

# TEMPO MILWAUKEE

Quarterly Newsletter  
Spring 2018



Greetings TEMPO Milwaukee members,

Spring is finally here and with that comes the start of a new TEMPO Milwaukee fiscal year which began May 1, 2018. Reflecting on the past year, my first as Board Chair, I can't help but recognize the exceptional growth of this organization. Growth always invites a small amount of uncertainty, but it also works to provide new opportunity, which in turn leads to excitement!

Please join me in reflecting on some of the 2017-18 accomplishments that we should all be proud of and some exciting aspirations for the future of TEMPO Milwaukee:

- TEMPO Milwaukee welcomed 69 new members last year, and our Emerging Women Leaders program has grown to more than 100 members.
- TEMPO Milwaukee achieved record attendance for both the Leadership Event and Mentor Awards reaching a vast array of community leaders.
- Many members served as thought-leaders and resilient contributors to the local #MeToo and #TimesUp conversations with their contributions to our sexual harassment survey, leading to actionable steps in addressing the problem with news coverage and programming topics.
- The Women's Leadership Collaborative was born in conjunction with Professional Dimensions and Milwaukee Women inc in an effort to share with one another, in a collective way, the strengths of each individual organization towards a common goal of workplace equity.
- Strategies for Diversity & Inclusion have been outlined and prioritized to ensure a more inclusive organization.
- Two new TEMPO Milwaukee Foundation grants were announced: The Continuing Education Grant for \$15,000, split between two women, was awarded in April, and The Female Entrepreneur grant of \$15,000 will be awarded for the first time on October 11 at the 13th Annual Leadership Event.

And in between all these exciting highlights, TEMPO Milwaukee has continued to work on providing new engagement opportunities for members, timely programming topics, and educational opportunities with the goal of furthering the impact of women leaders in our community.

I hope this reflection leaves you feeling inspired and more committed than ever to keep the momentum going in advancing our position and influence during this new year.



Tami Garrison  
Community Affairs, MillerCoors  
TEMPO Milwaukee Board Chair 2017-19



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# UPCOMING EVENTS



**JoAnne Sabir**

## **June Program Meeting & Past Presidents Luncheon “Raising Up Equitable Entrepreneurship: The Story of the Sherman Phoenix”**

**Led by: Sherman Phoenix Co-Developers Juli Kaufmann and JoAnne Sabir  
June 21st – 11:30 a.m. to 1:15 p.m.  
University Club of Milwaukee; 924 E. Wells St.**

Join us for a presentation led by project co-developers, JoAnne Sabir and Juli Kaufmann, who will share an overview and photographic tour of the Sherman Phoenix. Attendees will also meet a few of the more than 20 entrepreneurs whose businesses will be a part of the project.



**Juli Kaufmann**

The Sherman Phoenix is a model for healing our city by lifting a grassroots economic development effort to generate positive economic and social returns in communities of color. The civil unrest in Sherman Park in 2016 following the shooting of a black man shed light on the critical need for inclusive pathways to economic opportunities for all Milwaukee neighborhoods to thrive. In response, The Sherman Phoenix project uses an innovative approach that builds from community assets in a commercial real estate development model to help strengthen entrepreneurship, create jobs, revitalize main streets and catalyze community wealth generation.

## **Women’s Affinity Alliance Program**

**Hosted by Ernst & Young  
July 25th – 4:00 p.m. to 7:00 p.m.  
Onesto; 221 N. Broadway St.**

EY will be presenting with Dot Proux (Leadership Development Advisor, certified professional coach and retired EY Partner) on the topic of career success and what skills women typically overlook throughout their careers.

Women often over-emphasize the competency of technical expertise and under-emphasize the competencies of emotional intelligence (EI) and business/strategic/financial acumen. Acknowledging the old adage “what got you here won’t get you there,” Dot will facilitate a conversation on the shift in emphasis as women progress through different stages in their careers. Participants will watch a video by Susan Colantunono discussing why women struggle to move past “the middle” and step into greater leadership roles, followed by a discussion of how to build this competency and use it effectively, either for yourself or leveraging Dot’s materials to take the topic back to your organization or ERGs.



**Building a better  
working world**

**REGISTER AT [TEMPOMILWAUKEE.ORG](http://TEMPOMILWAUKEE.ORG)**

**YOU'RE INVITED TO  
TEMPO MILWAUKEE'S**



# 2018 Golf Outing & Summer Social

**MONDAY, JULY 23**

university club of milwaukee - country club  
7401 n 43rd street milwaukee, wi 53209  
(formerly tripoli)

- |                 |  |
|-----------------|--|
| <b>1 - 2 PM</b> | Registration & Networking, Hit the Driving Range     |
| <b>2 - 5 PM</b> | Golf (9 Holes - Foursome Scramble)                   |
| <b>5 - 7 PM</b> | Summer Social with Prizes, Drinks & Heavy Appetizers |

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

*All levels  
welcome!*

Members & Guests: \$125  
Emerging Women Leaders: \$100  
Summer Social Only: \$35

# PAST EVENTS

## Women's Affinity Alliance Program

### "Engaging Men as Allies"

Hosted by Northwestern Mutual  
March 7

The most recent Women's Affinity Alliance program was hosted by Northwestern Mutual and featured speaker Timothy Bojko, product manager of client communications for Northwestern Mutual, who presented on "Engaging Men as Allies." This timely event allowed Timothy to candidly share his own failures and successes in integrating equality among his own team and work. Attendees were left with Timothy's five-step process for maneuvering gender gaps within the workplace.



