

## April Meeting Will Reward and Inspire

### *TEMPO's Annual Meeting features Nan Gardetto and will Recognize TEMPO Volunteers*

TEMPO will host its annual meeting on April 19. It is a time to reflect on the past and set a course for the future. Part of that process includes celebrating and recognizing the many members who volunteer their time to serve on committees and contribute to the success of the organization.

During the meeting, all committee volunteers will be applauded and special recognition will be awarded to one person from each committee who gave extra effort during the past year.

The meeting will be topped off by keynote speaker Nan Gardetto, CEO of Baptista's Bakery, who will inspire attendees by sharing her experiences of "Embracing Change to create your Destiny".

Gardetto is currently managing a major expansion of her current business. She previously led her family's business, Gardetto's, the creator of Gardetto's snack mix. In the last ten years of Nan's leadership of

Gardetto's, she took the company from \$3m in annual sales to over \$115m. At the time of the sale, in August of 1999 to General Mills, the company had over 250 employees.



Nan Gardetto

Baptista's continues the family tradition of baking snack products that taste great, are nutritional and appeal to consumers. The business does contract manufacturing and private label for some of our nation's largest consumer food companies.

In the last ten years, Nan has experienced both the difficulties and rewards of building a business from the ground up under the confines of a non-compete agreement for the first five years. Baptista's has been her developmental tool for personal growth as she grew her business while the economy was faltering and while living and coping with the serious illnesses and deaths of her father (who was her first mentor) and then her husband.

Gardetto is currently in the process of creating the next chapter of her life. She will share what her path has been to finding personal and professional growth and happiness.

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#### The Details

When: Thursday, April 19, 2012

Time: 11:30-noon: networking | noon—1:15: program

Where: University Club

Fee: no fee for members / \$35 for guests

Register: [www.tempomilwaukee.org](http://www.tempomilwaukee.org)

## From the President

### Reflection and New Beginnings



March and April are both busy and exciting months for TEMPO Milwaukee as we prepare for the next fiscal year. We have engaged with Jane Schneider from Schneider Consulting to help us define and set in motion our strategic plan for the next three to five years. We last did this in 2009 and are very pleased with how well the plan served to shore up our infrastructure and positioned us to reflect and consider what is next. We are pleased that from that plan we were able to accomplish many things, including:

- ⇒ A consistently strong member profile always between 250 and our maximum of 275 members.
- ⇒ A member on-boarding program that serves to add incredible new talent to the network and boasts a more in-depth and effective orientation and transition into TEMPO Milwaukee
- ⇒ A professional development series that has not only been well attended but has boasted rave reviews
- ⇒ An incredible mentoring program for TEMPO Milwaukee members, including nearly ten mentor circles and many powerful one-on-one mentor relationships
- ⇒ Establishing the TEMPO Milwaukee Foundation Board
- ⇒ A well positioned organization financially, and supported by an incredible base of sponsors

Our thanks go to Potawatomi Bingo Casino, TEMPO's Corporate Partner, Associated Bank, TEMPO's Event Sponsor, as well as main sponsors, M&I Bank, a part of BMO Financial Group, Dohmen, State Farm Insurance Company, and Harley Davidson Motor Company.

As we move ahead on our strategic planning, starting in March and continuing through June, we look forward to engaging our membership in the process in a variety of ways. As always, any board member would be greatly honored to hear from you about your thoughts and ideas. Their names and contact information can be found at the [link here](#) or in the directory.

In addition, we are busy planning recommendations for the new board slate that will be presented to membership in April.

I hope you are as proud to be a part of this organization that is fueled by the enthusiastic members in our various committees who made all of this happen for TEMPO Milwaukee. For it was only through the leadership of our Executive Director, Tracy Johnson, a committed board and these committees that gave their time and talent that we continue to be positioned as a critical business network for each of us.

Please attend our April member meeting as we have the opportunity to recognize a committee member from each committee for their gifts to TEMPO Milwaukee.

Amy Rislov

A handwritten signature in black ink that reads "Amy J. Rislov".

President, TEMPO Milwaukee

## Managing Your Wardrobe

### Recap of the TEMPO Professional Development Program at Faye's

- by Faye Wetzel

It is incumbent on all of us to stay updated. That doesn't mean revolutionizing your wardrobe every season...but, it does mean **EVOLVING** your wardrobe each season. The updates can be minimal and inexpensive. For instance, for spring 2012, **buy something orange** – maybe just a tank to wear under your suit...or a scarf...orange bangle bracelets? . Orange is the #1 color for spring and for next fall!

