

## Celebrating Volunteers with Jacquelyn Fredrick, BloodCenter CEO

By Alicia Dupies, Mortenson Construction

As we all constantly see and experience, TEMPO is only as strong as its members and the commitment each person brings to help achieve our organization’s mission. Last month’s program focused on two inspiring women, Kris Rappé of We Energies and Jennifer Bartolotta of Bartolotta Restaurants, and a best of class organization – Johnson Controls – who have selflessly helped make the Milwaukee community a better place to work, play and live.



area of improvement identified was to effectively recognize our own members. “This organization could not achieve as much as it does without the contributions of the members to get involved and make things happen,” said Tracy Johnson.

Join us for the March 17<sup>th</sup> program where we will salute these individual members that are making positive contributions to TEMPO.

Keynoting the program will be Jacquelyn Fredrick, President and CEO of BloodCenter of Wisconsin and the Blood

Research Institute. From her leadership role, Ms. Fredrick knows first-hand the importance of volunteers in making an organization successful where BloodCenter of Wisconsin notes that “Volunteers are our priceless link to the gift of life.” In fact, last year, the BloodCenter of Wisconsin relied on more than 250,000 volunteers to help their organization meet its goals. Vice President of Administration for BloodCenter of Wisconsin, Patricia Martin, says “These volunteers include blood donors, tissue and organ donors, bone marrow and stem cell donors and the volunteers that help out at blood drives. Without these

volunteers, the BloodCenter of Wisconsin would not be what we know it as today.”

Ms. Frederick leads an internationally respected transfusion medicine organization that is the sole supplier of blood and blood products to 54 Wisconsin hospitals and provides blood products nationally. The Center provides diagnostic reference laboratory services to hospitals nationwide and transfusion and hematology-related medical services to hospitals, including the Comprehensive Center for Bleeding Disorders, a bleeding and clotting disorder treatment center. Its Blood Research Institute is among the world's premier blood research organizations in vascular biology and the top funded research institutes of any blood center. The BloodCenter also provides stem cell and bone marrow solid organ and tissue recovery services.

*(Continued on page 4)*

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**The Details**  
Thursday, March 17, 2011  
11:30 - 1:30 p.m.  
The University Club  
No Fee for members, Guests \$30  
Register: [www.tempomilwaukee.org](http://www.tempomilwaukee.org)

## *From the President*

## Member Engagement has been Key to TEMPO's Success in 2011

I spent some time over the weekend with our strategic plan and notes from so many of the meetings and conversations we had during its development and roll out.

You may remember, the resounding message that came out of the strategic planning process was to increase opportunities for TEMPO Milwaukee members to get involved. As I take a look today at the committees, subcommittees, new initiatives underway and the number of members involved, I'd have to say we are well on our way.

This year, we have fourteen active committees and subcommittees contributing to everything from communications to fundraising, membership, governance and our events. Some of our committees have developed sub-committees to focus on specific needs and ideas like our new professional development program or the creation of TEMPO's new branding brochure. We have brought back the new member orientation (open to anyone who wants to attend—so mark your calendar for March 23 and register on the website), and created a committee focused on member retention. Approximately 40% of our members are now actively involved on a committee.

While we haven't tracked this metric in the past (but we are beginning to now), this is a very strong number for association participation with nearly half of all members realizing the benefits of building and sharing their network through TEMPO.



This is important because TEMPO Milwaukee is stronger when you are engaged. The Mentor Awards Event is a wonderful example. Our 2011 program hit record numbers on attendance and revenue. More than 50% of the membership was in attendance and many of you brought guests who had never joined us before. We hope the event made you proud to be a member! 100% of those answering our survey said that they plan to attend again next year. Engagement by definition means, you're committed. For TEMPO, that commitment creates so many rich and diverse opportunities. It means the board can help develop programs that reflect what's important to you. It means we're building a brand that attracts strong corporate partners and positions our members as leaders.

As an example, we have developed a professional development track that is a direct result of input from and efforts by members at Whyte Hirschboeck Dudek, MillerCoors, Deloitte, Rockwell, State Farm Insurance Company, KPMG and

Marcus Corporation. Our first program is this week, with the next scheduled for Friday, May 13. *BizTimes Milwaukee* reported on the new series—read about it by [clicking here](#).

We are on such an exciting track and there is so much more ahead....

That said, we are nearing the end of our fiscal year. TEMPO Milwaukee begins a new term on May 1<sup>st</sup>. Incoming president, Amy Rislov and our nominating committee are focused on succession planning and a new governance structure that supports a new streamlined for our board. As TEMPO Milwaukee evolves with the strong membership and the strong leadership of our Executive Director, Tracy Johnson, the board needs to be able to be nimble and comprise a larger and even more diverse group of leaders. Watch for email announcements about these initiatives, we will need your vote on the new bylaws and our new slate of leaders!

