

TEMPO Milwaukee 5th Annual Leadership Event Thursday October 21, 2010

TEMPO Milwaukee invites you to join one of the world's renowned speakers on change management, Dr. Gray Bradt, author of "The Ring in the Rubble," who 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.

In today's turbulent business environment, most organizations face rapid change, which by nature, people are inclined to resist. Effective leaders recognize that sudden and overwhelming change can trigger fundamental survival instincts that may actually undermine the ability of individuals to effectively cope with it. The challenge of leaders everywhere is to understand how to help others encounter, evolve with, and ultimately embrace the changes

that will allow their organizations to create and cultivate new opportunities. Dr. Bradt will provide attendees with practical strategies for becoming a leader of change and explain how

The Details

WHAT: TEMPO Milwaukee
5th Annual Leadership Event
WHEN: Thursday October 21, 2010
7:00 a.m. - 7:30 a.m. Networking
7:30 a.m. - 8:00 a.m. Breakfast
8:00 a.m. - 9:00 a.m. Program
WHERE: The Pfister Hotel
424 East Wisconsin Avenue
Milwaukee, WI
COST: \$75 individual/table of 8 sponsor-\$750
other sponsorships from \$1500-\$5000

Register online at www.tempomilwaukee.org

stepping out of your leadership comfort zone can help others re-establish theirs.

Dr. Bradt believes it is important to not only inspire each person attending his presentations, but also to give them practical strategies and tactics they can immediately implement for the betterment of themselves and the organizations they serve. He arms every member of his audience with new ideas on how they can take the responsibility of leading change and winning now.

Dr. Gary Bradt

Dr. Bradt is a change and leadership expert, speaker and author who helps organizations turn change and tough times into opportunity. Dr. Bradt's twenty-plus years of experience in the leadership field makes him uniquely qualified to deliver on this message. Dr. Gary Bradt is a clinical psychologist, business owner, leadership consultant, husband and father.



Gary Bradt has spoken all over the globe for clients like General Electric, American Express, eBay, FedEx, Proctor & Gamble, Fidelity Investments and Bristol-Myers Squibb, to name just a few. For years, Dr. Bradt was endorsed by Spencer Johnson as the leading speaker worldwide on Who Moved My Cheese? Now, Spencer Johnson has asked Gary Bradt to once again be the leading speaker on Johnson's current bestseller, Peaks & Valleys.

Dr. Bradt earned his BA in Psychology from Duquesne University in Pittsburgh, and his doctorate in Clinical Psychology from Hahnemann University and Hospital in Philadelphia. He has been a leadership consultant since 1993.

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From the President

The Need for Strong Leadership is a Constant

By Kimberly Kane
TEMPO Milwaukee President

A few years after I moved to Milwaukee, I watched a Bucks basketball game with the team's owner, Senator Herb Kohl. The game got off to a great start. If you've watched a Bucks game in the past, you know what I'm talking about – music, energy, hometown support all around. We headed into the half even with the Cleveland Cavalier's 40-40.

The second half began with the same enthusiastic charge. It was awesome - the crowd cheering for their team on the court, fully believing they'd drive to victory. But, the story didn't turn out that way. The players missed lay offs, dropped passes, took the ball down the court like a lot of independents looking to win the game on their own. The Bucks melted. I turned to Senator Kohl at one point and asked, "Where's the leadership?" He shook his head and said, "We don't have any."

Leadership isn't something we naturally or deeply question when times are good. But in challenging times, we look to leadership for solutions, even survival. The past two years have tested almost every aspect of our economy, our infrastructure even our faith. And where we see some of the strongest successes is behind people and companies who have stepped up to lead. Risk,

innovation, strategy, collaboration, honesty, communication, transparency. These are some of the qualities for which we know we need to move the dial forward.



I hope you have October 21st, 7:30 a.m. blocked on your calendars. Our 5th Annual Leadership Event promises to be a great program. Speaker Gary Bradt's message is all about Leading in Times of Change. Dr. Gary

Bradt is a world-renowned expert in the field of change management. He is one of two speakers authorized to deliver Spencer Johnson's keynote address, "Who Moved My Cheese", a business book so many of us have read. Dr. Bradt recently authored a book about change titled "A Ring in the Rubble" that uses a step-by-step approach to identifying and executing on opportunities created during the change process – both bad and good. The goal of the Leadership Event is to provide programming that will help business and community leaders perform better and be better leaders.

