



2015–2020 Impact Report

TOGETHER

Celebrating 5 years of Emerging Women Leaders



TOGETHER

Several years ago, a group of TEMPO members recognized a need for a professional networking organization that catered to women earlier in their careers. They set out to establish one, and the goals were three-fold:

- 1. create a space for mid-career, up-and-coming professional women to develop and belong**
- 2. provide mentoring opportunities with TEMPO's membership of successful executive women, and**
- 3. champion the next generation of TEMPO members and Milwaukee leaders**

It's hard to believe it's been five years since we welcomed the first cohort of 40 Emerging Women Leaders (EWL) into the TEMPO Milwaukee fold. At the same time, it's exciting that we are only five years into our work and have already achieved so much – including 607% membership growth. In this short time, EWL has become part of TEMPO Milwaukee's DNA, interdependent yet with its own unique identity and infectious energy.

EWL's success is rooted in those visionary TEMPO members who nurtured the program in its early days, yet their intention was always for EWL to evolve from the ground up. Today, the passionate and committed EWL community, supported by TEMPO's 45+ year legacy, is author of our next chapter. EWL is TEMPO's living and breathing commitment to lift the next generation of women into executive and leadership roles.

Empowered women empower women, and at a momentous time in history when women's careers are being hit the hardest, our community of more than 700 TEMPO and EWL members supporting one another is paramount. With our successes to motivate us and drive to keep evolving, just think about what we'll achieve in the next five years.



Jennifer Dirks
President & CEO
TEMPO Milwaukee



Heather Turner Loth
Eppstein Uhen Architects
*TEMPO Board Member,
Chair, Emerging Women
Leaders*



Gerry Howze
PEARLS for Teen Girls
*TEMPO Board Member,
Vice Chair, Emerging
Women Leaders*

ABOUT TEMPO'S EMERGING WOMEN LEADERS

Founded in 2015 and supported by TEMPO Milwaukee's strong legacy of advancing professional women, Emerging Women Leaders (EWL) is composed of Milwaukee's rising stars and high-achievers, locally recognized, community-minded changemakers and inclusive up-and-coming leaders. They are future TEMPO Milwaukee members and represent the next generation of leadership in their industries, functions and city. EWL members have access to a multitude of benefits including professional development, community involvement, and social and networking events. EWL members can also receive individual mentoring by TEMPO Milwaukee members and/or from their EWL peers in a small group setting.

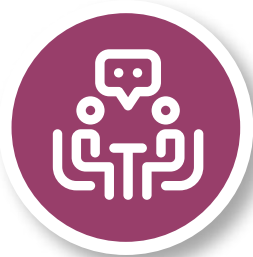
MISSION: To connect professional women who are community-minded changemakers and inclusive up-and-coming leaders.

VISION: The premier organization for emerging women leaders who are working together to advance personally and professionally, while lifting others through programming, events, mentoring, and community impact.

OUR PILLARS OF FOCUS



LEADERSHIP



MENTORING



NETWORKING

I've been a member of EWL since the beginning, and it has changed my life over the past five years. I've gained impactful mentors, new friends, a diverse network, and the confidence to lead as my authentic self, and I can't wait to see what's next for EWL.



— Maggie Beckley,
Real Estate Director,
Advocate
Aurora Health



EWL has helped me build a strong professional network of women I might not have otherwise met. We come from a variety of industries and professions, but share a like-minded professionalism and willingness to help each other grow.

– Bridget Kraus,
Marketing Director,
Walbec Group



ABOUT TEMPO'S EMERGING WOMEN LEADERS



284
Members

representing



173
Companies

EWL CRITERIA

Professional Experience: 6+ years in the workforce in a professional setting (time spent as an intern does not apply) with increasing responsibilities. During this time, she has developed a reputation as a “rising star”, next generation leader, on the partner track, etc.

Community Involvement: Demonstrates commitment to the community through involvement and leadership in professional and/or civic organizations. Involvement is above and beyond required job responsibilities.

Leadership: Displays leadership within her company/ organization; a letter of support from the nominee’s supervisor or other company leader is required.

Endorsement: Strong nomination from a current TEMPO Milwaukee member or Emerging Women Leader who is familiar with the EWL program.

