

## TEMPO's November Program Meeting Join Dohmen CEO, Cynthia LaConte

Cynthia LaConte was named CEO of Dohmen in January 2009. She also holds presidency titles for Dohmen Investment Group and the Dohmen Company Foundation, having incepted and launched both divisions in 2008. Prior to assuming the role of CEO, Cynthia served as Dohmen's Chief Operating Officer (COO) from 2006–2008 advancing the sale of Dohmen's \$2 billion wholesale division, reorganizing the company post-transaction and redefining its strategy. In 1995, Cynthia created a joint venture called DDN/Obergfel with a West Coast distributor by co-investing in a new warehousing operation located in Memphis, TN. In 1996, Cynthia facilitated the acquisition of Obergfel and founded DDN Pharmaceutical Logistics.



Before joining her family's company, Cynthia managed the growth of a single location franchise into a regional operation with three distinct, profitable revenue streams and four thriving locations. Cynthia graduated cum laude from Mount Mary College with a Bachelor of Arts in Business Merchandising.

### The Details

When: Thursday, November 17, 2011  
 Time: 11:30—1:15 p.m.: Networking and Program  
 Where: University Club  
 Fee: no fee for members | guests: \$35  
 Register: [www.tempomilwaukee.org](http://www.tempomilwaukee.org)

## Congratulations to Harley-Davidson for Receiving the Leadership Award!

TEMPO Milwaukee recognized Harley-Davidson, Inc. for its resilient leadership that is guiding the company's transformation for success in a changing world. This is the second year TEMPO Milwaukee recognized a company that embodies the event topic – this year-resilience – with the "TEMPO Milwaukee Leadership Award." The Award was presented October 20th at the organization's sixth annual leadership event. The award draws attention to the companies that present a strong business platform from which the community can learn.

Harley-Davidson CEO Keith Wandell spoke via video about the focus of professional and leadership development as a key to the company's success. Recognizing that resilient business leaders are focused, tough, and determined, strategic thinking and knowledge of what successful companies do is helpful for all business leaders. Wandell also shared other insights with the audience. Tonit Calaway, VP of Human Resources, accepted the award on Harley-Davidson's behalf.

The event is sponsored by Potawatomi Bingo Casino, Associated Bank Corp, and State Farm Insurance Company. [See the video by clicking here.](#)

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## From the President

### Vision at Work in Our Community

TEMPO Milwaukee has been a vibrant member of this community for more than 35 years and has been integral in creating a highly influential network for business and community leaders. Members develop personally while also developing their own organizations. Did you know TEMPO Milwaukee is made up of 275 woman leaders who manage millions of dollars locally and across the country, sit on hundreds of for-profit and non-profit boards, and contribute hundreds of thousands of dollars to charitable and community causes? We take our influence in this community seriously and have made a commitment to:

- **Advocate** on behalf of key issues and initiatives critical to the advancement of women, the success of individual businesses and organizations, and the health and vitality of the region.
- **Elevate** the individual contributions of TEMPO members by sharing best practices, establishing strong networks of help and ongoing leadership development.
- **Accelerate** the success of the region through its leadership, membership knowledge and experience that spans industries and the globe, and strong commitments to each other and the community at large.

In addition to being a powerful member-focused organization that we all value greatly, TEMPO has a history of being a leader in the community. To that end, I'd like to share an important example of how TEMPO Milwaukee is impacting our community.

TEMPO Milwaukee has been an integral partner in the development of the recently established Women's Affinity Alliance, which is a collaborative resource for the progressive development of corporate women's affinity groups. The co-founders of this organization are:

- Krista Brookman – Deloitte

- Tami Garrison – MillerCoors
- Tracy Johnson – TEMPO Milwaukee

and they are all members of TEMPO Milwaukee. These leaders have a vision and are intimately aware of the power of developing programs for women and are driving the Women's Affinity Alliance to be "an engine of innovation in the Milwaukee business community that will employ networking and educational opportunities for women and provide organizations with necessary resources to advance, retain, and grow their women professionals." The alliance is made up of women's affinity group leaders throughout our community who are committed not only to development in their organizations but also in the community at large.



If you are interested in starting or accelerating an affinity program within your organization, I thought you should be aware of this incredible engine for our community.

Anyone interested in learning more can contact Krista Brookman ([kbrookman@deloitte.com](mailto:kbrookman@deloitte.com)), Tami Garrison ([garrison.tami@millercoors.com](mailto:garrison.tami@millercoors.com)), or Tracy Johnson ([tjohnson@tempomilwaukee.org](mailto:tjohnson@tempomilwaukee.org)).