I'll look forward to seeing you at our member meeting on March 17<sup>th</sup> when we recognize some amazing members for their contributions to TEMPO this year and learn from Jacquelyn Fredrick, President and CEO of BloodCenter of Wisconsin, about the value of recognizing engaged employees and volunteers.

A handwritten signature in black ink that reads "Kimbly Kane". The signature is written in a cursive, flowing style.

## Healthy Eating: A Positive ROI for Life

By: Yvonne D. Greer, MPH, RD, CD, CLC, Nutritionist Coordinator, City of Milwaukee Health Department

Did you know... March is National Nutrition Month and Registered Dietitians across the nation will bring attention to the theme of *Eating Right with Color* by focusing on the health benefits of consuming a rainbow of colorful fruits & vegetables as part of a healthy diet

([www.eatright.org/nnm](http://www.eatright.org/nnm))? Also, the new 2010 US Dietary Guidelines for Americans

([www.dietaryguidelines.gov](http://www.dietaryguidelines.gov)) outlines specific recommendations to promote optimal health and longevity at all stages of life. Plus, the American Heart Association just released their Evidence-based Guidelines for Cardiovascular Disease Prevention in Women: 2011 Update and joined with the Preventive Cardiovascular Nursing Association (PCNA) to develop the handout, *Living Guidelines for Women: What You Need to Know* (downloadable at [www.PCNA.net/women](http://www.PCNA.net/women)).

In reviewing these research based guidelines, it became apparently clear that healthy eating will yield a positive return on investment (ROI) of a healthy life. Yes, a lifestyle of eating healthy can be viewed as an investment in yourself with dividends that are passed on to family and friends. The time invested in planning healthy meals and snacks, the energy devoted to food shopping and cooking healthy recipes, and the actual financial investment in purchasing healthier items can yield huge pay-off for health by reducing diet related chronic diseases, with significant cost saving over a lifetime. In one study, it was estimated that obese women age 65 and older had a lifetime medical cost between \$32,000 and \$48,000 higher than average weight women. Plus, research has confirmed that when women eat more fruits and vegetables, their

families and friends do so as well. You are, in fact, role modeling healthy eating (or unhealthy eating) through the foods you choose to eat. So, make a pledge, today, to create your own personal action plan for healthy eating. Below are practical tips to help you in your quest:

- 
- Balance calories and physical activity. Enjoy what you eat but eat less. Avoid oversized portions.
  - Focus on nutrient-dense foods and beverages – whole grains, vegetables, fruits, beans and peas, seafood, and lower fat milk and products. Nutrient-dense foods provide vitamins, minerals, and other healthy substances with relatively few calories or fat.
  - Make half your plate fruits and vegetables
  - Replace servings of refined-grain foods with 100% whole-grain foods.
  - Switch to fat-free or low fat (1%) milk
  - Drink water instead of sugary drinks
  - Reduce sodium intake to less than 2300 mg per day by comparing the sodium in foods like soup, bread, and frozen meals, and choose the foods with lower numbers
  - Choose protein from a variety of animal and plant-based foods and increase seafood in place of some meat and poultry

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In this time of tighter budgets and doing more with less, make sure that you are getting the most out of your food dollars through investing in healthy eating. The positive ROI of a healthy life is priceless!



## Volunteers (continued)

In addition to relying on volunteers, Ms. Fredrick currently serves as a volunteer for a wide range of organizations. She is currently serving as Past President of the AABB, an international professional organization for transfusion medicine and cellular therapies. She also serves on the boards for the Marshfield Clinic National Advisory Council, ISBT Foundation, Alverno College, Junior Achievement of Wisconsin, and is Vice Chair of the Milwaukee Regional and Medical Center Board. She is Chair of the UWM Research Foundation Board and serves on the UWM Foundation Board, the UWM Dean's School of Health Sciences Advisory Board and the UWM Dean's Business School Advisory Board. She is also a member of the Search and Screen Committee for UW-Milwaukee Chancellor. She is also a member of the Rotary Club of Milwaukee, Professional Dimensions and the Greater Milwaukee Committee.

On March 17, we will thank all of our volunteers and pay a special tribute to those listed below. Thank you to everyone who gave their time and expertise to advance the mission of TEMPO during this past year. Our organization continues to grow and improve because of members who care and provide their leadership.

