



Dear TEMPO Milwaukee members,

With such unusual conditions, it may have crawled or flown by, but what a summer we have had! Truly, the summer of 2020 is one that we have never experienced before and will be engrained in our memories forever. There's so much we couldn't have possibly anticipated, but through unpredictable times emerge personal and professional lessons.

In my first address to the TEMPO membership back in April, I spoke on the lessons I had learned during the onset of the Coronavirus pandemic, which was that "leadership requires both flexibility and resilience." At that time, I had no idea what the next few months would bring to our families, businesses, and community. And while much has changed, our flexibility and resilience as an organization and as leaders propels us forward to conquer the next hurdle.

I am proud of the work TEMPO has done during this time to remain resilient: work to keep our members connected; programming to address the important issues including anti-racism resources; adjustments to ensure safety as a top priority; ongoing external efforts to elevate us; and work to ensure our TEMPO networks and connections remain a constant for us in this ever-changing world.

I am proud of the resilience I see within our membership, including working moms who are running organizations and households at the same time with added educational duties, our D&I experts who are working tirelessly to guide us through real and necessary change, our healthcare heroes who haven't stopped clocking in and our community leaders helping us make the best of our long-awaited Milwaukee summer. The list goes on and on and each day I'm grateful for the power, strength and generosity of this resilient group of women.

As we look ahead to fall, the one thing I am sure of is a new set of trials. I encourage you all to take a moment to reflect on the strength you've already shown to get where you are today and to remain resilient. If anyone remains poised to lead, it's this amazing group of TEMPO leaders.



Sincerely,

Lori Richards

CEO, Mueller Communications
TEMPO Milwaukee Board Chair

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2020–2023 STRATEGIC PLAN

**Our 2020-2023
strategic plan
will achieve the
following.**

IN 2023, TEMPO
MILWAUKEE IS...

- 1 An **inclusive network** of female executives and emerging women leaders providing **leadership, professional development, community** and **mentorship**.
- 2 An organization whose **strength** and **position** **impacts the community**.
- 3 A **thought leader** on equity and matters of importance for women in the workplace.
- 4 A **business partner/resource** for media, corporations, nonprofits, affiliates.
- 5 A **financially strong** organization.



STRATEGIC PLAN

WHAT WE'LL DO:

FOUR KEY STRATEGIES TO REACH OUR GOAL



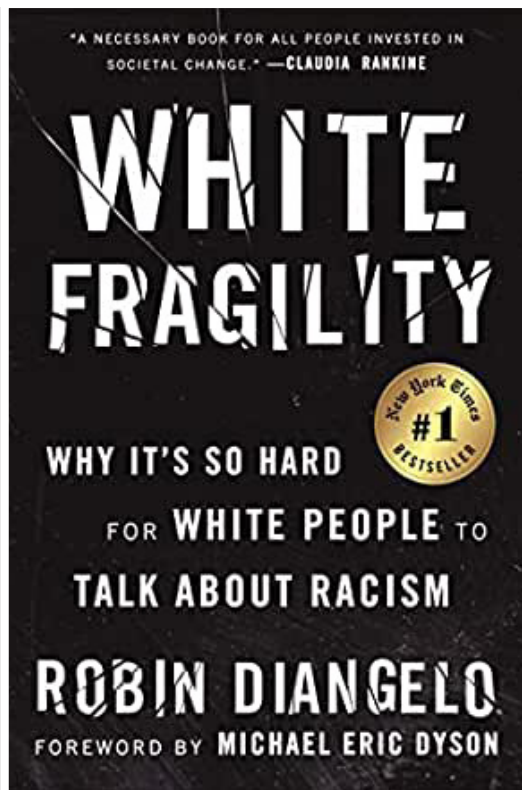
TEMPO Real TALKS



A SPACE TO HAVE THOUGHTFUL, COURAGEOUS AND VULNERABLE DIALOGUE

TEMPO advocates for all women, yet our membership is composed of 88 percent white women. We recognize we have much work to do to create an inclusive environment. We also have an opportunity - and an obligation - to harness the power of the TEMPO network to create change both within our organization and within the community. One way we are doing so is by hosting TEMPO Real Talks conversations (virtual for now) around racism, white privilege, implicit bias and other topics that have been avoided for far too long. Please join us.

Open to TEMPO Members & Emerging Women Leaders



REGISTER AT

TEMPOMILWAUKEE.ORG/TEMPO-REAL-TALKS

TEMPO REAL TALKS: WHITE FRAGILITY

CHAPTER 4

Thursday, September 24 | 4-5:30 p.m.

CHAPTER 5

Thursday, October 22 | 4-5:30 p.m.

CHAPTER 6

Thursday, November 12 | 4-5:30 p.m.

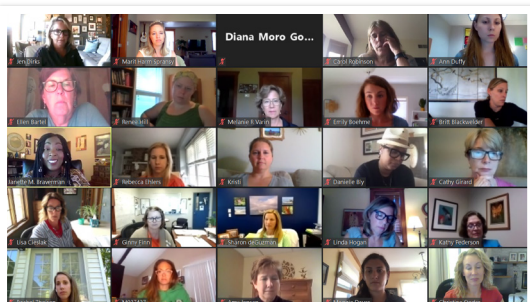
CHAPTER 7

Thursday, December 17 | 4-5:30 p.m.