This work is a shining example of collaboration in our community for the benefit of the business community, and highlights the amazing work of a few visionary members of TEMPO Milwaukee.



Amy Rislov  
President, TEMPO Milwaukee

## FIVE Questions—Get to Know TEMPO Members

**Name/title/company:** Marilyn Vollrath, President, Vollrath Associates, Inc.

**An outcome of your experience with TEMPO:** I met some of my closest personal friends through TEMPO – great relationships that are the perfect combination of business, personal and fun.

**A piece of advice for a mentee:** Open up to your mentor -- the only way she can help you is to really get to know you. A mentor relationship is not a job interview!

**Favorite quote:** The best things in life aren't things.

**Best part about your job:** I know a little bit about a lot of different industries and have experienced many different corporate cultures. Each company is different and yet they are all successful.

**What do you do on your day off?** "Nine and wine." Nine holes of golf with good friends topped off with a glass of wine and great conversation.



**Name/title/company:** Peggy Williams-Smith, Senior Corporate Director, Catering & Events, Marcus Hotels and Resorts

**An outcome of your experience with TEMPO:** I have made some incredible friendships and met some great women to bounce ideas off of and get advice from. It is a great place to find a mentor and to become one without even knowing it.

**A piece of advice for a mentee:** When looking for a mentor, don't automatically expect it to be your manager. Look for someone who shares similar values, working style and sense of humor. Someone who works with you may be an option, but sometimes it is best to look outside of your company to partners that you meet through professional associations. Once you have found that person, it is important to give as much as you get.

**Favorite quote:** "There are two kinds of people, those who do the work and those who take the credit. Try to be in the first group; there is less competition there." *Indira Gandhi*

**Best part about your job:** Every day is someone's extraordinary day and I get to be a part of that, whether it be their wedding day, the day they get engaged or their anniversary. It is an amazing way to make a living.

**What do you do on your day off?** I hate to admit in print, but I am a die-hard shopaholic, so I shop!



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## TEMPO Leadership Event — 'Resilience'

Valorie Burton shared experience on resilience - working with companies and individuals - at the sixth annual Leadership Event held on October 20th. Valorie challenged the audience with five commitments to make in order to bounce back from a setback, along with questions to ask yourself to improve your attitude.

### Five Commitments:

Commitment 1: I Will Not Feel Sorry for Myself

Commitment 2: I Will Not Stare at the Closed Door

Commitment 3: I Will Dig Deep to Unearth All the Courage I Need

Commitment 4: I Will Direct My Thoughts — My Thoughts Will Not Direct Me

Commitment 5: I Will Choose to Believe All Things Work Together for Good

### Coach yourself! When you ask the right questions, you get the right answers!

- Are you thinking positively and thinking accurately?
- What personal resources can you tap?
- What are you saying to yourself when you face a challenge?
- What is in your control? What's not?
- Whose "been there, done that" and what can I learn from their path?
- How is someone's life better when they cross your path?
- What's your vision moving forward?
- In what way(s) do you need to be more flexible?
- Do you need a rest from goal fatigue?
- What brings you joy?



Valorie also touched on the importance of mentoring and shared several questions to ask a mentor.

### Questions for a mentor:

- What is the best decision you have made?
- What is the worst decision you have made?
- What do you wish you would have known?
- How do you handle setbacks/failure?
- What is the wisest step I can take now?



## What People are Saying:

"Presentation was lively and personal--a great speaker! Food was excellent this time around--enjoyed the unique presentation."

"Speaker was great - practical for employees at all different levels of responsibility."

"Ms. Burton is one of the best speakers I have heard in a long time. Wonderful message and delivered in an excellent manner!"

"Valorie wowed me! I really enjoyed her presence and the whole feel of the event."

"GREAT speaker. Would have been good for any crowd, but she was so, so relevant for this group. Sometimes you attend events where organizations just get any speaker to get a big name. It was so great to have such a powerful speaker that was such a good fit for this audience."

# UpBeat

More photos from the TEMPO Leadership Event may be found on our Facebook page: [CLICK HERE](#)



*Amy Rislov, TEMPO Milwaukee President and John Zorbini, Aurora*



*Valorie Burton, speaker and Kari Humphrey, NexGen Consulting*



*Kimberly Kane, Dohmen and Kira Lafond, Entercom*



*Brenda Keller, Betsy Ross-Bothe, Tegin Roche, Meredith Totsky, all from ManpowerGroup.*



*Tonit Calaway, Harley-Davidson; Rhonda Matthews Ware, Alverno College; Jennifer Mattes, Johnson Controls*



*Julie Richards, Vinita Paul, Liz Koller and Michelle Sanville-Seebold, all from Heartland Advisors, Inc.*



*Louise Perrin and Diane Ibrahim, State Farm Insurance*

## CONGRATULATIONS 2011 Leadership Event Committee!

A Thank You to our lead and event sponsors for the TEMPO Leadership Event! This sixth annual event saw the highest number of attendees with 400 business leaders taking part in the breakfast event. The breakfast would not be possible without the work of a dedicated and enthusiastic committee.

