

JULY MEETING TO INCLUDE STONE CREEK COFFEE FACTORY TOUR

Sip, Mingle, and be Merry!

During the hot summer month of July, TEMPO Milwaukee is taking a different approach to its monthly program meeting. On Thursday, July 15th, instead of meeting from 12:00-1:30 at the University Club, we'll gather at the Stone Creek Coffee Factory from 7:30-9:00 a.m. to enjoy locally roasted blend. CEO Eric Resch has opened the doors to TEMPO Milwaukee for some early morning networking and a tour of the Factory for those who are interested. Here, we'll learn about the opportunity for us to create a TEMPO Milwaukee blend of coffee and hear about "The Stone Creek Seven" - the seven values that guide EVERYTHING that Stone Creek Coffee does since its inception in 1993.



Stone Creek Coffee CEO Eric Resch discusses the finer points of roasting coffee beans with TEMPO Milwaukee board members (l-r) Kimberly Kane, Gina Peter and Amelia Macareno.

CEO Eric Resch says, "Whether interacting with our coworkers, our customers, or even our competitors the Stone Creek Seven always dictate our actions."

The Stone Creek Seven

1. We are accountable for our actions and to each other.
2. We expect to have fun.
3. We are employee focused.
4. We strive to offer our customers a wide range of coffee knowledge.
5. We want to sell a high quality product while giving friendly service.
6. We strive to respect our customers, our coworkers and our communities.
7. We try to be innovative and dynamic with our products and stores.

The Details

Join us for this early morning event!

TEMPO Milwaukee
Morning Networking Coffee Meeting
Thursday, July 15, 2010
7:30-9:00 a.m. at
Stone Creek Coffee, 5th & St. Paul
[422 N. 5th Street, | Milwaukee]
Street parking available (bring change as the meters take quarters)

No fee for members, guests \$10.00
Members and guests must register.
Register at www.tempomilwaukee.org

TEMPO Milwaukee has its own Stone Creek Coffee Blend!

Stone Creek Coffee will have a specially labeled TEMPO Milwaukee Coffee Blend available to purchase at the event. Stone Creek Coffee is certified as socially responsible and their signature roasting style creates the unique flavors found in every cup of Stone Creek Coffee.

Profits will go directly into our Foundation to support **scholarships** given during the Mentor Awards. One pound of coffee costs \$12.00 ... please plan to pay with check or cash - exact change appreciated!

Inside This Issue...

President's Message	2
TEMPO Milwaukee Event	3
Member News	3
Membership Committee Update	4
June Meeting Recap	5
Remarkable Women Program	6
Welcome New Members.....	7
Upcoming Events	8
Board of Directors	9



From the President

Defining a TEMPO Milwaukee Member

By Kimberly Kane
TEMPO Milwaukee President

A few weeks ago, a colleague and I were asked to give a presentation on the latest trends in hiring talent. As companies emerge from the recession, innovation is driving so many of us (and our companies) to look at ways to grow and differentiate. One of the strongest trends complimenting this innovation is an emphasis on top talent.

Surveys out over the past few months show that as we begin to hire again, we're looking for high performing individuals at all levels. Concepts like "Performance Differential" (the difference between average performing employees and top performing employees) are becoming more widely understood and embraced and we're asking questions we may not have considered consistently before. What are the characteristics of a high performer in our organization? How are we qualifying people who will contribute and thrive here?

TEMPO Milwaukee has always focused on bringing in high performers. You are the women who define our organization. But during our strategic planning, it became clear our Member Nomination process wasn't as understandable as we need it to be.



This process created challenges for our Membership Committee and for members in knowing exactly what defines a TEMPO Milwaukee member and who may not be quite ready. Please read the column in this month's newsletter written by Membership Committee Chair Peggy Williams Smith of Marcus Corporation for more details. With her leadership,

Peggy's committee spent nearly two hours at their last meeting clarifying membership criteria and defining our new member process. Peggy shared her committee's recommendations at our June 14th Board Meeting and they were approved.

