), health care, education, banking, pharmaceutical and tourism industries. She is an IAB-certified digital media buyer and planner. Her expertise lies in media strategy and the development of comprehensive media plans that integrate traditional and digital media channels. Amanda plans and executes all campaigns with measurement and clear conversations in mind, working to prove marketing communications ROI for Jigsaw's clients. Amanda received her BA in Journalism from the University of Wisconsin-Oshkosh. In her free time, she enjoys spending time with her husband and four-year-old son.



Christa Marie "Mitzi" Keel, Chief of Staff, Schools that Can Milwaukee

Mitzi has over 10 years of experience working in education non-profit recruitment, operations, and fundraising. As Chief of Staff for Schools That Can Milwaukee, Mitzi manages the team of people who keep things running smoothly. A member of the STCM Leadership Team, Mitzi takes the lead on team-wide operations and our development strategy, and also handles day-to-day management of our Board of Directors. Prior to joining Schools That Can Milwaukee, Mitzi worked for Teach For America recruiting corps members and staff members. She also coordinated operations for TFAs 2009 and 2010 training institutes in Chicago. In 2010, Mitzi became the Director of Development and Community Partnerships for TFA-Milwaukee. Mitzi was also the key project manager at TFA for the first GROW in MILWAUKEE event hosted by TFA and STCM in 2014. Mitzi has a B.A. in Political Science from the University of Kansas. In her free time, Mitzi sings in the choir at the Basilica of Saint Josaphat.



Jenna Kruschel, Assurance Senior Management, BDO USA, LLP

Jenna Kruschel is an Assurance Senior Manager at BDO USA, LLP and has been at the firm over 10 years. In her role Jenna manages engagements and consults with clients to help them navigate significant or unusual transactions and the ever changing regulatory environment. In addition to client responsibilities, Jenna is the firm's Women's Inclusion program leader for the Wisconsin offices, which involves developing, planning and hosting numerous events each year. She is also a member of the firm's audit quality network, facilitates at nation-wide firm training programs, schedules the engagements for the Wisconsin offices, and is the Wisconsin office lead on the firm's audit methodology. Jenna is a native of Germantown, Wisconsin, and holds Masters in Accountancy and Bachelors of Business Administration degrees from UW-Madison.

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Stephanie Larson, Regional Finance Support, Fastenal Company

As Regional Finance Support with over 10 years of experience driving Fastenal Company's collection efforts, I provide high quality financial and operational assessments. After honing my skills in Accounts Receivable at a local level, I was offered my current role with the Regional Finance team. Now, I monitor the region's largest assets and collaborate with nearly 200 store locations and corporate departments. My decade in finance means that I bring an analytical mind along with a seasoned perspective on how to continually improve procedures and processes in asset management.



Elizabeth Lundberg, Executive Director, BizStarts



Marie McFarland, Financial Advisor, Northwestern Mutual

Marie McFarland joined Northwestern Mutual in 2015 as the Director of Selection and has evolved into a Financial Advisor. Marie's passion is challenging people to be their best self and ultimately doing good for her community. As a Financial Advisor she inspires her clients to live for today while saving, protecting, and achieving their future goals. Marie works alongside young professionals, growing families, and partners with an advisor who specializes in the pre/post retirement market. Marie enjoys meeting new people, listening, and truly understanding how her team can help add value. She also works to connect individuals throughout the community and is eager to be involved in building a community that creates opportunity to learn from others. In addition, she has been a big sister for the Big Brothers Big Sisters organization and is a hospitality volunteer at the Ronald McDonald House Charities. Marie is from Michigan but spent most of her years growing up in Milwaukee and holds a Bachelor of Science degree in biology from the University of Wisconsin-Oshkosh.