Co-chair, Katie Clark; *Three Harbors Council, BSA*

Co-chair, Kira Lafond; *Entercom—99.1 WMYX, 103.7 KISS FM*

- Sara Alger; *Aurora Health Care Foundation*
- Christine Beuchert; *Marcus Hotels and Resorts*
- Paula Davis-Laack, J.D., M.A.P.P.; *The Marie Elizabeth Company*
- Molly Fuller; *Girl Scouts of Wisconsin Southeast*
- Kari Humphrey; *NexGen HR LLC*
- Amy Rislov; *Aurora Health Care*
- Julie Rogers; *Aurora Health Care*
- Jennifer Rosenberg; *Willis of Wisconsin*
- Betsy Ross-Bothe; *ManpowerGroup*
- Sara Walker; *Associated Wealth Management*
- Rhonda Matthews Ware; *Alverno College*

If you have an interest in participating in the planning of the 2012 event, please contact Tracy Johnson at [tjohnson@tempomilwaukee.org](mailto:tjohnson@tempomilwaukee.org) for more information. The committee meets one to two times each month from April through October. Committee members are asked to contribute thought leadership and resources where possible.

Check TEMPO MILWAUKEE out on Facebook, LinkedIn and on our TEMPO Blog



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## Women's Affinity Alliance

TEMPO is pleased to announce the formation of the Women's Affinity Alliance, a resource program for the progressive development of women corporate affinity groups. The Alliance is focused on bringing together women executives who are interested in developing and progressing women's affinity networks in their organizations. The Women's Affinity Alliance is an engine of innovation which will employ networking, educational and research opportunities to provide organizations with necessary resources to advance, retain and grow their women professionals. More information about can be found at [www.womensaffinityalliance.com](http://www.womensaffinityalliance.com) or contacting TEMPO members [Krista Brookman](#), [Tami Garrison](#) and Tempo Executive Director, [Tracy Johnson](#).



## TEMPO Mentor Program Now Matches Members Twice Annually

*Cheryl Farnsworth, Louise Hermsen of the Mentor Committee*

With new members being accepted into TEMPO each September and February, the Mentor Program Committee will be matching interested members to mentor circles or one-on-one mentoring in November and April annually. If you're a new or existing member with interest in participating in a mentor relationship, the first step is to express your interest to TEMPO Executive Director, [Tracy Johnson](#).

### What's the Process?

Once the Mentor Committee is aware of your interest, a committee member will call you to review the mentor program with you. You will also discuss the Mentor Profile form you'll fill out – that document is pivotal in making a great mentoring match for you. The committee then carefully evaluates potential matches to assure that there are no conflicts of interest and that other requested criteria are met.

The committee will advise of a proposed match, and if all sounds good, you will be encouraged to meet with your match for a preliminary discussion and chemistry check. If both members (or all Circle members) feel the match will be a good one and are committed to the relationship, then the match is considered finalized.

Participants are encouraged to be committed to the relationship for a minimum of six months. Depending on the level of participation, a Kickoff Meeting may be held

to provide an orientation to assure a good start to all the new matches. Approximately six months into the relationship, a committee member will contact all participants for feedback on the match and the program.

### All Matches Are Confidential

All matches are always confidential, known to the committee members only. And the Mentor Committee remains available as a resource. We have leadership development coaches on our committee who are willing to provide support, should it be helpful.

### Contact the Tempo Office

If you have interest in joining the 42 other members who are currently engaged in either a Circle or a One-On-One Match, please contact Tracy Johnson at the Tempo office before Thanksgiving. You'll hear more insights regarding the program when a brief overview is provided at the TEMPO Luncheon in November.

As one participant shared, "This is the most valuable thing I have done as a member of TEMPO."

From [Forbes.com](#)—[Kathy Caprino](#), Contributor, *Women's career and work-life success strategies, solutions and tips*

## Where Are the Women on Fortune's "40 Under 40" List

[Fortune](#) Magazine just released its "[40 Under 40](#)" list – a collection of highly impressive top innovators, leaders, "disrupters," and job creators in the world under 40. Individually and collectively, these folks are changing life and work as we know it.

But there's a deeply disturbing problem with this list – where are the women? The first woman listed is #20 – Marissa Mayer — [VP of Google](#) — and there are only a handful (5) more.

