

Associated Bank's Phil Flynn joins TEMPO in August

Past Presidents will be with us too!

When Philip B. Flynn joined Associated Banc-Corp as president and chief executive officer in December 2009, the global, U.S. and our own regional economies were experiencing nearly unprecedented challenges, and the impact on the company was severe.



Since that time, Mr. Flynn has led Associated in understanding and addressing issues most pressing to the company and its customers, and returned Associated to a strong and profitable organization.

Mr. Flynn will share with TEMPO the disciplined approach Associated has taken to improve the fundamentals of its business, and to position the company for growth in 2011 and beyond.

Prior to joining Associated, Flynn held the position of Vice Chairman and Chief Operating officer of Union Bank of California and served on Union Bank's Board of Directors since 2004. During his nearly 30-year career with Union Bank, Flynn held a broad range of other executive positions, including chief credit officer and head of commercial banking, specialized lending and wholesale banking activities.

Thirty-five years of past presidents will be with us on August 18th. Mix and mingle with them during this special luncheon!

The Details

When: Thursday, August 18, 2011

Time: 11:30 a.m.—1:30 p.m.

Fee: members—no charge | guests are \$35

Register: www.tempomilwaukee.org

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It's That Time—Update Your Headshots / Profiles!

Are you looking to update your professional headshot? We need photos for the directory by September 15, 2011. A number of you responded to our LinkedIn request for photographers that you have used and recommend for professional headshots. We've spoken to a few of them and are excited to pass on their information to you:

Sarah Fitting of Sarah Fitting Photography (www.sarahfittingphotography.com) will do in studio or on-site headshots for \$75-\$100. The fee includes a CD with high-resolution images. You may contact her directly by emailing sarahfitting@hotmail.com or by calling 262.352.4410 to schedule an appointment.

Paul Gaertner of White Dog Photography (www.whitedogphotography)

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From the Executive Director

Your Reputation—What is it Worth?

I don't often have this opportunity to write in the TEMPO newsletter - but the timing couldn't be more perfect. Recently, I was having a conversation with a mentor about leadership when she said to me, "Tracy, at the end of the day - all you've got is your reputation." It really hit home as I dissected the statement, realizing that 'my reputation' is one of the most important things I've got.

By definition - reputation is "the estimation in which a person or thing is held, especially by the community or the public generally". You can't buy a reputation and you can't go to school to get a reputation. It's fragile really, often taking years to build, and only seconds to lose - think Tiger Woods or Arnold Schwarzenegger. I'd rather be like Ronald Reagan or Oprah Winfrey, whose reputations only get better with time. What about Martha Stewart? I sometimes wonder....

Good or bad, we EARN our

reputations. Building them through the little things we do each and every day. Do we return phone calls and emails in a timely manner? Do we arrive prepared to a meeting? Do we walk around with a smile on our face and do we make people feel comfortable? We're not all perfect, but little things go a long way! I've had the pleasure and honor to work with TEMPO members and community leaders, watching reputations being built through the little things they do every day. I learn, as I believe we all do, from each other, about how to build and maintain a reputations.

I found an interesting article that serves as a reminder to me about building and maintaining a good reputation—A little reminder is never a bad thing, especially as we find ourselves so busy and overcommitted on the hamster wheels of life. Hopefully you'll find some of these points helpful too:

o Be totally honest 100% of the time

- o Put your pride aside and admit when you are wrong or have made a mistake
- o Always say if you don't know the answer—but be prepared to find out the answer promptly
- o Do what you promise and never promise what you can't deliver
- o Follow up - promptly, thoroughly and willingly
- o Go the extra mile

Source: "How Good Sales People Gain and Maintain their Reputation". Article Source: <http://EzineArticles.com/2268544>

TEMPO offers so many opportunities for you to build your reputation through committee work, participation in meetings, and the networking that goes on outside the organizational 'walls'. If you've got ideas for getting involved, please let me know. Good people work with other good people—I believe that and live it as I see it every day in the amazing women of TEMPO!

Sincerely,
Tracy Johnson

...Your Headshot Continued

has made a special offer for TEMPO members to take headshots at his Wauwatosa studio. The fee will be \$65 and include a CD with images. You may call him directly at 414-438-4050 to schedule an appointment.

Camela Langendorf of Images by Camela (www.imagesbycamela.com) will do in studio or on-site or in studio headshots for \$275-\$375. The fee includes a CD with images. You may contact her by calling her at 262.498.4075.