Timothy Bojko

## FIVE STEPS

- 1: Understanding
- 2: Building Relationships
- 3: Active Listening
- 4: Gaining Trust
- 5: Grace & Forgiveness



## March Program Meeting

Led by: Tim Sheehy, President, Metropolitan Association of Commerce  
March 15

At March's Program Meeting, Tim Sheehy, President of Metropolitan Association of Commerce (MMAC) presented on what makes the Metro Milwaukee market unique in terms of growth and potential. Tim shared the highs and lows of our community's current standing, from a strong manufacturing base and solid fiscal standing to a tightening labor market and racial and gender disparities. With work still left to be done and ample opportunities to foster that growth, guests were left feeling inspired to keep Milwaukee competitive and on the map as a place where people want to live, work and play.



# PAST EVENTS

## Professional Development Series: An Orchestra's Evolution

Led by Susan Loris and Mark Niehaus, Milwaukee Symphony Orchestra (MSO)  
April 13

Susan Loris, Executive Vice President for Institutional Advancement, and Mark Niehaus, President and Executive Director, of MSO took attendees through their professional journey of trials and discovery in change management practices. From fiscal trouble and leadership disruption, to challenging tradition with a new venue, MSO overcame several barriers and emerged with more contemporary organizational practices, ultimately leading the organization to its success today. With a group exercise in leadership styles, team work and obstacles, attendees were challenged with a fun project (involving Legos!) to experience the journey of collaboration.



“You’re going to fail a hundred times, but still probably get it mostly right in the end.”



## April Program Meeting & Annual Meeting

Continuing Education Focus  
April 19

The 2018 Annual Meeting & April Program Meeting featured the announcement of the first-ever TEMPO Milwaukee Continuing Education Grant recipients as well as a fireside chat with Renee Herzing, President of Herzing University, and TEMPO Milwaukee Board Chair Tami Garrison of MillerCoors. With a focus on continued education, Renee and Tami openly shared their inspiring, personal story on the impact of continuing education in their own individual lives as well as how it's influenced their relationship with each other.



Continuing Education Grant Recipients:

- **Valentina Bosco**, Human Resources Director for Johnson Controls Power Solutions will receive a grant to support her participation in the Advanced Human Resources Executive Program at the University of Michigan's Ross School of Business.
- **Shelly Roder**, Director of Outreach Ministries at Cathedral of St. John the Evangelist, will receive a grant to support her participation in University of Wisconsin-Madison's Professional Life Coaching Certificate Program.



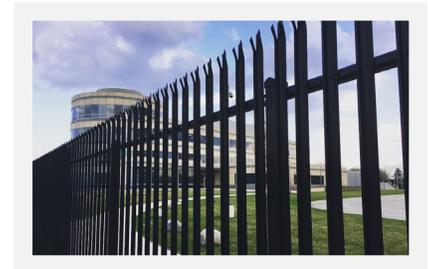
# PAST EVENTS

## TEMPO Discovery

### Milwaukee FBI May 9

Forty members attended an exclusive TEMPO Discovery tour of the FBI Milwaukee Division located in St. Francis. Guests were led on tours through the now two-year old home of the state's FBI operations, showcasing meeting rooms, offices, control rooms, weapon vaults and fitness center, all overlooking some of the best city skyline views and beautiful lake. Following the guided tours, guests heard from a panel of female experts, including a special agent, supervisor, analyst and administrative personnel on what it's like to work for the FBI.

Special thanks to member Rose Spang for organizing this special and fascinating event!



## Joint Program with Milwaukee Women inc.

### Mind the Gap – The Perception Gap, that is! Featured Speaker: Dr. Rosina Racioppi, President & CEO, WOMEN Unlimited Inc. May 17

TEMPO Milwaukee and Milwaukee Women inc teamed up to welcome Dr. Rosina Racioppi, President and CEO of WOMEN Unlimited, Inc., to Milwaukee for a special joint event at the Italian Community Center. Dr. Rosina spoke to more than 250 TEMPO Milwaukee members, Milwaukee Women inc members and guests about closing the gap between how we perceive ourselves and how others perceive us. Guests left with two takeaway strategies to help in closing the gap: asking for feedback and mindfulness.

Special thanks to presenting sponsor mueller QAAS.

“How do we learn to evolve our talents if we’re not talking about them? By being silent we just widen the [perception] gap.”

