

October 2009

TEMPO Leadership Event Talkback Panelists Announced

October 15th event features author & ABC News correspondent Claire Shipman

The TEMPO Milwaukee leadership event is coming up on Thursday, October 15th and will feature Claire Shipman, author of *Womenomics*. The program will be filled with data and anecdotes that will help all women navigate to their highest potential in their careers. Attendees will discover how to advance their organization's competitive edge by capitalizing on themes outlined in *Womenomics*. Pick up a signed copy of Claire's book during registration or after the event. Attendees will have the chance to talk with her directly at a book signing held immediately after her presentation.

In addition to Claire's presentation, we have assembled a top-notch panel of CEOs and executives to discuss the concepts put forth in *Womenomics*.

Panelists include:

Kathi Seifert retired as Executive Vice President for the Kimberly-Clark Corporation after 26 years at the company. Most recently, Kathi led the team that develops and manages global plans for branding and product positioning, R&D programs, and capital investment for personal care products. In addition, she oversaw the company's U.S. and Canadian consumer sales forces.

Recently named to Fortune magazine's list of the 50 Most Powerful Women in Business, Kathi also was named to Forbes.com's annual list of "America's Top Businesswomen."

She is a member of the board of directors of Eli Lilly and Company, Appleton Papers Inc., the National Board of the U.S. Fund for UNICEF, ThedaCare Health Care Group, Supervalu, Revlon Consumer Products Corporation and Lexmark, Inc. and the Fox Cities Performing Arts Center.



*Kathi Seifert
Former Executive VP
Kimberly-Clark Corp.*



*Paul Williams
Managing Director
Major, Lindsay & Africa*

She has also served as co-chair of The Northeast Wisconsin Regional Economic Development Partnership the group that spearheaded the region's economic collaboration effort more than a year ago. This organization will now be known as New North, Inc.

Paul Williams serves as the Managing Partner of the Chicago office of Major, Lindsey & Africa. Paul

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Leadership Event, *continued*

graduated cum laude from Harvard and received his J.D. from Yale Law School. Paul focuses on conducting in-house searches, particularly general counsel and other senior level positions. In his role as Director of Global Diversity Search, Paul leads the firm's efforts throughout the country assisting legal organizations in enhancing their diversity.

Prior to joining Major, Lindsey & Africa, Paul served for several years as executive vice president, chief legal officer and secretary of Cardinal Health, Inc., a healthcare services company with \$80 billion in revenues and 55,000 employees.

Paul is a member of the board of directors of three public companies having market caps of approximately \$1 billion: State Auto Financial Corporation, Bob Evans Farms, Inc., and Compass Minerals, Inc. Paul has served on numerous charitable and educational boards. He has been involved in Harvard's local recruiting efforts for 20 years, serving as chair of an alumni committee responsible for interviewing candidates for admission.

Louise Perrin began her State Farm career in 1985 as a trainee agent in Evansville, IN. She has moved up the ranks from agency manager, field executive and agency vice president, and was recently named Senior Vice President in the Heartland Zone.



*Louise Perrin
Heartland Zone Sr VP
State Farm Insurance Co.*

A native of California, Louise received her bachelor's degree from Rutgers University in New Brunswick, NJ and earned an MBA from Cornell University. Louise sat on the board of the Milwaukee Chapter of the American Red Cross and was active with the Northside YMCA. She was also a board member of the Milwaukee Ballet. Louise is a founding member and board member of P.R.I.D.E. (People Responsible for the Development of Education) in Evansville, B.E.S.T. (a State Farm adopt-a-school program) in Chicago, the Tri-Taylor

Community Association and chairman of NHS Annual Neighborworks Day. Louise was selected as a Woman of Influence/Inspirational Leader by the *Business Journal of Greater Milwaukee*.



*Linda M. Salchenberger
Dean of Business Admin.
Marquette University*

State Farm Insurance is ranked 31st on the 2009 Fortune 500, which lists American companies by revenue. State Farm is the largest mutual property and casualty insurance firm, with 68,000 employees with \$61.6 billion in revenues.

Moderator **Linda M. Salchenberger, PhD** is the James H. Keyes Dean of Business Administration at Marquette University. She received her MBA and PhD from the Kellogg School of Management at Northwestern University.

