



**Dear TEMPO Milwaukee members,**

It is hard to believe that my tenure as Board Chair of TEMPO Milwaukee is coming to an end. It's been an honor to serve in this capacity over the past two years and witness what can be achieved when we harness the power of our collective voices.

Reflecting on my time as Board Chair, the words GROWTH and IMPACT come to mind. I am proud of how we continue to raise TEMPO Milwaukee's profile as the premier women's organization in Milwaukee – leveraging our 44-year history, values and traditions. Simultaneously, we recognize the need to implement new and strategic initiatives to ensure we remain relevant in 2019 and beyond.

What's become even more clear to me over the past two years is that without the commitment of our 370+ TEMPO Milwaukee members, there would be no growth and impact. There is room for everyone to have a role in the success of our organization, yet everyone's TEMPO Milwaukee experience is perfectly unique. I challenge you to think about how you can continue to fuel TEMPO Milwaukee's mission – whether it's attending programming and events, serving on a committee, mentoring an Emerging Women Leaders member, or committing to a Mentor Circle.

It's been a highlight of my professional career to serve as your Board Chair and to have the opportunity to build stronger relationships with Milwaukee's best and brightest women. I conclude my term feeling even prouder to call myself a TEMPO Milwaukee member.

With Gratitude,

**Tami Garrison**

Community Affairs, MillerCoors  
TEMPO Milwaukee Board Chair 2017–2019



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## APRIL PROGRAM MEETING

### “ANNUAL MEETING”

Featuring Dr. Christine Pharr, President, Mount Mary University

April 18th – 11:00 a.m. to 1:15 p.m.

Mount Mary University; 2900 Menomonee River Pkwy.

Join us at the April Program Meeting & Annual Meeting as we celebrate TEMPO Milwaukee’s commitment to continuing education. Following brief annual business from outgoing board chair Tami Garrison, we will introduce the recipient or recipients of the second annual TEMPO Milwaukee Foundation Continuing Education Grant of up to \$15,000. TEMPO Milwaukee member Dr. Christine Pharr, President of Mount Mary University, will serve as our keynote speaker.



## MAY PROFESSIONAL DEVELOPMENT SERIES

### “LEADING WITH AN OUTWARD MINDSET”

Led by Andy Kindler, Managing Director, Xcellero

May 3rd – 7:00 a.m. to 9:00 a.m.

University Club of Milwaukee; 924 E. Wells St.

Our mindset is the lens through which we see our work, our relationships and our entire world. Unknowingly, too many of us operate from an inward mindset – a narrow-minded focus on self-centered goals and objectives. When faced with personal ineffectiveness or lagging organizational performance, most of us instinctively look for quick-fix behavioral Band-Aids, not recognizing the underlying mindset at the heart of our most persistent challenges.

When individuals and organizations make the change to the outward mindset, incredible things start to happen. The outward mindset is focused on the objectives and results of the organization as a whole. It seeks to be helpful, responsible and make a real impact. It helps individuals see how they might be creating obstacles in the work of others and helps them change the way they are working and relating to their team members in a way that creates real, sustainable results.

Through true stories and simple yet profound guidance and tools, The Outward Mindset enables individuals and organizations to make the one change that most dramatically improves performance, sparks collaboration and accelerates innovation – a shift to an outward mindset.



## MAY PROGRAM MEETING

### “THE DEMOCRATIC NATIONAL CONVENTION IN MKE”

Featuring Mayor Tom Barrett, Alex Lasry and Megan Suardini

May 16 – 11:30 a.m. to 1:15 p.m.

University Club of Milwaukee; 924 E. Wells St.

On March 11, Milwaukee was officially announced as host city for the 2020 Democratic National Convention, beating out Miami and Houston. With buzz throughout the city, this news has everyone wondering what this means for Milwaukee and what exactly this will look like come July 2020. Join us for a discussion with Milwaukee Mayor Tom Barrett, Alex Lasry, Senior Vice President of the Milwaukee Bucks and chair of the bid landing the 2020 Democratic National Convention, and TEMPO Milwaukee member Megan Suardini, Vice President of Marketing & Communications for VISIT Milwaukee. They'll share what went on behind-the-scenes to secure the DNC, what's now being done to prepare for it, and what to expect when it's here.



## WOMEN'S AFFINITY ALLIANCE MAY EVENT HOSTED BY MGIC

### “ERG TRENDS: PAST, PRESENT, FUTURE”

May 29 – 4:00 p.m. to 7:00 p.m.

MGIC; 270 E. Kilbourn Ave.

Join us as we explore the evolution of Employee Resource Groups during the May Women's Affinity Alliance event hosted by MGIC. TEMPO Milwaukee member Krista Brookman will serve as moderator to a panel of various ERG representatives from local companies – all in different stages of their resource group journeys. Attendees will hear the different perspectives of ERG groups that have just recently launched, are a few years established and some that are well into their journeys, existing for 10+ years now. Each representative will offer insight into best practices, resource trends and key findings from their own unique ERG journey.

#### PANELISTS:

**Deirdra Copeland**, DC Global Group

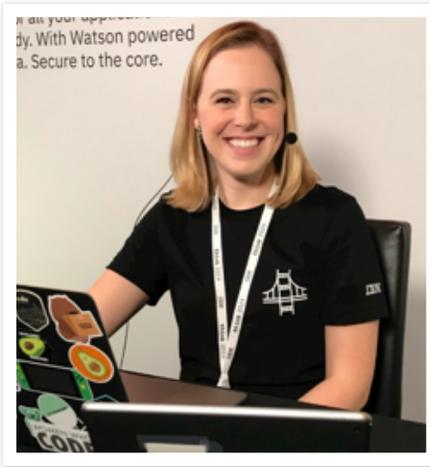
**Erica Kaponya**, Harley Davidson

**Lisa Pendergast**, MGIC

**Kate Venne**, Brady Corporation

#### MODERATOR:

**Krista Brookman**, Catalyst



## JUNE PROGRAM MEETING & PAST PRESIDENTS LUNCHEON

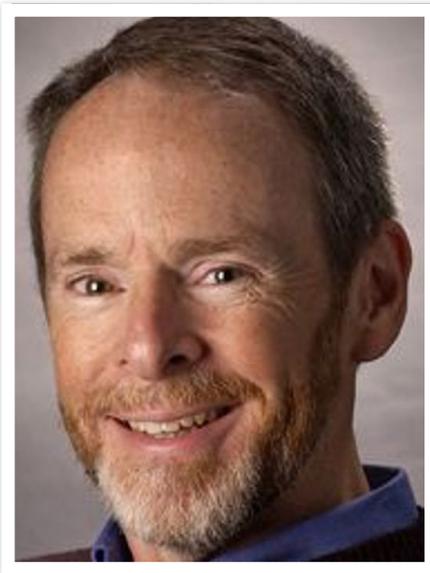
### “ARTIFICIAL INTELLIGENCE WITHOUT THE MATH”

Featuring Amara Graham, Developer Advocate, IBM

June 20th – 11:30 a.m. to 1:15 p.m.