# PAST EVENTS

## Professional Development Series “We’ve Been Acquired – Now What?”

Led by: Komatsu  
June 8

At the most recent Professional Development Series, attendees heard from Komatsu’s VP of Marketing Communications, Evelyn Maki and Director of Corporate Communications, Meg Roman on change management. The presentation walked attendees through the journey of a global acquisition and provided practical tips on how to drive change instead of letting it drive you. Evelyn and Meg challenged attendees to think through and respond naturally to the highs and lows that occur within a change curve, equipping them with the four best practices for managing change.

1. Manage yourself
2. Nail the key messages
3. Give your leaders confidence
4. Have a mass engagement strategy

# KOMATSU



MEMBERS  
IN THE NEWS

**Have you been acknowledged in the news?**

Please send the information to [karreguin@tempomilwaukee.org](mailto:karreguin@tempomilwaukee.org) to be featured in the next quarterly newsletter.



WWBIC (**Wendy Baumann**) held its Start, Run & Grow Graduation in April during which 24 graduates were recognized. The entrepreneur graduates will go on to open or play a role in many different businesses in the community including; VIBEZ Creative Arts Space (located at the new Sherman Phoenix building), Dental Lab, Bilingual Production Company, salons, coffee shops, cleaning services, Bark & Rec, bakeries and a cigar bar.



TEMPO Milwaukee board treasurer **Kris Best** (BVK) received Concordia University Wisconsin's 2017-2018 distinguished alumna award. This award recognizes an alumnus/alumna who has consistently demonstrated faithful stewardship of his/her talents and has rendered notable service to the church and to the University.



**Linda Braun** started a new position as Development Director with Alzheimer's Association of Southeastern Wisconsin.



**Oriana Carey** (Coalition for Children Youth and Families) was featured on [Fox 6](#), [WKOW 27](#), [Channel 3000](#) and WBAY for #HandstandsforFosterKids, a statewide campaign to bring attention to the need for more foster parents in every Wisconsin community and county.



**Anza D'Antonio** (Johnson Controls) recently joined the Board of Wisconsin Equal Justice Fund, Inc., an umbrella organization that provides access to justice for over 500,000 low-income Wisconsin citizens through Disability Rights Wisconsin, Legal Action of Wisconsin, Inc. and Wisconsin Judicare, Inc.

MEMBERS  
IN THE NEWS

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**Margaret Daun** (Milwaukee County) was featured in a front page article in the [Milwaukee Journal Sentinel](#), on [Fox6 News](#) and on the national morning talk show [Fox & Friends](#) for her role in the Milwaukee County lawsuit against opioid manufacturers and distributors. She was also featured in the [Milwaukee Business Journal](#) for her efforts to increase diversity in the legal profession in Milwaukee.



**Darienne Driver** has accepted a new position as President and CEO of United Way for Southeastern Michigan following her completion as MPS Superintendent.



**Deborah Farris** was promoted from Executive Director to President/CEO of Danceworks, Inc. in April. This shift has allowed her to focus on strategic planning and the growing demands of the organization, which strives to increase the joy, health and creativity of Milwaukee through dance.



**Tami Garrison** (MillerCoors) recently joined the Board of Directors of the United Performing Arts Fund.



**Lori Gervais** (Baird) was named #35 in the state of Wisconsin as a Forbes Best-in-State Wealth Advisor. This year's list spotlights over 2,000 top performing advisors across the country. Lori's client-first philosophy, teamwork and service helped her earn this best-in-class recognition.



**Nicole Hallada's** department won a Gold Circle Award from the Center for Association Leadership which recognizes excellence, innovation and achievement in association/nonprofit marketing, membership and communications program. Association of Equipment Manufacturers (AEM) is one of 14 Gold Circle Award honorees nationwide in 2018, winning for its CONEXPO-CON/AGG 2017 marketing campaign.

MEMBERS  
IN THE NEWS

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**Kara Kaiser** (BMO Wealth Management) was featured on TMJ4's The Morning Blend talking on [empowering women as financial decision makers](#) and [making charitable giving a year-round habit](#) in March.



**Phyllis King** (UW-Milwaukee) has been appointed to the Campaign Cabinet for the 2018 United Way of Greater Milwaukee and Waukesha County Campaign.



**Mary Ellen Krueger** (Aspiriant) was a guest speaker at the University of Wisconsin-Madison's Financial Leadership Symposium speaking on the opportunities and challenges for women in the financial services industry.



**Linda Mertz** (Mertz Consulting) served on the "Motivators for a business sale: Lessons learned" panel at the M&A Forum for the BizTimes in March. More than 300 guests were in attendance.



**Nikki Panico** (Susan G. Komen) was featured in an article in the [Wausau Daily Herald](#) on the #MeToo movement in April.



**Kathy Pederson** (Aspiriant) was elected to a seventh term as treasurer of the Charles D. Ortgiesen Foundation, a family foundation established in 1969 by Milwaukee business owners Charles and Anna Ortgiesen.