You don't need a lot of clothes; you just need the right clothes:

- ⇒ **Don't hesitate to wear exactly the same thing 2 days in a row if you have different "audiences"**
- ⇒ **Is there anything that from your social occasion wardrobe that you can bring into your daytime dressing?** How about throwing a colorful cardigan over your little black cocktail dress and wearing it to the office?
- ⇒ **Editing/curating your closet is an ongoing process.** Try to spend a little time each week keeping it organized and current. My 10/10 Rule works well for me: 1) I either spend 10 minutes in my closet cleaning/sorting/trying on...or, 2) I deal with 10 items: keep/consign/toss.
- ⇒ Your wardrobe should simplify your life. If your clothes are an additional stressor, you have the wrong clothes. **Get help** – there are people whose life's work is knowing what will work best for you.
- ⇒ **Never...and, I mean never...wear anything you don't LOVE**



**Trunk Show!** Faye's Lafayette 148 New York **Career Dressing** Spring Trunk Show will be held March 29-April 1<sup>st</sup>. This event is at Faye's Brookfield Store: 18900 W Bluemound Rd (next door to Brennan's; behind Kopp's). Literally hundreds of suits/pants/dresses/skirts to order for spring and summer delivery. Lafayette is highly styled, using designer fabrics; but the price is less than designer. The spring/summer collection offers a plethora of color choices in most their styles.

Whether you're looking to update your career wardrobe or need a dress for a luncheon, this is the perfect event to shop.

PETITE...REGULAR...AND WOMAN'S SIZES available!

*Mention you are a TEMPO member, and get \$25 off your order or Faye's will donate 10% of your Lafayette purchase to the TEMPO Foundation.*

Faye Wetzel

Owner

Faye's in Brookfield and Mequon

## Get Involved: Maximize your TEMPO Membership!

### *TEMPO Mentoring Circles Compared to TEC and Executive Agenda In Value, But at a Much Better Rate*

- by Louise Hermsen

In recent discussion with the TEMPO Board, members who participate in the TEMPO Peer-to-Peer Mentoring Circles commented that our Circles are very much akin to the MMAC TEC or Executive Agenda groups. In fact, one member let her Executive Agenda membership lapse because she felt she got what she needed from her TEMPO Mentoring Circle and at such a bargain price. While other organizations charge thousands of dollars annually for participation, at TEMPO, participation in a Mentoring Circle is included in the price of membership. Another member commented that of the many things she has valued about TEMPO over the course of her years as a member, she most values the relationship she has with her fellow TEMPO Mentoring Circle members.

If you feel you could benefit from a private board of directors who serve as a sounding board for each other, contact Louise Hermsen, Chair of the Mentoring Committee, any Mentoring committee member, or Tracy Johnson, Executive Director, for more information or to get connected with a Circle. One on one mentoring relationships are also made through the program and are the right fit for many members.

#### **Mentoring Committee Seeking New Members**

The Mentoring Committee is seeking a couple of additional members. They would welcome especially TEMPO members with experience with other Mentoring programs or members with long tenure within TEMPO, to assist in optimizing matches. Contact Louise Hermsen at [lhermsen@wi.rr.com](mailto:lhermsen@wi.rr.com) if you have interest.

### *Not Your Mother's Potluck—Dining and Networking on Thursday, April 19th*

All are invited to the next TEMPO Foodies event the evening of April 19 in Mequon, known as "Not Your Mother's

Potluck." This is an opportunity for TEMPO members to share

their love of good food and good company. Plan to bring your signature dish, a family favorite, something to represent your cultural heritage, a favorite bottle of wine or anything you would like to share. Contact Kim Wynn for more information or to RSVP. ([kwynn@whdlaw.com](mailto:kwynn@whdlaw.com))

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## Personal Branding—TEMPO Professional Development Program with Christine McMahon

Your reputation - who you are and the value you provide to others - influences your career opportunities and earning potential.

When you identify your unique attributes and consciously “live them”, you create impressions that transforms into mindshare. Mindshare reinforced over time becomes your Personal Brand.



In this interactive program, Christine McMahon will discuss the value of intentionally crafting your Personal Brand and will guide you through a series of activities to refine your Personal Brand attributes.

**Meet Christine:** Christine McMahon is a business strategist who helps sales organizations leverage rapid changing market conditions into growth strategies.

As a speaker, trainer, consultant and columnist, Christine draws from her extensive background as a sales executive with Procter & Gamble, Slim-Fast Foods, and Nabisco as well as her own entrepreneurial experiences.

