

November Program to Explore Link Between Student Achievement, Workforce Development and Future Economic Growth

By *Anneliese Dickman*
Research Director, Public Policy Forum
Program Committee Member

The high school graduation rate in Milwaukee is the lowest in the state, which implies that the city’s future workforce may not have the knowledge or skills needed to help the region compete in a global economy. Several efforts to improve the city’s schools are being driven by business leaders concerned about today’s families and tomorrow’s employees. These efforts range in their focus, including issues such as teacher quality, curricular content, accountability, and school governance. They impact traditional public schools, private schools, and charter schools, from preschool through high school.

The November meeting will bring together a panel of leaders representing some of these education

reform efforts as examples of the business community’s influence in school improvement. The panel will be moderated by Mark Sabljak, the publisher of *The Business Journal Serving Greater Milwaukee*, who has increased that paper’s coverage of K-12 education over recent years and serves as the co-chair of the education committee of the Greater Milwaukee Committee.

The Panelists

The panelists will include representatives from two national organizations that have recently entered the Milwaukee scene. They will share their impressions of Milwaukee’s business activism as compared to that in other cities, as well as their objectives for change. Teach for America has been placing high-achieving college graduates in classrooms in underserved schools for 20 years, asking them to go above and beyond traditional expectations to help their students excel. There are now 37 teaching corps members in public and private schools in Milwaukee. Schools That Can is a national non-profit network of high-performing schools in urban areas that facilitates networking, collaboration, and sharing of best practices. There are currently 15 Milwaukee schools in the network. Each of these efforts has advisors and funders from the local business community.

In addition, the panel will feature Rockwell Automation, which is addressing the need for a more tech-savvy workforce in Milwaukee by supporting the growth of the Project Lead the Way curriculum in Milwaukee Public Schools (MPS). Project Lead the Way prepares students in Science, Technology, Engineering, and Mathematics (STEM) through an engaging, hands-on curriculum focused on problem-solving skills, critical thinking, and a love of learning. Currently 21 MPS schools offer Project Lead the Way courses in middle or high school grades.

The discussion promises to engage TEMPO members by demonstrating a direct link between student achievement, workforce development, and future economic growth. Expect to come away with a sense of urgency and ideas for strengthening your company’s commitment to quality education.

The Details

Thursday, November 18, 2010
 11:30 - 1:30 p.m.
 The University Club of Milwaukee
 924 East Wells Street
 No fee for members, guests \$30
 Register at www.tempomilwaukee.org

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From the President

TEMPO Milwaukee Events Highlight Our Strengths

By Kimberly Kane
TEMPO Milwaukee President

America traditionally puts the spotlight on giving thanks in November. Slowing down to consider the people and the events that have shaped our worlds in so many positive ways is a wonderful thing to do.

Thank you to all of you who joined us for the 5th Annual Leadership Event and to those of you who made it such a success.

Co-chairs Heather Fields of Reinhart Boerner Van Duren S.C. and Katie Clark of the Boy Scouts of America Milwaukee County Council; their committee members Kari Humphrey of Lutheran Social Services of WI and Upper Michigan, Dru Popper of Scheibel Halaska, Inc., Julie Rogers of Aurora Health Care, Sara Walker of Associated Wealth Management and Rhonda Matthews Ware of Whyte Hirschboeck Dudek, S.C.; Executive Director Tracy Johnson and to Member Services Coordinator Nathania Rohlinger. These women took risks and stepped into roles this year that no doubt challenged their work and personal calendars and asked them to do things they may have never done before.

Rave Reviews!

Wow, did their hard work pay off. They shot high out of the blocks, reaching out to nationally known author and speaker Dr. Gary Bradt. Dr. Bradt's dynamic presentation about



Leading in Times of Change received rave reviews such as "Excellent event. I will look forward to next year. Just the right mix of speaking, eating and action!" "I enjoyed meeting other professional women, the speaker was upbeat and effective," and "Overall an A++++."

We brought in new corporate sponsors for the event, drew more than 350 people, and started a new tradition: the Leadership Award. As TEMPO advocates for leadership opportunities for women and we work to elevate our members in so many ways, it's also our great responsibility to recognize companies that are true leaders in our community. This year, we chose Bucyrus International for its courageous steps during changing times.

Thank you to our amazing board and committee members. Your innovation, commitment and energy are inspiring. The Communications Committee continues to lead a number of initiatives including the complete design and content for a new TEMPO brochure and a new Experts Directory (please see our article in *UpBeat* on the Directory). The Program Committee has put together quite a line-up into next year. Kim Wynn of Whyte Hirschboeck Dudek S.C. is leading a new subcommittee building quarterly professional development workshops for our members and their companies (more to come!). Thank you to Jody

Lowe of Lowe Communications for her tireless work coordinating two forums that brought our candidates for governor to TEMPO members in an intimate forum setting, and to Peggy Williams-Smith of Marcus Hotels & Resorts for hosting these events at the Hilton Hotel City Center. Thank you to the Mentoring Committee for very thoughtful and strategic work bringing our members together in circles of support providing personal and professional guidance. And also to the Member Outreach Committee - this committee has developed a six-step member on-boarding process, some great casual events and they've brought back a robust member orientation program.