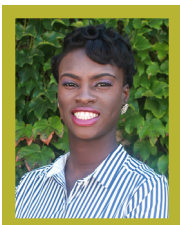
Stacey Mueller, Organizational Change Manager, Goodwill Industries of Southeastern Wisconsin

Organizational Change Manager at Goodwill Industries of Southeastern Wisconsin, Stacey Mueller assesses change impact, formulates strategies, and develops plans designed to achieve people-dependent business results. Mueller supports a portfolio of projects and initiatives as a member of the Project Management Office. She also consults with and educates leaders from the executive level to the front line. She is among the first 150 practitioners worldwide to earn the Certified Change Management Professional credential through the Association of Change Management Professionals. She is also a Prosci Certified Change Management Practitioner and Trainer. Before joining Goodwill, Mueller supported clients' improvement efforts as a Patient Experience Advisor with Press Ganey and served more than 16 years at Children's Hospital of Wisconsin in a variety of roles. At Children's, Mueller formalized and led the internal communication function before moving to the Project Management Office to lead change readiness and adoption efforts on a \$130 million electronic health record implementation. Mueller earned a bachelors degree in Journalism from the University of Central Florida in Orlando and a Master of Science in Organization Leadership and Quality from Marian University in Fond du Lac, Wis.



Lori Muench, Director-Finance, Goodwill Industries of Southeastern Wisconsin

Lori Muench is a finance executive with 20 years of experience in providing business partnerships to both operating teams and executive leadership with a focus on maximizing results, driving cost savings, and exploring new business opportunities. She is currently the Director of Finance at Goodwill Industries of Southeastern Wisconsin. Prior to moving into the non-profit sector three years ago, she worked with consumer products companies SC Johnson & Sons and Jockey International. A native of Sussex, Wisconsin, she holds a Bachelor of Science degree in accounting from UW – Milwaukee, a Master in Business Administration from Loyola University Chicago, and is a CPA in the state of Wisconsin.



Obiageli "Oby" Nwabuzor, Resource Development, Special Projects Coordinator, United Way

Oby Nwabuzor oversees Resource Development's Special Projects for United Way of Greater Milwaukee & Waukesha County, working to implement effective strategies to engage and broaden the base of giving. She serves on the leadership team for ALIVE Inc., Milwaukee as the Community Liaison supporting strategic operational needs-building and maintaining key relationships. Previously, Oby was responsible for implementing national Boys & Girls Clubs' curriculum, programs, and projects centered on growing and developing youth. She also has worked with Argosy Foundation to conduct research on renewable energy, environmental justice, recidivism, investments and assisted in funding non-profit organizations around the country. Oby is an advocate for Milwaukee's youth by serving as a Board Member of The Friendship House of Milwaukee, and through PAVE's Board Corps. Additionally, she is an Ambassador of ONE MKE and member of TEMPO Milwaukee Emerging Women Leaders. She obtained her Bachelor of Arts in Organizational Communication from the University of Wisconsin-Milwaukee and a Master of Business Administration in Business Strategy from Cardinal Stritch University.

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Kelsey Otero, Associate Director, Social Innovation, Marquette University

Kelsey serves as Associate Director for the Social Innovation Initiative and co-lead for Marquette University's innovation space, the 707 Hub. In this role, she provides support and resources to students and community members interested in solving society's most pressing problems with innovative solutions. She leads boot camps on building your social venture (nonprofit or for-profit) and is responsible for programming that builds the social innovation ecosystem. In addition, Kelsey works on economic development in the Near West Side, serving as Co-Chair of the Commercial Corridor Working Team. Before Marquette, Kelsey worked in Olympic marketing on three different Olympic Games. She is a 2009 graduate of the University of Notre Dame and earned her MBA from Marquette University in 2014. In her free time, you can often find her in Door County, traveling, or spending time with her family.



Heather Pechacek, Program Manager, Greater Milwaukee Committee

Heather Pechacek is the Scale Up Milwaukee membership manager for the Greater Milwaukee Committee. Joining the GMC in 2016, Heather's focus is to make tangible an entrepreneurial ecosystem, resulting in economic prosperity and job creation for the Milwaukee region. Heather is also an experienced marketing and communications professional, tasked with communicating the mission and vision of the GMC through its various programs and initiatives. Prior to working for the GMC, she served as the marketing and events manager at Shepherd Express, Milwaukee's alternative newsweekly, managing the creation and implementation of various community-wide events and marketing campaigns. Heather is a Cleveland, OH, native, and holds a Bachelor of Communications from Cleveland State University. In her free time, Heather spends time with her family, including her husband Ted, and two beautiful daughters Harlow and Hazel. She is a founding member of Echelon MKE, serves as an advisory board member for the Salvation Army Milwaukee County, is actively involved in her parish and children's school, and is incredibly excited to be a new member of TEMPO's Emerging Women Leaders.