MEMBERS  
IN THE NEWS

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**Gina Peter** (Wells Fargo) was named Co-Chair of the Wells Fargo Diversity and Inclusion Council as of May 1, 2018. She will be leading and working on representing commercial banking on D&I initiatives across the nation in addition to her current responsibilities.



**Lori Richards** (Mueller Communications) received Marquette University's Diederich College of Communication's Young Alumna of the Year award.



**Lori Rosenthal** (GRAEF) led a discussion on the positive influences in our careers at the WiSE (Women in Science and Engineering) breakfast program on April 7.



**Ann Stadler** (Marcus Theatres) was named one of Celluloid Junkie's "Top 50 Women in Global Cinema." Ann leads a dynamic team responsible for implementing \$5 movie Tuesdays, launching the Magical Movie Rewards program, building awareness for new amenities and locations, including BistroPlex Southridge, engaging with charitable partners and more.



**Mary Ellen Stanek** (Baird) delivered the inaugural address for Marquette's College of Business Administration's Women in Business Speaker Series on April 16. She spoke on "Lessons in Leadership – Impact, Service and Gratitude." Mary Ellen also had an article run about her in The Wall Street Journal, titled "[A Star Bond-Fund Manager Avoids the Shortcuts.](#)"

## MEMBERS IN THE NEWS

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**Rhonda Ware** (UR Aware, LLC) and her family will relocate to Dallas, Texas, in mid-June.



**Kate Weiland** was promoted to the newly created role of Chief People Officer at Concurrency, Inc.

### Congratulations to TEMPO Milwaukee's four **2018 Women of Influence Award** winners!

- Mentor: **Jen Dirks**, President & CEO, TEMPO Milwaukee
- Corporate Executive: **Kara Kaiser**, Managing Director, BMO Private Bank
- Behind the Scenes: **Sarah Smith Pancheri**, Vice President of Sales & Marketing, Milwaukee World Festival/Summerfest
- Mentor: **Sandy Wysocki**, Chief Development Officer, UPAF

## NEW MEMBERS



### **Jayne Berthelsen, Principal, Leeward Partners**

Jayne is a forward-thinking payments executive, consultant and board member, providing leadership and guidance in the areas of product management, market development, strategic leadership and long-range planning, resulting in double digit business growth. She is well respected for enterprise-wide collaboration and building a highly collaborative and talented team, resulting in providing integrated solutions to the market. Based on the premise of solving market problems for clients, Jayne successfully launched multiple award-winning products, delivering client value by way of increased revenue and improved operating efficiencies.



### **Natalie Blais, Sales Manager, Milwaukee Magazine**

Natalie Blais manages the print and digital strategic direction as well as all client-related revenue for Milwaukee Magazine, a subsidiary of Quad/Graphics. She is responsible for setting the course for growth in sales and also plays an important role in helping shape Milwaukee Magazine's culture and brand. With more than 15 years of sales management experience, Natalie, together with Milwaukee Magazine's publisher, is responsible for the growth and financial success of the magazine and all its products. First hired by Betty Ewens Quadracci in 2007, Natalie has held several roles within Quad/Graphics, including Midwest regional sales manager for all of Quad/Graphics' prepress solutions. Natalie majored in English literature with a concentration in journalism and holds a BA degree from the University of Delaware, Newark, DE.



### **Jennifer Bryson, Regional Vice President of Operations, Levy Restaurants**

Jennifer has over 20 years of experience in the hospitality and food and beverage industries. After earning a degree in Hospitality Business from Michigan State University, Jennifer moved to the west coast to work for Caesars Entertainment. After eight years she migrated back to the Midwest to expand her experience into a different branch of the hospitality industry. In 2003, she began her career with Levy in Green Bay, WI, as the Assistant Director of Operations at Lambeau Field. She then transitioned to be the Director of Operations at Atlanta Motor Speedway and in 2007, Jennifer relocated back to the Midwest as the Director of Operations at the BMO Harris Bradley Center in Milwaukee. Jennifer's current role as a Regional Vice President of Operations has her overseeing 13 accounts across Wisconsin, Minnesota, Indiana, Nebraska and Canada. Ranging from colleges, to arenas, football stadiums and convention centers, she works with a diverse range of operations and businesses. She has assisted with several large events, including multiple NASCAR races, PGA events and account openings.



### **Christine Culver, VP Development and Member Relations, UPAF**

Christine has worked for the United Performing Arts Fund (UPAF) since 2011. At UPAF, Christine is responsible for planning and implementing fundraising programs to identify, evaluate, cultivate and solicit gifts from leadership donors and from foundations for the UPAF campaign. She coordinates volunteer activities for campaign solicitation purposes and serves as the primary liaison to the recipients of UPAF funding, as well as their respective Board of Directors. Christine's role includes managing the annual allocation process, working with the UPAF Board of Directors to ensure UPAF is stewarding donors' dollars in the most effective and objective way. Christine volunteers her time serving as a member of Meta House's Executive Committee and Board of Directors, Life Navigators' Board of Directors, the Milwaukee Zoological Society Board of Directors, United Way's Emerging Leaders, Next Generation UPAF and UPAF Notable Women. Christine graduated from UW-Madison with a BBA in marketing and consumer science. In her free time, Christine enjoys performances from UPAF Member Groups, golfing, baking, trying new restaurants, being outdoors and spending time with her family (especially her two nieces) and friends.