Please check out your profile at the TEMPO website: www.tempomilwaukee.org. Go to 'login', then to put in your user name (first initial last name (no spaces)), and password (tempo). Go to "Member Center", then "Roster". When you click on the roster, you can search your name and take a look at your picture. This is the one we have on file for you - if it should be different than the one you see, please send us the new one. If any of the information listed in the profile is incorrect, please take this opportunity to update it - this is what will be printed in the directory.

Do you have the right controls in place to prevent internal and external fraud?

Should you buy or lease equipment for expansion?

How can we maximize our cash flow?

We're here to help find the answers.

Call 44-220-4568 or visit
AssociatedBank.com/RightSolutions

How can you simplify payments to your suppliers?

Finding the right solution requires the right questions.

Whether it's helping your business choose the right employee benefits or manage your cash more effectively, our expert relationship managers know that understanding your short- and long-term goals makes all the difference. We're based in Wisconsin, too. So we're committed to helping local businesses thrive. That's why we get to know your business, listen to your ideas and recognize your unique vision. It's not the easiest way. But it's our way.



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New Membership Process for TEMPO—Creating Value for You

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. Our membership is comprised of approximately 275 women who hold executive and leadership positions throughout greater Milwaukee. Beginning in August 2011, TEMPO will make two important changes to the member nomination process:

- 1) **TEMPO will move to a bi-annual nomination process.** We encourage members to nominate those who you feel would fit within the membership. See the below profile of a ‘typical’ TEMPO member to guide your nomination. The form is available on the TEMPO website or you may contact Tracy at the association office at tjohnson@tempomilwaukee.org to obtain it. Currently, we accept members on a monthly basis and will now be moving to accepting nominations between now and September 1st to be reviewed at a the September 7th membership committee meeting, and September 2nd through February 1st to be reviewed at the February 8th membership committee meeting. By moving to this schedule, we will be able to aptly welcome and process new members so they are can engage in a formalized and timely manner.
- 2) **TEMPO will be re-instituting a cap on its membership.** This decision has been developing since the launch of TEMPO’s 5-year strategic plan in 2010. The reasons for this decision are two-fold. By capping membership, TEMPO is able to 1) focus on providing value to its members and 2) build and grow relationships within TEMPO to enhance the member experience. Each year, TEMPO has been retaining more and more of its members, realizing greater and greater benefits to their businesses as a result. Our intent is to continue that positive impact and develop other ways for TEMPO to act as a community resource as it relates to the professional development programming and its leadership and mentor events.

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

You are encouraged to nominate professional women who you feel fit the TEMPO Milwaukee membership criteria.

Please remember: The nomination process is designed as an “invitation” of membership by current TEMPO members. Members actively participate in the nomination process of potential new members by completing the necessary prospect paperwork and communicating with their nominees after committee review.

- 1) The nominator completes the [Membership Nomination Form](#), entering the nominating member’s name in the section “Contacts within TEMPO.”
- 2) The nominator emails the Membership Nomination Form to tempo@tempomilwaukee.org. To be considered for September membership, nominations must be received by September 1. To be considered for February, the nominations must be received by February 1.
- 3) An acknowledgement of receipt of the nomination is emailed to the nominating member.
- 4) Membership Nomination Forms are reviewed at the Membership Committee meeting the first Wednesday of February and September.
- 5) The nominating member and the nominee will receive notification of the committee’s decision by the 15th of that month.
- 6) If accepted, the nominee receives a letter of acceptance and a Member Data Form. The nominator will be cc’d on the letter. If not accepted, a call is made to the nominator.
- 7) Nominee returns Member Data Form, a 100-word bio, dues payment, and a headshot to tempo@tempomilwaukee.org.
- 8) The new member receives login and password information for the TEMPO Milwaukee website and is added to the on-line roster.
- 9) The new member can register on-line for the next meeting, and her bio will appear in the next issue of the TEMPO Milwaukee newsletter *UpBeat*.

TEMPO Special Interest Groups

If you are interested in becoming involved in one or more of the TEMPO special interest groups, please contact the listed individual, or email the TEMPO office at tempo@tempomilwaukee.org.