TOP COMPANIES REPRESENTED



SECTORS REPRESENTED

2% government • 7% entrepreneurs • 18% nonprofit organizations
20% public companies • 53% private companies

TOP JOB TITLES

DIRECTOR/
SR. DIRECTOR

MANAGER/
SR. MANAGER

VICE PRESIDENT/
AVP

TOP 3 INDUSTRIES REPRESENTED



Business Services
(Marketing/PR &
Consulting)



Finance
(Insurance, Real Estate
& Accounting)



**Non-profits,
Foundations &
Philanthropies**

KEY RESULTS

607%

Membership Growth
in **5 years**

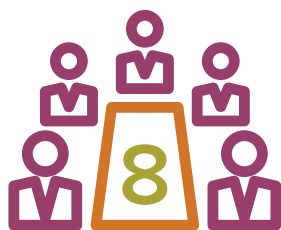


Member
Retention

92%



11 Transitions
from EWL to TEMPO



EWL Committees

Nominations
accepted
bi-annually



Active
Facebook
Group



22

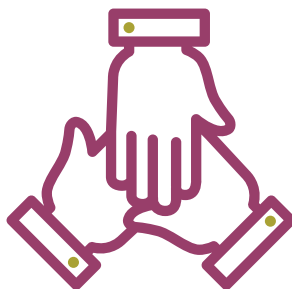
EWL Connects Groups
(peer mentoring)



23 women from first class of 40
are still involved in EWL or TEMPO.



1-to-1 mentoring
pairings since 2017



100% of members
are involved
in the community
(board/
committee service,
volunteerism)

**PERSONAL
& PROFESSIONAL**
development
opportunities



I can't believe it's been four years since I joined and, honestly, each year gets better and better. Some of the women in EWL have become lifelong friends and others may not even know the impact they've had on me that will last a lifetime. I could not be more grateful for this group of women, this tribe. These women make me feel like I'm home, and I'm so proud to be a part of it.



— *Britt Blackwelder,*
Finance Director,
Capri Communities,
Owner + Organizer,
The Brittish Way

“EWL has opened doors to my professional and personal network that would likely have never opened without my involvement. Additionally, the mentorship available through this program has fundamentally changed both my life and my business. I will be forever indebted to EWL for allowing me these opportunities.

— Kiley Peters,
Owner & CEO,
Brainchild Studios



MEMBER BENEFITS

There's no shortage of opportunities to get involved in as an EWL member, yet it would be impossible to participate in everything! Over the years, EWL has evolved into a “choose your own adventure” organization. No two EWL members have the same experience, and that's the beauty of it.

PROGRAMMING & PROFESSIONAL DEVELOPMENT

EWL members have access to a multitude of programming and professional development events throughout the year, and, in 2020 additional virtual options were introduced in response to Covid-19. Some programs are specific to EWL, and others are in collaboration with TEMPO Milwaukee to provide additional networking opportunities. *(*indicates joint programming with TEMPO Milwaukee members)*

- Two TEMPO Milwaukee Program Meetings*
- Five Professional Development sessions*
- TEMPO Milwaukee Holiday Party*
- TEMPO Talks*
- Three EWL Program Meetings

EWL EXPLORES

These outings are part social and part educational, providing members with VIP access to a new or trending business in our community, many times with a focus on women-owned businesses. Past events have included the Fiserv Forum, IKEA, The Real Good Life, Tactile Craftworks and Campsite 131.

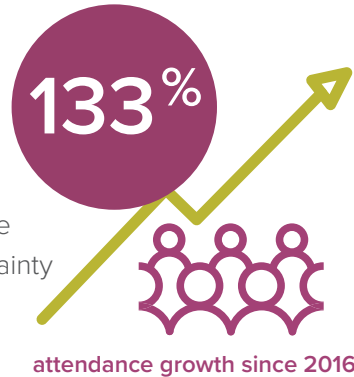


EWL PROFESSIONAL DEVELOPMENT WORKSHOP

In 2016, EWL introduced its signature event — the Professional Development Workshop. The all-day event features a compelling keynote speaker, break-out sessions on trending leadership topics, networking and a happy hour.

PAST KEYNOTE TOPICS

- Powerful Leadership
- Clarity, Confidence & Connection
- Where Passion Meets Purpose
- Transform Your Mindset — One Week at a Time
- Maximizing Your Skills to Thrive During Uncertainty



TEMPO REAL TALKS*

The horrific murder of George Floyd in May 2020 served as a catalyst for TEMPO to better use its voice and status to condemn racism and social injustices. The monthly TEMPO Real Talks series is an intentional space for TEMPO members and Emerging Women Leaders to have thoughtful, courageous and vulnerable conversations, beginning with a chapter-by-chapter group read of Robin DiAngelo's *White Fragility*.



MENTORING

EWL was founded with TEMPO Milwaukee's core pillar of mentoring in mind. EWL members have the option to participate in two different mentoring programs.