### Board of Directors

Rose Spano Iannelli; Partner, Spano Pratt Executive Search

### Mentoring Committee

Cathy Girard; VP of Development, Goodwill Industries of Southeastern Wisconsin

### Programming Committee

Kim Wynn; Shareholder, Whyte Hirschboeck Dudek S.C.

### Membership Committee

Marilyn Krause; Assistant Managing Editor, Milwaukee Journal Sentinel

### Membership Outreach and Retention Committee

Linda Fellenz; President, LF Green Development, LLC

### Leadership Event Committee

Kari Humphrey

### Board Governance

Lisa Froemming; President/CEO, Columbia St. Mary's Foundation

### Mentor Awards Committee

Candy Walton; Director of Corporate, Foundation and Community Gifts and Planned Giving

### Communications Committee

Sue Bartfield; President, BlueStar Creative

### Past President

Martha Valerio, Northwestern Mutual



## Members in the News

**Abby Ramirez**, Executive Director of Schools That Can Milwaukee, has been named by the United States Postal Service as a “Women Putting Their Stamp on Metro Milwaukee”. The event to honor her will take place on Friday, March 25, 2011 at the Hilton Hotel.

Congratulations to **Wendy Bauman**, President/CVO for WWBIC. She will be recognized at the *Business Journal's* Central City Business Awards on Monday, March 14.

Congratulations to **Nancy Sennett**, Managing Partner for Foley and Lardner. She will receive the

Professional Dimensions Sacagawea Award on March 16th at the Pfister Hotel.

**Corry Joe Biddle**, Executive Director of Fuel Milwaukee, was recognized in the *Business Journal's* Forty Under 40, 2011.

Check out *BizTimes* Milwaukee (February 18-March 3 issue) to see **Michelle Mason**, managing director for ASQ talk about social responsibility.

**Phyllis Mensh Brostoff**, CISW, CMC, CEO of Stowell Associates SelectStaff Inc. will present at the conference of NAPGCM (National Association of Professional Geriatric Care Managers) on May 13, 2011 in New Orleans. The program will be “The Business of Geriatric Care Management 201”.

**Janet Allen** is working on a Women’s Conference—”Not Business As Usual” on March 31st hosted by the UWM School of Continuing Education. The event will be at the Pfister Hotel from 8 am-1:15pm. Highlights of this year's conference include keynote speaker and UWM alum Beth Pritchard - Alshaya North American Advisor, and former President and CEO of Bath & Body Works and Dean & DeLuca. For the full agenda, speaker information and social media resources visit: [www.sce-womenleaders.uwm.edu](http://www.sce-womenleaders.uwm.edu). For more information, contact Jan Allen, at 414-227-3219 or [allen3@uwm.edu](mailto:allen3@uwm.edu).

**Staci Wellentin** was selected by Sprint Nextel Corporation to serve a 3-year term on the Sprint CIO Advisory Council. The mission of the Council is to represent the interests of the Sprint Enterprise Business Customer base by providing input on Sprint’s strategy for solution development and to continually improve the customer experience. The council includes CIOs from companies including Edelman, Federal Mogul, Southwest Airlines, Dr. Pepper Snapple Group.

If you have member news to share, please send it to TEMPO at [tempo@tempomilwaukee.org](mailto:tempo@tempomilwaukee.org). Subject line: Member News. The item should be between 50 and 75 words and may include a hyperlink to more information. Submissions must be made by the 1st of each month to be considered for that month’s UpBeat.



### CELEBRATING 20 YEARS IN 2011

Potawatomi Bingo Casino first opened its doors in March 1991 and, since then, has lead the way to revitalization of the Menomonee Valley. In just 20 years, the Casino and Forest County Potawatomi have created thousands of jobs, contributed to many local non-profit organizations, grew into the state's top attraction, and shared tribal values as well as a culture of social responsibility with all people.

Imagine what we can achieve over the *next* 20 years.



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## TEMPO Welcomes New Members



Chantal Knier is VP of Administration and serves as Corporate Secretary at Valuation Research Corporation, a national professional financial services firm headquartered in Milwaukee. She is a long term employee of the company and currently focuses on matters relating to HR, employee benefits, and corporate administration. Chantal graduated with honors from the University of Wisconsin - Whitewater and holds an M.A. in International Relations from the University of Notre Dame. She is a member of Metro Milwaukee SHRM. She lives in Whitefish Bay with her son, and is extensively involved in the community of St. Robert Parish, Shorewood. Her email is: [cknier@valuationresearch.com](mailto:cknier@valuationresearch.com)