## NEW MEMBERS



### **Kelly D'Amato-Ostricki, VP, Workplace Business Development Officer, PNC Bank**

Kelly D'Amato-Ostricki is a Business Development Officer for PNC Bank in the WorkPlace Banking group. Kelly works with the business community to provide a free financial wellness program to help improve the financial wellbeing for all employees currently working in the Wisconsin Market. Kelly has had a 20-year career in banking where she held roles in retail management, small business banking, business development, and relationship management. Kelly currently serves on PNC's Diversity and Inclusion Board and is a segment leader for the

Women Connect group. Kelly serves on the auction committee for The American Heart Association Go Red for Women campaign, volunteers with the Waukesha County Business Alliance annual golf outing, and volunteers at various organizations through PNC's Grow up Great program. She is a new member of TEMPO Milwaukee.



### **Kristin Ferge, Chief Financial Officer, Capri Senior Communities and Tarantino & Co.**

Kristin is Chief Financial Officer for Capri Senior Communities and Tarantino and Company. Since starting in September 2016, Capri Communities' revenue has grown 45% from \$40 million to \$58 million expected in 2018. Previously, Kristin was Executive Vice President, Chief Accounting Officer and Treasurer with Brookdale Senior Living for 18 years. Brookdale has revenues over \$6.0 billion, making it the largest for-profit, publicly traded senior living corporation in the U.S. She was responsible for strategic planning, SEC and financial

reporting, all corporate cash management and financial modeling, budgeting, and financial analysis for over 1,100 residences located in 47 states and 180 corporate departments. She has helped lead 100+ asset acquisitions, 4 company mergers, a successful Initial Public Offering and the related SOX compliance and subsequent public and private equity raises. Kristin holds a Master of Science in Healthcare Administration/Finance from the University of Wisconsin, a Bachelor of Business Administration in Accounting from Marquette University, and is a CPA. She was named one of Milwaukee Business Journal's Top 40 under 40 awardees in 2008, and one of Treasury and Risk Magazine's Top 40 under 40 awardees in 2010. Kristin also has served as a Member of the Board of Directors for the Marquette University Business School Alumni Association and on the Board of the Directors for the Marquette University Real Estate Advisory Board. She served on the Board and as Treasurer of the Elmbrook Swim Club and was the Boys Youth Director on the Board for Brookfield Lacrosse Club. She rang the opening bell on the New York Stock Exchange in 2006 shortly after Brookdale's IPO.



### **Anne Marie Finley, President, Biotech Policy Group**



### **Tracy Foss, Senior Vice President, Associated Bank**

Tracy works with a team of private banking, trust and investment representatives helping high net worth clients meet their financial needs for investment management, retirement planning, estate planning, debt financing and cash management. She and her team help clients find solutions to complex financial issues facing affluent individuals and families. Tracy brings over 25 years of financial industry experience to Associated Bank. Tracy is very active in her community, serving on various boards, including the First Stage Children's Theater and the

City of Brookfield's Parks & Recreation Elmbrook Little League Baseball Organization. She is also involved with the American Heart & Stroke Association, United Performing Arts Fund, the Arthritis Foundation and Brookfield Academy, among many others.

## NEW MEMBERS



**Michelle Kohls, President, Payroll Care, Ltd.**

Michelle is a shareholder at Payroll Care Ltd and a manager at Sitzberger & Company. She attended the University of Wisconsin-Milwaukee where she earned both her bachelor's and master's degrees in accounting. Michelle began her career at Sitzberger & Company in January 2004 and founded Payroll Care Ltd in 2008. She has extensive knowledge in payroll and more than ten years of accounting and tax experience. She lives in Oak Creek with her son and enjoys spending time with him and her family. In her spare time she enjoys working out, being outside, snowboarding and enjoying the summer sun.



**Ann Leinfelder Grove, CEO, SaintA**

Ann Leinfelder Grove is President and CEO of SaintA, a Wisconsin organization offering social care and a national leader in trauma informed practice. Ann has served SaintA in various leadership roles in her 28-year tenure, including oversight of programs and administrative services. Her role to advance strategic direction and innovation has helped grow SaintA's community collaboration and improved results for the children and families served. Ann has a master's degree in business management from Cardinal Stritch University and a bachelor's degree from UW-Madison. She is a mom, stepmom, and grandmother, and lives in Waukesha with her husband, Tim Grove.