This year's event will mark a first for TEMPO Milwaukee. We will recognize a company that embodies the event topic by introducing the first "TEMPO Milwaukee Leadership Award". With this award TEMPO Milwaukee will draw attention to the companies that take on challenges with intelligence, collaboration, commitment and strong business strategy.

This year's award will go to Bucyrus International, a company that has continued to invest in Milwaukee in so many ways. Bucyrus' leadership has commanded extremely tumultuous times in its business, the economy and even taken on federal decisions that presented serious challenges and threatened jobs for thousands of its employees.

If you haven't registered for the event, please sign up quickly! We're very close to capacity on this event.

A few quick updates from the Board: Most of our board spent a half day together in a board retreat early this month. TEMPO has evolved so much as an organization; we have a dynamic Strategic Plan and many great, new initiatives now moving forward. We found it's time to evaluate our alignment and understand how we can function even more effectively. Some areas we'll begin to focus on are committee structures, succession planning, expectations of board members and how our terms line up to support our goals and responsibilities. We discussed quite a bit about our governance and now plan to do a formal board assessment to guide the changes we make. At the retreat, we also reviewed committee accomplishments to understand what's working well and where some of our committees can better support each other. In this newsletter, you'll read about the Mentoring Committee. The program is now getting so much attention outside of TEMPO that other chapters are asking how they can

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Member News

Wendy Bauman, President/CVO, Wisconsin Women's Business Initiative Corporation (WWBIC) announced that a WWBIC client, Joan Davis, appeared in the *Milwaukee Fights to Keep Jobs* segment of the national ABC News series *Going Home* with Diane Sawyer. The segment aired Sept. 30, 2010. [Click here](#) to see episode.

Phyllis Mensh Brostoff, CISW, CMC, CEO Stowell Associates SelectStaff Inc., presented a workshop titled "Chronic Care of the Elderly: Who Pays and For What?"

at the 2010 state conference of the National Association of Social Workers Oct. 6, 2010 in Brookfield, WI.

Paula Carabell, Partner, McGrath Marketing Associates, has announced the publication of a new research survey titled "Social Media Habits of Accountants in SE Wisconsin." It is available under the publications section at www.mcgrathmarketing.com.

Cheryl Farnsworth, MBA, President of Succedia LLC will present at Waukesha County Technical College Women Entrepreneurs' Speaker Series Nov. 8, 2010 at 11:30 a.m. The topic will be "Lead with Your Strengths" - using Myers Briggs to understand and utilize your inherent talents. Learn how to spend more time in activities where you really shine, and how/why you should delegate the rest.

Lisa Froemming, President/CEO Columbia St. Mary's Foundation is proud to have been a part of opening the new Columbia St. Mary's Milwaukee hospital, and achieving more than \$41 million in the "Beyond Medicine" fundraising campaign.

Barbara Gannon, VP Corporate Communications & Government Relations, Sargento Foods Inc., will present a three-hour workshop for the Family Business Forum of UW-Oshkosh on October 19, 2010. The topic will be "Defining Corporate Culture for Competitive Advantage."

Phyllis King, Associate Dean/Director of Center for Ergonomics, University of Wisconsin-Milwaukee, received the University of Wisconsin-Milwaukee Distinguished Public Service Award at the October 4th awards ceremony.

Kira Lafond was promoted to Director of Sales for Entercom Milwaukee. Entercom owns and operates radio stations 99.1 The Mix, 103.7 KISS FM and SportsRadio 1250 in Milwaukee.

Linda Mertz, Managing Director, Mertz Associates Inc., was quoted as a mergers and acquisitions expert in the article "M&A Market Remains Strong" in BizTimes Sept. 17, 2010. To read the article [click here](#).

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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.

TEMPO Milwaukee Mentor Event 2011 Call for Nominations

By Rose Spano Iannelli
Spano Pratt Executive Search

The committee is well underway in planning the next Mentor Award Luncheon to be held on Thursday, February 17, 2011 at The Pfister Hotel. Save the date! This is an amazing event NOT TO BE MISSED.

We are currently accepting nominations for the Mentor Awards through the month of October. You can download the form from the TEMPO Milwaukee website at www.tempomilwaukee.org or by going directly to the form by clicking [Mentor Nomination Form](#). The Business Journal has generously agreed to be an in-kind sponsor again this year and ran the call for nominations ad in the paper last week. Three winners, two individuals and one organization, are chosen from the nominees by a panel of four judges who are astute in the selection process and utilize a quantitative system.

