

## TEMPO Leadership Event “Resilience: Surviving and Thriving in Personal and Business Challenges”

Join Valorie Burton, author, motivational speaker and life coach as she presents practical, hands-on steps that enable you and your business to thrive when faced with personal or economic challenges. She has helped clients like Blue Cross Blue Shield, Northwestern Mutual, Monsanto and others recover from adversity, maintain success and prepare for the future. Her latest book is entitled: *When Life Doesn't Go as Planned Where do you go from Here?* She is co-host of the Emmy award winning show *Aspiring Women* and has appeared in and on CNN, NPR, the LA Times, and O, The Oprah Magazine. Using practical take-aways and how-to's, she will equip you with a survival toolkit for any challenge that comes your way. See Valorie's website at [www.valorieburton.com](http://www.valorieburton.com).

### Why should you attend the Leadership Event?

- TEMPO Leadership Event inspires Milwaukee **business leaders and their teams**. This year's



speaker, Valorie Burton, will teach resilience tactics to thrive in life and work.

- **Network** with more than 400 high level individuals.
- Learn tactics and real life examples you can take to the office and **implement right away**.



Also, hear from this year's Leadership Award recipient to be announced on October 20th!

### The Details

When: Thursday, October 20, 2011

Time: 7:00 – 9:30 a.m.: Networking, Breakfast & Program

Where: Pfister Hotel

Fee: \$75/person | \$750 for a table of 8+ sponsorship

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

## Right Around the Corner—TEMPO Mentor Awards—Nominate Someone Today!

TEMPO Milwaukee is accepting nominations for the 2012 TEMPO Mentor Award through October 28th. The committee has streamlined the nomination process this year—learn more at this link: [CLICK HERE](#).

For nomination form please visit our website at [www.tempomilwaukee.org](http://www.tempomilwaukee.org) or contact TEMPO at [tempo@tempomilwaukee.org](mailto:tempo@tempomilwaukee.org). Recipients will be announced on November 11, 2011.

Each *Mentor Award* honoree will select a college or university to receive a \$5,000 scholarship for a woman in her junior or senior year. TEMPO scholarships total to date \$135,000.

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## From the President

### Seeing Opportunities

I had an interesting discussion at work today that made me think about how important it is to take time to reflect, identify and take advantage of opportunities to improve, whether at work or home.

We are about to implement a new human capital management system that will change the face of how my team approaches its work and how the entire organization manages talent. To spur some creative thought, and to create a sense of readiness for change, a facilitator shared with 75 of our top leaders, a picture of four people trying to move a large cart filled with many round wheels. The cart sported four wheels which happened to be square and two people were simultaneously struggling to pull the cart along and two struggling to push it along. The facilitator asked all 75 of us to reflect on what the image meant to us as we move through this major transition in our functional area. Along with reflecting on how sad it was that the two people pushing in the back couldn't see where the cart was going, our team also talked about the thud each movement of the cart would make as it moved along. We also talked about how we, like many in similar change processes, risk continuing to expect the thud of the square wheel moving along year after year. We reflected on how quickly people get used to the thuds in our work and home life, coming to expect things to stay the same and forgetting to question why there is a thud or why we expect the thud of

the square wheel taking each turn. Our team reflected on how we need to watch for situations like this where the square wheels cause a thud we are so accustomed to that we don't realize it doesn't make sense. And, we reflected on how important it is for us to take advantage of the new system to advance our team. Our group then talked about how smoothly the cart would move if we changed the square tires to round tires and what a difference that would make in the efficiency of the cart, helping us to reach our destination faster with fewer bumps along the road.

The day's reflections led me think of the incredible opportunities our team has to stand back and look for the square wheels on our cart, to grasp the opportunities this new system offers to make change and advance our organization.

We may have opportunities that you see and we have missed. Please consider attending a listening session with some of your TEMPO Milwaukee leaders on October 14 at 7:30 a.m. The session will be held at the TEMPO Milwaukee Offices and offer the opportunity to make some new connections and share your thoughts about TEMPO Milwaukee.