University Club of Milwaukee; 924 E. Wells St.

We have long heard the narrative about how data scientists contribute to Artificial Intelligence (AI), but what about the rest of us? Do the robots just take our jobs? Find out how all the AI pieces fit together. Explore jargon with easily digestible examples and leave feeling more confident in conversations about AI. A great session for technical and non-technical folks looking to understand machine learning and deep learning fundamentals without the complex math.



## JUNE PROFESSIONAL DEVELOPMENT SERIES

### “MINDFUL LEADERSHIP: OPTIMIZING LEADERS THROUGH MINDFULNESS AND EMOTIONAL INTELLIGENCE”

Led by Dr. Phillip Chard

June 28 – 7:00 a.m. to 9:00 a.m.

University Club of Milwaukee; 924 E. Wells St.

Emotional Intelligence (EI) is the core foundation for a robust toolkit of interpersonal skills that enhance leadership acumen and support a workplace culture of well-being and productivity. In turn, mindfulness is central to the development and maintenance of EI. Working in tandem, these two attributes enable leaders to optimize their workplace effectiveness while supporting their personal well-being.

#### Join us as Dr. Philip Chard examines:

- The four primary characteristics of EI and their application to enhancing leadership attributes.
- The function of mindfulness in supporting EI development.
- Practical methods for enhancing one's EI strengths and addressing EI challenges.
- Actionable, time-efficient approaches for becoming a mindful leader.
- The application of EI and mindfulness to specific workplace needs, such as team/culture optimization.

# UPCOMING EVENTS



## SAVE THE DATES

### JUNE TEMPO DISCOVERY

Milwaukee Public Library

Tuesday, June 25 | 5:00 p.m. to 7:00 p.m.



### ANNUAL GOLF OUTING & SUMMER SOCIAL

University Club of Milwaukee Country Club

Monday, July 29 | 1:00 p.m. to 7:00 p.m.



### AUGUST TEMPO DISCOVERY

Tour of Concordia University's Robert W. Plaster Free Enterprise Center +  
Chinooks Game

Wednesday, August 7 | 5:30 p.m. to 9:00 p.m.



## DECEMBER PROFESSIONAL DEVELOPMENT SERIES

### "A START-UP'S STORY"

Led by Dr. Sherry Zhang

December 7

At the final Professional Development Series of 2018, Dr. Sherry Zhang, Founder and CEO of GenoPalate, shared with attendees her journey to starting her own business and the fascinating science behind her innovative product.

As an entrepreneur, Sherry's journey was anything but linear, full of many challenges but even more commitment and dedication to meeting her end goal. As a scientist, Sherry worked on a solution to the problem, ultimately creating GenoPalate, a nutritional DNA kit.

GenoPalate takes your DNA and creates a customized nutritional kit based on your genotypes, revealing the most important nutritional genes, which specific nutrients your body needs more of and less of and the 85+ best foods you should be eating for overall health. Taking your body's makeup into account, GenoPalate allows users to customize their diet to reflect the foods that have traditionally been consumed through family generations based on availability and location. In doing this, you are catering to your body's needs and preferences, ultimately allowing yourself to get more out of what you eat.

By polling the audience, Sherry gauged what factors were most important to those in attendance when making decisions about food (convenience being the highest ranked) and what the perceptions of healthy foods were. The audience was also challenged to think as an entrepreneur when asked to choose what component was most important to building a successful startup (a compelling idea or product).

# PAST EVENTS



## ANNUAL HOLIDAY PARTY

December 13

The annual holiday party was one for the books with a record crowd of more than 200 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 2018 and toast to an even better 2019!

Special thanks to Milwaukee Youth Symphony Orchestra for providing the entertainment for the evening and to REV Group, this year's TEMPO Toast sponsor.



# PAST EVENTS



TEMPO DISCOVERY + EWL EXPLORES

## FISERV FORUM + MILWAUKEE BUCKS GAME

January 7

TEMPO Discovery and EWL Explores came together for a special combined event with a tour of the Fiserv Forum, happy hour and Milwaukee Bucks vs. Utah Jazz game to kick-off the new year.

The tour, led by Carl Manteau, Senior Director of Group Sales for the Bucks, took the group courtside, in VIP areas, private suites and to premium seats of the new arena. TEMPO Milwaukee members Jennifer Bryson of Levy and Sarah Kendall of Mortenson Construction were also able to provide some background information on the building process, the logistics, and some of the careful thinking and planning that went into every design element, food choice and overall experience.

At happy hour, members and EWLers mixed and mingled before heading back over to the Forum to cheer the Bucks onto victory against Utah Jazz.





## TEMPO MILWAUKEE'S JANUARY PROGRAM MEETING

### “ECONOMIC OUTLOOK WITH ANN MILETTI”

January 17

Each January, TEMPO Milwaukee hosts an economic update led by a local or national expert. This year, TEMPO Milwaukee member Ann Miletti led the conversation on the economic climate and forecast to kickstart 2019.

Looking back at 2018, Ann reviewed what was the worst year for stocks since 2008 by breaking down month-by-month the ups and downs that we saw throughout the year, noting that December's stock market was on pace for its worst December since the Great Depression.

Looking ahead, Ann explored some of the top questions investors will be asking in 2019, including how the political environment will change, what economic growth will look like, if interest rates will rise and volatility remain high, and if there will be a recession. Ann then explored the three categories in which the market prices in:

- 1.) The Known Knowns: the things we know we know.
- 2.) The Known Unknowns: the things we don't know for sure, and
- 3.) The Unknown Unknowns: the things we don't know that we don't know.

By looking back and looking ahead, Ann offered insights into the ever-changing economy, taking questions on predictions for what's to come. And while she was able to acknowledge changes or patterns we've seen before, she noted that “no one has the crystal ball.”

## 29TH ANNUAL TEMPO MILWAUKEE MENTOR AWARDS

February 14

More than 600 community and business leaders joined TEMPO Milwaukee to honor the 29th Annual Mentor Award winners on February 14th at the Pfister Hotel. This year's recipients, **Kris Best**, **Patty Flowers** and **GMR Marketing**, were honored and recognized for their ongoing dedication to mentoring within the Milwaukee community.

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

**Lisa Cieslak** accepted the award on behalf of GMR Marketing who designated a scholarship in GMR's name be awarded to a deserving Alverno College student.

**"Mentoring relationships require 1.) a connection, 2.) trust, 3.) a willingness to listen and 4.) comfort being vulnerable."**

**Kris Best**, Chief Financial Officer at BVK, accepted her award in the company of her husband, sons, parents, and BVK family, choosing Concordia University Wisconsin to receive a scholarship in her honor.

**"The intersection between generosity and curiosity is a great place for learning to happen."**

**Patty Flowers**, Retired Regional CEO of American Red Cross Wisconsin, accepted her award in front of colleagues, family and mentees designating University of Wisconsin-Whitewater to receive a scholarship in her name.

