



## Dear TEMPO Milwaukee members,

When we began drafting our quarterly newsletter several weeks ago, we never would have anticipated how much the world we live in would evolve. It is an uncertain time for all of us, full of major adjustments, new normals, huge challenges, and opportunities to be creative, but we are hoping that this newsletter meets you where you're at. Whether its perfect for a late night read after unplugging, or a lunch break companion, or a pairing for a finally quiet moment while the kids release their energy outside, we hope that you take the time to read through.

In a interesting twist, this newsletter actually comes at a good time. I say this because in the midst of all the change and uncertainty, I think this newsletter can serve as a perfect reflection tool which allows us to look back at the moments and memories that came before this time and at the same time look ahead to what will come.

Here are just some of the ways TEMPO is responding to COVID-19 and continuing to engage with our members:

- **TEMPO Talks:** COVID-19 webinar series. Launched on April 3, 2020, this webinar series will continue each Friday at 3pm featuring our TEMPO members expertise from a variety of industries sharing advice & guidance, best practices and important resources to keep our members engaged and informed.
- **Monday Message revamp:** We revised the look and feel of our Monday Message providing important information, relevant links to resources and sharing information from our community partners and member organizations on their response to the pandemic as well as how our members can support.
- **Personal Outreach to Members:** I have personally reached out to the women-owned business leaders and nonprofit leaders within our organization to let them know, now more than ever, our TEMPO network is here to support. I have heard back from many of you and it's wonderful to hear great stories of strength, gratitude and transitioning to a new normal.
- **Virtual Engagement:** We have enhanced our social media presence and infused not only important updates from our TEMPO team and have also used social media as a platform to celebrate the good news! I am so proud of the TEMPO team – including Marit, Kelsie and Amanda – for their creativity and enthusiasm and continuing to represent TEMPO!

TEMPO Milwaukee is and always has been a network of connected women ready to lead and lend a helping hand in times of need. That remains the same. I encourage you to reach out to your fellow TEMPO Milwaukee members to share best practices on how you're managing these times, commiserate together, lean on your Mentor Circles, keep the power of this network alive.

In this uncertain time, I think we can all feel that while we are physically apart, there is something to be said about being more connected than ever. We're all in this together.



**Take care,  
Jen Dirks**

President & CEO  
TEMPO Milwaukee

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## 2016–2020 STRATEGIC PLAN

TEMPO Milwaukee is poised as an organization unlike any other, with abounding opportunities for our members and the Milwaukee business community. No other organization in Milwaukee serves such a diverse and powerful membership base of executive, C-suite female leaders. We continue to leverage this collective power and unleash it in a way that most effectively capitalizes on our strengths. Bringing our strategic priorities to life over the last four years has required time, work and a sound plan of action.

In 2016, we embarked on a new strategic direction for TEMPO Milwaukee. We are so proud of the work of our four strategic plan committees – composed more than 85 TEMPO members and Emerging Women Leaders. These women provided their time, talent, and energy to ensure we stayed on track with our strategic priorities and met the goals we set when we rolled out the plan. **Here are the accomplishments of our four-year plan.**



### Diversity & 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.



### Engagement

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



### 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.



### Preserve Our Core & Stimulate Growth

Ensure TEMPO Milwaukee remains relevant and agile while honoring the organization's 45-year history and guiding principles.

# STRATEGIC PLAN



## PRESERVE OUR CORE, STIMULATE GROWTH

Ensure TEMPO Milwaukee remains relevant and agile while honoring the organization's 44-year history.

### ACCOMPLISHMENTS



### Membership Growth

We experienced significant membership growth since 2016. We have averaged 75 new TEMPO Milwaukee members per year for the last four years. In addition, we added more than 200 Emerging Women Leaders.



### EWL GROWTH

2016	40 Members   35 Companies
2017	63 Members   44 Companies
2018	101 Members   70 Companies
2019	155 Members   108 Companies
2020	209 Members   151 Companies

### Emerging Women Leaders

In 2015, we launched our Emerging Women Leaders initiative to support the growing pool of professional women and potential TEMPO Milwaukee members who are mid-career and heading for the executive ranks. EWL began with 40 members representing 35 diverse companies and has grown to 207 members representing 149 companies.



### TEMPO Milwaukee Foundation

We brought greater awareness to our TEMPO Milwaukee Foundation including:

- Continued providing undergraduate scholarships through our Mentor Awards resulting in \$270,000 given to female college students over the past 30 years.
- Creation of our first-ever Continuing Education Grant providing opportunities for TEMPO, EWL and non-TEMPO members to continue their professional development. Since its inception in 2017, nine grants have been provided.



## DIVERSITY & 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.

## ACCOMPLISHMENTS

### Membership Statistics

Racial diversity of our membership improved by 5 percent over the past year. In 2018-19, TEMPO Milwaukee membership was composed of 93% white women. Today, it is composed of 88% white women and continues to diversify each quarter as new members are confirmed. In comparison, EWL membership is composed of 84% white women. (\*Stats include data only from members who have elected to identify their race).

### Member Inclusion Survey

As part of our commitment to **equity and belonging** at TEMPO Milwaukee and within our Emerging Women Leaders community, we deployed a survey to better understand how we are doing in terms of achieving and being accountable for inclusion with all of our members. 44% of our membership completed the survey. The results of the survey will help TEMPO Milwaukee better create and/or enhance an inclusive culture by better understanding of feelings of trust, authenticity, value and psychological safety - the Catalyst hallmarks of inclusion. Taking a closer look at these feelings will help TEMPO determine if members feel truly valued, that they belong, that they are able to deeply connect with one another and are able to authentically thrive. The results are being analyzed by a third-party partner – Marquette University's Institute of Women's Leadership as well as TEMPO's D&I Committee and Board of Directors. The results will be shared with our members/EWL this year through discussion, programming and reflection in the organization's new strategic plan.

### D&I-Specific Goals

In the past year, all TEMPO Milwaukee committees have developed D&I-specific goals and executed on them. These goals include intentionally securing women of color as speakers, increasing diversity within membership, providing D&I education/tools in the form of programming and content, ensuring diversity of thought is present on committees, and diversifying the venues and sites where we hold TEMPO Milwaukee events.

### Identifying Diverse Women

The Diversity & Inclusion and Membership committees now have a process to identify diverse women who fit TEMPO Milwaukee's membership criteria or EWL criteria and introduce them to the organization. We acknowledge that diversity encompasses not just race but ethnicity, function, industry, sexual orientation, religion, age, etc.

### Board of Directors Update

Erickajoy Daniels, SVP and Chief Diversity & Inclusion Officer, Advocate Aurora Health, joined the TEMPO Milwaukee Board of Directors on May 1 and assumed the role of board liaison and chair of the Diversity & Inclusion committee. We are grateful for Erickajoy's guidance and expertise as we continue on our D&I journey.