Allison Pfeifer, Interior Designer, Eppstein Uhen Architects

Allison has been practicing interior design for over six years and has developed a passion and expertise in workplace design during her career at Eppstein Uhen Architects. Her fascination with the built surrounding and how it affects energy and innovation allows her to design spaces for clients that enhance their culture and brand. The most rewarding part of her job is revisiting projects and experiencing the excitement and motivation of employees driven by a transformation in their work environment. Graduating from the University of Wisconsin-Madison with a Bachelor's in Interior Design and minor in Business, Allison began her career in residential design and worked her way east to the Milwaukee commercial market. She is thrilled to continue to have the opportunity to work on projects close to her Alma Mater, but the diverse culture of Milwaukee is what keeps Allison in the Midwest, and she is looking forward to investing her time in the community and continuing to build relationships through TEMPO. Variety is what gives Allison motivation every day. Not only in project types, but also in her role as the Emerging Professional Group liaison at her firm and volunteering for the organizations she belongs to. Allison enjoys taking on new challenges outside of her work life as well. A native of Door County, WI, with family rooted in Minocqua, WI, you'll find her waterskiing, fishing, hiking and taking advantage of outdoor activities year-round.

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**Mary Piwaron, Associate Development Officer-Corporations,
Children's Hospital of Wisconsin**

Mary Piwaron started as an Associate Development Officer with Children's Hospital of Wisconsin in April 2017. In her role, Mary works with corporations throughout the greater Milwaukee area to expand the mission of Children's Hospital through philanthropy. She has also been instrumental in developing corporate volunteer opportunities for the hospital. Prior to joining Children's Hospital, Mary was the Director of the Women Leaders Conference at UW-Milwaukee School of Continuing Education. Mary has a bachelors degree from the University of Wisconsin-Madison and a masters degree from UW-Milwaukee. In addition to her job, Mary is the President of the Board of Directors for Basset Buddies Rescue, Inc, a non-profit committed to rescuing basset hounds and educating the community about responsible pet ownership.



Karen Powell, Director of Events, MMAC

Karen Powell is Director of Events for the MMAC. She is responsible for developing, planning, marketing and promotion of MMAC events and programs. She is also integral in creating and cultivating sponsor relationships. She has more than 17 years of event planning experience. Prior to joining MMAC, Powell coordinated special events for Children's Hospital of Wisconsin. Powell serves on the Meeting & Events Advisory Committee at MATC and volunteers with the Girl Scouts and Cedarburg Junior Women's Club. She received her degree in marketing from the University of Wisconsin-Eau Claire and is a graduate of Future Milwaukee, a community leadership program affiliated with Marquette University.



Lisa Proeber, Business Development Manager, Allsteel

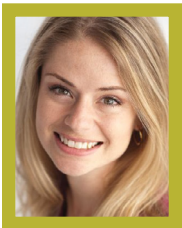
Lisa Proeber joins us from Allsteel, a furniture manufacturer based in Muscatine, Iowa. She is the Business Development Manager for the state of Wisconsin. Before being recruited by Allsteel she was responsible for business development for a local contract furniture dealer here in Milwaukee. Before that she spent 11 years with La-Z-Boy in various roles ending as a Sales Manager before relocating back to Wisconsin to be closer to family. She is trained in Kaizen Lean Management/Thinking. She served as the President of La-Z-Boy CHAIRities, an organization focused on children's charities such as Ronald McDonald House of Arizona and Drowning Prevention Coalition of Arizona. She also served on the board of The Employee Assistance Fund of EBCO, Inc as the Fundraising Chairperson. Currently she has co-organized a group of Emerging Professionals in the Interior Design Industry to provide professional development and networking.