This process and criteria should support our efforts to bring in new members who have fresh ideas, high expectations and an interest in getting involved. We have so many amazing members - Kathy Pederson of Jacobus Wealth Management who contributes to multiple committees and is so quick to return a phone call! Marilyn Krause of Journal Communications who rarely misses a TEMPO program and whose ideas have shaped strategies in communications, membership and programs. Lisa Attonito of Junior Achievement volunteered to help Sandy Wysocki on the Member Outreach committee to develop a

more robust member on-boarding and retention program. And new member Cynthia LaConte, CEO of Dohmen has shared strategies with TEMPO that will help us better track many initiatives. We have so many top performers in TEMPO and we look forward to deliberately growing your ranks!

A little more business: our last board meeting took place at Stone Creek Coffee Factory, which is where our July Morning Networking Coffee social event will be held. Most of our Board members revealed some exciting progress at the meeting. Since May, they've worked with their committees to develop 3 initiatives for the year that will help drive our strategic plan forward. In the coming months, each Board member will report out on progress from here. As this happens, like Peggy, they'll have a column for you in the newsletter.

We look forward to your comments, your questions and any ideas about how TEMPO can support you and how you'd like to get involved. Please don't hesitate to reach out to me or any member of our Board. Executive Director Tracy Johnson is expecting and due the week of July 5th. So if you have questions for her - don't wait too long!

A handwritten signature in black ink that reads "Kimberly Kane".

Member News

- **Phyllis King** has been appointed as a Commissioner on the City of Mequon Planning Commission.
- **Kimberly Kane** has been appointed by Racine Mayor John Dickert to serve a three-year term as a member of the Racine Cable Television Commission CAR25.
- Send us your **MEMBER NEWS!** Contact Nathania at nrohlinger@tempomilwaukee.org

CARING MEANS SHARING.



WE PROVIDE MILLIONS OF DOLLARS TO LOCAL GOVERNMENTS EVERY YEAR THROUGH REVENUE SHARING, WHICH HELPS TO REDUCE THE TAX BURDEN AND PAY FOR ESSENTIAL COMMUNITY SERVICES.

POTAWATOMI
BINGO • CASINO*

BUILDING ON A TRADITION OF
RESPONSIBILITY

1721 WEST CANAL STREET • MILWAUKEE, WISCONSIN 53233 • 1-800-PAYSBIG • PAYSBIG.COM/SOCIAL
© 2010 FOREST COUNTY POTAWATOMI COMMUNITY, WISCONSIN

Take Me Out to the Ballgame!

How suite it is - a night at Miller Park cheering on your 2010 Milwaukee Brewers!

Enjoy a girls' night out - Brewers baseball in a Miller Park suite! This evening is being donated by the Milwaukee Brewers and Brewers Community Foundation. We are offering TEMPO members an incredible price of just \$45 for this all-inclusive evening, complete with ballpark fare, beverages, and suite parking. This package is available only to the first 24 TEMPO members who register. (Sorry, no guests at this event due to the limited number of seats.)

DATE: Wednesday, September 8, 2010

GAME TIME: 7:10 p.m.

OPPONENT: St. Louis Cardinals

TEMPO Member Cost: \$45 (Sorry, no guests)

Register at www.tempomilwaukee.org

TEMPO Milwaukee Golf Event

Just for Fun- Not a Fundraiser!

Don't miss this fast-paced 9-hole golf event at one of Wisconsin's beautiful private golf courses. Play is at all levels and we've even ordered perfect weather!

Play is best-ball format. Wisconsin Country Club (formerly Brynwood Country Club)

DATE: Wednesday, July 14, 2010

WHERE: Wisconsin Country Club (formerly Brynwood)
6200 West Good Hope Road, Milwaukee

WHEN: 2:00 p.m. Registration & Networking

3:00 p.m. Tee Time, Shotgun Start

5:30-7:30 p.m. Cash bar, hors d'oeuvres, networking

MEMBERS & GUESTS: \$65 includes golf, cart, and social

MEMBERS & GUESTS: \$25 Social portion only

Register as a foursome or as an individual!

Please call the TEMPO Milwaukee Office for credit card orders or send a check payable to TEMPO Milwaukee to 301 W. Wisconsin Ave., Suite 301, Milwaukee, WI 53203.

Registration form is available at www.tempomilwaukee.org.

