



TEMPO

2023-2024 IMPACT REPORT

2023-2024 CORPORATE SPONSOR



STRONG VOICES RISING

A single voice hitting the right note can shatter glass.

Many voices build on that timbre and strength.
They resonate. They create a vibration that can
shake foundations. Change expectations.
Many voices ring through, and ring true.

TEMPO is a group of women who have spoken up,
risen above and defied conventions to succeed.
And we are committed to helping others do the
same. We are each bold, strong, smart, and uniquely
powerful.

Together we are unstoppable.

TOGETHER OUR VOICES RISE AND THE WORLD RISES WITH US.





WELCOME

We invite you to read our 2023-2024 Impact Report. In this report, you will learn about our story, our many offerings to members and other professionals in the city, our impact on the community, our accomplishments over the last year, and our goals and plans for the future.

This past year marks the first of our 2023-2026 Strategic Plan, launched at our 2023 Annual Meeting. You will see highlights of our accomplishments towards meeting our strategic goals in the pages throughout. We are extremely pleased with our progress to-date in just one short year and cannot wait to see what will come in this new year.

As we look ahead, we aim to continue to grab hold of the momentum we have garnered and use it to push ourselves even further in 2024-2025. It is our hope that as you read through this you feel aligned with our plans and achievements we have set forward with and that you feel energized and eager to dive in with us into the new year. The world truly does move when women rise. We are living, breathing proof of that, and we hope you will join us in continuing that movement to further greatness.

Jen Dirks

President & CEO
TEMPO

Heather Turner Loth

TEMPO Board Chair 2023-2025
EUA

OUR STORY

In 1975, most women, regardless of talent, competence or position were kept outside of the city's power structure. On February 6, 1975, a handful of enterprising women set out to change the landscape for women. They gathered to participate in the first TEMPO Business and Professional Women's Club of Milwaukee, Wisconsin which has grown and evolved into what is known today as TEMPO. The hope of the founding members was to create a society where women hold an equal place in leadership, policy, and decision making. The organization has remained true to its foundational mission and continues to evolve as the business landscape in Milwaukee changes, in alignment with the core competencies of Leadership, Mentoring and Networking.

Today, TEMPO is the largest professional women's group in Wisconsin, composed of nearly 800 executive and Emerging Women Leaders representing diverse industries, functions and companies from throughout the Milwaukee area and Southeastern Wisconsin. The purpose of TEMPO is to provide members with opportunities to network with leaders and future leaders, to enhance our members' awareness of issues and trends having an impact on Milwaukee, and to promote the active contribution of TEMPO whose presence is essential to the future success of the Milwaukee business community.

TEMPO serves its membership and the community through educational programming, networking opportunities, relationship building, and mentoring, with the goal of empowering women to achieve and sustain leadership roles.

MISSION

TO FURTHER THE IMPACT OF
WOMEN LEADERS

VISION

A SOCIETY WHERE WOMEN HOLD
AN EQUAL PLACE IN LEADERSHIP,
POLICY AND DECISION-MAKING

TEMPO

MEMBER PROFILE



PROFESSIONAL EXPERIENCE
10+ years professional experience



ADDITIONAL EXPERIENCE
5+ years of senior/executive-level or high managerial experience



LEADERSHIP
Her organization/company's top executive or engages/has direct working involvement with top executives



COMMUNITY INVOLVEMENT
Leadership in professional and/or civic organizations



ENDORSEMENT
Invite or strong nomination from current TEMPO member



EMERGING WOMEN LEADERS

MEMBER PROFILE



PROFESSIONAL EXPERIENCE

8+ years of professional experience; 5-8 years away from meeting the TEMPO profile .
Up-to-date resume required.



LEADERSHIP

Displays leadership within her company/organization; showcases her impact and influence within company walls. Involvement is above and beyond required job responsibilities.



COMMUNITY INVOLVEMENT

Demonstrates ongoing commitment to the community through involvement and leadership in professional, nonprofit and/or civic organizations.