## DIVERSITY & INCLUSION COMMITTEE:



**Aliah Berman**  
GMR Marketing



**Janette Braverman**  
Cardinal Stritch University



**Krista Brookman**  
Catalyst



**Marybeth Cottrill**  
BMO Wealth Management



**Kelly D'Amato Ostricki**  
BMO Harris Bank



**Erickajoy Daniels**  
Advocate Aurora Health



**Leah Fiasca**  
Greater Milwaukee Foundation



**Cathy Girard**  
Goodwill Industries of Southeastern WI



**Ann Granitz**  
BMO Harris Bank



**Nicole Gulatz**  
Boys & Girls Clubs of Greater Milwaukee



**Erin Hareng**  
Advocate Aurora Health



**Gerry Howze**  
PEARLS for Teen Girls



**Liz Klug**  
The Leukemia & Lymphoma Society, WI



**Diana Moro Goane**  
Northwestern Mutual



**Leana Nakielski**  
American Family Insurance



**Paula Pergl**  
Lauber Business Partners



**Aliya Pitts**  
The Prairie School



**Katie Rasoul**  
Team Awesome



**Beth Ridley**  
The Brimful Life



**Jodi Ristau**  
Baird



**Ana Simpson**  
WHEDA



**Ritika Singh**  
Associated Bank



**Denise Thomas**  
The Effective Communication Coach



**Allison Wagner**  
All-In Milwaukee



**DeVona Wright Cottrell**  
Baird



## COLLABORATION

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

## ACCOMPLISHMENTS



**WOMEN'S LEADERSHIP COLLABORATIVE (WLC) UNITES  
TOP MILWAUKEE WOMEN'S GROUPS**  
*New collaborative launched on National Equal Pay Day*

### Women's Leadership Collaborative

In April 2019, TEMPO Milwaukee announced it was joining forces with Professional Dimensions and Milwaukee Women inc to create the Women's Leadership Collaborative (WLC). The WLC is a collection of professional women in the Milwaukee area focused on achieving equity. The collaborative, inclusive of the leading area professional women's organizations, represents the strongest collective of professional women ever formed in Milwaukee. The first issue WLC will focus on is equal pay for women. On average, Wisconsin women who are employed full time lose a combined total of nearly \$14 billion every year due to the wage gap. The projected year when the gender pay gap will close in Wisconsin is 2067.

### Thought leadership

- TEMPO continues to be a thought leader and has positioned itself as the go-to resource for members of the media on issues and content related to women in the workplace. Among the issues TEMPO was quoted on in 2019-20 included the #MeToo movement, sexual harassment, equity for women in the workplace and pay equity.

Career & Workplace

### Businesswomen's group survey shows 68% of respondents experienced sexual harassment in Milwaukee area

- TEMPO Milwaukee led efforts to collaborate, share best practices and share resources with TEMPO chapters in Madison, Kenosha, Racine and Waukesha.



- TEMPO confirmed a consulting partnership with Milwaukee Women inc. in 2019 to leverage the talent and expertise of TEMPO Milwaukee's Communication & Events Specialist Kelsiee Arreguin.



## MEMBER ENGAGEMENT

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

## ACCOMPLISHMENTS

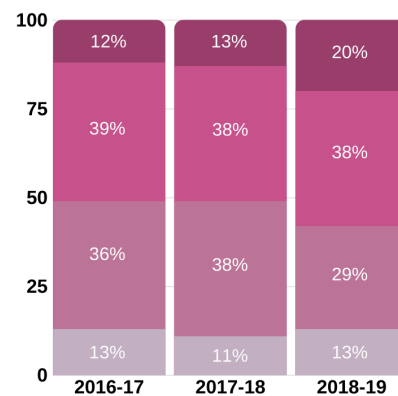
### Retention Rates

TEMPO maintained a high member retention rate of 91% from May 1, 2018 through April 30, 2019.

#### Key Takeaways

- 2016-17 and 2017-18 saw very similar engagement numbers.
- Moderate engagement has remained consistent.
- High engagement increased by 7% in 2018-19; low engagement decreased by 9%.
- Unengaged has remained generally consistent.

TEMPO MILWAUKEE  
MEMBER ENGAGEMENT



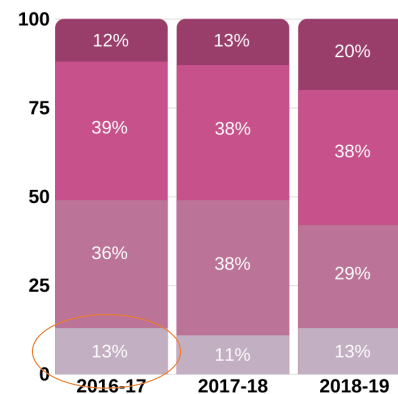
High engagement  
Moderate engagement  
Low engagement  
Unengaged

In the fall of 2017, members of the Engagement Committee and Table Ambassadors reached out to women considered “unengaged” to find out why.

#### Themes from those who responded:

- Scheduling conflicts.
- Just busy.
- Difficult to get downtown for those who work in the suburbs.
- Past President... focused on other experiences now.

TEMPO MILWAUKEE  
MEMBER ENGAGEMENT



High engagement  
Moderate engagement  
Low engagement  
Unengaged

# UPCOMING EVENTS

We will continue to monitor and adhere to the CDC's recommendations for all future events and provide updates as they become available.

## SAVE THE DATE

### MAY PROFESSIONAL DEVELOPMENT SERIES – NOW VIRTUAL

“Purposeful Living” led by Kerri Balliet

May 1, 2020 | 8:00 a.m. to 9:00 a.m.

### TEMPO DISCOVERY – POSTPONED

at Bradley Symphony Orchestra

### MAY PROGRAM MEETING – NOW VIRTUAL

May 21, 2020 | 11:30 a.m. to 1:15 p.m.

### JUNE PROFESSIONAL DEVELOPMENT SERIES – TBD

“Unconscious Bias” led by Kate Schlesinger

June 26, 2020 | 7:00 a.m. to 9:00 a.m.







## NOVEMBER PROGRAM MEETING

### “CREATING A MORE DIVERSE AND INCLUSIVE WORKPLACE”

November 21, 2020

TEMPO Milwaukee board member, Erickajoy Daniels moderated a panel on diversity for our November program meeting with three women representing different diverse groups. Understanding that diversity means difference, difference that matters, each of the panelists were able to provide perspective on what that looks like for different groups of individuals – physically disabled workers, cognitively disabled workers, older generation workers, etc. In learning the implications of what happens when we put diversity in a box, the panel unpacked the idea that we then ultimately end up putting people in a box.

So, how do we approach talking about difference? The panelists suggested just to ask questions. A heartfelt question goes a long way and helps us all to better understand one another.