Presenting Sponsor



Supporting Sponsors



TEMPO TALKS



WEEKLY WEBINAR SERIES HOSTED BY TEMPO EXPERTS

Join us on Fridays at 12 p.m. for TEMPO Milwaukee's weekly webinar series. These hour-long webinars are free to TEMPO Milwaukee members and Emerging Women Leaders and feature different TEMPO members and subject-matter experts each week. A variety of topics and industries are represented to help you stay on top of the latest trends, recommendations and insights and pivot your business.

TEMPO Members & EWL - No Cost | Guests - \$10



SPECIAL PROFESSIONAL DEVELOPMENT SERIES EDITION

CREATING A SOLID FOUNDATION FOR LIVING A CONNECTED, JOYFUL LIFE

Friday, September 25 | 12-1:30 p.m.

Your life is filled with changes, uncertainties and crises and the external circumstances in your world are ever shifting—relationships, career, family dynamics, financial dependencies, health related challenges. Designing a solid foundation from which to live your life gives you the opportunity to be connected to your internal self—living life from the inside out allowing you to handle whatever the universe throws your way!

Discovering your purpose is one of the building blocks of living a connected, joyful life. Knowing your purpose acts as a grounding tool—a North Star—lighting your way and helping you to respond to the external world instead of just reacting to it or spinning out of control.

This workshop led by Kerri Balliet will provide you with a simple process to get you started on identifying your purpose for being part of this crazy, beautiful world so you can live a more connected, joyful life.

REGISTER AT [TEMPOMILWAUKEE.ORG/TEMPO-REAL-TALKS](https://tempomilwaukee.org/tempo-real-talks)

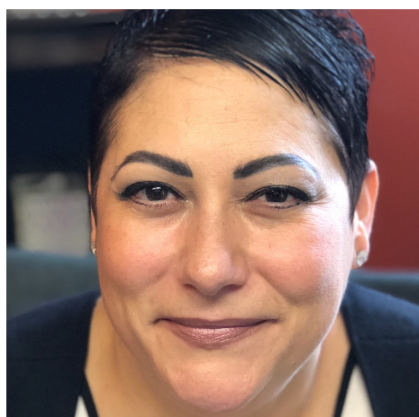
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ECONOMIC AND CULTURAL COMPONENTS TO HOUSING IN MILWAUKEE

Friday, October 23 | 12:00 – 1:00 p.m.

Our home is central to our lives. It provides shelter; it's the backdrop for countless family memories; and it shapes our sense of community and personal identity. Economically, home ownership builds wealth and provides security. So, it's not surprising that home ownership has been part of the so called "American Dream" for generations. Yet, with this also comes the harsh reality of systemic racism and discrimination, posing threats to equal opportunities. Buying a home is a dream that can seem out of reach for many low income families. It's difficult to save for a down payment when a disproportionate percentage of your monthly income is spent on rent. Yet, research shows the positive impact home ownership has on a family's budget, kids' academics, neighborhood's safety, and a city's tax base. On the other end of the spectrum, staying in your home as a senior citizen is also challenging. Many people made incredible sacrifices to get to this point in their lives. It's their moment to be in their home and enjoy it. Many single women and veterans struggle to stay in their homes. After a raising a family and being a pillar of your community, it's heart breaking to see seniors living on a fixed income suffer through unsafe and poor housing conditions. Join us as we hear from three subject-matter TEMPO member experts, Kelly Andrew, Kristen Gagliano and Lynnea Katz-Petted, as they share a look into the work of Acts Housing and Revitalize Milwaukee in supporting equal housing opportunities in our community.

REGISTER AT [TEMPOMILWAUKEE.ORG/TEMPO-REAL-TALKS](https://tempomilwaukee.org/tempo-real-talks)

Tempo Talks Sponsor



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TEMPO Members & EWL - No Cost | Guests - \$10



Moderated by Lori Richards

JUGGLING ACT: CORONAVIRUS, GENDER INEQUALITY & THE WORKING MOM *SPECIAL EWL EDITION*

Friday, October 9 | 12-1 p.m.


With an unconventional school year underway, working mothers are facing a whole new set of challenges as they consider how to balance their professional and home lives with a global pandemic. Pre-Covid, women were disproportionately taking care of housework and childcare, and now they're being hit even harder. According to new research by the [U.S. Census Bureau and Federal Reserve](#), "the pandemic appears to have induced a unique immediate juggling act for working mothers of school age children." This trend threatens the financial stability of families in the near-term. In the long-term, the crisis could stall – if not reverse – decades of hard-fought gains by working women who are still far from achieving labor force parity with men. Whether you are a mom, manage a mom, or are a colleague to a mom, attend this TEMPO Talks session to learn about strategies and support systems that can help ensure working moms don't get left behind.