Most recently, Linda served as associate dean of academics at the School of Continuing Studies at Northwestern University. Prior to her role at Northwestern, she was the associate dean of the School of Business Administration at Loyola University Chicago, where she was a professor of Information Systems. From 1998 to 2002, Linda was assistant vice president for academic affairs and faculty administration at Loyola.

Linda founded the Center for Information Management and Technology in 1997. The center served as a locus of research and educational programs focused on women, technology and entrepreneurship. In partnership with the MIT Enterprise Forum, the center sponsored monthly events for entrepreneurs and participated in entrepreneurial programs for students with other local

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Leadership Event, *continued*

universities including Northwestern, DePaul, IIT and the University of Illinois at Chicago, as well as organizations including the Women's Business Center and the Illinois Technology Development Alliance.

The Day at a Glance

Date: Thursday, October 15, 2009

Location:

Intercontinental Hotel, Milwaukee

Schedule:

11 a.m. – Noon • Registration and Networking
Noon – 12:30 p.m. • Lunch
12:30 – 1:30 p.m. • Claire Shipman
1:30 – 2:00 p.m. • Break, Book Signing, Networking
2:00 – 3:30 p.m. • Reaction panel discussion

Tickets/Sponsorship:

- Individual tickets are \$95.
- Tables of 10 are \$950.
- Other sponsorships that include admission to the VIP reception are still available.

Register at www.tempomilwaukee.org or call the TEMPO Milwaukee office at 414.905.0117.

From the President

Leadership

By Gina Alberts Peter
TEMPO Milwaukee President

Most of us have worked for a number of bosses over the years. While I have preferred working for some bosses over others, I never really spent a lot of time thinking about the reasons why. Was it because I liked their personality? Was it because they left me alone to do my job? Was it because they kept me informed? I am sure there were elements of all of those traits in the bosses I liked, but the memorable ones were leaders.

It is no coincidence that the bosses who I have had who were leaders have

gone on to do bigger and better things, whether in my company or outside of it. Why is that? Because a leader will inspire you, motivate you and even make you a better person. Leaders demonstrate behaviors that you want to emulate.



Over my career at M&I, I have witnessed the CEO of our bank directing traffic in front of the bank to allow people into the drive-thru. I have heard the story of the banker's son who was in a terrible crash out west and our company plane flew the banker out there to be with his son. And I received a phone call from the CEO after my father passed away, telling me to take some time off and making it very clear that

family is always more important than a job.

These people inspired me and made my loyalty to an organization grow. As you attend the TEMPO Leadership Event on October 15th, listen to Claire Shipman's comments about Womenomics. Think about her words and determine if she is a leader or not. I am certain that she will be a great speaker and I suspect that she is a leader, but listen for words that you can follow.

Then, spend some time thinking about your leadership traits. Are people willing to follow you? Are you ethical? Do you have a strong vision? Are you fair? Are you inspirational? Explore these questions and more at the TEMPO Leadership Event.

September Meeting Recap

Early Childhood Development to Raise the Bar

Michael Burke, program director for the Buffett Early Childhood Fund, spoke to the TEMPO Milwaukee membership in September about the business of investing in young children.

In Wisconsin, there are more than 429,000 children under six years old and 213,000 under the age of three. Approximately one-third of these children are growing up in low-income families and, as a result, do not receive access to quality education programs at the most vital time in their vocabulary development – when they are under five years old. These children are at a significant disadvantage upon entering the traditional 4K and kindergarten programs because of their lagging language skills and vocabulary.

Michael explained that while the brain grows more in the first five years than in any other period of life, that timeframe is when public spending on education is at its lowest. He also showed how vocabulary growth for children up to 36 months is staggeringly lower for children of welfare parents than those of working class parents and college educated parents (see graph on next page).

The Educare program is privately funded by the Buffett Fund (and several local foundations) and invests

in the first five years of a child's development so they can start the traditional education system with sufficient vocabulary development. This is good for everyone in the

classroom as teachers will not have to adjust the curriculum 'down', and the children are at a lower risk of being lost in the system because of lack of understanding.