#### Key Takeaways:

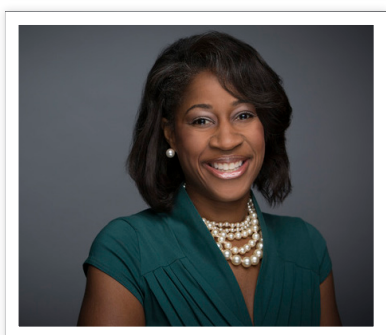
- Always be expanding your interview pool. Until you have a diverse candidate.
- What are all the constituent groups of employees? It takes some intention.
- Seek out diverse candidates.
- Resist the urge to speed things up.

#### Panelists:

*Marci Boucher*, Independence First

*Debbie Seeger*, Patina Solutions

*Melanie Maddux*, ManpowerGroup





# PAST EVENTS

DECEMBER PROFESSIONAL DEVELOPMENT  
SERIES LED BY ANDRÉA MICHEL

## “HOW TO USE LANGUAGE TO TRANSFORM YOUR LEADERSHIP”

December 6, 2019

Andréa Michel led the final PD Series of the year speaking on the power of language. According to Andréa, the power of language can be depicted when there are two leaders that have some sort of miscommunication, it can begin a war (not necessarily a violent war) or it can end wars. Language is the vehicle to either start or end it. The power of language reaches far and wide, it can make you feel comfortable in a foreign land, allow you to understand certain cues, react appropriately or understand someone more clearly. The importance in understanding the power of language lies in the fact that all transformation leaders must learn how to read cues. With that though comes the responsibility of being able to read the cue but not interpret or judge based solely on that alone. Ask questions and make sure you are understanding every situation fully. 93% of language is nonverbal. 38% is vocal (tone, pitch, etc.) and 55% is visual (body language, etc).

*“The quality of our lives is determined  
by the quality of the questions we ask.”*



# PAST EVENTS



## ANNUAL HOLIDAY PARTY

The annual holiday party was one for the books with a record crowd of around 250 members, Emerging Women Leaders and their guests in attendance! The event raised more than \$2,500 for the TEMPO Milwaukee Foundation through the raffle. The newest group of Emerging Women Leaders joined existing members for their first official TEMPO Milwaukee event to celebrate the success of 2019 and toast to an even better 2020!





## JANUARY PROGRAM MEETING

### ECONOMIC OUTLOOK

January 16, 2020

Brian Andrew, Chief Investment Officer at Johnson Financial Group, led our annual Economic Outlook program with a presentation he titled “Liquidity Trumps Growth” in January. Looking at what is expected to come in the year ahead, Brian noted some key trends including politics dominating policy making and markets, stable interest rates, economic growth pick-up, reducing business and investment risks, and alternatives to public markets. Brian examined trends and charts on U.S. economic growth, unemployment vs. wage growth, overall Wisconsin labor growth, and capital expenses to help guide predictions on what is to come in 2020. Brian also explored new technology drivers and the impact that they will have on the future economic outlook.

For our largest Economic outlook to date, Brian delivered an outstanding presentation to both members and Emerging Women Leaders. [Click here](#) to view his full presentation deck.

*“Brian Andrew’s presentation was tremendous – insightful, analytical, informative, forward-looking and entertaining.”*



## MENTOR AWARDS

On February 13, 2020 more than 600 Milwaukee leaders joined in celebrating TEMPO Milwaukee's 30th Annual Mentor Award winners; Nancy Hernandez, DeVona Wright Cottrell and ManpowerGroup. They were honored and recognized for their ongoing dedication to mentoring within the Milwaukee community.

### Corporate Recipient:

**ManpowerGroup** (accepted by *Michelle Nettles, Chief People & Culture Officer*):

*"Every day our employees believe in human potential."*

The only corporate recipient to receive the Mentor Award twice, ManpowerGroup was recognized by our judges for its continued dedication to setting the bar for other corporations with its unique mentoring initiatives both in and outside of its walls. ManpowerGroup's nomination outlined the company's passion for mentoring stating, "our company believes the best way to build a diverse talent pipeline is to attract and promote more women and lose less. It is truly a place where women want to work to be mentored and develop their professional skills." ManpowerGroup boasts the most diverse Board in the industry, and are on track for 40% of its Executive Leadership Team and Key Leadership Team roles to be held by women this year.

- ManpowerGroup designated a scholarship be provided in its name to Alverno College.

> Watch ManpowerGroup's video [here](#).

### Individual Recipient:

**Nancy Hernandez**, *President, Hispanic Collaborative*:

*"Mentoring is a critical path to leadership in our boardrooms."*

Nancy Hernandez was nominated by her long-time mentee, Peggy Williams-Smith, who noted Nancy isn't one for the spotlight but rather works to shine the light on others. Nancy was praised in her nomination for taking pride in acclimating new Hispanic professionals into the fabric of the Milwaukee community. She was also credited for ensuring diverse audiences are heard and always looking to get people of diverse backgrounds to the table to ensure they have exposure they normally wouldn't receive.

- Nancy designated the TEMPO Milwaukee Mentor Award scholarship be given in her name to Marquette University - where she serves on the Board of Trustees.

> Watch Nancy's video [here](#).

*Con'd on next page >*





## MENTOR AWARDS (continued)

### Individual Recipient:

**DeVona Wright Cottrell**, *Director & Associate General Counsel, Baird:*

*"Mentorship is like running a relay.  
The person you are mentoring should  
never have to start from the beginning.  
They start where you left off."*

DeVona Wright Cottrell was nominated by her mentee, Isioma Nwabuzor. In her nomination, DeVona was recognized for being an incredible resource to women of color, a trusted advisor and for her powerful, reverberating and sincere impact. Her nomination read, "she not only stands in solidarity with those she mentors, but she speaks and fights on their behalf in rooms that they may not have access to. She is a woman of integrity who stands for the progression of those like her."

• DeVona selected **University of Wisconsin-Milwaukee** to receive the **TEMPO Milwaukee Mentor Awards scholarship** in her name.

> Watch DeVona's video [here](#).

Thank you to everyone who joined in celebrating the accomplishments of the winners and the importance of mentoring!







## FEBRUARY PROFESSIONAL DEVELOPMENT SERIES

### “SERVANT LEADERSHIP – BECOMING THE UNFORGETTABLE LEADER”

February 28, 2020

Kelly Kluge, President & CEO of Kluge Advisors, led the first PD Series of the year on servant leadership. Kelly walked attendees through the origin of servant leadership tracing all the way back to 1970 with Robert K. Greenleaf who said *“the servant-leader is servant first...it begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. That person is sharply different from one who is leader first.”*

So why does this matter? Kelly explained that we are waist-deep in the 4th Industrial Revolution and what is needed now more than ever before is trust. Kelly suggest that the way we master trust is through servant leadership and connecting with one another within our workplaces while also connecting with the organization’s vision, mission and values.

Kelly left attendees with her formula for leadership during our crisis of trust. In order to remember the importance of trust, Kelly taught us  $C^3 + E^3 = T^3\infty$ . In other words, **C**ommunicate, **C**ollaborate, **C**hange + **E**xperiment, **E**mpathy, **E**volve = **T**ransparency, **T**echnology, **T**rust ...**without limit**.