**"We need to lift each other up. Don't get into that tearing-others down routine, because we don't need that right now."**



# PAST EVENTS



## FEBRUARY PROFESSIONAL DEVELOPMENT SERIES

### **“WORK AND LIFE HAPPEN” WITH DEREK DEPREY**

February 22



February's Professional Development Session saw record attendance with more than 130 TEMPO Milwaukee members, Emerging Women Leaders and guests coming to see Derek Deprey, author of “SHIFT.” In his presentation, “Work and Life Happen: Building an Aligned Life for Personal and Professional Success,” Derek walked attendees through his five-step process of moving from frustrated to fulfilled.

1. Foundation – Identify and form your core values.
2. Personal Growth – Ask what is standing in the way between you and your success.
3. Vision – Visualize your preferred future.
4. Flow – Attitude, Execution, Passion
5. Fusion – The crossroads between your skill and what you love.



Derek encouraged audience participation throughout the presentation with table activities on body language, meaningful conversations, and the planning process. With the ultimate goal to focus on intentionally building our ideal lives, Derek challenged attendees to discover our joys and make time for ourselves outside of our work and careers.



#### Panelists:

**Pat Ackerman,**  
A.O. Smith Corporation

**Griselda Aldrete,**  
Hispanic Professionals  
of Greater Milwaukee

**Raquel Filmanowicz,**  
BMO Harris Bank

**LaDonna Reed,**  
Associated Bank

#### Moderator:

**Brooke VandeBerg,**  
Associated Bank

WOMEN'S AFFINITY ALLIANCE EVENT HOSTED BY ASSOCIATED BANK

## “CALLING FUTURE DIRECTORS: DIVERSITY IN BOARD LEADERSHIP LEADS TO HIGH PERFORMING BOARDS”

February 27

At the first Women's Affinity Alliance program of 2019, attendees heard from a panel of women on board leadership hosted by 2018-19 WAA Corporate Sponsor Associated Bank.

As Vice-Chair/Chair Elect for Milwaukee Women inc, Pat Ackerman of A.O. Smith Foundation started off the discussion with a report on the recent findings from MWI's annual research on the collective progress of women on corporate boards and corporate performance. In their 2018 report, the [“Power of 3,”](#) research showed that “companies with three or more women directors outperform those with lower representation.”

Next, the four panelists offered practical tips on how to navigate corporate and nonprofit board service through their personal experiences.

Walking through the steps of board involvement, the women shared what questions should be asked initially before joining a board, including:

- **What is the financial commitment?**
- **How frequently do you meet? What's the time commitment?**
- **What makes me a good fit for this board? What makes this board a good fit for me?**
- **What does the organization do to engage the board?**

Acknowledging that when you say yes to something, you are ultimately saying no to something else, LaDonna Reed challenged attendees to “be fair to the organization and kind to yourself” when committing to board service.

To close, the women each provided some of their own guiding principles when it comes to board involvement including holding feedback sessions, leading the way you want to be led and knowing you belong despite others not looking like you at the table, inspiring others to be encouraged by the progress that has been made but looking acknowledging that there's still work to be done.

# PAST EVENTS



## TEMPO MILWAUKEE'S MARCH PROGRAM MEETING

### “FIRESIDE CHAT WITH KAREN KERR”

March 21

Attendees heard from Karen Kerr, Managing Director Equity Investing, GE Corporation in a fireside chat with TEMPO Milwaukee member Kelly Skindzelewski. Karen shared her unique career journey from chemistry to venture capital and everything in between. Karen spoke on the importance of mentoring, asking for a seat at the table, and investing in talent and technology. A key takeaway: “Keep your knees bent and be ready to go.”



## TEMPO DISCOVERY

### SHERMAN PHOENIX

April 9

TEMPO Milwaukee joined forces with Wisconsin Commercial Real Estate Women (WCREW) to tour and enjoy the Sherman Phoenix – a new community space in Sherman Park that is changing the narrative. The Sherman Phoenix has transformed the fire-damaged BMO Harris Bank building located at the eastern gateway to the Sherman Park neighborhood into high-quality space for small businesses-of-color offering diverse foods, wellness services and cultural activities. Attendees heard from one of the architects, Lyssa Olker of HGA Architects about the challenges and unique considerations that came into play when designing the space. Visit the Sherman Phoenix at 3536 W. Fond du Lac Ave.



# MEMBERS IN THE NEWS

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



**Anna Benton** took a new position in February with the Wisconsin Department of Health Services as Deputy Medicaid Director.



**Janette Braverman** (Cardinal Stritch University) was the featured speaker at The League of Women Voters of Ozaukee County's annual Women's History Month Event on March 23. Janette's topic was "Unleash Your Greatness."



**Lisa Cieslak** was promoted to Chief Financial and Business Operations Officer at GMR Marketing in February.



**Katie Clark** was promoted to a new position with the Boy Scouts of America working for the St. Charles council in January.



**Kim Dandrea** (M3 Insurance) was featured in the Independent Insurance Agents & Brokers of America, Inc. magazine's cover story titled "[High Worth, High Stakes](#)" on March 1.



**Sarah Fierek** (88Nine Radio Milwaukee) was named a participant in the 2019 Harvard Business School Young American Leaders Program which takes place June 25-28.



ABCD: After Breast Cancer Diagnosis, under **Ellen Friebert Schupper's** leadership, was featured in [BizTimes](#) for doubling the number of people it served in 2018 and receiving a \$250,000 match donation in March for meeting year one of a four-year service and fundraising challenge grant presented by Keith Mardak.



**Lori Gervais (Baird)** was named #54 on [Forbes Best-In-State Wealth Advisor List for Wisconsin](#).

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**Laura Gutierrez** was featured in the Milwaukee Business Journal's "[People on the Move](#)" section for her new role at The United Community Center as Associate Executive Director in January.



**Lori LaGrow** will begin a new role as CFO at Coakley Brothers at the end of April.



**Sarah Greenberg** spoke on [City Beat](#) on how Forward Community Investments address economic and racial disparities in March.



**Jona Mancuso** was featured in a [Journal Sentinel](#) article: "More than grease and stick": How family-owned Carmex went from lagging behind to outpacing lip-balm" in January.



**Dr. Phyllis King** (UW-Milwaukee) has been invited by the President of the American Association of Community Colleges to present on the M3 (M-cubed) initiative, along with Dr. Vicki Martin, President, MATC and Dr. Keith Posley, Superintendents MPS on March 24-25 at the ACC/ AASA Convening on College Readiness in Washington DC.



**Lori Rosenthal** was featured in [BizTimes](#) speaking on GRAEF's upcoming move to The Avenue in downtown Milwaukee on April 1.



**Mary Ellen Krueger** (Aspiriant) was named #25 on [Forbes Best-In-State Wealth Advisor List for Wisconsin](#).



**Ana Simpson** (Veterans Business Outreach Center & WWBIC) moderated a panel discussion on veterans entering the civilian workforce in February that was published in the [Milwaukee Business Journal](#).