**Leslie Moran, Senior Account Executive, Information Technology Professionals**

Since graduation from Michigan State University in 1988, Leslie has worked in corporate settings consulting with C-level executives at Fortune 500 companies such as Ford Motor Company and General Motors. She currently works in Information Technology, helping business leaders navigate the complexities of the digital transformation process – providing resources, tools and education. She helps develop long and short-term strategies and leverage best practices around topics such as security, software and infrastructure to help businesses thrive. Originally from Michigan, Leslie has lived in Wisconsin since 2007 with her husband Kevin and their three children – Connor, Maddie and Will.



**Nan Nelson, Executive Vice President, Finance, Aurora Health Care**

Nan Nelson has been with Aurora Health Care since 2013. As executive vice president of finance, she has oversight of system budgeting, financial planning and accounting. She previously served as vice president of finance for Aurora's Greater Milwaukee South region, where she also oversaw system operating and capital budgets as well as integrating functions. Prior to joining Aurora, Nan was chief financial officer for ProHealthCare in Waukesha, Wisconsin. She earned her MBA from Concordia University, her bachelor's degree in accounting from the University of Wisconsin-Whitewater, is a certified public accountant and a member of ACHE and Healthcare Financial Management Association.

## NEW MEMBERS



### **Dr. Christine Pharr, President, Mount Mary University**

Dr. Christine Pharr became the 12th president of Mount Mary University in July 2017. She possesses a passion for women's leadership, particularly in the sciences, although many of her personal interests lie in the artistic disciplines. Dr. Pharr's academic preparation is in the discipline of chemistry in which she has her bachelors, masters and doctorate degrees. She has over 20 years' experience in higher education serving as a faculty member and holding leadership positions in academics, fundraising and enrollment management at Lewis-Clark

State College in Lewiston, Idaho, College of Saint Mary in Omaha, Nebraska and Mount Mary University in Milwaukee.



### **Renee Ramirez, Executive Director, Waukesha County Community Dental Clinic**

Renee Ramirez is the founder and Executive Director of the Waukesha County Community Dental Clinic, a nonprofit organization. Through her leadership, the organization was named Waukesha County Executive's Large Nonprofit of the Year in 2015 and has been nationally recognized as a "gold star" dental program. Renee graduated from University of Wisconsin-Madison in 1983 with a BA in International Relations. Renee has nearly 30 years' experience in nonprofit management and is recognized for her leadership in Waukesha County as a mentor

for women, as well as for her expertise and success in fundraising.



### **Carol Robinson, Owner, Robinson CPA Consulting**

Carol B. Robinson, CPA, is the owner of Robinson CPA Consulting, LLC. Her practice brings her 25+ years of financial expertise to small not-for-profit organizations. Her recent experience includes CFO at the Girl Scouts of Wisconsin Southeast. In 2013, she was awarded CFO of the Year by the Milwaukee Business Journal. Carol is also on the Board of Directors for TEMPO of Washington County, Treasurer for Project Pivot, and is the Chair of the Village of Richfield's Board of Review. She graduated from University of Wisconsin-Milwaukee with a

BBA in Accounting and is a member of the AICPA and WICPA.



### **Dr. Carmel Ruffolo, Associate VP for Research and Innovation, Marquette University**

Dr. Carmel Ruffolo is the Associate Vice President for Research and Innovation at Marquette University and the immediate past Director of the Wisconsin Center for Commercialization Resources. Dr. Ruffolo has an extensive network of partners and collaborators in the business, academic and government sectors and works closely with companies, universities and organizations to address the goals of Marquette University. As a leader in education, Dr. Ruffolo is a member of The Manufacturing Institute's Education Council, the Energy and

Manufacturing Competitiveness Partnership (Council on Competitiveness) Advisory board, the executive board for BizStarts Milwaukee, Next Generation Manufacturing Council steering committee.



### **Kate Silha, VP of HR, Rexnord**

Kate Silha is an International Human Resources Leader, and has spent half her career in Europe, and the second half in North America. She has over 20 years of experience in HR working with Case New Holland, Wrigley/Mars, SC Johnson and now Rexnord in Milwaukee. Kate is now responsible for Global Human Resources for Rexnord's Water Platform. Kate is passionate about the importance of strong HR Business Partnership to a successful business and looks forward to making new connections through the TEMPO organization. Kate

currently resides in Franklin, WI with her husband Robert, and their children Alice and Lawrence.

## NEW MEMBERS



### **Dr. Tracey Sparrow, President, Next Door**

Dr. Tracey Sparrow joined Next Door in 2015. She previously served as Vice President for Children's Programs at the Milwaukee Center for Independence, Regional Executive for the Red Cross and President of the Milwaukee Academy of Science charter school. Dr. Sparrow received her doctoral degree in education, leadership and service from Cardinal Stritch University, a master's in organizational theory from UW-Milwaukee and a bachelor's in sociology from Tulane University.