# MEMBERS IN THE NEWS

Have you been acknowledged in the news or received accolades fellow members should know about? Please send the information to Amanda at [info@tempomilwaukee.org](mailto:info@tempomilwaukee.org) to be featured in the next quarterly newsletter.



**Danielle Bly** (WEC Energy Group) was promoted to Vice President – Supplier Diversity in January 2020.



**Janette Braverman** (Cardinal Stritch University) had an article published on Forbes.com titled [“A Trusted Leader Leaves a Legacy.”](#)



**Lori Gervais** (Baird) was invited to attend the Barron's Top Women Advisors Summit in January. This exclusive conference brings together the best minds in the wealth-management industry. Lori was also recognized in February on Forbes Best-In-State Wealth Advisors list for Wisconsin. Lori's client-first philosophy, teamwork and service helped her earn this best-in-class recognition.



**Kathryn Gleesing** (Dm-Connection & Events) achieved her Destination Management Certified Professional (DMCP) certificate through the Association of Destination Management Executives International (ADMEI). She is the only DMC owner in Wisconsin to earn this DMCP highest honor/certification.



**Linda Gorens-Levey** (General Capital Group) was awarded the Mary Ellen Stanek Award for Diversity in Corporate Governance by Milwaukee Women Inc. and the Greater Milwaukee Committee (GMC) at the GMC's February luncheon.



**Barb Haig** began a new role in January as the Corporate Communications Manager at Johnson Controls where she handles communications for IT, Procurement and Legal.



**Gerry Howze** (PEARLS for Teen Girls) was awarded a Black Excellence Award for community service at the 35th Annual Milwaukee Times event in February.



**Gina Peter** (Wells Fargo) was featured on the podcast [“How'd it Happen”](#). On the episode, Gina shared her inspiring story as well as her struggles and triumphs throughout her career that made her into the leader she is today.

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**Inge Plautz** (Old National Bank) was featured in a [BizTimes article](#) in February about the creation of the app “Pump Hero”. “Pump Hero” is designed to help nursing mothers on the go find “pump sites” that allow them to do so in a safe, private area. Inge was also named to BizTimes’ list of [Notable Women in Banking](#).



**Amy Rislov** was named the new Chief Human Resources Officer at Sentry Insurance in February.



**Marylou Schirpke** (Wintrust Commercial Banking at Town Bank) was named to BizTimes’ [Notable Women in Banking](#).



**Ana Simpson** (WHEDA) received an Emerging Leaders of Waukesha County award. This award recognizes young professionals who have shown personal initiative, determination and commitment to their careers and their community.



**Rose Spang** will be honored on April 1 as Youth Frontier’s Leader of Character at its Ethical Leadership Luncheon at the Italian Community Center.



**Jean Stevens** started a new position in January as the National Practice Director – Coaching & Mentoring at Patina Solutions.



**Mayer Thao** (Wisconsin Housing & Economic Development Authority) is being recognized by the Milwaukee Repertory Theatre as a Milwaukee SHero during the run of Eclipsed, March 3-29. More information can be found [here](#).



**Denise Thomas** (The Effective Communication Coach) was awarded a Black Excellence Award as a special business honoree at the 35th annual Milwaukee Times event in February.



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**Melinda Toy** (PyrMax Bank) was named to BizTimes' [Notable Women in Banking](#) list.



**Carol Voss** (MATC) was sworn in to join the Milwaukee County Cultural, Artistic & Musical Programming Advisory Council (CAMPAC) in January.



TEMPO Milwaukee members, **Danielle Bly** (WEC Energy Group), **Tami Garrison** (Molson Coors) and **Emily Phillips** (Baird) were all honorees of the PowHer class of 2020.

**26 TEMPO Milwaukee members and one Emerging Women Leader** served as mentors at Milwaukee Business Journal's Mentoring Monday event in February.



**Wendy Baumann**  
WWBIC

**Danielle Bly**  
WEC Energy Group

**Janette Braverman**  
Cardinal Stritch University

**Christy Brown**  
Girl Scouts of Wisconsin Southeast

**Coreen Dicus-Johnson**  
Network Health

**Jen Dirks**  
TEMPO Milwaukee

**Alicia Dupies**  
Capri Senior Communities

**Ginny Finn**  
YWCA Southeast Wisconsin

**Tami Garrison**  
Molson Coors

**Patti Gorsky**  
Make-A-Wish Wisconsin

**Jayne Hladio**  
US Bank

**Trina Jashinsky**  
Badger Meter

**Lynda Johnson**  
Harley-Davidson

**Tracy Johnson**  
CARW

**Kara Kaiser**  
BMO Financial Group

**Lynnea Katz-Petted**  
Revitalize Milwaukee

**Phyllis King**  
UW-Milwaukee

**Caroline Krider**  
US Bank

**Brook Mayborne\***

**Emily Phillips**  
Baird

**Carmen Pitre**  
Sojourner Family Peace Center

**Aliya Pitts**  
The Prairie School

**Kelly Renz**  
Novo Group

**Mary Ellen Stanek**  
Baird

**Denise Thomas**  
The Effective Communication Coach

**Marilyn Vollrath**  
Reputation Partners

**Carrie Wall**  
YMCA of Metropolitan Milwaukee

*\*indicates Emerging Woman Leader*

## AMY GANNON

TEMPO Milwaukee remembers and honors the life of Amy Gannon, co-founder of Doyenne, a nonprofit dedicated to supporting women entrepreneurs.







**JUANITA BANKS, VICE PRESIDENT OF AUDIT AND RISK MANAGEMENT,  
AMERICAN TRANSMISSION COMPANY**

Juanita Banks is Vice President of Audit and Risk Management at American Transmission Company (ATC) where she leads a broad, comprehensive program of auditing and compliance activities supporting the company's strategic plan. As the company's designated compliance officer, Juanita is responsible for establishing and maintaining the company's corporate ethics and compliance, internal audit, enterprise risk management and fraud risk management programs. Juanita holds a

Bachelor of Business Administration degree in accounting from the University of Wisconsin – Milwaukee and holds several professional certifications: Certified Public Accountant, Certified Internal Auditor, Certified Risk Management and Assurance, and Corporate Ethics and Compliance Professional.



**TAMMY BELTON-DAVIS, FOUNDER AND PRINCIPAL, ATHENA COMMUNICATIONS**

With a background spanning two decades in government, education and public relations, Tammy Belton-Davis merged her love of politics and community with communications by launching Athena Communications nearly 10 years ago. Athena delivers strategic and impactful communications to its corporate and government affairs partners. Athena Communications has demonstrated a track record in helping clients with a variety of public engagement efforts. Tammy is an award-winning public relations professional and has been inducted in Alverno College's Vanguard Society, the highest

honor bestowed upon an alumnus for their professional achievement and community service, in 2017. She was honored later in 2017 as Center of Change for her work and commitment to work as a change agent in Milwaukee. In March 2018, Tammy's firm was recognized with a Diversity in Business Award by the Milwaukee Business Journal. Prior to launching Athena, Tammy held senior level positions in city government and community-based organizations and served as staff assistant with Milwaukee County Board and Milwaukee Common Council. A consummate professional, she brings a fresh perspective and excellence to every project. Tammy's charismatic style in facilitating branding sessions make her a sought-after presenter and leader. She specializes in brand management, strategic communications and government affairs.