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**Gina Peter** (Wells Fargo) received the sixth annual Mary Ellen Stanek Award for Diversity in Corporate Governance from The Greater Milwaukee Committee in conjunction with Milwaukee Women inc in February at GMC's Monthly Member Meeting. The Mary Ellen Stanek Award is given to an individual or entity demonstrating a commitment to promoting diversity in their corporate structure resulting in increased gender diversity in leadership and on corporate boards in the Milwaukee region.



Congratulations to **May yer Thao** (Hmong Wisconsin Chamber of Commerce) for being named a 2019 Sacagawea Award recipient by Professional Dimensions! May yer was honored alongside Janette Mitchell on March 7.



**Staci Wellentin** (CoreLogic) was selected as one of [IBA \(Insurance Business America\) magazine's Hot 100](#) movers and shakers who are redefining the insurance industry.



**Rose Spang** (retired – Northwestern Mutual) will be honored at the FBI Milwaukee Citizens Academy Alumni Association's Unsung Heroes Awards Ceremony in June alongside six community leaders and twenty-four first responders who have gone above and beyond the call of duty in their communities.



**Allison Wagner** (All-In Milwaukee) was featured alongside Darren Jackson on the [Morning Blend](#) to discuss the mission of All-In Milwaukee.



**Tammy Wishowski** was promoted to shareholder with Scribner Cohen & Co. in January.

**Jen Dirks** (TEMPO Milwaukee), **Tracy Johnson** (CARW), **Emily Phillips** (Baird) and **Lori Richards** (Mueller Communications) were featured in Milwaukee Business Journal's article ["How can DNC help the city elevate its brand?"](#) on March 15.



## MENTORING MONDAY

27 TEMPO Milwaukee members served as mentors at the Bizwomen Mentoring Monday event on February 25.

**Pat Ackerman**, A.O. Smith

**Griselda Aldrete**, Hispanic Professionals of Greater Milwaukee

**Wendy Baumann**, WWBIC

**Janette Braverman**, Cardinal Stritch University

**Christy Brown**, Girl Scouts of Wisconsin Southeast

**Jen Dirks**, TEMPO Milwaukee

**Mary Dowell**, MJ Dowell & Associates

**Alicia Dupies**, Capri Senior Communities

**Ginny Finn**, YWCA Southeast Wisconsin

**Tami Garrison**, MillerCoors

**Beth Griffin**, MasterCard

**Nancy Hernandez**, ABRAZO Multicultural Marketing & Communications

**Jayne Hladio**, US Bank Wealth Management

**Trina Jashinsky**, Badger Meter Inc.

**Kara Kaiser**, BMO Wealth Management

**Lynnea Katz-Petted**, Revitalize Milwaukee

**Phyllis King**, University of Wisconsin – Milwaukee

**Caroline Krider**, US Bank

**Kira Lafond**, Milwaukee Business Journal

**Kathleen O'Leary**, Wisconsin State Fair

**Joan Prince**, University of Wisconsin-Milwaukee

**Anne Reed**, Wisconsin Humane Society

**Jenny Roanhouse**, Milwaukee Business Journal

**Lynn Sprangers**, Community Volunteer

**Marilyn Vollrath**, Reputation Partners

**Peggy Williams-Smith**, Marcus Hotels & Resorts

**Sandy Wysocki**, mueller QAAS

## GWEN JACKSON

TEMPO Milwaukee remembers and honors the life of former TEMPO Milwaukee member **Gwen Jackson**. Gwen was also a TEMPO Milwaukee Mentor Award recipient in 2014.





**KATIE COSTIGAN, CHIEF TALENT OFFICER, BAIRD**

Katie is the Chief Talent Officer of Baird's Private Wealth Management business. She has 15 years of experience with the firm and provides executive-level leadership of a robust talent strategy that drives the attraction, development and retention of professional level talent within the organization. The scope of her responsibility includes Financial Advisor Acquisition, Onboarding and Integration, Next-Gen Talent Strategies, Branch Support Strategy, Professional Development, Organizational Design, Succession Planning, and Human Resources. Katie is also a member of Baird's Health Care and Talent Committees. In addition to her time with Baird, Katie spent several years leading the Talent Management practice of a regional public accounting firm. As a Senior Manager, she was a partner and advisor to her clients, focused on developing and guiding their Talent strategy. She led a dynamic team of professionals that focused on the following areas: talent management, employee relations, performance management, talent acquisition and onboarding, organizational design and total rewards. Katie and her husband Patrick live in Elm Grove with their four children. Outside of work, Katie enjoys spending time with family, volunteering at community events and exploring farmers' markets throughout Wisconsin.



**BETH CRIVELLO-WAGNER, VICE PRESIDENT, BRAND SERVICES, CORE CREATIVE**

Beth makes it her business to know her clients' businesses, while providing an outsider's perspective that is unbiased and target driven. For more than 20 years, her vision has paved the way for brand-elevating initiatives that are creative, innovative and market relevant. After graduating from Marquette University, she managed national and international clients with Edelman Public Relations—one of the world's largest PR firms—and honed her skills as a PR strategist at one of Wisconsin's leading B2B agencies. Since joining Core nearly 15 years ago, she has evolved to an integrated marketing strategist, building clients' brands both internally and externally. Beth is very active in her community, serving on the board of directors for Broadscope Disability Services and on several committees advocating for education, breast cancer research and more.



**MEG DEAN, MANAGING DIRECTOR, SENIOR PORTFOLIO MANAGER, BAIRD**

Meg has over 17 years of investment experience managing a broad range of fixed income portfolios. She plays a lead role in research and strategy development in the mortgage and asset-backed sectors. Meg obtained her undergraduate degree in economics from Boston College, and received the Chartered Financial Analyst designation in 2005. Meg is currently a member of the CFA Institute and is a member of the CFA Society of Milwaukee. Prior to rejoining Baird Advisors in 2007, Meg was a Vice President and Portfolio Manager with Deerfield Capital Management in Chicago where she was a member of the asset backed securities team focusing on collateralized debt obligations.



**KATHRYN GLEESING, PRESIDENT & CEO, DESTINATION MANAGEMENT CONNECTION**

With over 30 years of combined meeting and destination background, 15 years at Visit Milwaukee as Director of Convention Services and 15 years as a meeting professional at an Educational Association, Kathryn took her love of the destination (Milwaukee) and her meeting planning background and started Destination Management Connection and is the President & CEO. Kathryn oversees every aspect of the business from business development/sales to operations and IT. Kathryn and her team help with different events. She organizes and orchestrates small gatherings of 25 to large evening receptions for 1,500 for corporations and associations both locally and those who meet in Wisconsin. They provide meeting planning, transportation, entertainment, floral, décor, etc. Kathryn has maintained her Certified Meeting Professional (CMP) designation since 1994, she is Past President of Event Service Professionals Association (ESPA) an active member of ADMEI, MPI, PCMA and is an ASAE Diversity Executive Leadership Professional (DELP) Scholar 2009-2011. She is in the process of obtaining WBE and MBE Certifications for her business. Kathryn is an advisory board member for Visit Milwaukee CAB and Review My Speaker. Her education includes an MBA from Ottawa University, a BS in Management with a minor in Sales and Marketing from Cardinal Stritch University.