As you know, work on our next event - the Mentor Awards - is now underway. This is TEMPO Milwaukee's signature event and an amazing committee to be part of. If you're looking for a way to learn more about TEMPO or a way to get involved, this is a great committee to be part of. Email Tracy Johnson at tjohnson@tempomilwaukee.org for more information.

And certainly, a thank you to all of our members. TEMPO Milwaukee exists because of you. Your contributions, your feedback, nominating dynamic new members and sharing your time make TEMPO the strong organization we are today.

For the Thanksgiving Holiday, my family always puts an emphasis on being together. My father made it a point to include people who didn't have family or who were in town as

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Member News

Wendy Bauman, President/CVO, Wisconsin Women's Business Initiative Corporation (WWBIC), has announced that WWBIC will receive one of 75 federal awards to provide capital and technical assistance to rural businesses. WWBIC was one of five organizations in Wisconsin to receive this award, and the only one serving the southern half of the state. The winners were announced by the U.S. Department of Agriculture as part of its Rural Microenterprise Assistance Program.

Marlene Doerr, executive director and founder of SHARP Literacy, Inc., proudly announced SHARP's 15th year of providing its innovative program using visual arts to reinforce learning. On October 12, SHARP held its annual Novel Event fundraising luncheon at The Pfister Hotel with Demarco Morgan, former WISN Channel 12 news anchor as keynote speaker. The event featured the debut of SHARP's recently published book, *Growing-Up Strong: Healthy Children Can Change the World*. Since 1996, SHARP has touched the lives of over 58,000 urban elementary students.

Judy Haugland has been named Associate Vice President of University Advancement for Cardinal Stritch University effective November 1, 2010. Judy was the President/CEO of Arthritis Foundation, Wisconsin Chapter for more than 17 years.

Louise Hermsen has accepted the position of Marketing Manager at Dueco, Inc. She will be leading the marketing efforts for the largest Terex Utility product manufacturer and distributor in the U.S.

Phyllis King, Associate Dean/Director of Center for Ergonomics, University of Wisconsin-Milwaukee, has been appointed by the University of Wisconsin-Milwaukee Provost to serve as the interim Associate Vice Chancellor for Academic Affairs beginning January 2011.

Linda Mertz, Managing Director, Mertz Associates, Inc. announced that **Mary Scheibel**, Principal, Scheibel Halaska, recently presented best practices for engaging key audiences during a merger or acquisition, in a webinar hosted by Mertz Associates, Inc. The presentation offered insights on unifying a message, retaining brand integrity and focusing attention on a company's future. To view the presentation, visit: http://www.insidesh.com/webinar_1010.

Anne Reed, executive director at the Wisconsin Humane Society, recently appeared on 89.7 WUWM's Lake Effect show with Alison Fotsch, the counseling services manager at WHS. They spoke with Stephanie Lecci about how to choose a companion animal from an animal shelter.



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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Have you been promoted? Won an award? Started a new venture? Submit your Member News in 50 words or less. Email to nrohlinger@tempomilwaukee.org.

Peer Mentoring/Coaching Program Highlights

By Louise Hermsen
Marketing Manager, DUECO, Inc.
Mentoring Committee Chair

Tempo members who have been participating in the Peer Mentoring/Coaching pilot program this year were surveyed recently and indicated they appreciate the program and are finding value in participating. Circle members describe the interface as a combination of networking and peer-to-peer mentoring, which highly valued by Tempo Milwaukee members. New members are finding participation to be a great way to quickly engage in meaningful relationships with other members, and create a confidential network that supports their professional and personal development.

“My TEMPO Mentoring Circle has been enormously helpful for improving my managerial skills,” said a member of one of the four mentoring Circles. “The quality of the discussions is such that my professional development plan for the year is now focused on the work I am doing within the Circle. The head of my firm has been impressed with the depth of practical knowledge I have gained as a result.”

Circles Engaged in Evaluating and Enhancing Leadership Skills

Mentoring Committee member Dawn Adams, an HR consultant and certified leadership coach, is in the early stages of working with the four Circles using *Lominger's Leadership Architect*, (*Lominger's*), a tool that evaluates 67 competencies.



Lominger's competencies are the result of extensive research of leaders and executives over decades, tracking competencies that led to success and competency gaps that led to demotion or derailment. A combination of the 67 competencies defines every role, and many firms use *Lominger's* in recruiting, 360 degree evaluations, performance management, and leadership development initiatives.