**LISA BEVINGTON, DIRECTOR OF SALES & MARKETING, NEROLI SALON & SPA**

Lisa joined Neroli Salon & Spa in 1996 and has served as Director of Marketing & Sales since 2018. She is a resource to the organization's 300+ team members and works closely with Neroli senior leadership to plan and execute the company's strategic initiatives. Lisa oversees marketing communications, sales programming, and events as well as working closely with vendor partners to maintain strong community relationships. Lisa is a native of Milwaukee, and attended Marquette University where she earned a Bachelor's in Advertising and Marketing. Her community involvement

includes the ALS Association, St. Ben's Meal Program and the Ronald McDonald House.



## **MARCI BOUCHER, PRESIDENT & CEO, INDEPENDENCE FIRST**

Marci Boucher joined Independence First as President & CEO in January 2019. Relocating to Milwaukee from California for the position, Boucher brought 30 years of management experience, previously spending nearly a decade as the Executive Director of the Society for disABILITIES in Modesto, California. Under Boucher's leadership, the organization grew from serving 175 people per year to helping over 27,000 individuals annually across all programs. Boucher's advocacy efforts were instrumental in the State of California's declaration of June as Disability Awareness Month. Boucher attended Purdue University's School of Philanthropy specializing in nonprofit management and she is a Certified Fund Raising Manager (CFRM). She was named Philanthropist of the Year by the Association of Fundraising Professionals for helping to raise over \$35 million to feed the hungry, house the poor, and help people with disabilities live a life of self-sufficiency.



## **CHANTEL BYRD, VP SHARED SERVICES, MANPOWER**

Chantel is a dynamic executive with over 25 years of progressive experience leading high performing teams, delivering sustainable business results, strategic leadership and transformational improvements. In her current role as Vice President of Shared Services at ManpowerGroup, the world leader in innovative workforce solutions, Chantel leads a diverse onshore and offshore team of over 400. Chantel is responsible for the strategy and optimization of the delivery footprint for internal and external North America shared services processes.



## **BETSY CORRY, MANAGING DIRECTOR, FIRST STAGE**

Betsy's professional career includes positions of increasing responsibility in arts programming and administration including serving as an "Artists in Education" program coordinator for the Wisconsin Arts Board, Program Director at ARTreach Milwaukee, and multiple positions at the Milwaukee Repertory Theater including Development Director (2003-2008). She served as Associate Executive Director of COA Youth and Family Center from 2008-2012, prior to serving as Managing Director at First Stage in 2012. Betsy received the Harvard Business School Alumni Club's 2002 scholarship for non-profit management and was a Milwaukee Business Journal 2019 Women of Influence awardee. She is a native New Yorker who graduated from Beloit College and attended Bank Street College of Education for her MS in Museum Education. Her family includes husband Dan, and three outstanding young women, who are her daughters. She is a proud "Ama" of two grandchildren.



## **MARISSA ENDTER, DIRECTOR, TALENT DEVELOPMENT, DIRECT SUPPLY**

Marissa recently joined Direct Supply as its Director of Talent Development. Prior to joining, Marissa led HR Strategy and Diversity & Inclusion at Kohl's. She has over 15 years of talent management and organization development experience. She has led large-scale organizational structuring efforts and transformational change initiatives that enable key business priorities and operating model shifts. She has also designed enterprise-wide Talent Management strategies and Leadership Development programs.



## **JULIA FENNELLY, DIRECTOR OF PUBLIC RELATIONS, KOHL'S**

Julia Fennelly is the Director of Public Relations for Kohl's and has held numerous progressive roles within the company since 2011. Prior to Kohl's, Julia acquired communications expertise at Cramer-Krasselt and Branigan Communications, serving clients such as Northwestern Mutual, Johnson Controls, Briggs & Stratton and Kohler. She holds a Bachelor of Arts degree in Communications from the University of Wisconsin-Madison and a master's degree in Public Relations from Marquette University. Julia serves on the board of the Urban Ecology Center and has served on the committee for the Penfield Children's Center's Croquet Ball since 2015. She is a long-time supporter of Milwaukee Chamber Theatre.



## **JEN FRANCIS, DEPUTY DIRECTOR, MILWAUKEE COUNTY PARKS**

Jen Francis serves as Deputy Director for Milwaukee County Parks. Milwaukee County Parks is an amazing network of trails, parks, historic attractions, golf courses, beaches, beer gardens and nature. Jen is in a senior leadership position with the parks where she heavily interacts with community leaders.



## **JULIE GLYNN, DISTRICT MANAGER, WATERSTONE BANK**

Julie Glynn joined WaterStone Bank as the Senior Vice President of Retail Banking in March of 2018 and brought with her over 30 years of experience in the banking industry. Currently, Glynn oversees multiple departments, including Retail Branch Banking, Marketing, Call Center and Financial Services. Glynn is passionate about women rights and equality. In her most previous role as Sr. Vice President, District Manager, at Associated Bank, she co-chaired their first Women's Resource Group and served on the Diversity & Inclusion committee for two years. In addition to Tempo, Glynn is also on the board of LOTUS Legal Clinic and is also a member of Milwaukee Women Inc. As an active member of the community, Glynn also volunteers and supports many other organizations and causes, including the Susan G. Komen for the Cure. Julie and husband of 35 years, Mike Glynn, have 5 kids and 3 grandkids that they love spending time with. She has lived in the Greater Milwaukee area throughout the years and currently resides in Hubertus.



## **PAMELA HINES, CO-PASTOR & CEO, CHRISTIAN FAITH FELLOWSHIP CHURCH & PERFECT PEACE LLC**

Pamela M. Hines is a pastor, author, community leader, and entrepreneur. Over the past 30 years, she has pastored and overseen ministries for Christian Faith Fellowship Church. She is the Owner of Perfect Peace, a spa collection, and has authored five books including The Fabric of a Woman Investing in You: Body, Soul and Spirit. She is passionate about providing education for all. She co-founded two schools in Milwaukee: Darrell Lynn Hines Academy of Excellence and Destiny High School. She established the "Expect Amazing" women's conference, Wife School, and Image Courses to educate women across Greater Milwaukee.