_____ **INVESTMENT CLUB:** The Club is comprised of twenty TEMPO members. The purpose of the club is to learn about investing in the stock market plus we have a fun time together! The group meets monthly at the Women's Club from noon until 1:30 p.m. the second Wednesday of the month. Quarterly dues of \$285 include a \$60 nonrefundable amount for lunches, software, and other operating expenses. The initial buy-in amount is approximately \$10,000. If you have an interest in joining this group, please e-mail Linda Foltz at lindadcllc@wi.rr.com or call 262-966-0259.

_____ **GOLF GROUP – “Nine and Wine”:** Meeting on Tuesday evenings, the group plays at courses in the area at late afternoon/early evening tee times. You can play every week or whenever you are available. After golf the group grabs a bite and some wine. Nancy Fortney nancy@usmarketingcorp.com cell phone 414 688 3730

_____ **FOODIES:** If you are an enthusiast of food, cooking and related trends, then you are a foodie! If you are a TEMPO member and a foodie, then you will enjoy TEMPO Foodies, a new TEMPO special interest group. We will seek adventures in learning about food, cooking food and eating food, from old world techniques to the latest trends and from sourcing ingredients to trying a new restaurant in town. We will follow our interest in food and cooking while networking with other TEMPO Foodies. If you want to be on the list to receive communications regarding TEMPO Foodies, send a note to Kim Wynn (kwynn@whdlaw.com).

_____ **BOATING GROUP:** Do you enjoy boating on Lake Michigan? Or taking in events, concerts, bike rides, strolls, fireworks, kite competitions, museum visits, cocktails and “Fish Fry and a Movie” along the Milwaukee lakeshore? If so, you may want to join a new group that Tempo Member and McKinley Marina power boater Louise Hermsen has formed. Drop her a note at lhermsen@wi.rr.com or call at 414-477-0395 if you have interest and she'll add you to the mailing list of

others that have expressed interest in lakefront fun. A boat is not necessary to join the fun – just an interest in spending time at the Milwaukee lakefront.

_____ **TEMPO PLUS:** Separate meetings held for TEMPO Plus Group (retired members). Joanne Gerszewski (gerszew@sbcglobal.net or 262-781-7883) helps coordinate the meetings for this group that meets usually three times a year.

Special Interest Groups Looking for Leaders:

_____ **BOOK CLUB:** Travel around the world with your TEMPO friends. Perhaps even visit one of the authors to discuss and read more from her novel. Please call the TEMPO office as we are just getting another club off the ground (414.905.0117).

_____ **SMALL BUSINESS OWNERS GROUP:** is not active at this time but we are looking for someone to lead this group. Are you running a small business? Or is your small business running you? Would you like to form or join other small business owners for presentations & discussion?

_____ **THE THEATER GROUP:** The leader of this group will prepare a listing of theater performances on varying days and varying theaters. Members sign up and prepay for the performances they wish to see. The leader may also make dinner reservations.

_____ I don't see what I'm looking for. Let's start a group on _____
(email your ideas to tempo@tempomilwaukee.org)



Several Mentoring Opportunities are Available to You

The Tempo Mentoring Committee draws your attention to three different mentoring programs that are gearing up for fall matches. Please consider if you might feel a connection to one of these organizations and might be interested in serving as a mentor, aiding others in their development.

UW-Milwaukee Multicultural Mentoring Opportunity

For the second year, we call your attention to this program that can make a difference in the professional success of a multicultural college business student. To learn more, you are invited to a no obligation program that will explain how you can participate in a well structured, successful mentoring program for a UW-M Lubar School of Business junior or senior student of color who is majoring in the same area of expertise as yours.

Wednesday, August 18, 2010
7:30 AM continental breakfast - 8AM program
Lubar School of Business, Room S341
3202 N Maryland Avenue, Milwaukee, WI

The time commitment is not major – three meetings at your place during the fall and again during the spring semester. In addition to a workshop on entrepreneurship, there will also be a community leader guest speaker and roundtable gathering this fall and spring.

The mentor program makes the transition into the work world considerably smoother and successful for the, often first generation college student. It also provides you and your company the opportunity to meet bright, hardworking students, who will, upon graduation, most likely remain in the Milwaukee area. The Program has been existence since 1994, and this past academic year 50 matches took place, including with two Tempo Milwaukee members.

If you have interest, but are unable to attend August 18, you are still invited to become a mentor for the program.

Contact Jill Pelisek (Executive-in-Residence & Adjunct Professor) at jgp@uwm.edu or (414) 352 – 3997 or Howard Spearman (Senior Academic Advisor & Multicultural Student Coordinator) at spearman@uwm.edu or (414) 229 – 6084.
RESERVATIONS to Kristen at kageorge@uwm.edu or

(414) 229 – 5271.

