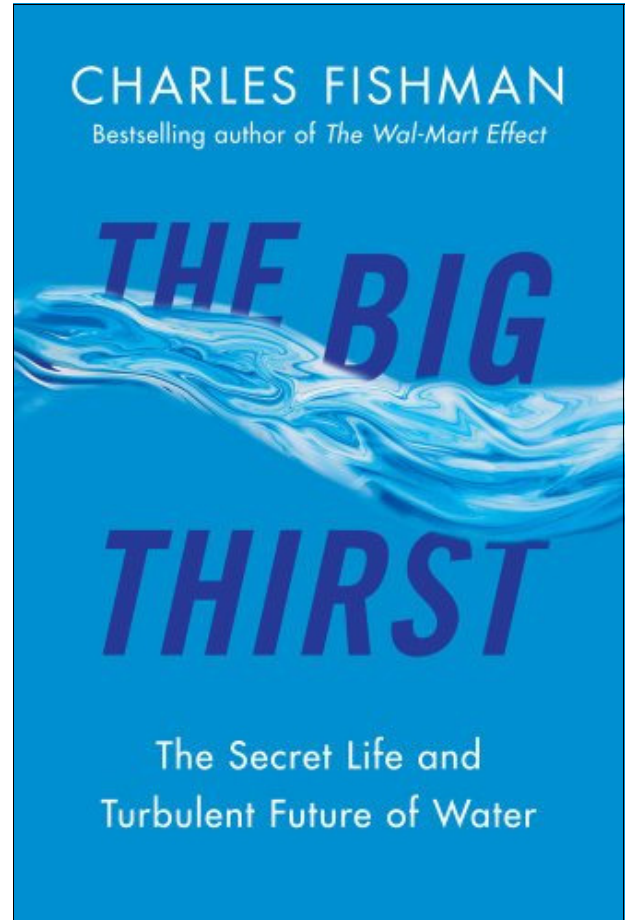


## “The BIG THIRST” - TEMPO welcomes author Charles Fishman to talk about the Business of Water

*There's Money in the Pipes: The Urgency of Understanding the Value of Water -- Now*

We are entering a new age of water -- an era of risk, anxiety, and opportunity unlike any in the previous century. There is no clearer sign of the FRESH importance of water than the fact that some of the world's smartest companies -- such as Coca-Cola and Intel -- are re-imagining their water use, changing their priorities, and, in some cases, even changing their products. (Campbell's, for instance, has changed the way it cooks tomato soup.) Even companies with no obvious connection are taking water seriously: GE and IBM both have started water divisions to turn water into a business. In an eye-opening and contrarian talk, Charles Fishman, one of America's most acclaimed business journalists and author of “The Big Thirst; the Secret Life and Turbulent Future of Water,” will take us to the front lines of water to show us what's at stake, what we need to know, where

the innovation is happening, and how our companies can benefit.



### The Details

When: Thursday, January 19th, 2012  
 Time: 11:30 a.m. - 1:15 p.m.: Program+Lunch  
 Where: The University Club  
 Register: [www.tempomilwaukee.org](http://www.tempomilwaukee.org)  
 Fee: no fee for members | guest are \$35

Fishman has spent the last three years understanding how the relationship between corporations and water is about to change. He has circled the globe to visit the companies, and the communities, that are trying to understand their own water use, and he distills, on stage, everything he's learned from them. Those who hear this talk will never think about water, and its striking implications, the same way again.

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## From the President Your Leadership

Last week I had two separate coffee dates, one with a new member and one with a prospective member. I was struck by these women's leadership approach and how TEMPO members, our organization, and our community are fortunate to have these leaders committed to our community. Though both are very different people and have very different careers, both conversations unveiled the level and depth of impact these leaders have on the people around them. After leaving each coffee feeling more invigorated and energized than when I had arrived, I was reminded of Bill George's "dimensions of authentic leadership" and how our membership reflects the authentic leadership George describes in the book Authentic Leadership...people who lead with purpose, people with strong values and integrity, those who lead from the heart and with courage, those who really commit to building important relationships to build trust, and people with a level of self-discipline and a focus on results (George, 2003). I am constantly reminded of the level of leadership and drive each TEMPO Milwaukee member has and how a network of people with that in tow has allowed TEMPO Milwaukee to continue to be the strong organization it is for each of us as members and for our companies.