1-TO-1 MENTORING PROGRAM



Each pairing in the 1-to-1 Mentoring Program is truly unique. Interested individuals complete a brief questionnaire and then matches between TEMPO and EWL members are made based on a multitude of factors: goals, skill sets, professional/personal experiences or location. A wonderful benefit of the program is reverse mentoring — TEMPO members can learn just as much from their mentees as vice versa.

JULIE GARCIA-SOTAK & SUZANNE MALDONADO

MATCHED IN 2019



“Suzanne helped me build my confidence to apply for positions outside of my comfort zone and into new industries that leveraged my past experiences and skillsets. Historically, I would have shied away from applying or would have convinced myself that I am not qualified for roles outside of my expertise.” — *Julie*

“Talking with Julie always reminds me how important it is to push the boundaries and try new things. She has also worked to advance diversity and inclusion in her workplaces and has taught me so much about the value of engaging in sometimes difficult conversations.” — *Suzanne*

LIZ POESCHL & TAMI GARRISON

MATCHED IN 2019



“It’s amazing how quickly we were able to establish rapport with each other. The first time we met, we went to lunch and just launched into a back and forth conversation for well over an hour without stopping.” — *Liz*

“I find great joy in celebrating others and watching them succeed. And if I can play a small part in helping Liz become her best self then that fills my bucket in a way that words can never express.” — *Tami*

OBY NWABUZOR & JENNI SEVENICH

MATCHED IN 2018



“Jenni is truly a blessing in my life and, too bad, she is forever stuck with me now. There can be a thousand voices that can speak to us, but only a few that truly have our best interest and well-being at heart.” — *Oby*

“From the first time I met Oby, I felt connected to her and knew that she was going to do great things. We have grown very close and learn from each other and support one another. We are a perfect match!” — *Jenni*

I had a work dilemma that I was not comfortable sharing with anyone at my organization. I brought it up with my EWL Connects group, and the advice I received was profound and beyond helpful. The following week some of the members emailed me to see how I was doing. To me, this is what EWL is all about: supporting and encouraging other women.

— EWL Connects participant



EWL CONNECTS

22 GROUPS

72%

Member Participation



Personal Board of Directors

EWL Connects is mirrored after TEMPO's highly successful Mentor Circles program. Members are placed in a small group of six to nine of their peers, where they're empowered to discuss personal and professional experiences in a confidential, safe space.

I have been able to connect on a deeper level with the women in my EWL Connects group than with many of my friends and colleagues. I've enjoyed getting to know likeminded women who share similar challenges and opportunities.

— EWL Connects participant



COMMUNITY **IMPACT**

While active community service is a requirement for membership in EWL, additional opportunities to give back are organized through the EWL Community Involvement committee. Through donation of time, talent, and treasure, EWL members have supported numerous nonprofit organizations that are elevating women and girls.



SPOTLIGHT ON:



EWL has a strategic partnership with PEARLS for Teen Girls and provides professional development, mentoring, and networking opportunities to PEARLS girls, associate staff and teen facilitator staff. Past programming has included speed networking, True Colors™ personality test, social media and email professionalism, effective communication, and volunteerism events. Through transfer of knowledge, tactical skills and mentoring, EWL hopes to empower PEARLS girls to become the next generation of EWL members and while building connections and learning from each other!

I've truly enjoyed being part of the EWL leadership team and serving as chair of the 1-to-1 Mentoring Committee. We're dedicated to enhancing the member experience, and in the midst of a global pandemic we've adjusted and adapted to make EWL a space that's safe and inclusive for everyone.

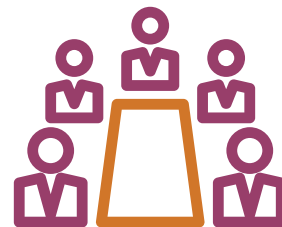


— Ebony Lewis,
Director of Leadership
& Service and Health
& Wellness, Boys & Girls Clubs
of Greater Milwaukee

LEADERSHIP OPPORTUNITIES

Members who participate on a committee

40%



Members can deepen their experience with EWL and shape the future of the organization by joining a committee and/or serving in a leadership role. EWL is overseen by four leadership co-chairs and a TEMPO board director, while each committee is led by a chair and vice chair. Members can also join several TEMPO Milwaukee committees including Diversity & Inclusion, Women's Affinity Alliance, Leadership Event and Mentor Event.