**BARB GROMACKI, VICE PRESIDENT OF HUMAN RESOURCES, MARCUS THEATRES**



**CHRISTINE HOJNACKI, VICE PRESIDENT OF WORKPLACE AND COMPANY GIVING, UPAF**

Christine Hojnacki joined the United Performing Arts Fund (UPAF) in 2018 as the Vice President of Workplace and Company Giving. Blending her passion for the arts and giving back to the community, she is responsible for creating and driving fundraising strategies to support workplace giving campaigns, company and planned giving, as well as sponsorships. With more than 20 years of experience in the corporate retail industry, Hojnacki previously held the position of Vice President of Public Relations & Special Events and President of the Foundation for The Bon-Ton Stores, Inc. leading community and nonprofit outreach initiatives nationally, regionally, and locally. Hojnacki was also instrumental on the fashion side of the business showcasing fashion trends across the country through fashion events that supported their local communities. An advocate for breast cancer research supporting the Medical College of Wisconsin's Cancer Center, Hojnacki is also an avid cyclist, triathlete and Ironman finisher – dedicating her time and energies through the sport as well as helping others. Hojnacki was named a 'Woman of Influence' by the Milwaukee Business Journal. She moved to Milwaukee in 2002 from Pennsylvania, and she and her husband John reside in Waukesha County.



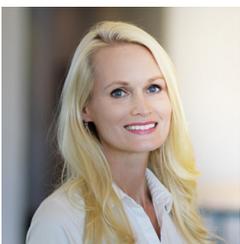
**TINA JONES, EXECUTIVE DIRECTOR, GIRLS ON THE RUN OF SOUTHEASTERN WISCONSIN**

Tina Jones joined Girls on the Run of Southeastern Wisconsin in 2012 as the first Executive Director. Tina has helped the organization grow from serving 200 girls in four counties to serving nearly 2,000 girls in five counties. She has led the transition from promising start-up to professional organization that engages over 6,000 Wisconsin residents with three annual events. Tina passionately spreads the GOTR mission of bringing joy, confidence and a sense of well-being to girls across Southeastern Wisconsin. Tina has two daughters and a son who have helped her shape her vision of the importance of teaching children how to lead healthy lives. Tina previously served as a committee co-chair for the Fox Point-Bayside PTO where she started a 5K run/walk that remains successful. Tina is a native of Wisconsin and holds a MA in Administrative Leadership from UW-Milwaukee and a BA from UW-Whitewater in Public Relations and Marketing. Tina is a lifelong athlete, competing in gymnastics through college and then turning to triathlons and running, completing the 2011 Ironman and many marathons.



**SARAH KENDALL, DIRECTOR OF STRATEGY AND MARKET DEVELOPMENT, MORTENSON CONSTRUCTION**

With over 20 years of experience, Sarah serves as strategy and market development director for Mortenson's Wisconsin group. Her experience spans multiple industry sectors as well as business to business and business to consumer marketing, which enables her to identify customer needs and drive solutions. Sarah received a Bachelor of Science in International Relations from the University of Wisconsin-Madison, and an MBA from Alverno College. She is Six Sigma certified and serves as a trustee on the Wisconsin Policy Forum. She resides in Greendale with her husband and six-year-old twins and enjoys gardening experiments.



**ELIZABETH LEWIS, VICE PRESIDENT OF MARKETING AND BUSINESS DEVELOPMENT, FORRER BUSINESS INTERIORS**

Elizabeth Lewis is Vice President of Marketing & Business Development at Forrer Business Interiors. As a member of the firm's executive leadership team, her ambition is to create great experiences for employees and customers. Her belief is that focusing on culture, technology and the physical environment holistically can help organizations attract talent, grow and innovate. Elizabeth is also certified by ProSci as a Change Management Practitioner and is passionate about helping clients manage "the people side of change" to achieve better outcomes and results. Elizabeth is also a strong advocate for female and next-gen leadership within her organization, the industry and the Milwaukee business community.

# NEW MEMBERS



**BETH LOGAN, CEO, LOGAN PRODUCTIONS, INC.**

Beth Logan is the CEO and driving force behind the creative team at Logan Productions, Inc. For 40 years Logan Productions has been providing corporations and non-profits with comprehensive live event and video production worldwide. Beth began working with Logan Productions in 1981 after graduating from UW-Oshkosh. As the company grew, Beth took on the added responsibilities as editor and producer. In 2013 Beth became CEO and Logan Productions converted to a woman-owned business. Beth offers leadership and develops strategic plans while producing and directing projects for major clients.



**MICHELLE NELSON, ASSOCIATE DIRECTOR – PRIVATE WEALTH MANAGEMENT COMPLIANCE, BAIRD**

Michelle is a lifelong learner who is an attorney and compliance professional. Michelle joined Baird in 2015, where she serves as Associate Director – Private Wealth Management Compliance. Prior to joining Baird, Michelle served as Vice President and Counsel of U.S. Bancorp Fund Services, LLC, Assistant General Counsel of The Northwestern Mutual Life Insurance Company, and Associate Attorney for Godfrey & Kahn, S.C. Michelle is a graduate of Lawrence University and UW-Madison Law School. Michelle volunteers as a board member of the Washington County Humane Society. She loves travel, hot yoga, making jewelry and her dogs.



**JODI RISTAU, FINANCIAL ADVISOR/MANAGING DIRECTOR, BAIRD**

Jodi Ristau is a Financial Advisor with Baird's Drosner Phillips Ristau Group focused on establishing client financial independence through a consultative Wealth Management process. For 21 years with Baird, Jodi has held numerous leadership positions including Managing Director of Baird's Client Account Support Group where she led the operational departments responsible for Baird's Private Wealth Management business. Jodi is actively involved in arts and service organizations including Board President of Renaissance Theaterworks, a downtown Milwaukee Rotary member and an AIDS Walk Wisconsin fundraiser. Jodi was born in Memphis, TN, and holds an MBA from Marquette University and a Bachelor of Music from UW-Eau Claire.



**VIVIAN ROTHSCHILD, VICE PRESIDENT OF DEVELOPMENT AND COMMUNICATIONS, MIAD**

Vivian Rothschild is VP, Development & Communications at the Milwaukee Institute of Art & Design, where she staffs the Board Governance, Development and Marketing Committees and achieved a 17% increase in fundraising in 2017-18. Past achievements include being the first woman to serve as Executive Editor of the Wisconsin Jewish Chronicle. Overseas experience includes leading multicultural teams, including during wartime. The daughter of Holocaust survivors, Rothschild is passionate about the immigrant experience, education accessibility, impact of trauma and Holocaust education. Volunteerism includes her synagogue Board of Trustees/Executive Committee and being a speech coach for nonprofits. She graduated Phi Beta Kappa from Union College (NY), majoring in Southern History.