Denise Pilz has worked in the non-profit human services sector for over 20 years and is currently the Chief Human Capital and Performance Officer at Lutheran Social Services of Wisconsin. Denise earned her undergraduate degree from the University of Wisconsin Madison, her Master of Social Work Degree from the University of Illinois at Chicago and is a Licensed Clinical Social Worker. Denise grew up in the Milwaukee area and had developed much of her career in Chicago before returning to Milwaukee in 2002. In her spare time, Denise likes to dine out, read, visit the lakefront and enjoy the arts. Her email is: [denise.pilz@lsswis.org](mailto:denise.pilz@lsswis.org)



Karen Y Spindler, SPHR, is corporate director of human resources for The Marcus Corporation, a NYSE company headquartered in Milwaukee, Wis. She joined The Marcus Corporation in 2001 and is a member of the corporation's executive committee. Karen is responsible for the strategic development and implementation of the company's human resources initiatives. Her responsibilities include oversight of employee/labor relations, compliance, recruitment, training, organizational development, benefits, and compensation. Karen holds a BA degree in hotel and restaurant management from the University of Wisconsin-Stout. Karen is an accredited Senior Professional in Human Resources (SPHR) by the Society for Human Resource Management (SHRM). She resides in Wauwatosa, Wis. with her husband Mark and their 2 children. Her email is: [karensindler@marcushotels.com](mailto:karensindler@marcushotels.com)



Julie Idzikowski is the Annual Giving Director for the Froedtert Hospital Foundation, responsible for the execution and growth of direct mail programs, fundraising events, database management, staff campaign, and website content. She has ten years of experience in fundraising management, including prior employment with the University of Wisconsin Green Bay and St. Norbert College. Julie also spent over 20 years in human resources leadership positions, primarily with Schreiber Foods in Green Bay. She was a member of the Women's Fund of Green Bay, the Holy Family School Foundation Board, and has volunteered with multiple nonprofit agencies. Julie and her husband Robert have three adult children and reside in the town of Erin with their two Australian shepards. Her email is: [jidzikow@froedterthealth.org](mailto:jidzikow@froedterthealth.org)

## Professional Development Series Kicks off March 11th

### *Leadership Skills for Building Consensus and Reaching Agreement*

TEMPO's new Professional Development Series is scheduled to kick off Friday, March 11. This is an exciting new initiative for TEMPO members and members of their companies. The goal is to provide ongoing programming that delivers tangible value and development in key areas of business and leadership.



The first session is scheduled for Friday, March 11<sup>th</sup> at 7:30 a.m. at the Italian Community Center. Christine Harris Taylor of Marquette University will present “Leadership Skills for Building Consensus and Reaching Agreement.” She will address skills that are useful to effectively lead or participate in groups at work and in the community, whether you are leading a volunteer board, promoting an initiative in the office or building support for an important cause. The program will enhance each participant's ability to build consensus, avoid disputes and resolve conflicts.

Christine Harris Taylor holds a full-time appointment at Marquette University as the Associate Director for the Graduate Program in dispute resolution and Associate Adjunct Professor teaching mediation, advanced mediation, arbitration and family mediation. She has extensive experience resolving specific disputes and presenting seminars and other training around difficult situations and conflict resolution skills.

#### What are the Benefits you will receive?

- Grow professional skills
- Enjoy networking opportunities
- Offer professional training opportunities to your team
- Obtain a high return on investment
- Bring value for your company

#### Who should Attend this Program?

Anyone who wants to develop and enhance leadership skills, anyone who leads a team and anyone who works as part of a team.

The Professional Development Series was born in response to member requests for additional, high-value programming. Surveys, strategic planning and feedback encouraged the TEMPO Board and Program Committee to develop a series focused on enhancing skills and broadening development opportunities for TEMPO members and the teams they work with.

We are excited about our first program, and we hope you will make plans to attend!

### Leadership Skills for Building Consensus and Reaching Agreement

Friday, March 11, 2011

7:00 – 9:30 a.m. | (7:00 a.m. networking)

Italian Conference Center

\$30/person

Register: [www.tempomilwaukee.org](http://www.tempomilwaukee.org)

## TEMPO Mentor Event Photos Congratulations to this year's recipients! Jennifer Bartolotta, Kristine Rappé and Johnson Controls, Inc.

see more photos by [CLICKING HERE](#)



Hailey Gard, Mary Dowell, JoAnn Ratcheson and Phyllis King



TEMPO Milwaukee's President, Kimberly Kane



Sandy Wysocki, Kris Rappé and Lynn Sprangers



Barbara Stein, Candy Walton and Tricia Smith



Barbara Henry and Cara Fuller from the Social Development Commission



Leah Karge, Mary Alice Tierney, Phyllis King and Katie Bersch



Event Co-Chairs, Rose Spano Iannelli and Jill Brzeski



Susan Kreh, Jennifer Bartolotta and Kristine Rappé



The Bartolotta 'Family'