As we move TEMPO Milwaukee into our 2012-2015 planning process this spring, the fact that our members are such incredible leaders, and our true reason for being, will continue to be of primary focus for our organization. To that end, we need your leadership to help guide where TEMPO Milwaukee moves in the future. There will be a wide variety of opportunities for you to provide your

input and guidance through the process. One of those is attending a listening session. Please consider attending our electronic listening session scheduled for January 20 at 7:30 a.m., where you will have an opportunity to share with board members your ideas for what we should be considering in our planning for the future of TEMPO Milwaukee. **To participate, simply dial in at: (218) 862-1001 Access Code: 1007318#.** In addition, please consider reaching out by phone or email and providing input to myself, Tracy Johnson or any other board member ([click here for list](#)). Your input and ideas are important to us and critical to assuring that TEMPO Milwaukee continues to be the strong network you expect and deserve, as well as the type of organization that is driving in a direction that is meaningful to member's companies and our community.

Happy New Year! It is a privilege to be a part of this network.

A handwritten signature in cursive that reads "Amy J. Rislov".

Amy Rislov  
President, TEMPO Milwaukee

### Reference:

George, W. (2003). *Authentic leadership: Rediscovering the secrets to creating lasting value*. CA: Jossey-Bass.

### The Details

When: Friday, January 20, 2012

Time: 7:30 a.m.—8:30 a.m.

Where: (218) 862-1001 Access Code: 1007318#

## Working with Different Personality Types— “Social Styles Model” - The Alternative to a One-Size-Fits-All Approach to Working with Others *Professional Development Series*

As anyone who’s ever worked with others can tell you, people approach their jobs in a variety of ways. Some people think and act quickly, while others like to take more time; some people are more friendly and sociable, while others are more reserved. At times, these differences can create freshness, balance, interesting relationships and innovative solutions. But all too often differences in “work style” lead to misunderstanding, mistrust and frustration – not to mention lowered productivity and poor results.

### **THE SOCIAL STYLES MODEL**

The Social Styles Model is a simple, practical tool for understanding these differences and for working well with others who are very different from you, so that everyone’s strengths are respected and used well.

Today the Model is used in a variety of ways. For example, it can be taught as a way to help salespeople sell appropriately to customers of various styles. Teams can use the model to make best use of all team members’ strengths. Managers can use the social styles model to become more self-aware, to recognize and build on their style-based strengths and mitigate the impact of their style-based weaknesses, and to better manage employees of any style. Anyone, in any situation, can use the Social Style concept to begin to see themselves as others see them, (a very valuable insight) and to behave in ways that create productive, enjoyable relationships with people of every style.



### **ATTENDEES WILL LEARN HOW TO:**

**Improve Teamwork**

**Reduce Conflict About How to  
Approach Challenges/Opportunities**

**Enable Better Coaching and  
Influencing**

**Leverage Individual Strengths  
and Insights**

### **The Details**

**When:** Friday, January 27, 2012

**Time:** 7:30-9:30 a.m.

**Where:** Italian Conference Center

**Fee:** \$30 for all participants

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

### **What The Audience is Saying:**

“I like the morning series because it allows me to come to work after and have a full day. “

“This professional development program is great bang for the buck and the topic of mediation, conflict resolution transfers to all organizations.”

“This is a terrific series! It is exactly what I was looking for from Tempo. I look forward to future sessions.”

“Truly enjoyed and appreciated the presentation and speaker. Info was applicable right away...and I did leave the meeting and use the techniques/language right away! Thank you for making it happen!”