**SHARON SAXELBY, DIRECTOR OF DEVELOPMENT, MILWAUKEE JEWISH DAY SCHOOL**

Sharon is privileged to serve as Director of Development for Milwaukee Jewish Day School, the only pluralistic Jewish Day School in the greater Milwaukee area. MJDS offers students a cutting edge, student-centered academic experience, grounded in the Jewish values of Wonder, Empathy and Tikkun Olam (repairing the world). Sharon began her career in sales and marketing for Fortune 500 Baxter Healthcare International. Loyola University then recruited Sharon to use her sales skills for Major Gift Fundraising at the Loyola Medical Center and Law School. Prior to returning to her college roots in Wisconsin, Sharon was Chief Development Officer for the Alzheimer's Association and the Make-A-Wish Foundation of Illinois, CEO of international humanitarian organization Friends of the Orphans (now NPH USA), and Executive VP Philanthropy for \$2B affordable housing developer Mercy Housing. Most recently, Sharon served as regional VP for international humanitarian organization Concern Worldwide. Throughout her career and education, Sharon sought opportunities to develop cultural sensitivity and openness to diversity through opportunities to work, live and learn internationally. Sharon looks forward to meeting and learning from Milwaukee's top women executives through her membership in TEMPO!



**KATHY THORNTON-BIAS, PRESIDENT & CEO, BOYS & GIRLS CLUBS OF GREATER MILWAUKEE**

Kathy Thornton-Bias is the president and CEO of Boys & Girls Clubs of Greater Milwaukee (BGCGM). She is the 15th leader of the organization and the second female to lead the Clubs since its founding in 1887 by Annabell Cook Whitcomb, the first executive director. BGCGM has more than 750 employees and over 2,000 volunteers. Thornton-Bias leads the largest youth-serving organization in Milwaukee and one of the largest Boys & Girls Clubs in the nation serving over 40,000 kids in 2017. After graduating from the University of Virginia with a degree in Rhetoric and Communications, she joined Saks Fifth Avenue in New York, where she would eventually become the first African American to hold the title Vice President for Divisional Merchandise. She then served as the President of the Retail Division for New York's Museum of Modern Art (MoMA), where she doubled revenues and tripled profits. After 11 years at MoMA, Thornton-Bias became Bang & Olufsen's President of North America, launching a new revenue stream which would ultimately produce 30 percent of the overall sales for the company. She later moved to Milwaukee to become the President and Chief Operating Officer of the Verlo Mattress franchise. Thornton-Bias has served on numerous non-profit boards including a current board member of the Milwaukee Art Museum, the Ron Brown Scholars Program, and the University of Virginia, where she serves as a trustee. She is also a member of the Junior League and the Alpha Kappa Alpha Sorority. She has received widespread recognition from a number of esteemed publications including Ebony Magazine, which placed her on their "Power 100" list, and Essence Magazine, which named her to their list of "Game Changers." In addition to her bachelor's degree from the University of Virginia, Thornton-Bias also earned a master's in business administration from the Leonard N. Stern School of Business at New York University. Kathy is married and has three grown children.



**MARINA TAMAYO, EXECUTIVE DIRECTOR HUMAN RESOURCES, JOHNSON CONTROLS**

Marina is a successful and energizing Human Resources executive with over 15 years of solid diverse international, multi-industry experience gained working with companies in Personal Care, Health Care, Pharmaceutical, and Manufacturing. Marina started her career in Colombia working in HR process improvements. Upon graduating with an Industrial Engineering degree, Marina gained exposure to process harmonization and standardization, merges and acquisitions. Eleven years ago she moved to the United States to advance her professional career. Marina had several roles of increasing responsibility as a compensation professional at Saint Thomas Health Services in Nashville, and Bayer Corporation in Pittsburgh. In 2012 Marina joined Johnson Controls as Compensation Manager for North America. In this role, she provided guidance on compensation matters that included salary management, sales and incentive compensation design and market analysis. In 2016, Marina became the Executive Director of HR for the newly formed Products Group, which includes Product Engineering, while continuing to support the Quality Group. Marina is responsible for driving human capital strategies that contribute to the overall profitability and growth of the business. Marina received her BS in Industrial Engineering from the University of Antioquia in Colombia. She received her MBA from the University of Pittsburgh. Marina also holds a CPP and PHR. She participates in professional organizations like SWE and SHPE. She is also a Board Liaison for NACME National Association Minorities Engineering representing JCI.



**ALLISON WAGNER, EXECUTIVE DIRECTOR, ALL-IN MILWAUKEE**

Allison Wagner is the Founding Executive Director of All-In Milwaukee, a college completion program for low-income Milwaukee students. Prior to All-In Milwaukee, Allison ran Wagner Consulting to support education and nonprofit organizations with executive searches, human capital strategy, and strategic planning. Prior to Wagner Consulting, Allison was the Director of Growth at Schools That Can Milwaukee (STCM) where she led the organization's human capital and development efforts. Before STCM, Allison was the Managing Director of the New Leaders Chicago program. At New Leaders, Allison was responsible for the recruitment, admissions, training, and support of more than 160 Chicago school leaders. Before joining New Leaders, Allison worked on the assessment and education teams for the American Institutes for Research in Washington, D.C. where her largest client was the Gates Foundation. Allison has a B.S. in Elementary Education and Political Science from the University of Wisconsin-Madison and an M.Ed. in Education Policy and Management from Harvard University.



**STACI WELLENTIN, VICE PRESIDENT OF PRODUCT MANAGEMENT, CORELOGIC**

Staci Wellentin is Vice President, Product Management at CoreLogic, where she provides strategic business and P/L leadership for the Insurance and Spatial Solutions Division. Under her leadership, Staci's teams are able to provide best in class insurance solutions to clients all over the world via a variety of delivery channels. Staci has 16 years of leadership experience across multiple industries. She previously served as CIO and Vice President of Administration for Lutheran Social Services of Wisconsin and Upper Michigan Inc., and senior manager of IT and Management Consulting Practice at Accenture prior to that.



**TRACY GLORIOSO, DIRECTOR OF OPERATIONS, EXPERIS**

**Tracy joins TEMPO Milwaukee from Emerging Women Leaders!**

Tracy Glorioso has over 20 years of experience in business operations and account management. As the Director of Operations, Tracy is the strategic partner to Experis Solutions. Focusing on key initiatives around business operations such as profitability, utilization and streamlining processes to ensure teams are being effective within the needs of clients and business. Tracy also continues to support multiple community investments and/or professional affiliations/memberships. Besides

TEMPO Milwaukee, Tracy is also connected with Consortium for Leading Employee Organizations and a Local Women's Crisis Prevention Center. In 2018, Disability:IN Wisconsin became an affiliate for the state. Tracy serves as the Vice Chair of the Board for Disability:IN Wisconsin where the focus is to increase participation of individuals with disabilities in the workforce by establishing platforms for talent acquisition that organizations can leverage to their benefit.



**NICOLE GULATZ, CHIEF DEVELOPMENT OFFICER, AMERICAN RED CROSS**

**Nicole joins TEMPO Milwaukee from Emerging Women Leaders!**

Nicole is the Chief Development Officer of the American Red Cross Wisconsin Region. She manages a team of nine who are responsible for raising an \$8M+ annual budget primarily through major gifts, cause marketing, special events and United Way support. She and her team focus on developing partnerships that will make Wisconsin's families safer and more resilient. Outside of work, Nicole enjoys hiking, movies, dining out at new restaurants and long-distance running. She and her husband

Blake live in Murray Hill with three rescue pets. For 2018-19, Nicole is serving as President of the Junior League of Milwaukee.