ENDORSEMENT

Strong nomination from a current TEMPO or EWL member who is familiar with the program. In addition, a letter of support from the nominee's supervisor; company leader, or community advocate is required.



CANDIDATE STATEMENT

Strong written statement answering the following:

What makes you a good candidate/what will you contribute to EWL?

What do you expect to gain from your EWL membership?

List 2-3 goals in your career you hope to accomplish over the next 5-8 years.



OUR OFFERINGS

Programming



Presenting Sponsors:



PROGRAM MEETINGS & TEMPO TALKS

TEMPO's Program Meetings remain one of the greatest values for our members. These sessions feature high-caliber speakers, cover a variety of different topics and are provided to members and their guests throughout the year. Speakers are often community leaders making change and sparking conversations in the Milwaukee business community. This year's Program Meetings featured speakers from Marquette's Institute for Women Leadership, Milwaukee Bucks, Wisconsin Center District, Catholic Financial Life and Alverno College. Our members and attendees not only leave feeling well connected after networking with one another but also with calls-to-action to continue to build and evolve our community.

PROFESSIONAL DEVELOPMENT SESSIONS

Presenting Sponsor:



TEMPO's Professional Development Series are designed for those interested in professional growth and enrichment. Held quarterly, these interactive workshops focus on techniques and tools to lead and affect change. This year's sessions covered AI in the workplace, cultivating male allyship, getting unstuck and building a personal board of directors.

OUR OFFERINGS

Signature Events

Attendees and sponsors return to the Leadership Event year after year to gain insights from a nationally renowned speaker, for networking opportunities with Milwaukee's movers and shakers, and for a premier professional development experience for themselves, their teams and their clients. Each year, a high-caliber speaker provides insights into current business challenges and opportunities around the theme of leadership.

This year's event welcomed serial entrepreneur Alli Webb, founder of Drybar. To an audience of more than 1,200 attendees, Alli got real about the beautiful, oftentimes challenging and authentic world of leadership as she shared her "Messy Truth" in a moderated conversation with Shannon Sims.



18th ANNUAL LEADERSHIP EVENT

Presenting Sponsor:

BAIRD



EWL RISE

TEMPO's Emerging Women Leaders' Signature Event RISE is a day-long immersive experience filled with professional development, networking and inspiration tailored specifically to mid-career level women and future TEMPO members. This year's event featured a keynote speaker, interactive workshop, panel discussion and inaugural EWL Impact Awards.



HOLIDAY PARTY

TEMPO's Annual Holiday Party is a chance for members to come together in celebration of the passing year and look ahead to all that is yet to come. In an evening of networking and holiday cheer, the holiday party features a raffle benefitting the TEMPO Foundation. This year's event raised more than \$3,000 in raffle donations!



Presenting Sponsor: **us bank**

GOLF OUTING

Each summer, TEMPO hosts a day on the course for some fun for(e) all! Golfers play in foursomes during the day and non-golfers join us afterwards for a summer social.

34th ANNUAL MENTOR AWARDS

Presenting Sponsor:



BREWERS COMMUNITY
FOUNDATION



In 1990, TEMPO established the Mentor Awards event to recognize individuals and organizations in the community dedicated to the mentoring of others. Mentor Award recipients are nominated by individuals within the Milwaukee community. Nominations are then judged on three criteria: mentoring of others, business leadership and community leadership.

This year's event celebrated three "Champions of Mentoring:" Tami Garrison, Cecelia Gore, and the Milwaukee Bucks with a sell-out crowd of nearly 550 attendees.

In a record-breaking year, more than \$25,000 in donations were raised on-site in support of the TEMPO Foundation's year-round mission of advancing emerging and experienced women leaders through undergraduate scholarships and professional development grants.

OUR OFFERINGS

Mentoring



MENTOR CIRCLES

Cited as one of the most valuable membership benefits, a TEMPO or EWL Mentor Circle provides a safe, confidential environment in which members can make connections to other women executives in order to elevate their skills and grow personally and professionally.