EWL COMMITTEES:

- Engagement
- Professional Development Workshop
- Nominations
- Communications
- Programming
- Community Involvement
- 1-to-1 Mentoring
- EWL Connects

MOVEMENT INTO TEMPO MILWAUKEE



11 Transitions
from EWL to TEMPO



TEMPO ACCEPTS NOMINATIONS 4X/YEAR

As EWL members add to their achievements and advance in their career paths, they have the opportunity to transition to TEMPO Milwaukee — our succession plan in action. The many networking and mentoring opportunities between EWL and TEMPO make our organization unique. While not every EWL member will aspire to join TEMPO, we aim to provide the tools, connection points and mentorship for every single woman who does.

TEMPO MEMBER CRITERIA

- **Professional Experience:** 10+ years professional experience
- **Additional Experience:** 5+ years of senior/executive-level or high management experience
- **Leadership:** One of her organization's top executives or has direct working involvement with top executives.
- **Community Involvement:** Demonstrates commitment to the community through involvement and leadership in professional and/or civic organizations.
- **Endorsement:** Strong nomination from a current TEMPO Milwaukee member who is familiar with the membership criteria.

Everything I put into EWL has been reciprocated beyond measure, and was a significant complement to my pathway to success and graduating into TEMPO. My participation in EWL, and now TEMPO, has manifested into an incredible network of lifetime sisters.



— Denise Thomas,
President/Owner,
The Effective
Communication Coach LLC

EWL and TEMPO have provided me with a safe environment for sharing and speaking about professional and personal topics. As a newer TEMPO member, I look forward to now being a mentor to an EWL member, have joined a new committee, and will continue to take advantage of the many opportunities available.



— Kirstin Stahl,
Head of Institutional Client
Service and Support, Wells
Fargo Asset Management

REFLECTION FROM MARILYN KRAUSE

FOUNDING BOARD MEMBER, EMERGING WOMEN LEADERS

In early 2014, several members and board directors who had been active on the membership committee noted a growing awareness of TEMPO, its women leaders and their impact and influence within the Milwaukee business community. It became clear that this recognition was igniting interest among women leaders who were in early to mid-career so we reached out to some of them. We learned that many of these ascending professional women admired and aspired to be TEMPO members and also were seeking paths to networking, mentoring and career development. We decided to launch an initiative to not only accommodate the professional needs and goals of this next generation of women leaders but to provide an opportunity for them to tap into the tremendous knowledge, expertise and counsel of TEMPO members and their networks. We also saw this initiative, Emerging Women Leaders, as a way to help ensure long-term growth and strength for TEMPO, as these mid-career women ultimately reach executive ranks.

We launched EWL the next year with 40 members to mark TEMPO's 40th anniversary, and although we were optimistic about its eventual success, we have been truly amazed and astounded by the level of interest, action and enthusiasm. A key element from the very start was for these rising leaders to have an active role in designing and running EWL and they have embraced that opportunity in all ways — from structure to programming to peer mentoring to community involvement. Now at nearly 300-strong, it's clear there is no limit to what TEMPO's Emerging Women Leaders can, and will, accomplish. No doubt, we'll be impressed — but not surprised.



WHAT'S NEXT

In alignment with TEMPO Milwaukee's 2020-23 Strategic Plan, below are four main areas of focus over the next several years to elevate the EWL member experience and impact:

1

Facilitate meaningful connections and engagement opportunities

2

Continue to foster movement of EWL members to TEMPO

3

Increase diversity of membership through intentional actions

4

Leverage EWL members' skills, talents and resources to positively impact our community





ADVOCATE. ELEVATE. ACCELERATE.

PO BOX 1435 • MILWAUKEE, WI 53201

tempomilwaukee.org



@tempomilwaukee

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Kohl's
Laughlin Constable
Leukemia & Lymphoma Society,
Upper Plains Region
Liberty Mutual Insurance
Lutheran Social Services of WI

and Upper MI
Make-A-Wish Wisconsin
ManpowerGroup
Marcus Center for the
Performing Arts
Marietta Investment Partners
Marquette University
MARS Solutions Group
Match Point Consultants
Medical College of Wisconsin
Medline Industries
Metropolitan Milwaukee
Association of Commerce
Milliman
Milwaukee Art Museum
Milwaukee Center for Independence
Milwaukee County
Milwaukee Excellence
Charter School
Milwaukee School of Engineering
Molson Coors
Mortenson
Muslim Community Health Center
Musso Creative
Nelson Schmidt
Network Health
North Shore Bank
Northwestern Mutual
Okta
OnCourse Learning
Pathfinders
PEARLS for Teen Girls
Pegasus Partners Ltd.
Penrod
Pentair
Pepper Construction of Wisconsin
Perlick
Principal Financial
PwC
QPS Employment Group
Quad
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