## **MERALIS HOOD, EXECUTIVE DIRECTOR/VICE PRESIDENT, CITY YEAR MILWAUKEE**

Meralis Hood serves as the leader of City Year Milwaukee as the Executive Director and Vice President. In this role, she maintains and reinforces strong and strategic relationships with Milwaukee Public Schools, City Year Milwaukee's Board of Trustees, corporate and philanthropic partners, and the wider community. She also serves as a member of the National Executive Leadership Group and Senior Leadership Team for City Year, Inc. working to accelerate and advance the mission of the organization on a broader scale. Hood was named to Milwaukee Business Journal's 40 under 40

in 2020. She is a Pahara Institute NextGen Fellow, a leadership development program that aims to identify and develop a diverse group of exceptional emerging senior leaders with the potential to strengthen and shape the future of the educational excellence and equity movement. She served as a member of the 2017 LEAD Cohort for City Year, Inc. an internal program aimed to sustain a culture of continuous talent investment aimed at accelerating the organization's growth and cultivating future site leadership. Prior to joining City Year Milwaukee, she was the assistant principal at Bay View High School in Milwaukee Public Schools, a City Year partner school. Hood served as a bilingual teacher for nine years at MPS before moving into instructional coaching and administrative roles in the district. Hood was born and raised in Milwaukee after her mother was recruited from Puerto Rico to serve as a bilingual educator in the city. Hood is an alumna of Hamilton High School and earned her undergraduate degree from Marquette University. She has a Master of Science in curriculum and instruction from University of Wisconsin-Madison and a master's of education in educational leadership and administration from National Louis University. Hood is a proud resident of Milwaukee where she lives with Nakia, her husband of 16 years and their daughters Salma Esther and Sadie Isabel. In her free time, she enjoys reading, exercising and watching makeup tutorials on YouTube.



## **GRETCHEN JAMESON, SENIOR VP STRATEGY & UNIVERSITY AFFAIRS, CONCORDIA UNIVERSITY**

Gretchen Jameson has invested her career leading nonprofit organizations. Her passion is to help those who "do good" sustain mission and persist toward inspired vision. She currently serves as Senior Vice-President for Strategy and University Affairs at Concordia University. Previously, Gretchen held executive leadership roles within The Lutheran Church—Missouri Synod. A lifelong St. Louisan, she launched her own public relations consultancy, purePR in 2010. Her high profile

client roster included nonprofit and political organizations impacting communities locally, nationally, and internationally. Gretchen is an active volunteer and serves on the boards of several organizations focused on issues of education, poverty, and global outreach. She holds a B.S. Ed. from Concordia University Nebraska, M.A. in public relations from Webster University, and will complete her doctoral studies at the University of Southern California this May. Gretchen, her husband Leon (pastor at Hales Corners Lutheran), and their two daughters reside in Muskego, Wisconsin.



## **RASHI KHOSLA, PRESIDENT, MARS SOLUTIONS GROUP**

Rashi Khosla is an accomplished Enterprise Architect, and CEO of MARS Solutions Group (MARS SG). Ms. Khosla quit her flourishing corporate career in information technology to pursue her entrepreneurial dreams. Passionate towards technology and data, she launched MARS SG with boot strap capital and grew it organically to a thriving multimillion dollar business – in just four years. Under Rashi’s leadership, MARS Solutions Group has earned numerous awards and accolades, including spots on the Inc 5000 list, the Future 50 list and several CIO review recognitions. Rashi has also been named the Enterprising Women of the year in 2017. MARS SG has matured and proven offerings in the IT & Engineering Staffing arena and has successfully diversified into the Information Management Services. Information Architects at MARS are helping their clients do more with their data and turn it into strategic assets that fuel business growth. She refers to these assets as “Data Capital.” Rashi and her team have launched a brand-new platform in 2019 that will be a market disruptor for integration, sentiment analysis, employee engagement, and diversity & inclusion. A natural and meticulous strategist, Rashi worked across the globe, managing large teams and developing Data and Information solutions for a number of prominent clients. Her innovative approach to problem-solving is perhaps her greatest strength as a leader. Prior to her work with MARS Solutions Group, Rashi has served in technical and management positions and has been retained as a consultant for several Milwaukee companies in various industries. She has maintained a strong background in business, technology, and process development throughout her career in the information technology arena. Her proudest achievement to date has been her family. She loves being a mom to her two daughters and they help her maintain a healthy perspective that emphasized work-life balance. Rashi has special philanthropic interests in helping kids with disabilities and mentoring women in the STEM field, and supports numerous organizations involved in these causes. As such, Rashi serves on the Board of Ronald McDonald House of Charities Eastern Wisconsin as well as on the HR committee for this organization. Rashi also serves on Social Committee for I.C. Stars in Milwaukee, that is an immersive technology workforce training and placement program for promising young adults. Rashi is also proud to have earned certifications for MARS SG as a Women & Minority Business Enterprise (WMBE), and as a Women-Owned Small Business (WOSB). Because of Rashi’s success as a “growth partner” in these capacities, MARS SG is consistently recognized as a top diversity supplier by the companies that they serve.



## **DENISE KOHNKE, OWNER & CEO, HOUSE UNITED**

With over 30 years working with the C-suite in the healthcare, tech, retail, B2B, ecommerce, non-profit, travel and tourism industries, Denise centers her counsel at the intersection of strategy and activation. “If directives can’t be expressed in marketing, if the brand can’t live in staff behavior, if objectives don’t ladder up to business vision, whatever time you’ve spent on strategy is worthless.” Her areas of expertise include on brand restructuring and persuasion, beginning with strategic planning facilitation and ending with creative and marketing counsel on the multi-platform expression. Her industry awards include One Show Pencils for writing, a Jay Chiat strategy award and Effie. She is the author of the satirical, yet academic, *All The Other Marketing Books Are Crap* available on Amazon, has been published in outlets such as MediaPost and CMO Strategy, and is a frequent guest on radio talk shows.





**LAURA LESZCZYNSKI, PRESIDENT, BOOST CREATIVE GROUP, LLC**

Often companies are so close to their business they limit their growth, creativity and profitability by not being able to have an outside perspective. Laura Leszczynski has over 28 years of experience asking the right questions and uncovering hidden opportunities to help businesses grow and prosper. Using neuromarketing best practices, smart strategy and keen creative, Laura successfully aids in messaging, branding, planning, brainstorming and executing. She founded her first marketing agency at the age of 23, co-founded a youth volleyball club serving 400 athletes annual 11 years ago and

continues to manage team members producing effective deliverables serving a wide range of industries and clients.



**MOLLY MCDONALD-SCHWEIGER, VICE PRESIDENT, CLIENT & COMMUNITY RELATIONS DIRECTOR, PNC**

Molly is responsible for client event and entertainment coordination, charitable and foundation management and corporate sponsorships for the Wisconsin market. She also oversees PNC's Grow Up Great volunteer program internally. She is a graduate of Marquette University. Molly is the immediate past board president of Meta House and a board member of the Milwaukee Ballet and Safe & Sound. In addition, she has been the event committee chair for Acts Housing since 2016

and is on the advisory committees for The Ability Center and Global Shapers 2020 annual meeting.