REGISTER AT [TEMPOMILWAUKEE.ORG/TEMPO-REAL-TALKS](https://tempomilwaukee.org/tempo-real-talks)

Tempo Talks Sponsor



PAST EVENTS



MARYBETH COTTRILL
Director, Private Wealth Advisor
BMO Wealth Management

**TEMPO Milwaukee Board Chair
Final Comments**

2020 ANNUAL MEETING

2019-20 HIGHLIGHTS

45th anniversary 1975-2020

82 New Members
425 Members Total
290 Companies Represented

91% retention rate

Celebrated **Thirty years of Mentor Awards**

68 new mentoring matches with EWL members

Added 25 women to Mentor Circles

Deployed a comprehensive MEMBER INCLUSION SURVEY

43 Events held in 2019-20 including program meetings, Women's Affinity Alliance, and Professional Development Series

Set a goal to train 1,000 women in salary negotiation

\$42,300 AWARDED TO LOCAL WOMEN BY THE TEMPO FOUNDATION

SOLD OUT LEADERSHIP EVENT

CONTINUING EDUCATION GRANT RECIPIENTS

LALITHA MURALI
Gifted & Talented Coordinator Teacher License
University of Wisconsin- Whitewater

LOVINA AKOWUAH
Executive Coaching Certification Program
Institute for Organizational Development

OBY NWABUZOR
Commercial Real Estate Program
Cornell University
*EWL member

2020 ANNUAL MEETING

**WHAT WE'LL DO:
FOUR KEY STRATEGIES TO REACH OUR GOAL**

Network & Value
Acknowledge the collective power of TEMPO Milwaukee's membership network, and the uniqueness of each individual member and leverage these strengths to further impact our mission and vision.

Legacy & Brand
Maximize TEMPO Milwaukee's brand equity and 45 year history to build awareness of the organization and support growth over the next 45+ years.

Equity & Belonging
Create an environment of inclusion and belonging where ALL member differences and perspectives are supported and valued. Provide a platform for advocating, addressing and promoting women's equity issues.

Community & Impact
Serve as the premier resource, business partner and thought leader to the media, local companies, nonprofits, associations and other businesses with a shared interest in advancing women leaders.

THE MEMBER EXPERIENCE

Financially Strong Organization

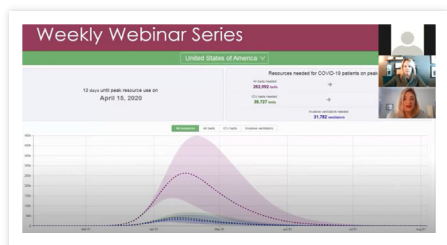


ANNUAL MEETING

April 16, 2020

Nearly 200 members and Emerging Women Leaders attended TEMPO Milwaukee's first-ever Virtual Annual Meeting! Although this event looked much different than what we are used to, the TEMPO connections were felt through the screens and within the audience participation through the Zoom chat box. With a robust agenda, this year's meeting served as Marybeth Cottrill's final program meeting as Board Chair with a membership vote of approval on the new TEMPO Milwaukee Board including the acceptance of Lori Richards as new Board Chair for 2020-21 and DeVona Wright Cottrell as Vice-Chair. We also welcomed our newest group of TEMPO Milwaukee members including six Emerging Women Leaders who were nominated and accepted into TEMPO! The third-annual Continuing Education Grant recipients were publicly announced and recognized. And last but not least, Jen Dirks unveiled the new 2020-2023 strategic plan with a summary of our recent Member Inclusion Survey results.

With so much to look forward to, celebrations and important milestones, we encourage anybody who was unable to attend this session to view it online [here](#).



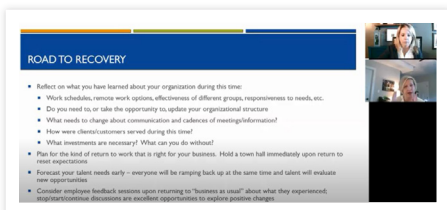
TEMPO TALKS

COVID-19 INFORMATIONAL WEBINAR

Led by Maggie Daun, Corporation Counsel, Milwaukee County
April 3

For the first installment of TEMPO Talks: COVID-19 Informational Webinars, TEMPO Milwaukee member Maggie Daun led a discussion on the most current facts and figures of the ever-evolving impact COVID-19 had on our city and state as a whole. As Corporation Counsel for the city of Milwaukee, Maggie shared detailed insights into the various meetings she participates in daily as more and more information and legislation becomes made known and shared publicly. Maggie not only gave a look into the government's work on this pandemic but also shared with members, Emerging Women Leaders and guests how she is coping with the ever changing climate, how she continues to engage her team during their extended work-days and the importance of staying home and following updates as they become available.

Maggie's full presentation can be viewed [here](#).

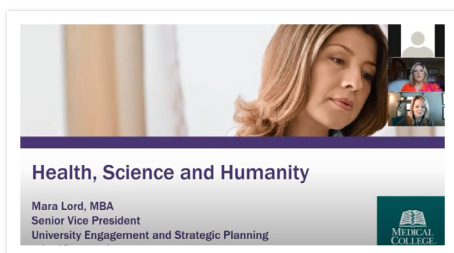


EMPLOYEE WELL-BEING DURING TURBULENT TIMES

Led by Kelly Renz, CEO, The Novo Group
April 9

As CEO of Novo Group, a recruiting and talent effectiveness firm, TEMPO Milwaukee member Kelly Renz provided an informational webinar on how to care for one's team during these uncertain times. With tangible takeaways on what employers can be doing right now to ensure their employees are feeling heard, connected, and productive in these unique working environments. Not only did Kelly share what can be done right now with employee wellbeing, but she also spent time looking ahead. While we don't know what the future will look like, Kelly suggests we must begin planning for what those phases could look like for each of our own workplaces and prepare employees.