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Michele Raysich, Senior Associate-Project Manager, In. Studio Architecture

Michele Raysich is excited to be part of TEMPO Milwaukee's Emerging Women Leaders in 2018! Since graduating with her Masters in Architecture from UW-Milwaukee and becoming a licensed architect, Michele has been dedicated to expanding the female voice in business in our Milwaukee community. She serves on the board of directors for Women in Commercial Real Estate of Wisconsin, leading the communications committee for the organization. She also serves as a mentor for UWM Architecture students in their MentArch and Extern programs. For the last five years, she has also been instrumental in helping lead her company's United Way Workplace Giving campaign. Michele is passionate about TEMPO's mission to further the impact of women leaders in our community, and she looks forward to collaborating with other women leaders toward this important goal.



Krista Renfrew, Director of Special Events, Milwaukee Art Museum

As Director of Special Events, Krista provides oversight and overall management for the major fundraising events organized by the Museum and its support groups, including Lakefront Festival of Art, Art in Bloom, MAM After Dark, Bal du Lac, the Contemporary Arts Society bi-annual Art Auction, Yoga @ the Museum, Presidents Circle, Exhibition Openings and other projects. She also serves as the primary staff liaison to the Friends of Art Board of Directors. Krista and her team work closely with event co-chairs and Friends of Art Board of Directors to prepare and maintain all required event documentation and financial reports.



Cassandra Schell, Projects Specialist, Goodwill Industries of Southeastern Wisconsin

Cassandra Schell joined Goodwill Industries of Southeastern Wisconsin's development team in April 2015. In 2016, she moved into the role of Projects Specialist with Goodwill's Planning and Project Management team. In this role, she assists with projects relating to strategic planning, project management, internal consulting, and other special projects in support of the corporation's financial, quality, and program goals. Prior to joining Goodwill, Cassie served in a variety of positions throughout her seven years of service with Junior Achievement of Wisconsin and holds a Bachelor's degree in Business Administration (Marketing) from the University of Wisconsin-Whitewater. When she is not working, she enjoys spending time with friends and family, volunteering with Junior Achievement, scrapbooking, travelling, and is pursuing a Spanish Language Certificate.



Amy Schoenemann, Real Estate Development Manager, Capri Senior Communities

Amy has over 13 years of experience focused on designing and developing senior living campuses throughout Wisconsin and across the country for some of the largest senior care providers in the United States. An architect by trade, Amy joined Capri in 2016 to work exclusively in real estate development. She is responsible for the strategic growth and successful development of Capri's building portfolio. She closely manages design professionals, engineering consultants, and stakeholders to bring developments to fruition. Amy graduated Magna cum Laude with a Bachelors of Science degree in Architecture from UW-Milwaukee. Amy co-created the trademarked design philosophy: Sensory Design 5 for memory care environments and has been a leading presenter at WALA for 5 years speaking on design trends and environmental approaches in senior living. She is affiliated with Wisconsin Commercial Real Estate Women (WCREW), serves on the Mission, Vision, Values committee within Capri, and is a board member of the Alzheimer's Associations Young Champions.



Jaclyn Stoczany, University Staff Executive Assistant to Provost & Vice Chancellor, UW-Milwaukee

Jaclyn M. Stoczany is the University Executive Staff Assistant to the Vice Chancellor for the Office of Development & Alumni Relations at the University of Wisconsin-Milwaukee. As a non-traditional, returning student and full-time employee, Jaclyn received her Bachelor of Science in Community Engagement and Education in May 2017. Jaclyn has been with UW-Milwaukee for nearly 15 years, starting as a student programming intern at the UWM Women's Resource Center to working as a University staff member. In her tenure at UWM, Jaclyn has worked on a myriad of tasks and projects varying between administrative, project management, development/community engagement, financial, human resources and strategic planning support. On a community level, Jaclyn has a continued interest in advocating for women's rights and eradicating violence against women. In 2001, she had the opportunity to intern under feminist and women's advocate Gloria Steinem in Washington D.C. and volunteered for the People for the American Way Foundation as a voter rights protection advocate. Within Milwaukee, she has volunteered as a sexual assault advocate at the Sexual Assault Resource Center at Aurora Sinai, photographer for Meta House, a recent addition to the Milwaukee Children's Choir Board of Directors and is currently involved with the Sojourner Family Peace Center. Jaclyn is currently in the 40th cohort for Marquette University's Future Milwaukee community leadership program and is a Fall 2017 graduate of United Way's Project LEAD program.