UW-Whitewater New Student Mentoring Program

UW-Whitewater is rolling out a University-wide Alumni Mentor Program offering students a “real-life” link between academic study and the professional workplace.

They would like to get some mentors lined up before the summer ends to ensure the program can be kicked off this fall. Please complete the application online at: www.uww.edu/alumni/mentor (scroll down and click “Alumni join now!”). For more information, contact Katie M. Kuznacik at 262-903-1396.

YMCA Sponsor-A-Scholar Program

Since 1996, Sponsor-A-Scholar Milwaukee has offered a creative solution to educational barriers found in the inner city by offering academic, personal, and financial support to urban high school students who dream of attending and completing college. The Sponsor-A-Scholar program links promising, motivated students from low-income families with long-term personal mentors, financial sponsors, and community resources to provide the support critical for success. Each class of sixty-five scholars that joins the Sponsor-A-Scholar family forms a supportive peer group that travels together from freshman year to high school graduation. The scholars are supported by their class coordinator, a YMCA staff member who manages the class’s program activities and forms relationships with each scholar. Graduates of Sponsor-A-Scholar often find ways to give back to the “family” that changed their lives by serving as tutors, mentors, and guest speakers at events.

MENTORS offer guidance, support, opportunities

Each student is matched with a mentor recruited from the community and from sponsoring organizations. Mentors serve as role models, friends, and links to community resources and opportunities. They provide the individual attention and support necessary to ensure that scholars successfully complete high school and are well prepared to enter college. Contact Daniel O’Rourke at dorourke@ymcamke.org

If you decide to participate in any of these programs, please advise Louise Hermsen, or any Mentor Committee member that you have engaged as a mentor.

July Meeting Recap

TEMPO visits Growing Power's urban farm facilities at 5500 N. Silver Spring Drive



Elizabeth Franczyk, Lindsey Dillon & Amanda Payne of Scheibel Halaska



"Mushroom lanterns" create a hanging garden



Some of the fresh bounty available for purchase at Growing Power's retail store.

TAKE ME OUT TO THE BALLGAME!

How suite it is – a night at Miller Park cheering on your 2011 Milwaukee Brewers! Enjoy a girls' night out – Brewers style. This special evening (in a Miller Park suite) 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 20 TEMPO members who register. (Sorry, no guests at this event due to the limited number of seats available.)

DATE: Wednesday, September 14 at 7:10pm

OPPONENT: Colorado Rockies

Visit the website to register! Go Brewers!



CELEBRATING 20 YEARS IN 2011

Potawatomi Bingo Casino first opened its doors in March 1991 and, since then, has led 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, grown into the state's top attraction, and shared tribal values as well as a culture of social responsibility with all people. Imagine what we can achieve over the *next* 20 years.



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TEMPO Welcomes New Members



Lynnea Katz-Petted has been a leader in the Milwaukee Nonprofit Community for over 12 years. Lynnea currently serves as the Chief Executive Officer of Rebuilding Together Greater Milwaukee (RTGM), a position she has held since 2005. Giving back is important to Lynnea and as a result she has served on many boards including such as the Board of Community Advocates, Executive Committee of CR21 for WFIC, and Board Presidents for Horizons Inc., and Community Shares. Prior to transitioning to the nonprofit world Lynnea worked for over 15 years in the corporate world as a Stock Broker for Merrill Lynch, a Compensation and Classification Consultant for a consulting organization in Washington D.C., and a Division Manager Performance Improvement Management & Training for US Bank. In addition to valuing her work in the community Lynnea enjoys spending time with her husband of 12 years, Paul, a great game of golf, traveling and live theatre. Email Lynnea at lynnea@rtmilwaukee.org.



Christine Liu McLaughlin is a shareholder on the Labor and Employment Practice Group in Godfrey & Kahn's Milwaukee office. She provides counsel on a wide variety of employment and labor issues ranging from interpretation and application of federal and state employment laws to specialized employee transition matters in complex business transactions. In addition to providing general employment advice, Christine advises on corporate employment issues. Christine has conducted workshops and seminars on various employment law topics in Wisconsin as well as nationally. Email Christine at cmclaughlin@gklaw.com.