For those who were unable to attend or would like to re-watch Kelly's presentation, click [here](#).



HEALTH, SCIENCE AND HUMANITY

Led by Mara Lord, VP of University Engagement & Strategic Planning, Medical College of Wisconsin

April 17

TEMPO was thrilled to welcome member Mara Lord as host of this installment of TEMPO Talks where she was able to share with fellow members, Emerging Women Leaders and guests some of her front-line insights into the local fight against COVID-19. Speaking on behalf of the Medical College of Wisconsin, Mara provided a big picture overview of what it is like working in the medical field during this global pandemic. Taking a look at the science side of the virus, Mara shared current numbers of cases both from a local and national level, explained the process of flattening the curve, or what she shared as “CATtenuing the curve,” how social distancing works, and a look into the extensive process of developing vaccines. From a humanity perspective, Mara explored the economic impact that the pandemic has already had on our nation and what “getting back to normal” could look like.

Click [here](#) for a full recording of Mara’s webinar.



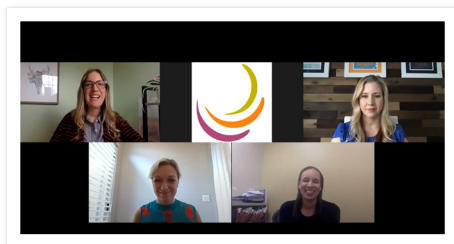
SMALL BUSINESS SUPPORT

Panelists: Wendy Bauman, President/CVO, WWBIC | Inge Plautz, Executive & SVP, Old National Bank | Meghan Slocum, Vice President, BMO Harris Bank

April 24

As small businesses take a huge hit from the COVID-19 pandemic, TEMPO members and subject matter experts on all things small businesses and banking, Wendy, Inge and Meghan led attendees through an incredibly informative webinar on what support is looking like at this time. With the various relief packages and government aid, there is a vast amount of resources and information out there that small business owners are tasked with understanding and working through on their own. As President and Chief Visionary Officer at WWBIC, Wendy Baumann is truly a subject matter expert when it comes to small businesses. WWBIC has quickly responded to the pandemic and now houses many valuable resources on their website for all small business owners to access during this time. From the banking perspective, Inge Plautz, Executive and SVP at Old National Bank, and Meghan Slocum, Vice President with BMO Harris Bank, both shared similar experiences in helping their clients navigate the sometimes-confusing process of applying for assistance, specifically the COVID relief efforts. And although all panelists recognized that the process can be confusing and time consuming, all still stressed the importance of continuing to apply for funding and making sure your information is in order and prepared for submitting so that your banks can assist you as effectively as possible.

To view the recorded webinar, click [here](#).



NAVIGATING WORK, HOME AND THE NEW NORMAL

Moderated by Lori Richards, CEO, Mueller Communications

Panelists: Amanda Baltz, CEO, Spaulding Medical | Rebecca Ehlers, VP of Marketing & Communications, LUMIN Schools | Latrice Knighton, Owner/President, Back to Work for Mommy, LLC

May 1

Being a leader of an organization in the middle of a pandemic is no small task, and something we've never experienced before. Throw on being a full-time mother, caretaker, wife, teacher, or just individual trying to navigate all the uncertainties on top of that is even a bigger feat.

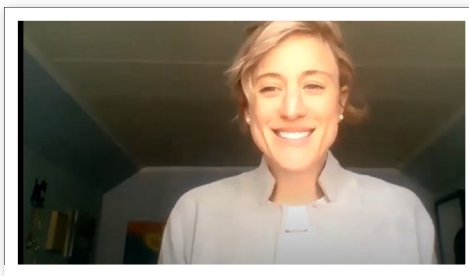
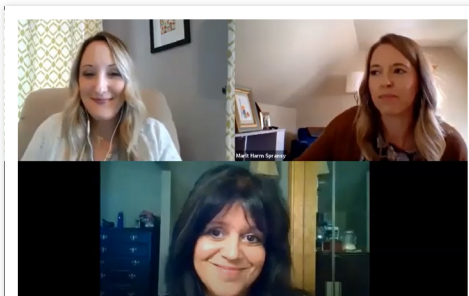
With Lori Richards, TEMPO's newest Board Chair as moderator, we heard from three TEMPO members who are managing it all within their workplaces and homes on how they are navigating, where they are giving themselves and others grace, and of course some of the stories of working alongside their newest "co-workers."

As the CEO of Spaulding Medical, an incredibly essential organization during this health pandemic and mom to five children, Amanda Baltz shared her candid story on how she has been weathering the storm and what life has looked like for her since mid-April.

Mom of two and VP of Marketing and Communications for a network of schools, Rebecca Ehlers shared her perspective of working alongside educators, families and children during this pandemic and how they have all had to navigate these adjustments. Understanding that what works for one teacher or one family or even one child might not work for another during these unprecedented times, Rebecca praised the work of essential workers in education for being flexible and adaptable.