**DENISE THOMAS, PRESIDENT AND OWNER, THE EFFECTIVE COMMUNICATIONS COACH, LLC**

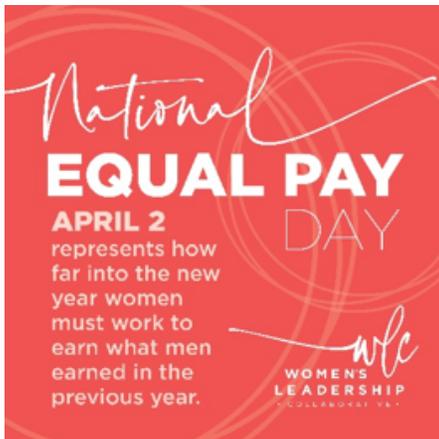
**Denise joins TEMPO Milwaukee from Emerging Women Leaders!**

Denise Thomas is the President and Owner of The Effective Communication Coach, LLC, a consultancy focused on transforming emerging and existing professionals into great leaders by mastering the art of effective communication and networking. With 17 years of experience in working for Fortune 500 companies, Denise has honed the ability to deliver and receive messages across language, cultural, and communication-style barriers. She has served and been

recognized for excellence in leadership from companies including Toyota Motor Manufacturing Indiana, PepsiCo, General Electric and MillerCoors. Denise continues her focus on empowering people by traveling and teaching communication strategy to professionals worldwide including Egypt, China and Israel. Her existing portfolio of clients include Kraft Heinz, Northwestern Mutual, GE Healthcare and Stanley Black and Decker. Organizations she's consulted and coached include the National Black MBA Association, Thurgood Marshall Leadership Institute, and the Boys and Girls Club of Greater Milwaukee. Over the years, her recent formal accolades include being named the ONE MKE "Professional of the Year," the recipient of NV Magazine's 2016 "Movers and Shakers" award, the MillerCoors Diversity and Inclusion Award and as the Featured Alumni during the Mission Driven Leader Series at Cardinal Stritch University in 2017. She proudly serves on Mount Mary University's Communications Advisory Council and on the Cardinal Stritch University College of Business Advisory Council in Milwaukee. Denise also sits on the Board of Directors for Meta House in Milwaukee. She is a proud two-year member of The Links Incorporated, Milwaukee Chapter. Denise is a graduate of Cardinal Stritch University in Business Management. She is a proud mother of two future leaders, her daughter Dominique and son Daren.



The Women's Leadership Collaborative, a partnership of organizations, is committed to achieving equity for professional women at all levels within the Milwaukee area business community. For more information visit [www.wlcmke.com/](http://www.wlcmke.com/)



## WOMEN'S LEADERSHIP COLLABORATIVE (WLC) UNITES TOP MILWAUKEE WOMEN'S GROUPS

New collaborative launched on National Equal Pay Day

On April 2, 2019, National Equal Pay Day, Professional Dimensions, TEMPO Milwaukee and Milwaukee Women inc announced the formation of the new Women's Leadership Collaborative (WLC), a collective of professional women focused on achieving equity. WLC was created in the spirit and definition of collaboration, and in alignment with the notion of one voice is stronger than multiple voices.

The collaborative, inclusive of the leading women professional organizations, represents the strongest collective of professional women ever formed in Milwaukee. The collaborative will address all instances of disparity but will focus on pay equity as its first major issue.

"We are excited to announce this collaborative under one united front," said Johannah Karstedt St. John, CEO of Professional Dimensions. "I'm not only hopeful that WLC will be at the forefront of dialogue about all women's equity issues in our region, but confident we are the right group of women to bring about real change."

WLC does not replace the three organizations that form it, rather brings together these separate organizations in a unified voice to advocate for issues related to equity for all women professionals. The first of these issues WLC will address is equal pay for women. Launching WLC on April 2, National Equal Pay Day, is symbolic, as April 2 represents how far into the new year women must work to earn what men earned in the previous year.

"It is critically important that we present a united front in addressing gender disparities," said Jennifer Dirks, President & CEO of TEMPO Milwaukee. "By forming this collaboration, our goal is to leverage the power of our collective memberships to address key issues through a defined process - including local research and solutions. Pay equity will be our first challenge, but not our last."

Each of the three groups brings a unique expertise and large membership base, and collectively embraces equity for women professionals. With organizational missions involving elevating professional women and bringing about greater impact in Milwaukee, the newly formed collaborative has the tools to address the urgent community need of ensuring equitable influence for all women professionals. (cont'd on next page)



The Women's Leadership Collaborative, a partnership of organizations, is committed to achieving equity for professional women at all levels within the Milwaukee area business community. For more information visit [www.wlcmke.com/](http://www.wlcmke.com/)

## WOMEN'S LEADERSHIP COLLABORATIVE (WLC) UNITES TOP MILWAUKEE WOMEN'S GROUPS (CONT'D)

The collaborative plans to leverage its networks of nearly 1,000 members using their existing resources and platforms to identify realistic short- and long-term goals. The group intends to explore other organizational partners focused on advancing professional women and will serve as the advocacy group to help educate, train and provide resources for all women professionals.

“This level of collaboration among these three groups and professional women in Wisconsin is unprecedented,” said Jackie Mortenson, Director of Services for Milwaukee Women inc (MWi). “First and foremost, creating more equality in the work place is the right thing to do, but it is also a necessary step in addressing talent needs and creating more diverse, inclusive workplaces.”



# TEMPO CHAPTERS



## TEMPO CHAPTERS

In February, representatives from TEMPO Madison, TEMPO Milwaukee, TEMPO Racine and TEMPO Waukesha met to discuss social media best practices, challenges and opportunities. This cohort meets quarterly to raise awareness of what each chapter is doing, and brainstorm further areas for collaboration.

We encourage you to familiarize yourself with the different TEMPO chapters below by visiting their websites, located on the TEMPO Milwaukee homepage under "TEMPO Chapters" and connecting with them on social media.

### TEMPO Fox Valley

[website](#)

### TEMPO Kenosha

[website](#)

### TEMPO Madison

[website](#), [Instagram](#), [LinkedIn](#) & [Twitter](#)

### TEMPO Racine

[website](#) & [Facebook](#)

### TEMPO Waukesha

[website](#), [Facebook](#) & [LinkedIn](#)

“Our circle is comprised of brilliant, amazing women and we each contribute different gifts, talents and perspectives to help each other grow and develop.”

“We have a trusting, confidential environment where we can openly share anything that is preventing us from being our best self.”

“It is like having a personal board of directors helping you make appropriate decisions/ risk taking strategies.”

“I am learning about myself and others by leaps and bounds. This is making me more effective in all settings – professional, family and self.”