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*Michael Burke
and Margy
Stratton-Norman*



*Anneliese Dickman
and Kathy Pederson*

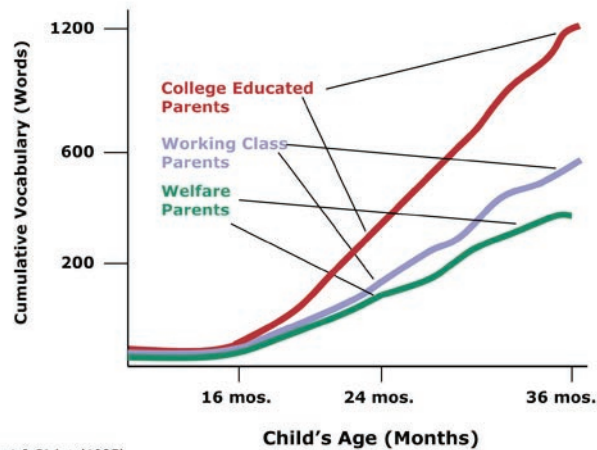
September Meeting, *continued*

The Educare program has centers across the country including Chicago, Omaha, Tulsa, Miami and, most recently, Oklahoma City. It serves more than 150 children in Milwaukee and involves parents in the interaction and programming – realizing that parents are the key to their children's continued success. The centers tout small class sizes in language-rich environments.

Educare is part of a building movement that involves early childhood advocacy through the Birth to Five Policy Alliance (www.birthtofivepolicy.org) and the First Five Years Fund (www.FFVF.org). For more information about the Educare Center in Milwaukee, visit www.nextdoormil.org/OurPrograms/Educare.nws.

NATIONAL SCIENTIFIC COUNCIL ON THE DEVELOPING CHILD

Disparities in Early Vocabulary Growth



Source: Hart & Risley (1995)

Milwaukee Women inc 2009 Report Launch: *Driving Results with Diversity of Thought*

Please join TEMPO Milwaukee and Milwaukee Women inc (MWi) for a joint meeting with the Greater Milwaukee Committee as MWi releases its 2009 Report -- Driving Results with Diversity of Thought: Corporate Governance at Its Best.

The report presentation will feature:

- **Kris Rappe**, Wisconsin Energy Corporation
- **Keith Burns**, Managing Partner, Ernst & Young Milwaukee Office
- **Tracey Klein**, Shareholder, Reinhart Boerner Van Deuren s.c., and TEMPO Milwaukee member

The luncheon will be Monday, October 12 from 11:30 a.m. - 1:30 p.m. at the Pfister Hotel.

Free parking is available in the structure. Cost is \$22 per person for TEMPO members and guests.

Register by October 9th at www.tempomilwaukee.org. Please let us know if you or your guests have any dietary restrictions.

View previous reports and learn more about the mission of MWi at www.milwaukeeewomeninc.org.

Member News

- **Cristina Hernandez-Malaby**, of Quarles & Brady, has been named Latina Attorney of the Year by the Hispanic National Bar Association.
- **Mary J. Meehan** of Alverno College, **Eileen Schwalbach** of Mount Mary College and **Helen C. Sobehart** of Cardinal Stritch University, were among the women college presidents who recently received the 2009 Legacy Award from Milwaukee Achiever.

If you have news about a new job, speaking engagement, promotion, client, award, success or even loss, send a brief announcement to dana@barefoot-marketing.com. Items may be edited & are used as space allows.

COMMUNITY Events

“CEO of Everything: Marquette Women Balancing Careers and Families” will be held on Wednesday, October 7 as part of the centennial celebration of women at Marquette.

The luncheon will feature a panel of successful alumnae with one common bond – they are all working mothers. Hear their stories of how Marquette University prepared them to be

successful in their respective fields, and in their roles as CEO of the family. Registration is \$15. To see a complete list of panelists and to register, visit www.marquette.edu/women100/events.

The Collaborative Family Law Council of Wisconsin Networking Social is a great place to expand your professional network. The focus is for collaborative practitioners and other professionals to connect, have fun and exchange business cards. The Social will be held on October 15 from 5-8 p.m. at Libiamo Restaurant, 221 W. Galena St. in Milwaukee. Cost is \$20 per person and will include a buffet dinner, cash bar and silent auction. Contact Susan Hansen at sah@h-hlaw.com with questions.