1-TO-1 MENTORING

The 1-to-1 Mentoring Program is a signature initiative for TEMPO and is a key benefit for both TEMPO and EWL members. To-date, more than 300 matches have been made between TEMPO members as mentors and Emerging Women Leaders as mentees. The program brings greater definition to TEMPO's focus on mentoring while fostering valuable connections across TEMPO & EWL.

OUR OFFERINGS

Networking



COFFEE CONNECTIONS

Born at the onset of the pandemic, when our members were missing the small interactions and new connections happening at in-person events, our monthly Coffee Connections have remained a regular member offering and top-choice engagement opportunity across both TEMPO and EWL. Members are invited to sign up each month to be randomly matched with a fellow member for a new one-on-one connection to be made.



SOCIALS

One of TEMPO's core pillars is connection and a majority of our members noted "building connection" as one of their top reasons for joining TEMPO. Social opportunities throughout the year allow our members to gather with no formal agendas, to bring their authentic selves and break down walls, expand their networks, and build lasting connections.

OUR IMPACT TEMPO FOUNDATION



The TEMPO Foundation, the 501(c)3 charitable arm of TEMPO, advances emerging and experienced women leaders by providing undergraduate scholarships and professional development grants to women across the state of Wisconsin. Since 1990, the TEMPO Foundation, has awarded more than \$300,000 in undergraduate scholarships to female college students in Wisconsin and since 2018, has awarded more than \$75,000 in Professional Development Grants to 20 local women. Over the years, the TEMPO Foundation has received generous support from our members, corporate donors and people in the community who care about advancing women leaders.

This year alone, the TEMPO Foundation raised more than \$117,000 in donations from our members, corporate sponsors, and community partners and supporters. We thank all of our generous donors for their continued support in advancing the TEMPO Foundation mission!

WOMEN'S AFFINITY ALLIANCE



TEMPO's Women's Affinity Alliance (WAA) was founded in 2011 to create an initiative that brings women's ERG leaders and stakeholders together to network, share best practices, and keep up-to-date on trends in women's affinity programs.

The vision of WAA is to be the go-to resource for individuals and organizations looking for information and connections to advance their women-focused employee resource groups and female talent.

Each year our Women's Affinity Alliance hosts quarterly events in partnership with our Corporate Sponsor and various Corporate Partners. This year's programming covered topics of expanding the definition of diversity and the role of ERGs, the importance of engagement, ERG best practices and how to POWER up.

2023-24 CORPORATE SPONSOR

fiserv.

2023-24 CORPORATE PARTNERS

 Associated Bank

 BAIRD

 BDO

 BMO

 CLARIOS

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 DIRECT
SUPPLY

 EY
Building a better
working world

 GODFREY
KAHN S.C.

 M
INSURANCE

 Manitowoc

 MOLSON
COORS
beverage
company

 Northwestern
Mutual

 Reinhardt

 RITEHITE
ALWAYS LOOKING AHEAD

 Rockwell
Automation

 WKE

OUR ACCOMPLISHMENTS



Engagement

Maximize member value by providing unique, intentional, meaningful engagement opportunities. Meet our members 'where they are' both professionally and personally. Elevate targeted opportunities for member engagement.

485



TEMPO
MEMBERS

94

NEW
MEMBERS

INCLUDING
5
REJOINS



300



EWL
MEMBERS

56

NEW
MEMBERS

INCLUDING
3
REJOINS

87% Engaged Members

90% Engaged Members



Programming

Maximize member value through high-caliber programming and professional development opportunities. Customize opportunities for each member persona.