Lominger's tool is helping members identify and develop competencies, bringing even more focus to Circle discussions and accountability for development action among members.

In addition to the Circle interface, Adams is also available to coach individuals in confidence, on competencies they may want to develop that lie outside the collective focus of the Circles. Ms. Adams is donating her time and talents to the Circles. Her services have been very well received, and the current Circles may continue to interface for several more months to utilize all the benefits of the tool. Mentor Committee member Dr. Christine Harness is also certified in *Lominger's* and has offered to assist other groups or the one-on-one matches.

Join a Mentoring Circle

If you'd like to participate in the TEMPO Mentor Program 2011 as a mentor/coach or as a participant, please fill out the mentor program interest survey which will arrive by

email the week of Nov. 8. The survey results will be used in determining mentoring matches. The program is an effective way for TEMPO members to learn from other members with similar interests. Whether it's starting a business, running one, or enhancing your professional skills, we will match you with TEMPO members that can help you reach your goals. The mentor program is a valuable TEMPO Milwaukee membership opportunity, benefitting individuals and the organization. Look for the survey, fill it out and get involved!

Candidate for Governor Barrett Meets with TEMPO Members



Above: Kimberly Kane and Sue Bartfield talk with the mayor.

Note: members met with candidate Scott Walker Oct. 13, 2010

Below: Mayor Tom Barrett answers questions posed by TEMPO members.



Call for Experts: TEMPO's 2011 Experts Directory

TEMPO Milwaukee is working on the 2011 Experts Directory. Editors and reporters will use the directory to contact top-notch experts for a variety of stories and news segments, while companies and organizations will have a resource to find speakers and presenters.

Your inclusion in this directory means that you are willing to be contacted by media for interviews, quotes, and explanation and general commentary in your field of study or area of expertise. Include an abstract of a presentation and you may be contacted by an organization or company looking for a speaker with your expertise.

To be included in the Experts Directory and serve as a spokesperson or speaker, fill out the brief form found at www.tempomilwaukee.org.

Media spokesperson training will be offered to TEMPO members in the near future.

The Deadline

The deadline to complete the form to ensure you will appear in the Experts Directory is Nov. 30, 2010. The form takes a just a few minutes to complete and is available at www.tempomilwaukee.org. The link is on the home page on the left side in the first box below the introduction.

The TEMPO 2011 Member Directory Coming Soon!

The 2011 TEMPO Member Directory is in the planning stages right now! The directory is an invaluable tool for TEMPO Milwaukee members. Make connections, open doors and create networking opportunities. Members carry the small printed directory in their briefcase or purse and refer it to it often.

Please watch your email for a notice to update or approve your existing directory listing. It is important that your contact information is current. Including your cell phone number is recommended. This is also a great time to update your profile photo.

Casual Networking Gathering Planned for November 23

Join us for a TEMPO Milwaukee member networking gathering!

Nov. 23, 2010

5:30 p.m. at Horny Goat Brewing Co., 2011 S. 1st Street
Casual brew pub atmosphere. Cash bar.

Horny Goat was named Milwaukee's Best New Restaurant 2010 by OnMilwaukee.com.

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TEMPO Milwaukee Fifth Annual Leadership Event



Wendy Carlson from Associated Bank (speaking) with Heather Fields, TEMPO Leadership Committee co-chair.



Shelley Jurewicz, Karen Powell and Julie Granger of the MMAC networked at the event.



Eileen Schwalbach, Mt. Mary College and Kelly Skindzelewski, Potawatomi Bingo Casino enjoyed Dr. Bradt's presentation.

Dr. Gary Bradt Shared Seven Strategies for Change Leadership Success

Approximately 350 attendees were inspired by Dr. Bradt's stories of overcoming adversity and learned seven practical strategies for successfully leading through change.

- 1) Focus on the majority, not the 10% who won't adapt.
- 2) Get comfortable with being uncomfortable. Change can be challenging.
- 3) Don't invest in time management. Invest in people.
- 4) Be in the Moment; let go of whatever is holding you back.
- 5) Follow your core values. They point the way to success.
- 6) What matters the most? Combine passion with patience, and don't settle short of your goal.
- 7) Never stop believing the ring is there. Keep digging!

The survey results are in!

Here's what participants had to say about the Leadership Event:

"I thought the event was fantastic from the food and location to the top notch speaker! I was really inspired and can't wait to share the information with coworkers."

"It's been my experience that TEMPO, as a brand, consistently delivers. Your events are always focused, insightful, and well-run. Bravo!"

"Dr. Bradt was outstanding! I wish that we had more time with him."

"Always terrific to get together with individual members and corporate guests serving as sponsors. Love the new award concept. Great tool for future support."

"Outstanding- the speaker made it!"