Latrice Knighton started her own LLC Back to Work for Mommy in 2019. The work of her organization is to prepare working mothers for their return to the office post-maternity leave. With few people in the office at this time, Latrice shared how her experience and training has prepared her to know how to adapt to big time changes, allow for grace and time to work through difficult and uncertain moves. With twins toddlers at home, Latrice also shared how her and her husband balance the job of stay at home parent in between their work.

To hear the full session, click [here](#) for a recording.



MAINTAINING MENTAL HEALTH DURING THE CORONAVIRUS

Panelists: Ann Givens, Director of Marketing, Generac | Christy Miller, Director of Development, PEARLS For Teen Girls | Dr. Maria Perez, Psychologist & VP of Behavioral Health, Sixteenth Street Community Health Centers

May 8

Unprecedented times call for unprecedented emotions, actions, responses to situations, etc. None of us have lived through what is now our “new normal” with the COVID-19 global pandemic and the implications it has on our lives goes well beyond being stir crazy from being safer at home.

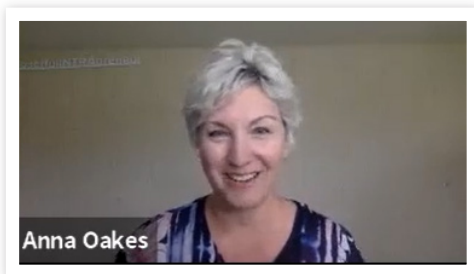
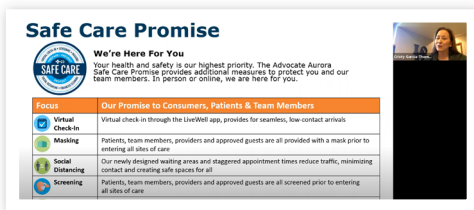
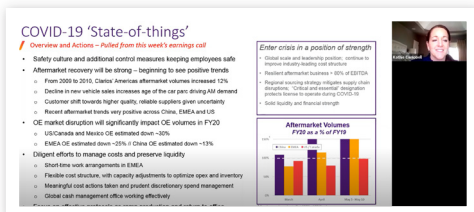
Recognizing the physical, mental and emotional impacts that the immense changes in our home environments, work environments and world in general, have on us during this time is critical in maintaining mental health.

Dr. Maria Perez, Psychologist at Sixteenth Street Community Health Centers, walked attendees through the physiological implications that drastic change can have on our bodies. She talked about our bodies’ natural defense mechanisms and responses that are kicking into high gear as we navigate the uncertainty of our world right now. Stressing the importance of understanding these emotions, allowing yourself to recognize how your body is responding and why it is responding in that way, Dr. Perez provided clarity and peace of mind in the fact that while we are all dealing with different changes through this all, we are all dealing with changes and weathering this storm together.

Christy Miller opened with a disclaimer that she is by no means a professional in the mental health field, however, she possesses firsthand experience and a passion for the importance of maintaining mental health. In sharing her story, Christy welcomed attendees into her personal struggle with mental health and experience with anxiety and depression. Christy shared the implications her diagnosis has had on her life, her family’s life and how she handles everyday situations, being able to recognize when the anxiety or depression is present. Christy is an advocate for all things mental health and strongly encourages anyone who might be struggling to reach out to someone they feel comfortable doing so with as a first step to seeking treatment.

To close the session, Emerging Women Leader Ann Givens, certified yoga instructor led attendees through a quick meditation practice that can easily be implemented into a busy workday. Understanding that all of us are facing a new and daunting stress at this time, Ann welcomed attendees to allow their bodies to escape the stress and fall into a peaceful place.

A full recording of this important session can be found [here](#).



LEADING DURING TIMES OF CRISIS

Kathie Campbell, VP, Corporate Marketing & Investment Relations, Clarios I
Cristy Garcia-Thomas, Chief External Affairs Officer, Advocate Aurora Health I
Anna Oakes, CEO & Founder, Build High Performing Teams

May 15

Crisis-mode is something that many leaders have probably found themselves in at one point or another throughout their career. The crisis usually eventually passes and work returns to normal, hopefully with a sense of relief that the storm has been weathered. With COVID-19 however, many leaders refer to everyday as crisis mode, with no end in sight.

So what does leading during the COVID crisis look like? We had three TEMPO member leaders, representing three different industries share some insights into their world of COVID.

Kathie Campbell serves as the VP of Corporate Marketing & Investment Relations with Clarios. Her leadership extends far beyond Southeastern Wisconsin which means so does her crisis response. Kathie walked attendees through what some of the initial days of shutdown looked like and meant for Clarios, the communications both internally and externally that had to be turned around with little to no time and the ever-evolving changes that must be considered and evaluated as the organization looks ahead to what is yet to come.

Arguably, the healthcare industry is the most hard-hit of the pandemic and Cristy Garcia-Thomas spoke to the immense pressure, constant change and safety precautions that are at the root of every decision the leadership team at Advocate Aurora is making each day. Cristy also shared how Advocate Aurora responded immediately with the safer at home order and at the start of the shutdown, how they were preparing well before the virus landed in Wisconsin and then how they managed days with the highest influx of patients. Knowing the fight is far from over, but seeing a bit of a light at the end of the tunnel, Cristy openly shared what she hopes is yet to come for Advocate Aurora and the good that has come from this.