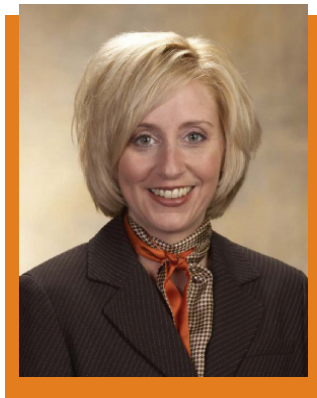
Membership Committee Revises Member Nomination Criteria

By Peggy Williams-Smith
Membership Committee Chair

The TEMPO Milwaukee Membership Committee is comprised of 13 unique women with very different backgrounds. Our goal is two-fold: first is to target women leaders in Southeastern Wisconsin and actively court them to become members of our organization; second is to deliberate nominations that are received by TEMPO Milwaukee.

As many of you are aware, we recently completed a strategic planning process, and out of that process came four strategic goals and objectives. One of those goals is to “Enhance the experience of being a TEMPO member.” The committee has defined six steps to take in order to accomplish that goal:

1. Define the membership criteria and expectations.
2. Create a more robust membership on-boarding and engagement process.
3. Develop programs to champion the success of individual TEMPO Milwaukee members within the organization and the community.
4. Increase the diversity of membership (profession/background/ethnicity.)



5. Provide more networking opportunities with other members.
6. Actively seek input to facilitate membership engagement.

The membership committee developed revised criteria for membership, which was then taken to the board and approved.

Revised Member Profile

TEMPO Milwaukee is an invitation-only organization in greater Milwaukee that connects women leaders with diverse backgrounds and experience to support, advise, learn and create relationships with one another.

Dedicated to shaping the climate and culture of our community by allowing future generations of women to succeed, TEMPO Milwaukee continues to grow, adapt and change. TEMPO embraces the future, while staying true to its mission of encouraging the advancement of women in business, public service, academia and the arts.

TEMPO Milwaukee’s membership is comprised of approximately 250 women who hold executive and leadership positions throughout greater Milwaukee.

Collectively, the women of TEMPO Milwaukee influence millions of dollars, manage thousands of people, mentor hundreds of people and serve on dozens of boards.

The typical TEMPO Milwaukee member shares the following profile:

- 10 years + of professional experience
- 5 years executive-level professional experience
- Decision-making responsibility for staff and budget
- One of the organization’s top executives or has direct access to the top executives
- A community leader
- Leadership experience in professional and/or civic organizations

I encourage you to nominate professional women who you feel fit the TEMPO Milwaukee membership criteria. Applications are reviewed at the Membership Committee meeting the first Wednesday of every month. The nominating member and the nominee will receive notification of the committee’s decision by the 15th of that month.

[Click Here](#) to access member criteria.

Please feel free to contact me if you have any questions about the process. I can be reached at 414.905.1154 or email: peggysmith@marcushotels.com

June Meeting Recap

Bringing Research to Market in Milwaukee: MCW Researcher Provides Insight into Local Business Climate

Dr. Aoy Mitchell spoke at the June 17th TEMPO Milwaukee meeting that was held in collaboration with the Medical College of Wisconsin Women in Science group. The focus was on how Dr. Mitchell blends her research in genetic disorders with the business of taking her findings to the market.

Dr. Mitchell shared her experience as a newcomer to Milwaukee providing insight into the differences between Milwaukee and other large cities that focus on medical research and economic development. She spoke about her first start-up, Peoples Genetics, Inc. which was sold in 2003 to Beckman Coulter, Inc. an international manufacturer of biomedical products. She has since been involved in three other start-up companies, all of which arose to bring to market new genetic tests that resulted from her research.

Save the Date

TEMPO Milwaukee's Fifth Annual Leadership Event

Join one of the world's renowned speakers on change management, Dr. Gray Bradt, author of the "The Ring in the Rubble." He will bring to life the tenets of "Who Moved My Cheese", and discuss how leaders can effectively identify opportunities within change and guide others to enthusiastically embrace it. Dr. Bradt will also provide practical strategies for becoming a leader of change and explain how stepping out of your leadership comfort zone can help others re-establish theirs.