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Rebecca Stoner, Director of Development, ACTS Housing

Rebecca Stoner is the Director of Development at ACTS Housing - a nonprofit social enterprise that works to support families in homeownership throughout Milwaukee's neighborhoods. As the Director of Development, she leads the organization's fundraising and communications efforts. She earned a Masters in Nonprofit Management from Marquette University through the Trinity Fellows Program, a competitive university wide fellowship. Before working at ACTS, Rebecca served as a volunteer and program manager with a local meal program. She is also a Former Jesuit Volunteer, having served for a year in Hartford, CT, working with previously homeless men as a case manager. Rebecca is passionate about affordable and equitable housing and lives on Milwaukee's north side with her husband.



Kathleen "Kate" Wegrzyn, Senior Counsel, Foley & Lardner LLP

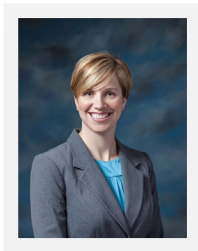
Kathleen (Kate) Wegrzyn (pronounced Way Grin) (formerly Noble) is a senior counsel and business lawyer with Foley & Lardner LLP and is a member of the firm's Commercial Transactions & Business Counseling and Distribution & Franchise Practices and the Food & Beverage Industry Team. Ms. Wegrzyn's areas of focus include counseling businesses on general corporate and commercial matters, including commercial contracts, dealer arrangements, licensing issues, supply chain contracts, marketing and promotion agreements, and logistics and transportation contracts.



Amanda Wright, Communications Consultant, Northwestern Mutual

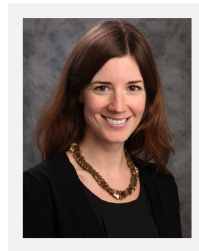
Amanda Wright serves as a consultant on the Field Communications team at Northwestern Mutual. She enjoys gathering audience insight directly from NMs financial advisors across the country, and developing communication strategy from that insight to share with business partners company-wide. She also provides support to NMs Field Associations, its Crisis Communications team, and the Office of the CEO. In addition, Amanda is the co-chair of the NM Women's Employee Resource Groups Speakers & Panels sub-committee. Prior to joining NM, she worked in public relations at agencies in Milwaukee and Southern California. Amanda is an active supporter and volunteer for Girl Scouts of Wisconsin Southeast and St. Josephs Church and School in Wauwatosa. A native of St. Charles, Ill., she holds a Bachelor's Degree in Journalism with a minor in Political Science from Marquette University, and a Master's Degree in International Communications from the University of Leeds in England.

Thank you to the following Emerging Women Leaders who have passed on the co-chair torch! We are so appreciative of your leadership and dedication to EWL and your committees over the past two years!



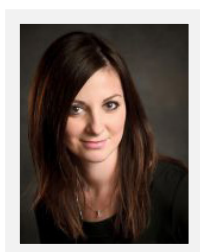
Community Involvement

Elizabeth Hummitzsch and Lisa Truong



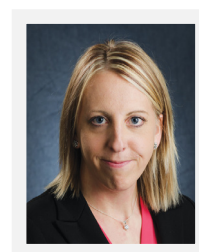
Events

Jess Albrecht and Jessica Huebner



Mentoring – EWL Connects

Regina Levchets



Mentoring – 1-to-1

Christine Schulz

The keys to a successful mentor-mentee relationship

By Tami Garrison and Denise Thomas

We are a testament that women can benefit from mentors who help them advance their careers. Even still, a 2011 LinkedIn survey found that nearly one out of every five women in the U.S. does not have a mentor. But how do you find a mentor and – the hard part – put in the work to nurture a mutually beneficial relationship? Here are some tips we’ve learned over the past four years as mentor and mentee.