**LYDIA MLADENOVIC, PRESIDENT/LEAD CONSULTANT, M GROUP EVENTS**

Lydia and The M Group have orchestrated some of the finest events in the city of Milwaukee and throughout the country over the last 12 years. Lydia is proud to work with and support so many important corporations, non-profits and civic leaders who make a difference in the city. The M Group's motto is "it's all in the details" and Lydia and her team always consider every fine detail from start to finish making each event truly special. Lydia has co-founded another company, The Lydia Line, that connects people to gift and food items from independent small business boutique

stores throughout the country. Items are vetted and featured on LydiaLine.com and shipped from the boutiques to you with personal touches such as handwritten notes included. The Lydia Line also has a corporate division that caters to businesses who want the same unique gift items personalized and delivered to their most important people.



**ALEX RIKKERS, GLOBAL MARKETING & STRATEGY DIRECTOR, GE HEALTHCARE**

Alex Rikkers is the Global Marketing Strategy Director for GE Healthcare's Clinical Care Solutions (CCS) Digital business. In this role, she is responsible for driving digital innovations and developing a cohesive strategy for digital solutions across the segment. Alex led the Patient Monitoring marketing team from 2015 to 2019 and was the marketing manager for the CARESCAPE monitoring platform from 2013 – 2015. Prior to joining GE Healthcare, Alex managed the Infection Prevention portfolio at Diversey, a business unit of Sealed Air Corp. She

also held marketing roles at MillerCoors (now Molson Coors) and the Kellogg Company. Alex holds an M.B.A from the Kellogg School of Management at Northwestern University and a B.A. in Global Studies from the University of Iowa.



## **ERIN SAEWART, SENIOR PROJECT MANAGER, MORTENSON**

Joining Mortenson in 2004, Erin graduated with a Bachelor of Science Degree in Civil Engineering from the University of Wisconsin-Madison. At Mortenson, Erin has successfully managed several of the company's cultural and corporate construction projects. She has led projects for Advocate Aurora Health, Marquette University and Jack Link's. In addition to her role in operations Erin has developed and led group initiatives, including LEED Accreditation for team members, foremen's group training and forming women's affinity groups. Outside of work, Erin is an active member and coach for Girls on the Run and a member of the UW-Madison Visiting Committee for the Department of Civil & Environmental Engineering.



## **KATINA SHAW, VICE PRESIDENT OF COMMUNITY RELATIONS, MILWAUKEE BREWERS**

Katina Shaw is entering her 14th season with the Milwaukee Brewers Baseball Club. Her current position is Vice President of Community Relations and Family Liaison. Katina serves as the key liaison between the front office, players, their families, team ownership, investors and the community. She performs a variety of duties; including the creation and management of community programs, such as "Beyond the Diamond" Brewers monthly community volunteer outreach initiative, in addition to coordinating activities and programs for Brewers Wives, alumni and front office personnel, she also supports the community efforts of Brewers Community Foundation, the charitable arm of the Brewers. Before joining the Brewers, Katina spent 8+ years in fundraising as the Market Manager for the Milwaukee Chapter of the American Diabetes Association, where she coordinated the fundraising efforts for the ADA Step Out Walk to Fight Diabetes in Milwaukee, Green Bay and Racine. In June 2019, Shaw received The Business Journal Women of Influence Award and in February 2012, she received the Milwaukee Times Black Excellence Award, an honor that recognizes individuals who are making a positive difference in the community. A native of Milwaukee, Katina resides in Milwaukee County with her husband Jermaine, son Jamar, grandson Jeremiah and their four-legged terrier, Tank. Katina is an active volunteer in the community and is a member of various boards and committees in the Milwaukee community such as Girls Scouts of Wisconsin Southeastern, Kyle's Korner, Make-A-Wish Wisconsin, Wisconsin Humane Society and One Accord Foundation.



## **GINA SKIBO, PARTNER, WIPFLI**

Gina joined TEMPO Milwaukee in 2019. Gina is an audit partner at Wipfli LLP and serves as the partner in charge of the Milwaukee office. She has over 20 years of experience as a certified public accountant serving primarily closely held businesses. Gina was the inaugural recipient of the WICPA 'Woman to Watch' award. Although she lived in Portland, OR for a half dozen years Gina is a Milwaukee native and graduated from the University of Wisconsin – Madison.



## **JOHNRAE' STOWERS, ASSISTANT DIRECTOR, MARQUETTE UNIVERSITY**

JohnRae' Stowers fulfills her passion to empower and prepare future leaders through her roles at Marquette University where she serves as Director of the Freshman Frontier Program (FFP), a summer bridge program that offers students a jump-start opportunity to campus, and Assistant Director of the Office of Student Educational Services (OSSES), a premier academic support program. After earning a master's degree from Concordia University, JohnRae' has dedicated the past 20+ years to guiding students throughout their life's journey and to helping them recognize their strengths to achieve their goals. In addition to her commitment to empower others, JohnRae' is the founder and owner of JazzyRae' Jewels and Accessories, a boutique for women. As a strong, motivated, mother, wife, sister, and small-business owner, JohnRae' continues to "Be the Difference."



## **JOY VERTZ, OPERATING PARTNER, DRYBAR**

Joy Vertz's entrepreneurial passion and small business leadership has been the key to her success since she started her first business over 16 years ago. Joy started her first business right in her basement and has grown her fine art portrait studio, Shoot the Moon Photography, into Wisconsin's premier, high end boutique portrait studio located in the Northshore. Joy and her talented staff now create hundreds of fine art portrait sessions each year and have clients across the nation. Joy also recently added a vibrant new business to her lineup when she opened Wisconsin's first Drybar, which is a salon specializing in blowouts only located in the Third Ward. Joy holds a BA of Studio Art from Lawrence University. She is involved in the Junior League of Milwaukee and eWomen's Network.



## **ANN VOGEL, CHIEF FINANCIAL OFFICER, CONNOILS LLC**

Ann Vogel, is Chief Financial Officer of Connoils, LLC based in Big Bend. Connoils is a leading manufacturer and wholesale distributor of nutraceuticals, and a bulk distributor of nutritional oils, spray dried powders, and softgels. Connoils is currently blazing the trail in the hemp and CBD products industry. Prior to joining Connoils, Ann, started and operated an accounting services business for twenty years, in the Milwaukee metropolitan area. In that role, she served as a trusted financial advisor to numerous small, thriving businesses. Ann received her B.A. in Accounting from Cedarville University, in Cedarville, Ohio, and earned her MBA from Cardinal Stritch University. In her spare time, Ann enjoys playing competitive tennis, and spending time with her family. She is married to Ken, and has two adult children.