To close, Anna Oakes spoke with attendees on some tips and tricks to managing teams during a crisis. Anna provided tactical takeaways and practical ideas that attendees could bring back to their teams as we continue to navigate leadership in times of uncertainty. Anna spoke to vulnerability and the importance of showing your authentic self to your employees but at the same time not relying on and falling back on not having the answers all the time. Anna shared what has worked with her team, ways in which she has pivoted to allow for more flexibility and understanding and how she has used this time strategically in engaging with her team and building a stronger connection between the individuals.

Click [here](#) to view a recording of this session.



MAY PROGRAM MEETING WITH KATHY HENRICH, MKE TECH HUB

May 21

New TEMPO member Kathy Henrich, CEO of the Milwaukee Tech Hub, led our virtual May Program Meeting where she shared more about her organization and her journey to leadership. To start, Kathy shared a broad overview of the work of the Tech Hub and its mission to double the amount of tech talent in the Milwaukee region over the next 5 years. This broad goal has the ability to affect a lot of change and impact not only with employer success but organizational success as a whole, along with individual success and the impact then on the region in turn.

Kathy then walked attendees through her leadership journey which she references as a curvy path rather than a straight course to a single destination. Kathy refers to her journey as one of learning rather than leveling. She also has taken this mindset and applied it to business. Sometimes backtracking or turning around is necessary for eventually moving forward. Another learning Kathy gleaned from her leadership journey was the importance of taking risk. For her, this meant taking the road less traveled and understanding that not everyone would understand or get it, but that it was for her and what would set her apart from others. As a leader, Kathy also figured out the need for prioritizing and how that in turn creates balance. Finding balance amongst all the things is clearly no easy task but what Kathy has learned is that balance comes right alongside prioritizing. To close, Kathy shared that community and giving back are crucial in the journey to leadership. Finding your people and your community to keep you united, grounded and connected allows you to have your personal board of directors and accountability partners. And finding ways to take what you have learned and use your experiences to help someone else along the way brings the journey full circle.

For a full recording of Kathy's session, click [here](#).



LESSONS LEARNED FROM NONPROFIT LEADERS

Linda Benfield, Board Chair, United Way of Greater Milwaukee | Patti Gorsky, CEO, Make-A-Wish Wisconsin | Gerry Howze, Executive Director, PEARLS for Teen Girls

May 22

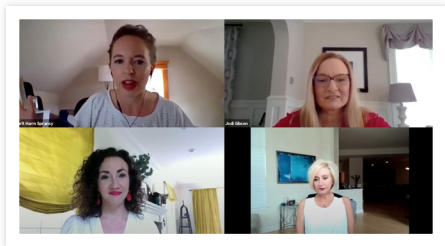
From three different non-profit perspectives, our panelists for this edition of TEMPO Talks each shared the different ways their organizations had been effected by the COVID-19 pandemic.

Gerry Howze, Executive Director of PEARLS for Teen Girls hosted what was probably the last fundraiser and large-scale event before the local shutdown and safer at home orders. PEARLS' Inspired to Lead event happened during an uncertain time with questions lingering of just how much of an impact the coronavirus would really have on our city. With an incredibly successful event under their belts, the PEARLS team had no time for rest before jumping into crisis mode to deal with what the shut down of schools and other gatherings would mean for their programs and operations in general.

With their largest fundraiser of the year just weeks away from the outbreak of the COVID-19 shutdown, Pattie Gorsky and her team at Make-A-Wish Wisconsin were tasked with the heavy decision to host a fully virtual gala for the first-time ever.. One of the very first organizations making the shift to virtual, the Make-A-Wish team had to take charge of an unknown situation. Not knowing how key stakeholders and sponsors would take the news, Patti did personal outreach which was met with understanding and grace. Nearly all sponsors maintained their commitments and individuals with tickets were excited to experience a virtual event for the first time. There were many lessons learned and even some things the team would do differently moving forward, but for such a big decision and shift in such a short amount of time, the Wish Night Gala was a definite success.

As the board chair for United Way of Greater Milwaukee and Waukesha County, Linda Benfield along with the United Way team have had no small feat of offering their now more than ever-before necessary services to our community. With no shortage of opportunities and people to service, United Way leadership recognized the importance of stepping up and showing up early on the outbreak of the pandemic. Providing her perspective on the importance of a united board and dedicated leadership and team members, Linda walked attendees through her lessons learned in dealing with this crisis and responding in a timely and effective manner.

Unfortunately, we forgot to record right away, but click [here](#) for a recording of the second half of this session.



THE FUTURE OF GATHERING

Jodi Gibson, President & CEO, Zoological Society of Milwaukee | Sarah Maio, VP of Marketing & Communications, Wisconsin Center District | Peggy Williams-Smith, CEO, Visit Milwaukee

May 29

2020 was supposed to be the “Year of Milwaukee.” Then COVID-19 hit. Along with everything else, the events and gatherings that were second nature to so many of us were suddenly all cancelled with safer at home orders, mass gatherings banned and safety uncertainties lingering.