Candy Walton is chairing the nomination award subcommittee again this year so please contact her, or me, with any questions at rspano@spanopratt.com (414.283.9533) or waltonc@wi-redcross.org (414.345.8693). You may also contact either one of us if you are not familiar with the nomination criteria or process, and would like to have a confidential discussion around potential nominations.



The Mentor Award is a considerable endeavor, and we welcome membership involvement as we begin the process of approaching sponsors

for this year's event as well as planning the many details. As a strategy we are beginning to offer "key sponsorship opportunities" to previous supporters as well as new organizations that may choose to align themselves with the idea of uplifting women through

education and mentorship. To date we have received commitments from Robert W. Baird, Potawatomi Bingo Casino, The Milwaukee Business Journal, and Johnson Controls Inc. We are presently shopping for a printer who might like to provide an in-kind gift for the save-the-date cards, invitations or programs. Please contact me if you would like to learn more about this opportunity and others!

The Details

The Mentor Awards
Thursday, February 17, 2011
11:30 a.m.-1:30 p.m.
The Pfister Hotel
424 E. Wisconsin Ave.
\$65.00 per person
Registration will be available soon on the TEMPO Milwaukee website.

Member News

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Louise Perrin, Senior Vice President, State Farm Insurance, shares five wisdom nuggets to consider while shaping your career. She is featured in "[Homegrown Wisdom](#)," published on [WomenWorking.com](#). Louise's advice: Be true to yourself, communicate clearly, know your personal brand, toot your own horn and help others along your journey.

Mary Scheibel, Principal, Scheibel Halaska, Inc. presented the webinar *Winning Communications for M&A* Oct. 12, 2010 as part of the Mertz Fall Webinar Series offered by Mertz Associates Inc. [Click here](#) to view the webinar.

Cassy Scrima, Area Director of Marketing, Marcus Hotels & Resorts, was quoted in Milwaukee News Buzz as an industry expert in the article *Hotels Add Amenities to Increase Business* Sept. 3, 2010. [Click here](#) to read the article.

Kelly Skindzelewski, Public Affairs Manager, Potawatomi Bingo Casino announced that Potawatomi Bingo Casino will be accepting the President's Award from the Wisconsin Art Education Association (WAEA) on Oct. 28 in LaCrosse, WI. The award is being given in recognition of Potawatomi's Miracle on Canal Street community program that has funded numerous arts programs for children. [Click here](#) to see the award recipients.

Rhonda Matthews Ware, Attorney, Whyte Hirschboeck Dudek S.C. was named by DePaul University as one of their 14 Alumni under 40 Success Stories. To read the story in the DePaul Magazine Fall 2010 issue [click here](#).

Call for Experts: TEMPO's 2011 Experts Directory a Great Tool for Connecting Members to Media, Community

By Susie Falk
President, The Falk Group PR
TEMPO Milwaukee Vice President Communications

How many times have you turned to your TEMPO Member Directory for a phone number or an email address? If you are like many members, you keep it in your briefcase or purse and tap it regularly to connect with other members.

TEMPO Milwaukee is creating an "Experts Directory" for use outside of the membership. Reporters, editors, and organizations looking for speakers will benefit from having access to our list of TEMPO Experts willing to speak out on a variety of issues within the many industries we represent. It is our goal to raise awareness of our TEMPO Experts Directory and have it be used as frequently by media and organizations as we use our internal directory.



By creating the Experts Directory, TEMPO is positioning itself as the area's premier membership organization for women executives. Editors and reporters will love the directory because it will help them contact top-notch experts for a variety of stories and news segments in a short time frame. If you would like to participate in media spokesperson training, TEMPO is planning a media relations meeting for members in the near future.

We need your help! If you would like to be included in our Experts Directory and serve as a spokesperson or speaker, we need you to fill out the brief form found at www.tempomilwaukee.org.

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. In addition, if you include an abstract of a presentation, you may be contacted by an organization or company looking to tap you as a speaker.

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 lower left side.

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TEMPO Milwaukee Member Activities



Pictured at the event are (l-r) Judge Ellen Brostrom, Justice Patience Drake Roggensack, Kristine Hinrichs and Kimberly Kane.