## **CARRIE WALL, PRESIDENT & CEO, YMCA OF METROPOLITAN MILWAUKEE**

With over 33 years of experiences in the Y movement, Carrie Wall became the President and CEO for the YMCA of Metropolitan Milwaukee on July 1, 2017. She has come full circle in her career as the YMCA professional that started in Milwaukee. Carrie is excited to partner with the Board of Directors, leadership staff and key stakeholders to assure the Y is a thriving organization here to meet its cause driven mission now and for future generations. Carrie served as the President and CEO of the YMCA of Dane County in Madison, WI from January 2010 until July 2017. She provided leadership to a three-brand association with 31 child-care sites serving 23 communities. Under Carrie's leadership, the YMCA of Dane County became recognized as one of the strongest small market Mid-Majors in the country. Carrie is a product of the YMCA of Metropolitan Milwaukee. The association was home to her for 20 years where she grew her career. Carrie is a current member of the YMCA of the USA National Board of Directors, Chair of the Wisconsin Alliance of YMCA's and in 2016, the Madison In Business Magazine recognized her as a Women in Industry Leader. Carrie earned a Bachelor of Science degree in business management from Alverno College in Milwaukee. Carrie has been a career Rotarian, and member of TEMPO Madison. Carrie is thrilled to be back home in Milwaukee and excited to be back in TEMPO too!



## GETTING ENGAGED WITH TEMPO

As a TEMPO Milwaukee member, you are encouraged to get involved in the multitude of opportunities the organization has to offer. [Click here](#) for more information on our various committees. If you are interested in serving on a specific committee or getting involved in an initiative, contact a committee chair or the TEMPO Milwaukee office at [info@tempomilwaukee.org](mailto:info@tempomilwaukee.org) or (414) 301-6680. Not sure what's right for you? We can help!

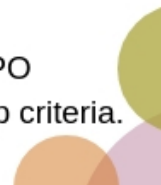
## TEMPO MILWAUKEE MEMBER NOMINATION PROCESS AND CRITERIA

TEMPO Milwaukee members interested in nominating a female leader for membership must do so by emailing the TEMPO Milwaukee office at [info@tempomilwaukee.org](mailto:info@tempomilwaukee.org), noting the nominee's name and providing a few details including employer, title and a LinkedIn profile or resume. A membership committee member will then contact you to learn more about your nominee's qualifications and the impact she will have as a TEMPO Milwaukee member. This information is then taken back to the full membership committee for discussion and a decision. New members will be selected on a quarterly basis, in April, July, October and January.



## MEMBER CRITERIA

- **Professional Experience:** 10+ years professional experience
- **Additional Experience:** 5+ years of senior/executive-level or high managerial 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.



## 2019-20 CORPORATE SPONSOR:



## 2019-20 CORPORATE PARTNERS:



## PAST EVENT



Thank you to the Northwestern Mutual team for hosting  
this quarter's WAA event!



# QUARTERLY UPDATE



## SOME HIGHLIGHTS FROM THE PAST FEW MONTHS

### Engagement:

The EWL Engagement committee has rolled out a new initiative that pairs members of the committee with newly joined EWLers to help integrate and introduce them into the organization. This new initiative mirrors TEMPO's new member outreach program led by the Engagement committee.

### Programming:

The EWL Programming Committee held the 5th annual "Speaker Blitz" for their February program meeting at 88.9 Radio Milwaukee (thank you to TEMPO Milwaukee member, Sarah Fierek for hosting us!) This Speaker Blitz allowed 5 Emerging Women Leaders to give 5-minute Ted Talk-style chats about career-related "life hacks" to help fellow members level up in 2020. The topics were:

- **What's Your TBL (Triple Bottom Line)?** – Stephanie Hacker, GRAEF/City of South Milwaukee
- **My Secret Sauce for Building Professional Relationships** – Kortney Hamm, The Leukemia & Lymphoma Society
- **Personal Brand + Professional Responsibilities: Finding the Sweet Spot** – Beth Pomije, Wisconsin State Fair
- **My Panic Attacks Made Me a Better Manager** – Kelsey Brenn, St. Augustine Preparatory Academy
- **Moving Beyond the Imposter Complex** – Samantha Maldonado, Pinpoint Solutions

### 1-to-1 Mentoring:

Nearly 70 new 1-to-1 matches were made to kickstart the fourth year of this mentoring initiative between TEMPO Milwaukee members and Emerging Women Leaders. Matches were announced in mid-April and have since begun meeting virtually!

### EWL Connects:

Seven new EWL Connects groups were formed in February, bringing the total number of Connects group to 18 comprised of 146 Emerging Women Leaders!





## SOME HIGHLIGHTS FROM THE PAST FEW MONTHS

### Community Involvement:

In February, the EWL Community Involvement committee kicked off a partnership with PEARLS for Teen Girls. Through this partnership, EWL will host various professional development options for the junior leaders of PEARLS.

Another aspect of EWL's Community Involvement initiative is as an official Free the Girls collection site at the TEMPO Milwaukee Office. In 2019, EWL collected 139 new and gently used bras to send overseas for survivors of sex trafficking to sell in their local second-hand clothing markets. If you are cleaning out your closets during your time at home, please consider setting aside any donation of gently used bras to be collected at upcoming events or the TEMPO office once we return to meeting in person.

### Membership:

This April, EWL held a bi-annual nomination period for the first time. Nearly 40 nominations were submitted to add to our membership. events or the TEMPO office once we return to meeting in person.



### EWL GROWTH

**2016** 40 Members | 35 Companies

**2017** 63 Members | 44 Companies

**2018** 101 Members | 70 Companies

**2019** 155 Members | 108 Companies

**2020** 209 Members | 151 Companies



## 2019 - 2020 CORPORATE SPONSORS



## 2019 - 2020 CORPORATE PARTNERS



### 2019 – 2020 BOARD OF DIRECTORS

#### TEMPO MILWAUKEE OFFICERS 2018-19

**Board Chair:**

Marybeth Cottrill, BMO Wealth Management

**Past Chair:**

Tami Garrison, MolsonCoors

**Treasurer:**

Kris Best, BVK

#### DIRECTORS

**Communications:**

Lori Richards, Mueller Communications

**Emerging Women Leaders:**

Heather Turner Loth,  
Eppstein Uhen Architects

**Foundation:**

Jody Lowe, The Lowe Group

**Governance:**

DeVona Wright Cottrell, Baird

**Membership:**

Paula Pergl, Lauber Business Partners

**Programming:**

Kelly Renz, Novo Group, Inc.

**Women's Affinity Alliance:**

Kathie Campbell, Clarios

#### DIRECTORS-AT-LARGE

Mary Burgoon, Rockwell Automation

Erickajoy Daniels, Advocate Aurora Health

Sharon deGuzman, Baird

Marilyn Krause, Krause Communications

Linda Mertz, Mertz Associates

Jayne Hladio, US Bank

Ellen Trytek, Wipfli

Cathy Girard, Goodwill Industries of  
Southeastern WI, Inc

### STAFF

**Jennifer Dirks** – President & CEO

**Marit Harm** – Director of Membership & Programs

**Kelsiee Arreguin** – Communications & Events Specialist

**Amanda Patterson** – Communications & Events Intern

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