Amy Rislov  
President, TEMPO Milwaukee



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## FIVE Questions—Get to Know TEMPO Members

**Name/title/company:** Linda Mertz, CEO and President, Mertz Associates

**What motivated you to join TEMPO?** After being in a man's world for most of my business life, I very much wanted to develop meaningful relationships with talented women while helping to make meaningful things happen.

**A piece of advice for a mentee:** Relax. Tune in. Do your homework. Ask questions. Say what is on your mind. Confidence and competence are necessary ingredients for success.

**Favorite quote:** This was a favorite quote from my father and has nothing to do with business! "Shake and shake the ketchup bottle, first a little then a lot'!!!"

**Best part about your job:** Mertz provides strategic consulting and middle-market merger and acquisition advice. The firm has closed over 200 transactions. I know people in my and related industries around the world. I absolutely love to add real value while working with talented people.

**What do you do on your day off?** My husband and I live on a farm not too far from Holy Hill. We hike, bike, snow shoe, work in the woods and travel. We entertain with good food, wine and huge fires in the fire pit. I have a passion for studying investments, asset allocation and financial management.



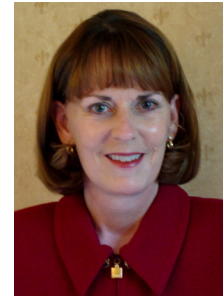
**Name / title / company:** Louise Hermsen, Marketing leader at Dueco, Inc. in Waukesha

**What motivated you to join TEMPO:** Tempo members and programming continually inspire me and have been a significant factor in my personal and professional life.

**Favorite quote:** "To those whom much is given, much is expected." "Be all you can be."

**Best part about your job:** People in the equipment manufacturing business and the customers served have strong relationships based on solving problems that ultimately mean critical services to the economy are delivered consistently and well. We make the work engines of the world.

**What do you do on your day off?** I enjoy the Milwaukee lakefront area and our wonderful Wisconsin water resources.



**Name / title/company:** Jennifer Bartolotta, Director of Strategic Partnerships, The Bartolotta Restaurants

**What motivated you to join TEMPO:** TEMPO offered and provides a platform for personal and professional development like no other. As with most things in life – you get out of it what you put into it. Unlike most things in life – if I worked really hard every day my contributions would be far outweighed by the benefits I have reaped.

**A piece of advice for a mentee:** We are what we think.

**Favorite quote:** "Be the change you wish to see in the world." -Gandhi

**Best part about your job:** I am very fortunate. I have never considered work work. I am afforded the opportunity to play in a tremendous sandbox. No two weeks, days or hours are the same. Everyday I meet people that fascinate me and everyday they teach me something.

**What do you do on your day off?** ALWAYS – family and friends.



## From the Executive Director

### Opportunities—take them or make them

Last month's speaker, Kimberly Schaefer, the CEO from Great Wolf Resorts, struck a chord with me. She talked about multiple times in her life and career when she faced crucial decision points. Should I take this job? Should I acquire this property? What will happen to my work-life balance if I make either of these decisions? Do my skills really fit this job? She framed every decision, broken down into opportunities – opportunities that she would take or make for herself, her family and for her company.

It resonated with me, as I, like all of us, make simple and complex decisions all day long - from what to wear in the morning, to hiring employees, to joining a board of directors, to taking time to talk to a mentee.

I've been told that I've never met an opportunity that I didn't like; meaning "I'll try anything once." or maybe twice if I really like it. In my mind, this way of thinking has worked for me in terms of happiness and overall fulfillment. Then I stopped to think about – am I taking advantage of opportunities or am I really creating opportunities for myself? I realized the answer was the latter.

Some of the most successful people are continually CREATING the opportunities for themselves. These people know where they are going and what they want to be. As I thought about additional commonalities amongst these people, I found the following tips:

- Never dismiss an offer or introduction before you truly understand what you might be

turning away. You could be giving that opportunity to someone else - or you may be missing out on a wonderful and productive relationship.

- Practice regular exercises to keep your intuition sharp so that you are better equipped to know a good opportunity when you see or hear of one.

- Understand that those who "get on in life" consider opportunities even when they are already very busy. They are never too busy to keep new chances in the pipeline.

- Move in the right circles. Speak with like-minded individuals and learn what is currently being offered. TEMPO Members know and practice this daily!