### **Pam Stokke-Ceci, Assistant General Counsel, Badger Meter**

Pam serves as Assistant General Counsel at Badger Meter, Inc., providing legal advice to all levels of the company, focusing on the North and South American sales, marketing, field support, municipal contracting, and IT teams. She is primarily responsible for IT contracts, cloud contracts with vendors and customers, and international privacy and security matters. Prior to her current position, Pam worked at Badger Meter as a software engineer, a product and marketing manager, and the municipal contracting manager, where she helped negotiate a large-scale technology upgrade program with the Chicago Department of Water Management. She achieved her J.D. from Marquette University Law School in 2013, while working full time, and was promoted to Assistant General Counsel in 2014. Pam enjoys being involved in her community, serving on two Wauwatosa Boards, on the Wauwatosa Public Library Foundation, as a pro-bono attorney for the MVLC, as waterfront director for Boy Scout Troop 21, as a volunteer lifeguard for the Wauwatosa Rec Department, and a grant reviewer for Impact 100 Greater Milwaukee.



### **Jennifer Tischer Dries, VP of Marketing, Valuation Research Corporation**

Jennifer Dries is a brand storyteller. As a marketing and communications professional, she has more than 25 years of experience. She spent two decades of her career with professional and financial service firms, where she developed her expertise and convictions as to how B2B marketers can guide companies in making human-to-human connections through marketing strategy and brand messaging. Since 2015, Jennifer has worked with VRC as marketing director. She has also held marketing positions with Associated Bank and Baird. She was honored as CMO of the Year with the Milwaukee Business Journal's Class of 2017 C-Suite Stars.



### **Jennifer Walther, Shareholder, Mawicke & Goisman, S.C.**

Jennifer S. Walther is a shareholder with the law firm of Mawicke & Goisman, S.C., practicing in the area of Employment Law. She works with companies to implement preventive measures in the workforce to protect the employer from expensive litigation, including regularly counseling employers on all aspects of the employment relationship, such as issues related to discrimination, harassment, disabilities, wage and hour compliance, safety issues, worker's and unemployment compensation, leave administration, employment contracts, employee handbooks, discipline and discharge, reductions in force, and drug testing. She defends employers in administrative agency proceedings and in employment litigation in federal and state courts. Jennifer received her B.A. degree with honors from the University of Wisconsin in Madison in 1986 and her J.D. degree, cum laude, from the Georgetown University Law Center in 1990. Jennifer frequently conducts seminars and training sessions for various organizations on various employment law topics and is the author of numerous articles on current employment issues.

## NEW MEMBERS



### **Kim Wengler, Tax Partner, Deloitte**

Kim Wengler is a Tax Partner in Deloitte's Global Employer Services (GES). She is responsible for ensuring outstanding services and driving innovation for the clients she serves. She leads a team of more than 60 professionals. Kim has over 25 years of experience in the mobility, human resource, talent and rewards. She has expertise in global mobility tax, individual tax compliance, global tax compliance in employment and payroll taxes, and international human resources. Kim started her career in New York and Germany, working for another professional services firm. Kim returned to her home of Wisconsin in 1996, where she established an expatriate tax practice for Arthur Andersen. She joined Deloitte in 2002 and over her 20 years in Wisconsin, she has built the expatriate practice to a 20M global business. Kim has a BBA in accounting from the University of Wisconsin-Milwaukee and is a CPA. Kim also serves on the board of directors for Hmong American Peace Academy and is a MWi member. Kim resides in Whitefish Bay with her husband and three children.



### **Portia Young, Director of Corporate Communications, Sargento Foods**

Portia began telling stories as a young girl in her native Detroit. She formalized her training at the Medill School of Journalism at Northwestern University in Evanston, Illinois. Upon earning her bachelor's degree, she began her broadcasting career at WKOW TV in Madison, Wisconsin. For 14 years, Portia was an anchor and reporter at three different ABC affiliates. Her longest tenure was at WISN TV in Milwaukee where she was the morning anchor. During that time, she received several writing awards including two Emmy nominations. After the birth of her first child, Portia left broadcast news to pursue a career in public relations and corporate communications. She returned to her alma mater, Northwestern University, to earn her master's degree in Integrated Marketing Communications. Portia is the Director of Corporate Communications for Sargento Foods Inc.-a family-owned, \$1.4 billion company based in Plymouth, Wisconsin. In this role, Portia is telling the stories of a great American company, that hires good people and treats them like family. Sargento leads in cheese innovation and has been named a Top Workplace in Wisconsin several years in a row. In addition to her role at Sargento, Portia is the host of Emmy-Winning '10ThirtySix' on Milwaukee PBS. The monthly news program is part of the Milwaukee PBS Presents Thursday night lineup of local programming-telling the important, impactful stories of the people of Southeast Wisconsin. Portia serves on the board of directors for the AIDS Research Center of Wisconsin, Seton Catholic Schools and the Cathedral Center homeless shelter for women and families. She is married and lives with her husband and young daughters on Milwaukee's Northshore.