Women’s Economic Development Outreach Tour (WEDO) – “Strategies for a Sustainable Business” is sponsored by National City and will be held on Friday, October 16 at 7:30 a.m. at Alverno College. The event will feature a panel of inspirational speakers offering their experience and advice, with opportunities to ask them your own questions directly. Local panel will consist of: Peggy Coakley, CEO of Coakley Brothers; Valerie Daniels Carter, President and CEO of V&J Holdings; Joan Lloyd, Senior Consultant of Joan Lloyd & Associates; Sue Marks, CEO of Pinstripe Talent. More information, and event registration, is available at www.we-do.net.

The 12th Annual Estate and Financial Planning Seminar for Women, presented by the Children’s Hospital and Health System Foundation Planned Giving Council, will be offered at two times and locations:

- Wednesday, Oct. 28; 4:30-6:30 p.m.; wine/hors d’oeuvre reception at Westmoor Country Club in Brookfield
- Tuesday, Nov. 3; 11:45 a.m.- 1:30 p.m.; luncheon at the University Club in Milwaukee

For information, call Bonnie Johnson at 414.266.5922.

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The Community Events listings include programs that are not sponsored or endorsed by TEMPO Milwaukee, but may be of interest to our members. Contact Dana at dana@barefoot-marketing.com for details on how to submit an item for the Community Events section.

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TEMPO Theater Goers 2009-10 Season

Join fellow TEMPO Milwaukee members for dinner and theater. For details and a registration form, contact Kim Wynn at kwynn@whdlaw.com.

Mark these dates on your calendar. We will provide a synopsis of the production prior to each show.

- **Thursday, October 29, 2009**

Happy Now?

Quadracci Powerhouse Theater

Join TEMPO Milwaukee members for dinner at Kil@Wat, followed by this A recent London hit, this starkly comic new play on contemporary life and how to survive it. In her thirty-something world of well-educated, well-networked and well-meaning friends, Kitty's life



is overflowing. There's her gay friend and confidant, the troubled married couple next door, her kids, her aging parents, her husband and the work colleague trying to seduce her into some uncomplicated and meaningless sex. Tickets are \$45 each. Deadline for registration is October 8th.

- **Thursday, February 18, 2010**

Purgatorio

Next Act Theatre

- **Thursday, March 11**

Radio Golf

Steimke Theater

- **Thursday, May 26, 2009**

Happy Now?

Skylight Opera Theatre

In Honor of Melodie



TEMPO Milwaukee and Professional Dimensions teamed up for the Susan B. Komen Breast Cancer Walk on Sunday, September 27th. The team walked and ran the 5k route in honor of TEMPO Milwaukee Past President and Professional Dimensions Past President, Melodie Wilson, who is suffering from the deadly disease. The team was 40-strong.

More than 13,000 people came out for the walk to raise money and awareness for breast cancer in Wisconsin.

Advocate. Elevate. Accelerate. Moving Forward Through the Tempo Mentoring Program

By Louise Hermsen

Mentor Committee Chair

The Mentoring Committee is your Advocate to help you Elevate and Accelerate your career development by tapping into a mentoring relationship within our

membership. Watch your e-mail this month for a special Mentoring Survey and Profile document through which we'll gather both your perspectives on the course we set for our program and your profile, to support us in matching prospective mentors and mentees. Through the survey we'll gauge interest in participating in two alternative approaches to a mentoring connection.

Mentoring Circles are a mentoring approach that is gaining in popularity. In a Mentoring Circle, a seasoned member or two are matched with a "circle" of individuals with similar interests and career growth objectives. The Circle meets periodically for open discussion on topics that any Circle member may bring to the session. The Circle may also choose to establish a Circle e-mail group through which they periodically have interchanges to support Circle members facing particular issues or opportunities that can't wait until a Circle session. Members benefit from learning/sharing with a small confidential group.

One-On-One Matches are a more traditional approach to mentoring, featuring an experienced or seasoned member matched with a more junior member, based on functional expertise or expressed areas of interest for the mentoring relationship. Information exchanged is held in confidence.

In both cases, we'll ask members to make a six month to a year commitment to their mentoring activity. In both mentoring opportunities, we'll be asking members to view their first meeting as a "Chemistry Check" to see if the match seems to be one that can move forward supportively. We'll be asking for your preference for a committee match or a mechanism by which you can make your own match.