- When assessing an opportunity to see if it is right for you - do not judge its potential on other peoples' past results. You could be much more successful than they were at doing the same thing.

While this is common thinking for those who 'seize the day' – it doesn't hurt to have a little reminder that we're all trying to make things happen. An additional challenge comes in how we share our learning and experience with colleagues, mentees and

friends. I hope to network with you at the Leadership Event on October 20<sup>th</sup> and hear about the great opportunities that you've recently created!

Sincerely,

Tracy Johnson  
Executive Director,  
TEMPO Milwaukee

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## September Meeting Recap

*Kim Schaefer, CEO of Great Wolf Resorts spoke at the September Meeting sharing her journey to CEO and what she learned from going "Under Cover"*



*Julie Hahn, Lori Rosenthal and Chantal Knier*



*Julie Ledger, Jennifer Rosenberg and Terri Steidl*

"Kim was a great speaker! Loved her energy, her humor, her "real" factor and her honesty."

"I found it very inspirational to women and also look up to her as a female mentor."

"Best take-away: Defining your leadership brand."

"Excellent ideas on what leaders should be and what they should do."

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



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## TEMPO Welcomes New Members



Jayne C. Hladio joined US Bank in July 2009 and serves as the Wisconsin Metropolitan Regional Retail Banking Executive. As such, she leads and influences approximately 1,000 Consumer and Small Business colleagues and numerous related business partners. She possesses 25 years of experience in the financial services industry. In June 2011 Jayne was named 'Women of Influence' by The Business Journal. Jayne is one of 13 US Bank leaders representing 60,000+ colleagues on the US Bank Executive Leadership Council. Jayne currently serves on the Junior Achievement Madison Board, US Bank Community Development Network Board, and Milwaukee American Heart Association. Jayne and her husband, Matthew and daughter, Lindsey currently reside in Milwaukee, WI where she enjoys complement interests as a professional musician, motivational speaking and leadership consulting. Say hello by emailing Jayne at [jayne.hladio@usbank.com](mailto:jayne.hladio@usbank.com).



Michele Hubbard joined Enterforce in March 2010 as Vice President of Business Development. She has 21 years of experience in the field. Prior to joining Enterforce, Michele was a Division Manager/Senior Consultant and Strategist for an international staffing firm. She consistently ranked in the top 15 in sales within the Midwest region which lead to consecutive years in the Presidents Club. Michele's extensive sales, marketing, recruitment and management experience has involved developing, building and securing prospective clients. Her strengths are in building relationships and offering solutions to on-going business challenges. Michele attributes her success to firmly believing in premier customer service which starts with listening and truly understanding the needs of clients before offering solutions. Michele received her B.A. in Business Management/Emphasis in Accounting from Cardinal Stritch University in Milwaukee, Wisconsin. Say hello to Michele by emailing her at [mhubbard@enterforce.com](mailto:mhubbard@enterforce.com).



Sandra Holmes is Director of Network Development for Independent Care Health Plan (iCare). In her role, Ms. Holmes is responsible for assuring a contracted network of health care providers to meet the needs of iCare members. Sandy joined iCare in March 2011 after a long career in many aspects of health care delivery including HMO provider contracting and provider, medical group management, business development and direct patient care as a registered nurse. Sandy has an undergraduate degree in Nursing from Columbia University and an MBA from University of Wisconsin, Milwaukee. Say hello to Sandra by emailing her at [sholmes@icare-wi.org](mailto:sholmes@icare-wi.org).

## 2011-2012 Board of Directors

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### Directors:

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Louise Hermsen, DUECO;  
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*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, 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.*

### Thursday, November 17th

#### TEMPO Member Meeting

11:30-1:30 p.m. | University Club

Members: no fee; Guests: \$30

Speaker: Cyntia 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: \$30

Speaker: Charles Fishman,

### Wednesday, January 25th

#### New Member Orientation

11:30-1:00 p.m. | Business Journal

Offices | 825 N Jefferson Street

No Fee

### Thursday, February 16th

#### TEMPO MENTOR EVENT

11:00-1:30 p.m. | Pfister Hotel

\$65 per person

winners announced November 12

### 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,  
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### 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.