September 2010 TEMPO Milwaukee Membership Meeting

Wisconsin Supreme Court Justice Patience Drake Roggensack and her daughter Milwaukee County Circuit Court Judge Ellen Brostrom shared their experiences balancing family, law school and the duties of elected office with TEMPO Milwaukee members at the September 2010 meeting. "This was a fantastic combination of speaker excellence, content excellence and inspiration on both a personal and professional level," wrote a member on the post-meeting survey. The speakers addressed the essence of what it means to be a mentor and a woman. They touched successfully on what it means to be a mother, daughter, professional, community role model and they provided inspiration for redefining yourself at any age. Great!

TEMPO Members Enjoy Brewers Game in Luxury Suite at Miller Park

On Sept. 8, 2010 a group of TEMPO Milwaukee members networked and cheered on the Milwaukee Brewers from a luxury suite at Miller Park.

Pictured enjoying the game are: (Back row, l-r) Kathy Schwab, Lynn Oehlke, Mary Scheibel, Lisa Attonito, Tracy Johnson, Kathy Pederson, Kimberly Kane, Linda Felenz, Phyllis King and Linda Newberry-Ferguson. (Front row, l-r) Leah Karge, Lynn Damon, Michelle Lukas, Mary Claire Lanser, Sue Bartfield and Rose Spano Iannelli.



Scott Walker Meets with TEMPO Milwaukee Members

Gubernatorial candidate Scott Walker addressed questions from TEMPO Milwaukee Members on Wednesday, Oct. 13.

TEMPO Milwaukee President Kimberly Kane mediates questions with Scott Walker.

Candidate Tom Barrett will address the membership on Wednesday, October 20, 2010 at 7:30 a.m. at The Pfister Hotel. Free for members. Register to attend at www.tempomilwaukee.org



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!



Anne Reed became the Executive Director of the Wisconsin Humane Society in January 2010, following a long career as a business trial lawyer. The Wisconsin Humane Society (WHS) is a private nonprofit organization whose mission is to build a community where people value animals and treat them with respect and kindness. WHS has been saving the lives of animals in need for 130 years. As the largest and most recognized shelter in the state of Wisconsin, WHS offers many specialized services such as a comprehensive adoption program, lifesaving medical care, educational programs and a wildlife rehabilitation hospital. Email: areed@wihumane.org

Remembering to Say Thank You

Kelly Skindzelewski
Public Affairs Manager
Potawatomi Bingo Casino

As part of the strategic planning process, the idea of member appreciation and recognition rose as a question. Do we recognize and thank our members enough for the time and effort they contribute to TEMPO? While we do a good job, it was felt more could be done. This opportunity was passed to the Program Committee and has been developed.

During our March 2011 meeting, we will be saluting all of the members who volunteered for one of the TEMPO Milwaukee committees. In addition, one member from each committee and the board of directors will be featured for their special efforts the past year.

"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.



In addition to the recognition efforts, the March meeting will feature Jacquelyn Fredrick, president & CEO of Blood Center of Wisconsin, Inc.

There is always room for more members to get involved. If anyone is interested in helping

with any of the committees, please contact Tracy Johnson at tjohnson@tempomilwaukee.org.



Kimberley Kane
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either get involved or start a similar program of their own.

Additional updates for you:
Professional Development: our program committee is working on a series geared toward your professional development and the development of your teams and employees.

Member Recognition: our March program will highlight employee engagement in the workforce and give the board a chance to recognize their committees' hard work and outstanding contributors.

As I look forward, honestly, I'm not sure when we'll be in a time not marked by significant change. The one constant, though, is the need for strong Leadership. It's wonderful to be part of an organization committed to elevating each of you, all of you, as leaders. As always please feel welcome to reach out to me any time with thoughts or questions or the chance to grab a cup of coffee. See you on the 21st!

UpComing Events

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

Thursday, October 21, 2010

The 5th Annual Leadership Event

The Pfister Hotel 7:00–9:00 a.m.

Learn from renowned speaker on change management, Dr. Gray Bradt.

Wednesday, November 10, 2010

New Member Orientation

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

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.

Thursday, December 16, 2010

TEMPO Milwaukee Holiday Meeting

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

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.

Call TEMPO Milwaukee at 414.905.0117.

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.

TEMPO Milwaukee

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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.

Member Services Coordinator

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.

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