Thursday, October 21, 2010

The Pfister Hotel
7:00 – 7:30 a.m. Registration & Networking
7:30 – 8:00 a.m. Breakfast
8:00 – 9:00 a.m. Program

All of your
relationships
should be this
rewarding.

For over 120 years, Associated has developed customized approaches for people and businesses by cultivating relationships. We're able to provide everything you need in a partner – smart, sophisticated services and solutions for your personal and business success.

We invite you to meet with our bankers by visiting one of our convenient offices. Or call our Customer Care Center at 1-800-236-8866, 24 hours a day, 7 days a week, to learn more.

WISCONSIN'S
#1 SBA
LENDER


**Associated
Bank**

associatedbank.com

Equal Opportunity Lender. Member FDIC and Associated Banc-Corp (8/09) 5486

Remarkable Women Program Honors and Inspires

Remarkable women fuel us. The ones whose lives we share inspire us, teach us and nourish us. They build businesses, employ thousands and enrich our lives. And on top of it all, remarkable women make time to give back to their community.

99.1 WMYX is a radio station designed for women and this recently launched the 99.1 WMYX Remarkable Woman Program to honor the many Remarkable Women in Milwaukee and inspire those who

strive to be remarkable in small ways every day.

99.1 WMYX Morning Show Co-Host, Elizabeth Kay, announces the Remarkable Woman on the first Monday of each month. Listeners can hear words of inspiration from the honoree on the air throughout the month and can watch a short video of her online at www.991wmyx.com under "As Heard on Air."

Mo's Irish Pub makes a cash donation

to the Remarkable Woman's charity of choice each month.

Winners this year have included; Melinda Meyers; Sue Ela of Aurora Health Care; Carol Gehl of Godfrey and Kahn; Cristy Garcia-Thomas of UPAF. Future winners include Sue Black, Milwaukee County Parks and Michele Nygro of M&I Bank.

If you would like to nominate a Remarkable Woman please email Kira Lafond at klafond@entercom.com.

LOOKING for a Committee to Join? Combined Member Outreach and Retention Committee Seeks New Members

TEMPO Milwaukee's Member Outreach Committee and Member Retention Committees have joined forces and they're looking for some new members for this dynamic committee.

The purpose of the member outreach committee is: To engage and retain TEMPO members. The focus is on 'extra' member benefits we can be providing for members to enhance the membership experience. Several ways to do this include:

- a) encouraging attendance at membership meetings,
- b) celebrating the accomplishments of members,
- c) and facilitating networking.

Whether you're a new member or a member who has been involved for a long time, this is a creative and engaged group!

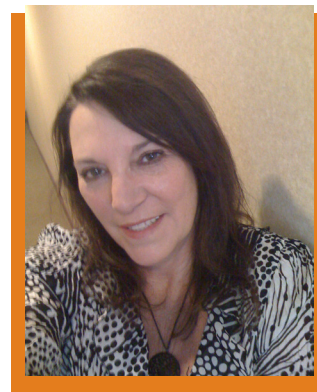
Contact Sandy Wysocki, chair of the committee at: swysocki@bizjournals.com 414.908.0561.

Or contact the TEMPO Milwaukee office at: tempo@tempomilwaukee.org.

TEMPO Milwaukee Hires Membership Services Coordinator

TEMPO Milwaukee has hired Nathania Rohlinger as Membership Services Coordinator. Ms. Rohlinger will work with Executive Director Tracy Johnson in coordinating the activities of TEMPO Milwaukee.

Ms. Rohlinger had previously worked with The Falk Group PR as a senior account executive in public relations, servicing clients including Marcus Hotels & Resorts, U.S. Cellular and Walmart. She holds a bachelor's degree in journalism from UW-Milwaukee.



Welcome New TEMPO Milwaukee Members



Julie Granger is vice president of communications for the Metropolitan Milwaukee Association of Commerce. She has been with the MMAC for more than 14 years, overseeing the organization's marketing, public relations and special events. Working with the Milwaukee 7 economic development effort, she also markets the region to businesses considering relocation or expansion. Prior to joining the MMAC, Granger worked in advertising and corporate communications for Blue Cross Blue Shield. She is on the communications committee of Milwaukee Women, inc. and serves on the marketing committee for United Way of Greater Milwaukee. She earned her bachelor's degree in communications from John Carroll University in Cleveland, Ohio and attended Marquette University for graduate school of journalism.