## 2012 TEMPO Professional Development Programming

### **PROGRAM 1:**

**Topic:** Communicating with All Personality Types | **Presenter:** Trish Broskowski, Director of Talent Management at Rockwell Automation

**Date:** Friday, January 27th, 2012 | **Time:** 7:30 a.m.—9:30 a.m. | **Location:** Italian Conference Center | **Cost:** \$30

**Register:** *Attendees will receive tools and techniques to communicate with different personalities within their organizations.*

### **PROGRAM 2:**

**Topic:** Image in the Workplace | **Presenter:** Faye Wetzel, owner of Faye's

**Date:** Thursday, March 22, 2012 | **Time:** 5:00 p.m. | **Location:** Faye's in Mequon | **Cost:** \$10

**Summary:** Getting Mileage out of Your Wardrobe - "You don't need a lot of clothes...you just need the right clothes." Faye and her staff will demonstrate how core pieces and accessories can be worked a myriad of ways to make your life easier and travel a breeze. Learn how to maximize your wardrobe. Enjoy some great networking too! \*\*also, 10% of all sales will be donated to the TEMPO Milwaukee foundation which supports scholarships for women in our community!

### **PROGRAM 3:**

**Topic:** Developing your Personal Brand | **Presenter:** Christine McMahon, President of Christine McMahon and Associates, LLC

**Date:** Friday, May 11, 2012 | **Time:** 7:30 a.m.—9:30 a.m. | **Location:** Italian Conference Center | **Cost:** \$30

**Summary:** Attendees will learn how to develop their personal brand to gain confidence, grow influence, and improve their positions

### **PROGRAM 4:**

**Topic:** Presentation Zen | **Presenter:** Dr. Rathburn, UWM

**Date:** Friday, September 28, 2012 | **Time:** 7:30 a.m. —9:30 a.m. | **Location:** Italian Conference Center | **Cost:** \$30

**Summary:** Using principles from the book and website, "Presentation Zen: Simple Ideas on Presentation Design and Delivery" by Garr Reynolds, Dr. Jude Rathburn will demonstrate how we can all be better communicators and public speakers in any arena. Learn how to break away from conventional slide presentations and get your message across clearly and impact fully. Draw connections between the way you communicate visually and the powerful tenets of Zen simplicity and wisdom.

## Members in the News

- ⇒ Mary Alice Tierney has been named to the Milwaukee Irish Fest Board of Directors.
- ⇒ Deanna Tillisch was named to the board of trustees of the Milwaukee Institute of Art and Design.
- ⇒ Spano Pratt Executive Search has been recognized in the Business Journal Book of Lists as the fourth largest retained executive search firm in the Milwaukee area. Partner, Rose Spano Iannelli was also quoted in the Book of Lists article.
- ⇒ Marcella Spoto welcomed baby girl, Sofia Rose Farrar, born on 12/22/11.
- ⇒ Kara Kaiser, Regional President of M&I Bank, a Part of BMO Financial Group will be recognized as one of Milwaukee's Forty Under 40 next month!
- ⇒ Staci Wellentin, of Lutheran Social Services of Wisconsin and Upper Michigan, Inc., has been promoted to Vice President of Administration. Staci now oversees Information Technology, Performance and Quality Improvement, Centralized Procurement, facilities Administration, and Volunteer Services.
- ⇒ Lori Gervais, CFP®, Senior Vice President with The Gervais Group at Baird, was once again selected to attend *Barron's Winner's Circle Top Women Advisors Summit*. This exclusive conference hosted an elite gathering of our nation's pre-eminent women financial advisors and industry decision makers.
- ⇒ Fay Spano has been named as director of public relations at The BloodCenter of Wisconsin, Milwaukee.
- ⇒ Lori Rosenthal, a principal with GRAEF, has been appointed to the Board of Directors and named a Vice President. GRAEF is a full-service

engineering firm headquartered in Milwaukee with six offices nationwide.

- ⇒ Renee Herzing, President of Herzing University, was elected to the Board of Directors for the Boys and Girls Clubs of Greater Milwaukee.

*If you have news to submit for the February UpBeat, please submit by February 4 to [tempo@tempomilwaukee.org](mailto:tempo@tempomilwaukee.org) with subject line 'member news'. Submissions must be fewer than 50 words. If they are not, we will use the first 50 words of the submission.*

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*we don't play around.*



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## The 2012 Mentor Event Celebrates Recipients and Awardees!