1. **Choose thoughtfully.** The thought of asking someone to be your mentor may be intimidating, but the ask will be easier if you can clearly explain what guidance you’re seeking from him or her and why. It may be because they hold a position you admire, are active in the community or have a specific skill. In the end, you’re seeking someone who has the time, energy and has shown a genuine interest in you previously.
2. **Meet them where they are.** Mentoring relationships may begin formally through an employer, a business association such as TEMPO Milwaukee, or happen organically through shared interests like ours did. In either case, it’s important to learn what experiences have brought both the mentor and mentee to where they are today. Communication is at the core of any successful relationship, so invest time in getting to know one another on a personal level before tackling career-focused conversations.
3. **Find a meeting schedule that works for you.** For some, an effective meeting schedule may mean a weekly phone call. For others, it could be lunch every other month with e-mails in between. Figure out what cadence and combination of in-person meetings, phone calls, e-mails or texts works best for the both of you and schedule them into your year as best you can. Above all, be respectful of each other’s time and make your meetings a priority. Our relationship is now an open line of communication because we both gave 100% early on.
4. **Set clear goals.** Work together to prioritize the mentee’s goals, make sure they’re realistic, and keep him or her accountable. For example, a general goal might be to get promoted. A mentor can help a mentee set even better goals by making sure they’re SMART – Specific, Measurable, Achievable, Realistic and Timely. You may even consider setting an annual “stretch” goal that gets a mentee out of his/her comfort zone.
5. **Make the most of each meeting.** Create a bit of structure with an agenda, or a progress report listing each of the mentee’s goals that is updated at each meeting. At a minimum the mentee should report back on any action items or homework the mentor gave at the last meeting. Some pairs may want more or less structure – but know it can be more difficult to measure progress without documentation or a plan. That said, your meetings do not have to be all business!



6. **Strong relationships are built on trust, honesty and vulnerability.** This will come over time, but remember that only with authenticity on both sides will the relationship achieve maximum results. Be open-minded to new ideas and constructive feedback which will help the relationship grow. Over the years, our relationship has involved from mentorship to sponsorship – we advocate and endorse each other even when the other is not around.
7. **Be an active listener and ask clarifying questions.** Make sure what the other person intends to say is what you hear. After he/she is done speaking, you might try and summarize the other person’s main points to make sure you understand him/her correctly. Don’t make assumptions.
8. **Mentoring goes both ways.** Don’t get caught up in the traditional roles and responsibilities of a mentor and mentee. Reverse mentoring is gaining popularity, a concept which involves someone more junior mentoring someone more senior – rather than the other way around. Peer mentoring circles, such as TEMPO Milwaukee’s Mentor Circles and EWL Connects programs, bring together small groups of individuals with similar years of work experience to mentor and be mentored. Whether in a 1-to-1 or small group setting, take advantage of others’ strengths and expertise while contributing equally.
9. **Have realistic expectations.** A mentor is not a therapist or a fixer, and don’t expect him or her to always say what you want to hear. Set expectations early on about what a mentor is and isn’t, as well as what a mentee is and isn’t.
10. **Repeat.** Why limit yourself to just one mentor? Both of us have several mentors who counsel us on specific situations or help with specific goals, and the formality of the relationships vary. Our mentors come from varied backgrounds and areas of expertise, and when combined make up a personal “board of directors.” Your board should be diverse – you’ll get more well-rounded advice, perspectives and expand your network when you engage with people who aren’t like you.

Mentor and mentee since 2014, Tami Garrison, Community Affairs at MillerCoors, and Denise Thomas, President/Owner of The Effective Communication Coach LLC, are now each other’s biggest advocates. Both Tami and Denise hold leadership positions with women’s networking group TEMPO Milwaukee - Tami as Board Chair and Denise as a Leadership Co-Chair of the Emerging Women Leaders program. Reach out to the co-chairs of the EWL Mentoring Committee to learn more about the mentoring opportunities within EWL!

DEAR EWL

Whether you are brand new to EWL or have been with the group since the beginning – it's okay to have questions! Below are answers to some frequently asked questions. Submit your questions to us at info@tempomilwaukee.org at any point during the year.

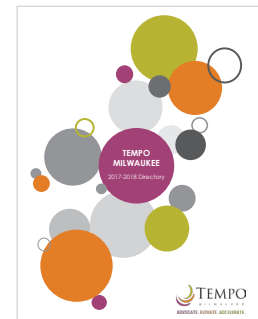
Is there a clearly defined process for Emerging Women Leaders to become TEMPO Milwaukee members?