Two industry magazines have named Potawatomi Bingo Casino home to one of the top 10 bingo halls in the country and **Melanie Martin** is the reason behind its success. Her influence on the business began early in her career, but most notably when she was promoted to Bingo Department Director in 2004. Since then, she has restructured the department, redesigned the bingo hall, brought in new technology and earned a reputation for running an exciting bingo hall. Melanie has more than 10 years of experience in bingo operations. She has worked at Potawatomi Bingo Casino for 20 years and has steadily moved up the ranks starting as a Video Machine Clerk in the video department to her current position as Bingo Department Director. Email Melanie at mmartin@paysbig.com.

TEMPO Welcomes New Members



As an Assistant General Manager, **Laurette Pettibone** is one of four members of the executive leadership team at Potawatomi Bingo Casino. She is accountable for all marketing and hospitality which represents half of the operations of the Casino and includes Food & Beverage, Security, Facilities, Marketing and Public Relations Departments. Laurette has the distinction of being among some of the first team members hired at Potawatomi Bingo Casino. She was part of the management team that established and oversaw Bingo operations when the facility first opened in 1991. Over two decades, she has held a number of responsibilities at PBC, primarily in gaming operations. Prior to becoming an Assistant General Manager, Laurette served as a Casino Manager. In all, she has more than 25 years of Indian gaming experience. Email Laurette at lpettibone@paysbig.com.



Marcia McCarty has been with the Blood Center of Wisconsin for six years and has operational responsibility for blood collections and volunteer services throughout the state of Wisconsin as the Director of Donor Services. Blood Center of Wisconsin is the sole provider of all blood and blood products to 59 Wisconsin hospitals. Marcia has devoted her career managing diverse employee workgroups. While working with Aurora Behavioral Health Services, she lead an interdisciplinary team of social workers, therapists, nurses, occupational therapist and physicians in the continuum of care from in-patient through outpatient treatment. Prior to her career at BloodCenter, Marcia managed five levels of care in Assisted Living facilities. Her passion for volunteers, and appreciation of our elders, resulted from the opportunity to care for 450 elders through their later stages of life. Email [Marcia at marcia.mccarty@bcw.edu](mailto:marcia.mccarty@bcw.edu).

UpBeat

2011-2012 Board of Directors

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Louise Hermsen, DUECO;
Mentoring

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Mentor Event

Amy Jensen, Skylight Opera Theater

Linda Mertz, Mertz and Associates

Louise Perrin, State Farm Insurance Company

Mary Scheibel, Scheibel Halaska, Inc.

Sandy Wysocki, The Business Journal;
Member Retention

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

Friday, August 12

Listening Session

7:30—9:00 a.m. | TEMPO Offices at
301 W Wisconsin Ave., Suite 300

Thursday, August 18

TEMPO Member Meeting

11:30-1:30 p.m. | University Club
Members: no fee; Guests: \$30
*Speaker: Phillip Flynn, CEO of
Associated Bank*

Wednesday, September 14

TEMPO Brewer Game

7:10 p.m. | Miller Park
Members Only: \$45
Tickets are limited to the first 20
people

Thursday, September 15

TEMPO Member Meeting

11:30-1:30 p.m. | University Club
Members: no fee; Guests: \$30
*Speaker: Kimberly Schaefer, CEO of
Great Wolf Resorts*

Wednesday, September 21

TEMPO Professional Development Series

11:30-1:30 p.m. | Italian
Conference Center
All Attendees: \$30
“Leadership Plasticity” with
Christine McMahon

Wednesday, September 28

New Member Orientation

noon-1:00 p.m. | The Business Journal
825 N. Jefferson Street

Thursday, October 20th

LEADERSHIP EVENT

7:00-9:30 a.m. | Pfister Hotel
All Guests: \$75
*Speaker: Valorie Burton on
Resilience— Survive & Thrive after
Personal & Business Challenges.*



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, lowercase.
- ⇒ If you’ve forgotten your password, contact the TEMPO Milwaukee office.
- ⇒ Click on the event link
- ⇒ Click submit [if you are bringing a guest, enter the number of guests and follow the prompts for payment] *TEMPO Milwaukee accepts Visa, MasterCard, DiscoverCard and American Express.*

TEMPO Milwaukee

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Executive Director Tracy Johnson
c: 414.698.7474
e: tjohnson@tempomilwaukee.org

Office Hours:

Monday-Friday • 8:30 a.m.- 5 p.m.