"Excellent event. I will look forward to next year. Just the right mix of speaking, eating and action!"

Welcome New TEMPO Milwaukee Members *Send an Email to Greet Our New Members!*

Please welcome our new members by sending them an email, inviting them to lunch or introducing yourself at the next meeting. Encourage new members to attend a committee meeting and get involved with TEMPO. Each new member's email address appears at the end of their bio. Help make them feel welcome and a part of TEMPO Milwaukee!



Nicole Best, CPA, is Senior Vice President and CFO for Heartland Advisors, Inc. Previously Nicole was a Senior Vice President at Brown Brothers Harriman where she had responsibility for global relationship management, business development and strategic servicing of a broad range of global investment managers. Over the past 15 years, her responsibilities have included direct oversight of mutual fund accounting, fund administration, broker dealer financial operations, corporate accounting, investment operations and compliance. Nicole received a B.S.B.A. in Accounting and Finance with honors from Creighton University and an MBA from UW-Milwaukee. She has presented at the Investment Company Institute's Technology and Operations Conference and has served on the NICSA West Coast and Midwest Committees. Email: nbest@heartlandfunds.com



Marci Pelzer is VP of Communications at Time Warner Cable. Marci has more than 15 years of public, community and government affairs experience. Marci established a public affairs firm in 2000, leading strategic communication programs for Milwaukee Irish Fest, City of Milwaukee, University of Wisconsin-Milwaukee and the Greater Milwaukee Foundation, among other clients. She has penned frequent articles for the Business Journal Serving Greater Milwaukee, the Cleveland Plain Dealer and the Chicago Herald. Since 2007, Marci has led a global work team of PR managers in 82 countries to drive global brand recognition of Manpower Inc. as Global Communications Manager. Marci is a graduate of Marquette's journalism program and a resident of Milwaukee's Bay View neighborhood. Email: marci.pelzer@twcable.com



Jenn Rosenberg has 15 years experience in the commercial insurance industry. She started her career with Wausau Insurance Companies mitigating liability claims before progressing to management and marketing. Jenn gained additional experience in Risk Management while managing the International Liability program at Johnson Controls Inc. Currently she is a Client Advocate for the world's third largest insurance broker, Willis. Jenn earned a BA in Psychology and MBA from Cardinal Stritch University and a Certificate in Litigation Management from Kellogg. Throughout her career Jenn has been an active volunteer with the United Way, Epilepsy Foundation, and Very Special Arts. Email: jennifer.rosenberg@willis.com

From the President

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exchange students or on business from other countries. I have to thank him for that openness ... and credit him for so many of my decisions to get involved in our community.

Have a great holiday and I look forward to seeing you at our November 18th meeting, featuring a fantastic panel examining the role of business and community groups in shaping K-12 education in Milwaukee. When you join us, consider bringing a guest. It's a wonderful way to

introduce them to TEMPO Milwaukee and the issues and opportunities we're putting a spotlight on.

UpComing Events

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

Wednesday, November 10, 2010

New Member Orientation

11:30-1:00 p.m. The Business Journal
825 N. Jefferson Street
Email Tracy Johnson at
tjohnson@tempomilwaukee.org

Thursday, November 18, 2010

TEMPO Milwaukee Member Meeting

11:30-1:30 p.m. at the University Club
Members: included, Guests: \$30
Program: A panel discussion covering the business community's involvement in efforts to improve K-12 education in Milwaukee.

Tuesday, November 23, 2010

TEMPO Milwaukee Casual Networking Gathering

5:00 p.m. at Horny Goat Brewing Co.
2011 S. 1st Street
Cash bar. Network with other TEMPO Milwaukee members at a popular brew pub.

Thursday, December 16, 2010

TEMPO Milwaukee Holiday Meeting

11:30-1:30 p.m. at Potawatomi Bingo Casino Dream Dance Restaurant
Members only event.

Thursday, January 20, 2011

TEMPO Milwaukee Member Meeting

11:30-1:30 p.m. at the University Club
Members included, Guests: \$30
Speaker: Gail Marks Jarvis, Columnist, (Chicago Tribune) and author of *Saving for Retirement without Living Like a Pauper or Winning the Lottery*.

Thursday, February 17, 2011

TEMPO Milwaukee Mentor Awards

11:30-1:30 p.m. at The Pfister Hotel
\$65 per person. Sponsorships are available.

Thursday, March 17, 2010

TEMPO Milwaukee Member Meeting

11:30-1:30 p.m. at the University Club
Members: included, Guests: \$30
Speaker: Jacquelyn Fredrick, President & CEO of Blood Center of Wisconsin, Inc.

To Register:

- Visit 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. 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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Office Hours:

Monday-Friday • 8:30 a.m. to 5 p.m.

Member Services Coordinator

Nathania Rohlinger
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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.

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