There is not currently a clearly defined process or path for Emerging Women Leaders to transition or “graduate” to TEMPO Milwaukee membership. The new EWL Membership-Nomination committee has been tasked with developing and communicating the guidelines later on in 2018. In the meantime, if an Emerging Women Leaders participant is interested in becoming a TEMPO Milwaukee member, she would follow the same process as all non-members follow. A current TEMPO Milwaukee member who believes she meets membership criteria can nominate by following the directions at tempomilwaukee.org/becoming-a-member.

Is there a directory with everyone's contact information?

Yes – a print version and an online version. The print version contains contact information for our 325+ TEMPO Milwaukee members and Emerging Women Leaders, and is published once a year in May. The directory is not mailed to members and Emerging Women Leaders, but it is made available at all events/programs for you to take with you.

The online version of the directory is accessible by logging in to your profile at tempomilwaukee.org. Click on the tab that says “Directory” and select either TEMPO Milwaukee Members or Emerging Women Leaders. We encourage you to utilize this tool as it has the most up-to-date information.



Wow, there is a lot going on! Can you help me prioritize what events I should attend?

One of the benefits of EWL is that you can “choose your own adventure” – and the adventure will be different for everyone based on interests, goals and schedules. EWL participants are not required to attend a specific number of events or programs currently, so we recommend at a minimum attending at least one of each type in your first year to get a feel for a program meeting versus a social versus a community involvement activity, etc. Aside from events, the EWL Connects program is a great way to feel engaged, connect with others in a smaller setting, and the groups typically meet at a consistent date and time. If interacting with TEMPO members is important to you, joining the 1-to-1 mentoring program or attending the Professional Development Series sessions might have greater priority than for someone else. If you have any questions about navigating the calendar, don't hesitate to ask others for their tips and tricks.

I don't remember if I registered for a certain event – how can I check?

Every time you register for an activity through the TEMPO Milwaukee website you should immediately receive an automated confirmation e-mail. The office also sends out an e-mail with event reminders to all registered attendees one or two days prior. If you do not receive either of these e-mails it is likely you did not register or an error occurred. One final way to check is to log in to your profile through the TEMPO Milwaukee website, click on “My Member Profile,” then “My Profile” and then “View Transactions” where a list will appear showing all events you have registered for. You can also contact the TEMPO Milwaukee office at any time with questions.

Do I have to join a committee?

Committee participation is optional but encouraged. In 2017, almost 80 percent of Emerging Women leaders participated in a committee. Learn more about the different committees [here](#) and reach out to the committee co-chair to answer your questions. It's more than okay to shop around, observe a meeting or two before committing fully, and remember you can join a committee (or two) at any point in the year.



EWL Leadership Co-Chairs

Janine Emmer - Associated Bank
Katie Rasoul - Team Awesome
Katie Richter - Aurora Health Care
Denise Thomas - The Effective Communication Coach

EWL Committee Co-Chairs

Communication:

Tarajee Rucker - Johnson Controls

Community Involvement:

Sarah Fracek - Kane Communications Group
Kirstin Stahl - Wells Fargo Asset Management

Events:

Mary Allmon - Marietta Investment Partners
Maggie Beckley - Aurora Health Care

Membership:

Engagement -
Britt Blackwelder - Capri Communities
Andrea Hug - Make-A-Wish Wisconsin

Nomination -
Rayna Andrews - Feeding America Eastern Wisconsin
Leah Fiasca - Dohmen Constellations

TEMPO Milwaukee

Jennifer Dirks - President & CEO
Marit Harm - Program Development Manager
Kelsie Arreguin - Communications & Events Intern

Mentoring:

EWL Connects -
Tracy Glorioso - Experis
Jordan Spillane - Froedert & Medical College of Wisconsin

1-to-1 -

Aliah Berman - Aurora Health Care
Beth Loebel - Northwestern Mutual

Programming:

Crystal Morgan - Aurora Health Care
Ashley Voelz - Artisan Partners
Ann Woelfel - BrookLink

Sponsorship:

Nicole Gulatz - American Red Cross Wisconsin
Regina Levchets - Old National Bank

PRESENTED BY:



WITH ADDITIONAL SUPPORT FROM:



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