Join us on Thursday, February 16, 2012 for the 22nd Annual TEMPO Mentor Event. We will honor three deserving winners—Lisa Froemming, Dr. Earnestine Willis, and Deloitte. This year's lead sponsor is Associated Bank and presenting sponsor is Potawatomi Bingo Casino. Other scholarship sponsors include Dohmen, Deloitte, and M&I Bank, A Part of BMO Harris Financial Group. We are grateful for their support. Dollars raised at this event support the TEMPO scholarship fund which awards scholarships to women in Wisconsin colleges.

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**Deloitte.**

### The Details

When: Thursday, February 16, 2012

Time: 11:00 a.m.—1:30 p.m.

Where: Pfister Hotel

Fee: \$65/person | \$950 for a table of 8+ sponsorship

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

## Resilience Strategies for Busy, Complicated Lives

submitted by *Paula Davis-Laack*

Busy professional women have a lot on their plates and run a daily gauntlet of challenges both at home and at work. Being able to bend, not break, is the cornerstone of thriving through challenge and change. Building on the strategies that were shared during this year's TEMPO Leadership Event, here are additional tips for building a more resilient you:

### **Identify what's in your control.**

People waste an extraordinary amount of time and energy on things they can't control. Whether a client is being difficult, you find yourself in a long line checking out at the grocery store, or a meeting isn't going as planned, identify where you have control and make a plan for dealing with the issue. If you don't have control, focus your time and energy elsewhere.

### **Separate (resilience) myth from fact.**

Busy women often think that they must handle everything on their own, act fast, and be fully composed, when in fact, these tactics undercut your resilience. Research by Dr. Ann Masten and others have shown that asking for help is a resilience strategy – resilient people know when to phone a friend. In addition, resilient people know when to slow down.

**Take Risks.** Resilience muscles get built when you take the right kinds of risks. The happiest people

work on challenging tasks regularly, and if you're working on hard enough goals, you're going to have to put yourself out there. While this means you will be out of your comfort zone, you will also have the amazing ability to learn and grow from your mistakes and gain confidence and momentum when you do well.

### **Reframe counterproductive**

**thinking.** Counterproductive thoughts occur frequently during busy days. Maybe you're worried about a presentation you need to give to your boss; maybe you're no longer connected to your work and dread the thought of going to the office each day; or, you have to bake dozens of cupcakes for your child's first grade class, and you're wondering how you're going to fit that into an already busy schedule.

Whenever you have counterproductive thoughts and a task at hand, fight your thoughts with these phrases, developed by Drs. Karen Reivich and Andrew Shatté:

- a. *That's not true because...* (I CAN give another great presentation because I've given ten successful presentations already this year)
- b. *A more optimistic way of seeing that is...* (While I might not be connected to my work right

now, I am thankful to have a job, and I will commit to taking steps to find a new job after the New Year).

- c. *Another way to look at this is...* (Even though I have I have a hectic day and will be up late making cupcakes, my child will feel so proud at school tomorrow).

Life is complicated. These skills will help you build a resilient coat of armor to tackle daily hassles and bigger life challenges.

---

*Paula Davis-Laack, JD, MAPP, is a stress management and resilience expert who helps busy women build strong, healthy lives. Join the more than 43,000 people who have read Paula's Psychology Today blog about stress management, resilience, and building a healthier life at [www.psychologytoday.com/blog/pressure-proof](http://www.psychologytoday.com/blog/pressure-proof).*



## December Holiday Event at Blu

A special thanks to Mary Machare of Machare and Associates for her work in taking the photos at TEMPO Events—view more at TEMPO's

Facebook page at: <http://www.facebook.com/pages/Tempo-Milwaukee/102571279840483>



# UpBeat

## 2011-2012 Board of Directors

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Hon. Kitty Brennan, WI Court of Appeals;  
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*Membership Retention*

Katie Clark, Three Harbors Council, SBA  
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Lisa Froemming, Columbia St. Mary's Found.

Louise Hermsen, DUECO; *Mentoring*

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

Amy Jensen, Skylight Opera Theater

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, 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"

### Friday, January 20th

#### TEMPO Listening Session

7:30—9:00 a.m. | call in is  
1.218.862.1001 and password:  
1007318#

### 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

### Thursday, March 15th

#### 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*

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

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

### Office Hours:

Monday-Friday • 8:30 a.m.- 5 p.m.