*The Power of TEMPO is a newsletter feature highlighting the positive impacts that come from member connections.*

## Members Celebrate Mentor Week

As part of Mentor Week, TEMPO member **Barb Haig**, partner at Haig/Jackson Communications, worked with Emerging Women Leader **Lisa Proeber**, business development manager at Allsteel, to provide a mini-workshop on giving better presentations. About a dozen young designers gathered at Fuel Café for an hour to discuss best practices and learn how to develop and deliver key messages.



### Pick Up Your 2018-19 Member Directory on June 21

The new member directories will be available for pick up on June 21st. Make sure to pick up your copy at the Program Meeting or at a future event as they will not be mailed out.



### Kelsie Arreguin Joins TEMPO Milwaukee Full Time

TEMPO Milwaukee's part-time intern has graduated from Marquette University and officially joined the TEMPO Milwaukee full-time team as Communications & Events Specialist! Kelsie will serve as an additional TEMPO resource for you, reachable at [karreguin@tempomilwaukee.org](mailto:karreguin@tempomilwaukee.org) and (414) 301-6680.

### Read the 2017-18 Annual Report

Reflect on TEMPO Milwaukee's past year in the 2017-18 Annual Report [here](#).



### TEMPO Milwaukee Foundation Female Entrepreneur Grant Coming Soon

The TEMPO Milwaukee Foundation will be awarding the first ever Female Entrepreneur grant of \$15,000 at this year's Leadership Event on October 11, 2018. Keep an eye out on the TEMPO website for official guidelines and to apply.

### Emerging Women Leaders Spring 2018 Newsletter

Read about EWL happenings [here](#).

# 2020 STRATEGIC PLAN

Developed in 2016, the TEMPO Milwaukee 2020 Strategic Plan is an encapsulation of four strategic priorities for our organization through the year 2020. Committees have been formed to implement and execute the strategic objectives for each priority.



## **PRESERVE OUR CORE, STIMULATE GROWTH**

**Ensure TEMPO Milwaukee remains relevant and agile while honoring the organization's 43-year history and guiding principles.**

**KEY ACCOMPLISHMENTS:** Two local females were awarded a TEMPO Milwaukee Foundation Continuing Education Grant in April 2018. \$15,000 was granted thanks to generous donations received over the years.

We developed a cash and cash equivalents investment policy statement for TEMPO Milwaukee and the TEMPO Milwaukee Foundation.



## **DIVERSITY AND INCLUSION**

**Increase racial diversity and at the same time create an environment of inclusion for our members, Emerging Women Leaders and the TEMPO Milwaukee board.**

**KEY ACCOMPLISHMENTS:** We collected baseline data by asking members to identify their race.

The committee is interviewing diverse members and diverse non-members to find out why they join or don't join TEMPO Milwaukee.



## **COLLABORATION**

**Strengthen TEMPO Milwaukee's position as a go-to resource on issues related to women in leadership by partnering with area businesses and community organizations.**

**KEY ACCOMPLISHMENTS:** Together TEMPO Milwaukee, Professional Dimensions and Milwaukee Women inc formed the Women's Leadership Collaborative. Its purpose is to collectively influence and provide thought leadership on achieving equity for professional women.

Regular communication, idea-sharing and resource-sharing is occurring among TEMPO affiliates.



## **MEMBER ENGAGEMENT**

**Increase engagement and identify opportunities that encourage participation of our members and create a greater sense of community and impact.**

**KEY ACCOMPLISHMENTS:** Engagement analysis conducted and determined 7% of membership not engaged.

The committee interviewed 40 members to ask what is preventing additional engagement. We are determining priorities based on the trends.

ADDITIONAL  
INFO

## 2018 - 2019 CORPORATE SPONSOR



## 2018 - 2019 CORPORATE PARTNERS



### 2018 - 2019 BOARD OF DIRECTORS

#### TEMPO MILWAUKEE OFFICERS 2018-19

**Board Chair:**

Tami Garrison, MillerCoors

**Chair Elect:**

Marybeth Cottrill, BMO Wealth Management

**Past Chair:**

Jayne Hladio, US Bank

**Treasurer:**

Kris Best, BVK

#### DIRECTORS

**Communications:**

Lori Richards, Mueller Communications

**Emerging Women Leaders:**

Marilyn Krause, Krause Communications

**Foundation:**

Jody Lowe, The Lowe Group LLC

**Governance:**

Linda Mertz, Mertz Associates

**Membership:**

Paula Pergl, Lauber Business Partners

**Programming:**

Marybeth Cottrill,  
BMO Wealth Management

**Women's Affinity Alliance:**

Kathie Campbell, Johnson Controls

#### DIRECTORS-AT-LARGE

Mary Burgoon  
Rockwell Automation

Sharon deGuzman, Baird

Cathy Girard  
Goodwill Industries of  
Southeastern Wisconsin

Ellen Trytek  
Wipfli

Heather Turner Loth  
Eppstein Uhen Architects

Sara Walker  
BMO Wealth Management

#### STAFF

**Jennifer Dirks** - President & CEO

**Marit Harm** - Director of Membership and Programs

**Kelsie Arreguin** - Communications & Events Specialist

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