AVERAGE REGISTRANTS:

PROGRAM
MEETINGS

205

TEMPO
TALKS

90

PD
SESSIONS

93



SPEAKER BREAKDOWN:

DIVERSE: 70%

TEMPO MEMBERS: 54%

WOMEN-OWNED BUSINESS: 18%

NEW TO TEMPO



THE CONNECTOR

THE LEARNER



THE BUILDER

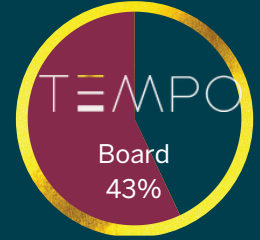
THE MENTOR



THE LEGACY



Foster an environment of equity, inclusion and belonging where ALL members differences and perspectives are supported and valued. Advocate for equity for women in the workplace.



12 Private Screenings



Expanded Impact

Expand and explore our impact by developing strategies and opportunities that showcase our WHY. Invest in opportunities to further connect with our community; promote our brand; elevate collaboration and advance women leaders.

TEMPO | FOUNDATION

5 PROFESSIONAL DEVELOPMENT GRANTS AWARDED
totaling \$14,000

\$117K+ raised

3 UNDERGRADUATE SCHOLARSHIPS AWARDED
totaling \$15,000

EWL PATHWAYS

Pre-C-Suite/Executive Leaders
New Executive Leaders

New Leader — Individual Contributor

OUR FUTURE

From programming and professional development opportunities, to elevating our signature events to new levels, to collaboration and expanding our impact in the Milwaukee community and beyond, our 2024-2025 future is shining bright! Here are just a few of the initiatives on the horizon!



Engagement

NEW TO TEMPO THE CONNECTOR



THE LEARNER



50

Anniversary

CELEBRATING

TEMPO



THE BUILDER



THE MENTOR



THE LEGACY



Programming

EWL RISE

8th Annual Signature Event

5.31.24



JUNE
PROGRAM
MEETING

Robin DiAngelo

6.18.24

19th ANNUAL
LEADERSHIP
EVENT



Soledad
O'Brien

11.7.24



EQUITY



for women in the workplace

THE
DIRECT
POSITIVE

PROJECT

ENSURING
DIVERSITY

throughout

OUR ORGANIZATION



Expanded Impact

EXPAND OUR

WHY

EWL
PATHWAYS
PARTNERSHIP

TEMPO
FOUNDATION

Why I Give
CAMPAIGN

BOARD OF DIRECTORS

Officers



Board Chair
Heather Turner Loth
EUA



Vice Chair/Chair Elect
Ana Simpson
Girl Scouts of
Wisconsin Southeast



Past Chair
Mary Burgoon
Rockwell Automation



Treasurer
Victoria Haas
Affinity Accounting



Secretary
Julie Granger
Junior Achievement
Wisconsin

Directors



Collaboration
DeVona Wright Cottrell
GMR Marketing



Communications
Linda Hogan
Bader Rutter



Diversity, Equity & Inclusion
Beth Ridley
Ridley Consulting Group



Emerging Women Leaders
Aliah Berman
TBWA



Governance
Kathie Campbell
Clarios



Membership
Lori Richards
Mueller Communications

Directors - at-Large



Kris Best
BVK



Tammy Belton-Davis
Athena Communications



Marybeth Cottrill
BMO Wealth Management



Erickajoy Daniels
You Do I Help



Kelly D'Amato
BMO



Sharon deGuzman
Baird



Rebecca Ehlers
Milwaukee Public Museum



Tracie Parent
Kahler Slater



Mary Robyn Peotter
Consultant



Aliya Pitts
The Prairie School



Angela Pittman Taylor
Baird



Denise Thomas
The Effective
Communication Coach

2023-24 CORPORATE SPONSOR



2023-24 EMERGING WOMEN LEADERS CORPORATE SPONSOR



DIVERSITY, EQUITY, AND INCLUSION SPONSORS



PROGRAMMING & PROFESSIONAL DEVELOPMENT SPONSORS



TEMPO TEAM



Jen Dirks

President & CEO

Krista Boyce

Vice President,
Strategic Partnerships &
Emerging Women Leaders

Kelsie Arreguin

Director,
Member Engagement &
Experience

Diavian Lyons

Office Operations
Administrator

TEMPO