You can't imagine what it's like to be a career and executive coach and leadership trainer for professional women, and see a list like this. It fires me up – makes me furious, motivated, frustrated, re-committed – a full gamut of emotions. Reading this, all of us who care about the advancement of women now want to do more, impact more, change more, so that women — who are [47% of the U.S. labor force](#) today yet only 15% of corporate senior leadership — aren't grossly underrepresented in a list of top young movers and shakers in the world of business.

Move up Move down  
Some have already said that the list is unfairly skewed male for [reasons that are discriminatory and political](#). That may be so. My personal take, however, is that we do need more women at the pinnacle of every industry, every field, and every professional endeavor, so that women can't be denied representation at the top.

### How can more women advance to the top of their fields?

At this point, I – like you perhaps — have read thousands of articles,

reports, white papers, books and programs on how women can advance. There's certainly no lack of information and advice about it.

### ***But none of it is working, is it?***

From working in the trenches with highly talented, brilliant, competitive and driven women across the country, I believe the following are the most impactful steps women must take to advance to the top of their fields, and make the impact that they are fully capable of in business. These are not superficial, outer tactical steps, but deep, internal shifts that pave the way for the greatest degree of success and internal power.

### **8 Essential Steps for Women to Rise to the Top:**

#### **1) Stay in the workforce**

Watch Facebook COO [Sheryl Sandberg](#)'s TEDTALK on "[Why We Have Too Few Women Leaders.](#)" She sums it up perfectly. What's happening today – regardless of the shoddily-compiled quantitative reports and statistics you may read that men and women are sharing domestic and childcare responsibility more equally today (it's not true), women are leaving the workforce to address childcare and elder care issues at significantly higher levels than men. And once they leave, they find returning weeks and months later to a comparable level of contribution, and to a path of a high-powered career, almost impossible. The reality today is that the corporate America is based on a highly competitive and linear model – stay in, or you'll be penalized. That may change, but not in our lifetime.

And as Ms. Sandberg teaches, "Don't leave (the workplace) before you leave." Don't disengage from the juiciest assignments, projects and roles just because you're anticipating how hard balancing work and kids will be. It will be hard (and I speak from experience)...but you'll work it out.

#### **2) Break all the rules**

There are SO many rules for women and men about how to engage, contribute, lead, and innovate in corporate America. The best advice – break these rules. Break them all. Do what you know is right. Do what you *cannot not* do. Do what you must to move your business, concept, idea, or product forward. Listen to [Steve Jobs](#)' advice that you must follow your own true path, or you're lost. "Stay hungry. Stay foolish."

#### **3) Contribute in the highest way**

Yes, this is a generalization but there is great truth in it — **Women hold themselves back in countless ways.** From not speaking up, not claiming their seat at the table, shying away from offering that one crazy idea that just may change the world, or not fighting hard enough for what they want, and beating themselves up for their perceived failures – women limit themselves. But this will not be the case forever. Many of these limitations have been culturally ingrained from outmoded gender concepts.

Women of my generation and prior were given intensively constrictive training about what "nice girls do and say." (Here's an example – I was a top competitive tennis player

*(Continued on page 9)*

in high school, and my mom advised me to not beat the boys too much – “They won’t like you.”) And men heard these messages too. Research has proven that women are perceived negatively for the exact same behavioral traits ([see case of “Heidi” vs. “Howard” Roizen](#)) that men are applauded for. It’s a fact. And of course, biological and neurological differences will continue to play a role in how women behave and respond differently in the workforce. That said, women simply cannot continue to hold themselves back from contributing in the highest way possible. It won’t be sustained. That period of limitation is nearing its end.

#### 4) Power up your competitive and innovative spirit

To be the top you have to have an intensively well-honed competitive and innovative spirit. You simply can’t be the best (or most successful or innovative) if you are not driven, or feel afraid of competition and change. Embrace your inner competitor – get out there and fuel your desire to be number #1. Yes, there will be repercussions, but so be it. If you long to be first, do everything you can to achieve that. About innovation, fight to the death for the new ideas, processes and ways of thinking that you believe will move your enterprise forward.

#### 5) Develop your genius

Move up Move down  
In listening to the words of Steve Jobs, [Mark Zuckerberg](#) and other creative geniuses, you see common themes. These individuals feed their minds, feed their ideas, constantly. They don’t stagnate for a minute. They follow what they are passionate about and believe in themselves without reservation. In Steve Jobs’ case, early on he honored his passion for calligraphy, which later shaped the development of the Mac and

personal computers in immeasurable ways. As Jobs teaches, “... You can’t connect the dots looking forward; you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future. You have to trust in something — your gut, destiny, life, karma, whatever. “ I say, trust in your genius as well.