Start Thinking About Your Goals

In preparation for this survey, we ask that mentees think about their personal goals for mentoring relationships and give some thought as to preference of format. Also think about what skills and insights you have to share with a mentor. Mentoring relationships usually involve learning on the part of both mentors and mentees. Mentors, we ask

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Mentoring Program, *continued*

that you start thinking about what you feel you have to give to mentees – what expertise and insights would be particularly helpful to them as they step into new roles or prepare to take on even greater responsibilities.

Importantly, mentees should drive the process, reaching out and bringing issues and questions to the mentor(s) that serve as a springboard for their discussion and sharing of insights.

We'll Be Asking For Feedback

The Mentoring Committee appreciates input at any time, but at the six-month mark we'll formally ask for feedback on the program and an indication if you will continue to interface with your Mentoring Circle or One-On-One

match. Once the match is made, it's up to you how long you find value in it. In the past, some members have continued to interface with their match for several years, though perhaps more as fellow networkers and less as mentor and mentee. Others feel they have met their goals in the six month or year timeframe.

If you aren't interested or able to participate in the program at this time, we ask that you complete just the first couple of questions on the survey to provide us some insight. We plan to issue a survey and profile gathering document to all members annually to facilitate new matches and to assure we embrace new members into the program, if they have interest. We'll

do our best to match members that we think can benefit from a mentoring relationship, but your engagement will be the test.

Special Kickoff Session

With the survey data in hand, the Mentoring Committee will schedule a kickoff session for mentors and mentees to further explain the program and to offer suggestions for successful experiences. Please watch your November newsletter for information on the scheduling for that session.

Thanks for your interest in putting the Tempo brand to work through this membership mentoring program so that we Elevate and Accelerate the careers of those in our midst.

Root, Root, Root for the Home Team

TEMPO Milwaukee members enjoyed a night of Brewers baseball on September 8th, even though the team lost a close game to the St. Louis Cardinals. Special thanks to the Milwaukee Brewers and Brewers Charities for the use of their suite.

Members who attended include:
Lisa Attonito, Carla Butenhoff, Sue Colburn, Lynn Damon, Margadette Demet, Lori Gervais, Rose Iannelli, Phyllis King, Melissa Koeppel, Joanne MacInnes, Kathy Pederson, Abby Ramirez, Kathy Schwab, Fay Spano, Renee Vandlik and Sandy Wysocki.



UpComing Events

Upcoming events are posted on the Web site at www.tempomilwaukee.org a few months in advance. Please register online.

Board of Directors 2009-2010

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Mentoring

Louise Hermsen

Leadership Event

Heather Fields ■
Reinhart Boerner Van Deuren s.c.

Mentor Event

Sandy Wysocki ■ The Business Journal

Monday, October 12, 2009

Milwaukee Women inc Report

Noon-1:30 p.m. at the Pfister Hotel
\$22 for members and guests

Thursday, October 15, 2009

4th Annual Leadership Event

Intercontinental Hotel, Milwaukee
(\$95 per person, \$950 for table of 10,
sponsorships also available)
Featuring Claire Shipman, author of
Womenomics

Thursday, November 19, 2009

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(incl. for members, guests \$30).
Speaker: Tim Sullivan, CEO of Bucyrus
International

Thursday, December 10, 2009

New Member Orientation

7:45 a.m., location TBA

Thursday, December 17, 2009

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at
Bacchus, 925 E. Wells St.
More details to follow

Thursday, January 14, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(incl. for members, guests \$30).
Speaker: Carl Lavin, Managing Editor
of *Forbes Magazine*

Thursday, February 18, 2010

*TEMPO Milwaukee Mentor Event
20th Anniversary*

11:30 a.m.-1:30 p.m. at the Pfister Hotel
More details to follow

Thursday, March 18, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(incl. for members, guests \$30).
More details to follow

Thursday, March 25, 2010

New Member Orientation

11:45 a.m., location TBA

TEMPO Milwaukee

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www.tempomilwaukee.org

Executive Director

Tracy Johnson
Cell: 414.698.7474
Email: tjohnson@tempomilwaukee.org

Office Hours:

Monday-Friday ■ 8:30 a.m. to 5 p.m.

Newsletter Editor

Dana Kader Robb
Ph: 414.463.0758
Email: dana@barefoot-marketing.com

TEMPO Milwaukee program meetings
are held from noon-1:30 p.m. on the
third Thursday of most months at
The University Club, 924 E. Wells St.,
Milwaukee.