Clients appreciate her ability to identify the opportunity in the problem, develop actionable strategies and provide them with tools so they can be self-sufficient.

Some of her clients include: Microsoft, Hewlett Packard, Baird, and Lakeside Foods.

### The Details

When: Friday, May 11th, 2012

Time: 7:30 – 8:00 a.m.: networking | 8:00— 9:30 a.m.: program

Where: Italian Conference Center

Fee: \$30/person

Register: [www.tempomilwaukee.org](http://www.tempomilwaukee.org)

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*we don't play around.*



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## Members in the News

Long-time TEMPO Member **Nancy Noeske** passed away unexpectedly on March 13. Nancy was a trail-blazer and an active member with the Milwaukee Chapter as well as the TEMPO Plus group. She received the TEMPO Mentor Award in 1992. Nancy graduated from Marquette University in 1959 where she earned her bachelor of science degree in Chemistry. She went on to earn her Doctorate in education and sciences. She began as a teacher and administrator and became the first female vice-president at the Wisconsin Electric Company. With her close relationship with the MPS School Board, she founded PROACT, an executive search services firm. It specialized in finding school superintendents for large urban districts around the country. Nancy later founded Noeske and Associates, a full-service management consulting firm. In addition to her many pursuits, she was active in many professional and community organizations. Nancy advocated for change and worked hard to make the Milwaukee community a better place to live. *(some of this was taken from the Journal Sentinel's obituary)*

**Tonit Calaway**, Vice President of Human Resources at Harley-Davidson Inc., recently participated as co-chair at the PEARLS for Teen Girls' Women Inspired to Lead event on March 1. PEARLS is a non-profit leadership development organization serving at-risk girls, ages 10-19 in Milwaukee. Tonit is an advocate of the PEARLS program.

**Linda Fellenz**, President of LF Green Development LLC was listed as the 18th largest Milwaukee-area environmental consultants in the February 24, 2010 issue of *The Business Journal*.

**Sarah Meaney** of Hanson Dodge was recently promoted to President of Growth and Strategy.

**Krista Brookman** recently took a position with Catalyst as Sr. Director of Inclusive Leadership Initiative.

**Kelly Skindzelewski** was recently promoted to Potawatomi Bingo Casino's Director of Public Relations.

**Peggy Williams-Smith** senior director, catering and event operations, will receive the 2012 Wisconsin Business Hall of Fame Peak Performer Award presented by Junior Achievement of Wisconsin. The award is designed to identify and recognize a Metro Milwaukee individual who has shown excellence in his or her field, along with a commitment to the community. The 2012 Wisconsin Business Hall of Fame Benefit Dinner and Induction Ceremony will be held at the Pfister Hotel in Milwaukee, Wis. on April 19, 2012.

**Marilyn Vollrath** was featured in the March 19th *BizTimes* article, "Families Provide Continuity in Business" <http://www.biztimes.com/article/20120319/MAGAZINE03/120319737>

**Raquel Filmanowicz** has taken a position as the Vice President of Community Relations with M&I Bank, a part of BMO Financial Group. She worked as the City of Milwaukee Health Department operations administrator for nine years.

**Lynnea Katz-Petted**, CEO of Rebuilding Together Greater Milwaukee is on the cover of the April edition of Wisconsin Women. Click the link to read the article: <http://www.mymilwaukeeelife.com/news/2012/mar/26/rebuilding-better-world-one-home-time/>

*If you have news to submit for the April UpBeat, please submit by the last day of the month to [tempo@tempomilwaukee.org](mailto:tempo@tempomilwaukee.org) with subject line 'member news'. Submissions must be fewer than 75 words. If they are not, we will use the first 75 words of the submission.*

## TEMPO Photos from the Mentor Event

view more at TEMPO's Facebook page at: <http://www.facebook.com/pages/TEMPO-Milwaukee/102571279840483>



Clockwise from the top left

- 1) Award recipient, Ruth Kalio-Mielke (Deloitte); award recipient, Dr. Earnestine Willis (Medical College); emcee, Hon. Kitty Brennan (Court of Appeals, District 1); award recipient, Lisa Froemming (Columbia St. Mary's Foundation)
- 2) Dan Maurina (Deloitte); Krista Brookman (Catalyst); Amy Winter (Deloitte); Phyllis King (UW-Milwaukee)
- 3) Children's Hospital Crew!
- 4) Amy Rislov (Aurora Health Care); event co-chair, Kathy Pederson (Jacobus Wealth Management); event co-chair, Rose Spano Iannelli (Spano Pratt Executive Search); Tracy Johnson (TEMPO Milwaukee)