#### 6) Build a fantastic team and network

You can’t rise to the top alone. You need amazing people around you – a team of passionate, brilliant and committed colleagues who share your vision, commitment and passion. Build your power team and network. Don’t surround yourself with just “workers” — doers who simply follow and aren’t passionate about what you care about. If you do, you’ll be trapped in an ever-shrinking box that won’t allow you or your business to expand exponentially.

#### 7) Take massive risks

Once again, read about the [40 Under 40](#) folks. I’d venture a guess that each one of them has taken immense personal and professional risks at some critical juncture in their life and work. Thinking differently, acting

differently, making decisions differently, going against a very strong grain – risking everything for what they believed in. You can’t succeed in an enormous way if you’re not willing to take enormous risks and give everything up for what you want.

#### 8) Don’t say “no”

In the end, if you want to be the top and the best in your field, don’t say “no” to yourself. Say “YES” instead. Say yes to your dreams and visions, to getting the right support, to building your talent and genius, and to being the most expansive version of you that you can ever imagine. And say “YES” so many times a day that it becomes an ingrained, intractable habit to honor your authentic self, your destiny, your values and priorities and your genius, over what anyone else has to say to or about you.

**Arriving at the top doesn’t just happen. You have to commit yourself to being the absolute best and stretch yourself beyond all imagining.**

*Are you ready to do what it takes?*



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## TEMPO Welcomes New Members



As Regional President for Southeast Wisconsin, Kara is responsible for over 60 locations of M&I, a part of BMO Financial Group. Kaiser received a bachelor of business administration degree from the University of Wisconsin Madison in 1996 and received her masters in business administration degree from Marquette University in 2002. Kaiser is a member of the Board of Directors of Junior Achievement of Wisconsin, Inc. as well as a member of the Waukesha County Community Foundation Advisory Council. Kara Kaiser resides in Pewaukee with her husband, Mike. They have three children. Email Kara at [kara.kaiser@micorp.com](mailto:kara.kaiser@micorp.com).



Lori Richards is the Vice President of Mueller Communications, Inc. She oversees Mueller Communications' client teams by ensuring that quality and consistency are maintained for all clients of the agency. In addition, she plays a key role in developing results-oriented communications and public affairs plans and media strategies for potential clients and current clients including major league sports franchises, law firms, financial institutions and health insurance companies headquartered here in Milwaukee. Lori graduated from Marquette University. She serves on the Board of Directors for the Milwaukee Press Club and the National Kidney Foundation of Wisconsin, and is active in organizations such as PRSA, the Girl Scouts and Marquette's mentoring program. She lives with her husband and daughter in Shorewood. Email Lori at [richards@muellercommunications.com](mailto:richards@muellercommunications.com)



Laurie O'Loughlin graduated from UW-Milwaukee with a BBA in Finance. She received her MBA from DeVry University with a concentration in Human Resources. Laurie has been employed as Vice President, Human Resources at InPro Corp since March 1992. She is a volunteer for The Women's Center, Make-A-Wish and National Night Out. Laurie earned her SPHR (Senior Professional Human Resources) certification in 1996. Email Laurie at [loloughlin@inprocorp.com](mailto:loloughlin@inprocorp.com)

# UpBeat

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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, November 17th

#### TEMPO Member Meeting

11:30-1:30 p.m. | University Club  
Members: no fee; Guests: \$35

Speaker: *Cynthia LaConte, CEO of Dohmen*

### Thursday, December 15th

#### TEMPO Member Meeting

11:30-1:30 p.m. | Blu at the Pfister  
Members Only: no fee

### Thursday, January 19th

#### TEMPO Member Meeting

11:30-1:30 p.m. | University Club  
Members: no fee; Guests: \$35

Speaker: *Charles Fishman, author, "The Big Thirst"*

### Wednesday, January 25th

#### New Member Orientation

11:30-1:00 p.m. | Business Journal  
Offices | 825 N Jefferson Street  
No Fee

### Friday, January 27th

#### Professional Development Program

7:30-9:30 a.m. | Italian Conference  
Center

"Working With Different Personality  
Types" - Presenter **Trish Broskowski,**  
**Director of Talent Management at**  
**Rockwell Automation**  
\$30 per person

### Thursday, February 16th

#### TEMPO MENTOR EVENT

11:00-1:30 p.m. | Pfister Hotel  
\$65 per person

### 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](#)



### 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

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### Office Hours:

Monday-Friday • 8:30 a.m. - 5 p.m.