Leah DeLaney Karge has been with The Business Journal for 8 years. Her position includes marketing and business development for all areas of business-to-business sales. Leah manages the advertising sales staff and sales initiatives for The Business Journal. In 2003, 2004 & 2005 Leah was recognized as one of the top sales executives nationally for American City Business Journals. Leah is the proud mother of Jack (4) and Lexi (2).



Kathy Klein, CFP,® joined Marietta in April 2004 as a portfolio manager and became a partner in 2010. Ms. Klein has been in the financial services industry for over 20 years, and for the last 18 years she has served individual and trust clients in tailoring investment programs. Her most recent affiliation was with the Strong Private Client group, where she was responsible for client relationships with aggregate assets under management in excess of \$280 million. Ms. Klein received her B.S. degree from St. Mary's College, and she participated in the M.S. program at the University of Illinois-Chicago. In 1997 she was awarded the Certified Financial Planner™ designation.



Julie Krey joined Manpower in 1995 as internal auditor, taking on a number of other financial leadership roles prior to her current role as Vice President-Finance, the Americas. She is responsible for planning, directing and coordinating the activities of the financial operations across the Americas region. Prior to joining Manpower, Krey, began her professional career with the Deloitte & Touche, including a two-year assignment in Australia where she was the first female manager of the firm's Adelaide, Australia, office. Krey holds a bachelor's degree in accounting from the University of Wisconsin-Milwaukee. She is a volunteer board member and treasurer for Our Next Generation.

UpComing Events

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

Wednesday, July 14, 2010

TEMPO Milwaukee Golf Outing

2:00-7:30 Wisconsin Country Club
6200 W. Good Hope Rd.

Members & guests: \$65 – includes golf, carts & social. Social portion only: \$25
This is not a fundraising event – just fun!

Thursday, July 15, 2010

Morning Networking Coffee

7:30-9 a.m. at Stone Creek Coffee Factory
5th and St. Paul

Members: included, Guests: \$10

Thursday, August 19, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(Included for members, guests \$30).

Speakers: Tammy Johns, Manpower SVP for Global Workforce Strategy

Thursday, September 9, 2010

New Member Orientation

11:30-1:00 p.m. Business Journal Offices
825 N. Jefferson St.

Thursday, September 16, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(Included for members, guests \$30).

Speakers: Mother and daughter judges Justice Patience Drake Roggensack and her daughter Circuit Court judge Brostrom.

Thursday, October 21, 2010

5th Annual Leadership Event

At The Pfister Hotel. Details TBA.

Thursday, November 18, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
Members: included, Guests: \$30
Speaker TBA.

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.

TEMPO Milwaukee

301 W. Wisconsin Ave., Suite 300
Milwaukee, WI 53203

Ph: 414.905.0117 • Fax: 414.272.7051
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

Nathania Rohlinger
Ph: 414.336.5914
Email: nrohlinger@tempomilwaukee.org

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.

Board of Directors 2010-2011

President

Kimberly Kane • The NOVO Group

Past President

Gina Alberts Peter • M&I Bank

President-Elect

Amy Rislov • Aurora Health Care

Treasurer

Amelia E. Macareno • Wells Fargo

Secretary

Sandy Wysocki • The Business Journal
Serving Greater Milwaukee

Vice President, Board Development

Hon. Kitty Brennan •
WI Court of Appeals

Vice President, Communications

Susie Falk •
Falk Group Public Relations

Vice President, Programs

Jennifer Bartolotta •
Bartolotta Restaurants

Directors:

Community Outreach

Mary Scheibel • Scheibel Halaska

Fund Development

Linda Newberry-Ferguson •
Kindred Hospital Milwaukee

Governance

Lisa A. Froemming •
Columbia St. Mary's Foundation

Member Retention

Julie Cashman-Kuhn • Titus

Membership

Peggy Williams-Smith •
Marcus Hotels & Resorts

Mentoring

Louise Hermsen

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
Marketing Communications

Rose Spano Iannelli •

Spano Pratt Executive Search