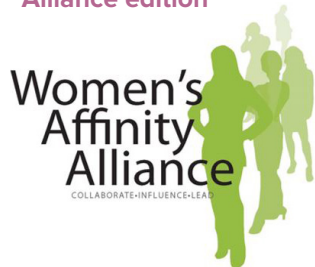
With a quick realization that life wouldn’t return to “normal” by summer 2020, the fate of our favorite community events, festivals, and summer activities became uncertain. Instead of looking to a return to “normal,” entertainment leaders within our community were tasked with creating a new normal and adapting to the shifts that would have to take place to return to gatherings in a safe and smart way.

It’s no doubt that Milwaukee is a resilient city full of innovative leaders and community members who are eager to enjoy the short few months of summer weather we are allowed. Knowing that, our panelists spoke to the ways in which Milwaukee and their respective organizations have maintained their commitments to keeping the city entertained and making the most of summer 2020 no matter what.

Our community is beyond fortunate to have such resilient leaders heading the organizations that keep us connected and entertained safely during these uncertain times. The heart and soul of Milwaukee has not been lost during this pandemic and that is because of leaders like our panelists who continue to evolve their organizations to work through whatever is thrown their ways.

For a recording of the full session and to hear from the leaders themselves on the work of their respective organizations, click [here](#).

Special Women's Affinity Alliance edition



ARE ERGs MORE IMPORTANT THAN EVER

Moderated by Krista Brookman, VP of Learning & Advisory Services, Catalyst

Panelists: Lisa Cieslak, CFO & Chief Business Operations Officer, GMR Marketing | Tiffany Davister, Senior Manager, Tax, Ernst & Young | Liz Strike, Senior D&I Consultant, Associated Bank

June 5

Employee Resource Groups are tasked with connecting employees outside of the day-to-day operations of the organization. Bringing together individuals who may or may not have otherwise interacted with one another within the workplace, ERGs revolve around connection and interaction within the organization. Amid COVID-19, these resource groups are tasked with an even greater need of maintaining those connections and initiatives in a virtual setting.

Arguably, now more than ever before, ERGs are a necessary aspect of the organization. Bringing together individuals who are dealing with new and different challenges, but challenges none the less, resource group leaders are needed to foster connection while everyone is apart.

TEMPO's Women's Affinity Alliance members, Krista Brookman (Catalyst), Tiffany Davister (EY), Lisa Cieslak (GMR Marketing), and Liz Strike (Associated Bank) had an open conversation on the ways in which their organization's resource groups have pivoted in the face of adversity and adapted to connection in a virtual setting.

To hear the innovative ways these organizations have shifted their resource group operations during the COVID-19 pandemic, click [here](#) to view the full program.



RETURN TO WORK POST COVID-19

Panelists: Tiffany Cooley, Chief Marketing Officer, Wantable | Kimberly Thekan, Chief Talent & Brand Officer, Godfrey & Kahn | Heather Turner Loth, Practice Leader – Project Development, EUA

June 12

With safer at home orders lifted, some organizations have had to plan the navigation of welcoming employees back into the office space safely. This huge undertaking is something we've never experienced before and requires immense planning and strategy to ensure the utmost safety and wellbeing of employees and their families.

Kimberly Thekan, Chief Talent & Brand Officer at Godfrey & Kahn, walked attendees through the process that her organization has taken as they have welcomed team members back to in-person work from the office. In deciding on how to proceed with precautions, Kimberly noted the consideration of the already established culture of their office space and the intention to make as little disruptions to that culture as possible. Understanding that their work is very much face to face and based on relationship building, Kimberly's team wanted to ensure that employees and guests would be welcomed back safely but in the least disruptive manner.

From a design perspective, Heather Turner Loth explained some of the psychological and physical considerations that organizations are having to make in welcoming employees back to the office. From spacing challenges and changes to design considerations that allow for teams to work together safely and comfortably, Heather noted changes that she believes we will see well into the future like empty conference room chairs, personal meeting spaces, and open concept spaces that allow for easy social distancing. At EUA, office doors were opened for team members who wanted to return to the office, allowing employees the choice to return or continue working remote. This flexibility is something that has been key to returning to work safely.

Moving offices in the midst of a pandemic is no small undertaking and the case for Tiffany Cooley's organization, Wantable. With employees fully remote for the near future until their new office space is finalized, Tiffany spoke from the perspective of managing remote teams and navigating in real time how to design a new space that will be ready for employees to move into fully set up for social distancing and other safety precautions. Outside of their corporate office, Wantable also owns a distribution warehouse where employees have returned to work in-person. The organization did an incredible job of pivoting their services in the heat of the COVID-19 outbreak for the greater good in servicing mask making and distribution in place of their normal day-to-day operations.

For a full recording on this session, click [here](#).



THE NEW NORMAL FOR HIGHER EDUCATION

Panelists: Renee Herzing, President & CEO, Herzing University | Dr. Phyllis King, Vice Provost, UW-Milwaukee | Christine Pharr, President, Mount Mary University

June 19

Since the onset of COVID-19, higher education institutions have been hard hit with costly decision making. We spoke with three TEMPO leaders in higher education to hear their experiences, the behind the scenes on how they are navigating these unprecedented times and the ways in which they have come together to overcome this challenge.