## TEMPO Welcomes New Members



Serena Pollack is a partner at Gonzalez Saggio & Harlan LLP. She moved back to Milwaukee from New Orleans in August 2011. She was a partner at a New Orleans firm where she represented James Beard chefs in the class action against BP related to the oil spill. At GSH she practices in the litigation department and focuses on complex commercial litigation and all aspects of health care / nursing home litigation. She was raised in Milwaukee and graduated from both University School and the University of Wisconsin. Email Serena at [serena\\_pollack@gshllp.com](mailto:serena_pollack@gshllp.com)



Lisa Kleiner Wood is a partner with the law firm of McNally, Maloney & Peterson, S.C. where she has practiced law for over 14 years. Lisa concentrates her practice in commercial and residential real estate, corporate and general business matters, probate administration and probate-related and fiduciary litigation. In the real estate area, Lisa has worked on residential, commercial and mixed-use condominium developments, subdivision developments, complex real estate transactions and commercial landlord/tenant matters. Lisa also represents clients in business transactions, including acquisitions and mergers and sales of business as well as probate matters. Email Lisa at [lwood@mmlaw.com](mailto:lwood@mmlaw.com)



Kathryn Campbell is Assistant Treasurer at Brady Corporation. She also serves as Treasurer for the Brady Corporation Foundation and is President of Brady's newly formed Women's Leadership Alliance. Kathryn is honored to be a part of the Women's Affinity Alliance. The collaboration is fantastic and it has been an excellent resource for us at Brady to learn and generate ideas for our women's affinity group. This Alliance is another excellent way for the women leaders in Milwaukee to support each other and continue to drive progress. Email Kathie at [kathie\\_campbell@bradycorp.com](mailto:kathie_campbell@bradycorp.com)



# UpBeat

## 2011-2012 Board of Directors

President  
Amy Rislov • Aurora Health Care

Past President  
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### Directors:

Hon. Kitty Brennan, WI Court of Appeals;  
*Governance*

Julie Cashman-Kuhn, Experis;  
*Membership Retention*

Katie Clark, Three Harbors Council, SBA  
*Leadership Event*

Heather Fields, Reinhart Boerner Van Deuren;  
*Governance*

Lisa Froemming, Columbia St. Mary's Found.

Louise Hermsen, DUECO; *Mentoring*

Rose Spano Iannelli, Spano Pratt Executive Search;  
*Mentor Event*

Amy Jensen, Skylight Music Theatre

Linda Mertz, Mertz 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](http://www.TEMPOmilwaukee.org) a few months in advance. Please register online.

### Thursday, April 18th

*TEMPO New Member Orientation*  
**noon-1:15 p.m.** | Business Journal  
Offices | 825 N Jefferson Street, Suite  
200

### Thursday, April 19th

*TEMPO Member Meeting*  
**11:30-1:30 p.m.** | University Club  
Members: no fee; Guests: \$35  
*Speaker: Nan Gardetto, President of  
Baptista's | Also volunteer  
appreciation meeting*

### Friday, May 11th

*Professional Development Program*  
**7:30—9:30 a.m.** | Italian Conference  
Center | All attendees: \$30  
*Topic: Defining Your Personal Brand*

### Thursday, May 17th

*TEMPO Member Meeting*  
**11:30-1:30 p.m.** | University Club  
Members: no fee; Guests: \$35  
*Speaker: Betsy Brenner, President and  
Publisher of Milwaukee Journal  
Sentinel*

### Thursday, June 20th

*TEMPO Member Meeting*  
**11:30-1:30 p.m.** | Women's Club  
Members: no fee; Guests: \$35  
*Speaker: TBD*



### To Register:

- ⇒ Visit [www.TEMPOmilwaukee.org](http://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

301 W. Wisconsin Ave., Suite 300  
Milwaukee, WI 53203  
P: 414.905.0117 • F: 414.272.7051  
[www.TEMPOmilwaukee.org](http://www.TEMPOmilwaukee.org)

**Executive Director** Tracy Johnson  
c: 414.698.7474  
e:  
[tjohnson@TEMPOmilwaukee.org](mailto:tjohnson@TEMPOmilwaukee.org)

### TEMPO ONLINE!

TEMPO has a Facebook Page and a  
Linkedin Group—

Stay current on events, photos and  
trends—and share information with the  
TEMPO membership:

Facebook: [CLICK HERE](#)

Linkedin: [CLICK HERE](#)