## Thank you Sponsors!

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## Tempo Mentoring Program Makes New Matches and Draws Applause

By Louise Hermsen, Marketing Director for DUECO

Six Tempo members have been matched into a new Mentoring Circle with a particular focus on consultancies. Good luck in your new confidential relationships. One new one-on-one match has been made. Other surveys have been coming in as new members join the organization. We will be working to fit people into relationships during the year, if at all possible, rather than making them wait until the next cycle of matches in early January 2012. All four Circles established in 2011 are continuing to meet as a Circle and several of the one-on-one relationships are continuing. Here is what some of the Circle participants had to say at the recent Kickoff Panel Discussion February 3.

- “This is the most valuable thing I have done as a member of Tempo.”
- “Where else in your life do you get to talk through what is challenging you, try out ideas, and get good professional advice?”
- “Trust was built immediately in our Circle.”
- “There is absolute safety and confidentiality within this group.”
- “We hold each other accountable for our action items every month.”
- “There is value in the diversity of our group and the mix of longer term and newer members.”
- “The Mentor Program is one of the core values of Tempo and something you can do for yourself. There is both personal and professional value.”

To get involved, fill out the [MENTOR SURVEY BY CLICKING HERE](#). For specifics, contact Louise Hermsen or any member of the Mentor Committee.



Phyllis M Brostoff (Stowell Associates SelectStaff) and Cynthia LaConte (Dohmen Company)

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# UpBeat

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Louise Hermsen • DUECO

**TEMPO Milwaukee Foundation**  
Denise Goergen • Reinhart Boerner Van Deuren s.c.

**Leadership Event**  
Katie Clark • Milwaukee County Council,  
Boy Scouts of America  
Heather Fields • Reinhart Boerner Van Deuren s.c.

**Mentor Event**  
Jill Brzeski • Boelter + Lincoln  
Rose Spano Iannelli • Spano Pratt Executive Search

Upcoming events are posted on the website at [www.tempomilwaukee.org](http://www.tempomilwaukee.org) a few months in advance. Please register online.

### Friday, March 11

#### *Professional Development*

7:00 a.m.—9:30 a.m. | Italian  
Community Center  
\$30 per person

### Thursday, March 17

#### *TEMPO Member Meeting*

11:30-1:30 p.m. | University Club  
Members: no fee, Guests: \$30  
*Speaker: Jacquelyn Fredrick, President & CEO of Blood Center of Wisconsin, Inc.*

### Wednesday, March 23

#### *New Member Orientation*

11:30-1:00 p.m. The Business Journal 825  
N. Jefferson Street

### Thursday, April 21

#### *TEMPO Member Meeting*

11:30-1:30 p.m. | University Club  
Members: no fee; Guests: \$30  
*Speaker: Aitor Ojeda, CEO of Ingeteam & TEMPO Annual Meeting*

### Friday, May 13

#### *Professional Development Series*

7:00 a.m.—9:30 a.m. at the ICC  
All attendees: \$30  
*Kathleen Reinhart: Effective Leadership Communications Tools to Prevent Workplace Conflict and Achieve Strategic Goals*

### Thursday, May 19

#### *TEMPO Member Meeting*

11:30-1:30 p.m. | University Club  
Members: no fee; Guests: \$30  
*Speaker: John Schlifske, President of Northwestern Mutual*

### Wednesday, May 25

#### *New Member Orientation*

11:30-1:00 p.m. The Business Journal 825  
N. Jefferson Street



#### **To Register:**

- ⇒ Visit [www.tempomilwaukee.org](http://www.tempomilwaukee.org)
- ⇒ Click on “login” circle at the top right-hand side of the screen
- ⇒ Your **username** is your first initial and your last name, with no spaces, lowercase.
- ⇒ If you’ve forgotten your password, contact the TEMPO Milwaukee office.
- ⇒ Click on the event link
- ⇒ Click submit [if you are bringing a guest, enter the number of guests and follow the prompts for payment] *TEMPO Milwaukee accepts Visa, MasterCard, DiscoverCard and American Express.*

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[www.tempomilwaukee.org](http://www.tempomilwaukee.org)

**Executive Director** Tracy Johnson  
Cell: 414.698.7474  
Email: [tjohnson@tempomilwaukee.org](mailto:tjohnson@tempomilwaukee.org)

**Office Hours:**  
Monday-Friday • 8:30 a.m. to 5 p.m.