## TEMPO MENTOR CIRCLES PROGRAM HAS GROWN TO SUPPORT 98 MEMBERS IN 13 CIRCLES

The TEMPO Mentor Circles program engaged 32 more members into new or existing Circles in 2018, outpacing 2017 when 26 women joined a Circle. Three new Circles were created in 2018 for a total now of 13 Circles supporting 98 members.

Thanks to those who stepped forward to facilitate the new Circles and to the many individuals who have so passionately supported the program since its inception in 2009 and launch in 2010.

Ten years ago, as a committee formed to explore establishing a mentor program within our membership, we knew there was demand. Now the value members have derived over the years is well established and propelling many new TEMPO members to engage quickly.

A Facilitators Best Practice session each summer focuses on providing tools and resources to help make Circle engagement ever meaningful as members share openly in the trusting environment. A portal was recently launched for those participating in the program which features many resources to assure meaningful engagement.

If you have interest in getting involved in a Circle or on the committee supporting the program, contact [Marit Harm](#) or any member of the committee.

**Mentor Committee Members:** *Mary Ellen Krueger (Chair), Sadhna Morato-Lindvall (Vice Chair), Liz Forman, Lori Gervais, Louise Hermsen, Amy Jensen, Kerry Mitchell, Suzi Wertz*



## 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, typically the first Wednesdays of 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.

## RENEW YOUR DUES

Renew your dues by May 17, 2019: On May 1, we begin a new fiscal year at TEMPO Milwaukee and look forward to continuing on this trajectory, while still preserving our core values which date back to 1975. Continue to be part of TEMPO Milwaukee's story and help us create impact in 2019/20 by renewing your membership dues by May 17, 2019 by either mailing in a check to the TEMPO Milwaukee office, completing the online form or calling (414) 301-6680.



## #METOO SURVEY RESULTS

Eighteen months after the #MeToo movement garnered worldwide headlines, a TEMPO Milwaukee survey of 280 women and 103 men found local awareness about the #MeToo movement is at a very high level and that both incidents of and perceptions about sexual harassment in the workplace have changed. [Click here](#) to view the full survey findings report. Additional coverage can be found in the [Milwaukee Business Journal](#), [Journal Sentinel](#) and on [Wisconsin Public Radio](#).

## EMERGING WOMEN LEADERS GROWTH

In just four short years, the Emerging Women Leaders initiative has grown from 40 members to now 154 women leaders representing 115 public and private sector organizations from throughout southeastern Wisconsin. EWL nominations are currently being accepted on an annual basis from current TEMPO Milwaukee members and Emerging Women Leaders. If you know of a mid-career level woman who would be a fit for EWL, reach out to the TEMPO Milwaukee office for more information.



## EWL CRITERIA

- **Professional Experience:** 6+ years professional experience (mid-career, not entry-level). Executive-level/managerial experience is a plus.
- **Community Involvement:** Demonstrates commitment to the community through involvement and leadership in professional and/or civic organizations.
- **Leadership:** Displays leadership within her company/organization; supervisor support/corporate recognition and support is encouraged.
- **Endorsement:** Strong nomination from a current TEMPO Milwaukee member or Emerging Women Leader who is familiar with the program.



## 1-to-1 Mentoring Growth



## TEMPO MILWAUKEE MEMBERS SUPPORT EMERGING WOMEN LEADERS IN MENTORING PROGRAM

In March, 54 new 1-to-1 mentoring matches were made between TEMPO Milwaukee members and Emerging Women Leaders. In three years, the number of participants in this initiative has almost doubled with both new and existing Emerging Women Leaders raising their hands to be mentored by a TEMPO Milwaukee member. A kickoff event was held on April 2 to provide matches with the tools for a successful relationship. If you'd like to be put on the waitlist to mentor an Emerging Women Leaders member (one year commitment), contact [Marit Harm](#).

# 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 44-year history and guiding principles.

### **KEY ACCOMPLISHMENTS:**

- Applications for the second annual TEMPO Milwaukee Foundation Continuing Education Grant were accepted between February 1 and March 1, 2019. The recipient or recipients of the \$15,000 grant will be honored at the TEMPO Milwaukee Annual Meeting on April 18.
- Fifty-four TEMPO Milwaukee members recently volunteered to serve as mentors in the Emerging Women Leaders 1-to-1 Mentoring Program. Now in its third year, the program now includes 90 active matches between TEMPO Milwaukee members as mentors and Emerging Women Leaders as mentees.



## **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:**

- Our D&I committee has worked on developing a comprehensive plan focusing on four key areas
  - Research: uncovering what is known about women of color and their interaction or lack of interaction with TEMPO Milwaukee directly from the source rather than assuming.
  - Education & Training: developing a phased-approach training program to educate TEMPO members on D&I issues, challenges, navigating tough conversations and developing questions to start a conversation.
  - Inclusive Environment Planning: armed with the baseline data, research and training and education, supporting TEMPO Milwaukee committee chairs in developing 1-2 measurable goals that align with the D&I initiative.
  - Collaborative Partnerships: develop a taskforce or sub-committee to reach out to potential D&I partners to further invest and enhance our D&I commitment.



## **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:**

- TEMPO Milwaukee partnered with Greater Milwaukee Committee, Metropolitan Milwaukee Association of Commerce, Professional Dimensions and Rotary Club of Milwaukee on the 2019 #MeToo survey to broaden the survey's reach beyond our own membership and include males' perspectives.
- Representatives from regional TEMPO chapters continue to have ongoing conversations about what our memberships are working on and share ideas.
- The Women's Leadership Collaborative – comprised of TEMPO Milwaukee, Professional Dimensions and Milwaukee Women inc – announced its mission of achieving equity on National Equal Pay Day on April 2, planning to focus on pay equity with a united front.



## **MEMBER ENGAGEMENT**

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

### **KEY ACCOMPLISHMENTS:**

- The Engagement Committee is reviewing how we engage new and existing members at program meetings, which includes the Table Ambassador program.
- Highlights from the 2019 Member Survey will be shared in the annual report and at the annual meeting on April 18.

**CORPORATE SPONSOR:**



**CORPORATE PARTNERS:**



**PAST EVENT**

**"Calling Future Directors: Diversity in Board Leadership Leads to High Performing Boards"**



Hosted by Associated Bank

Thank you to the Associated Bank team for planning and hosting this winter's WAA event!

**UPCOMING EVENT**

**"ERG Trends: Past, Present, Future"**



Hosted by MGIC

May 29, 2019  
4:00–7:00p.m.

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

CLICK HERE TO CATCH UP ON  
ALL THINGS EWL IN THEIR  
[MARCH 2019 NEWSLETTER.](#)

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Marybeth Cottrill, BMO Wealth Management

Past Chair:

Jayne Hladio, US Bank

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Kris Best, BVK

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Lori Richards, Mueller Communications

Emerging Women Leaders:

Marilyn Krause, Krause Communications

Foundation:

Jody Lowe, The Lowe Group LLC

Governance:

Linda Mertz, Mertz Associates

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Programming:

Marybeth Cottrill, BMO Wealth Management

Women's Affinity Alliance:

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