Herzing University is no stranger to online coursework as the majority of their students worked remotely pre-COVID. However, that doesn't mean they didn't have to pivot in the face of the pandemic and shutdown to make sure their students, staff and faculty were well taken care of. While the switch to online learning wasn't too much of a hit for Herzing, Renee noted that the impact on a personal level with students was one that was of top priority with leadership. Many of Herzing's students were impacted by layoffs and furloughs, the loss of childcare and sickness of family members. The need for personal outreach and flexibility was at an all-time high during the onset of the pandemic. Quickly, Herzing leadership adapted and responded with flexible learning options for students and other measures to ensure they were taken care of personally as well as educationally.

Being a state school, UW-Milwaukee faces a unique set of challenges in adapting and pivoting in times of crisis. One of the first local schools to announce an extended spring break and eventually a suspension of in-person learning, UWM's response team has been hard at work since March in planning if, how and when a return to campus can happen safely. With fall classes around the corner, Phyllis let attendees in on just some of the large scale planning meetings of plans A, B, C, D, etc. for this ever-changing climate. Similarly to Renee, Phyllis stressed the importance of understanding students and seeing them as individual people each dealing with a unique set of challenges during this time. Looking beyond the surface, the pandemic has exposed more inequities that exist among different students depending on their walks of life. Responding to these inequities was of the utmost importance to UWM leadership in address access to technology, housing, food, etc. and making sure their students were taken care of beyond the classrooms.

With innovation and community at its core, Mount Mary was quick to respond to the need of lending a hand and helping in whatever way possible in the wake of the pandemic. As like many other organization, Mount Mary pivoted operations to meet the need of the community. For them this was with making handmade masks. Before they knew it, the support of the school community was overwhelming and extremely quickly met the needs of the local hospitals and other health care facilities looking for mask donations. Another way in which Mount Mary was able to come together in the face of adversity was with the other leaders of the local higher education institutions. All three leaders echoed the importance of relying on each other and being ready to lend a helping hand with whatever you are able to offer the others in your similar boat.

For a full recording of the session and to hear more about the planning that has had to go on at these institutions, click [here](#).



UNCONSCIOUS BIAS

Led by Kate Schlesinger June 26

For this special Professional Development edition of TEMPO Talks, Kate Schlesinger, Senior Director of Corporate Learning and Vice President of Corporate Partnerships with the UW-Madison School of Business, led attendees in an interactive session on unconscious bias and its impact on business outcomes.

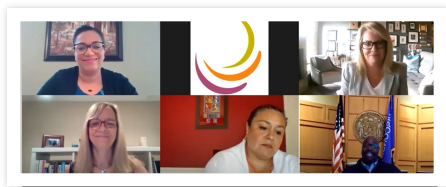
Through a series of exercises, Kate challenged attendees to unveil biases that exist within each of us that we are likely unaware of and definitely not intentionally exhibiting. Processes like judging someone's appearance and reaching conclusions about the individual before even meeting them or types of people that we associate with certain words automatically based on years of exposure to stereotypes and other experiences that shape our unconscious thoughts.

With an incredibly timely and important topic like this, Kate reminded participants that this was a working session and there will always be work to be done. We must be willing to recognize and admit to the biases that exist within each of us despite our intentions. Sessions like this that work to uncover those biases, expose difficult truths and train ourselves in a different direction are just one step in the journey to overcoming bias and becoming better professionals, leaders and individuals.

Click [here](#) to access Kate's full presentation.

Participant Reminders

- Allow yourself to be a learner
- Listen actively and respect the feelings and opinions of others
- Speak that which is true for you
- Be open to hearing new information
- Respect the confidentiality of what others say



THE DISPROPORTIONATE IMPACTS OF COVID-19

Panelists: Nancy Hernandez, President, Hispanic Collaborative | Judge Derek Mosley, Municipal Court Judge, Milwaukee Municipal Court | Jenni Sevenich, CEO, Progressive Community Health Centers | Ana Simpson, Director Community & Economic Development, WHEDA

July 10

[New data from CDC](#) shows that the COVID-19 death rates among Black and Hispanic/Latino people are much higher than for white people, in all age categories, accounting for 93% of all deaths nationally. In Wisconsin, the [Department of Health Services](#) reports that 33 percent of those with a confirmed case identify as Hispanic or Latino (12 percent unknown). The group represents only 6.9 percent of Wisconsin's nearly six million residents. The state's black population is also disproportionately represented with 19 percent of cases, but only 6.7 percent of the state's population.

To understand this, we must take a hard look at the racial, ethnic and socioeconomic disparities that existed long before COVID. Our panel of experts, all representing different areas of interest pertaining to this subject took attendees through the various levels of this complex issue.

Nancy Hernandez, President of the Hispanic Collaborative first took a step back and explored where Hispanic Americans were pre-COVID-19 compared to average Milwaukee county residents, explaining that their rankings were "high in all the wrong places and low in all the wrong places." These places were areas like average median income compared to average household size and poverty rates. In explore where we were, it helps shed light on why minority groups are where they are now amid the pandemic. Nancy then explored the same rankings for African American residents in Milwaukee county and found similar, disproportionate rates. It becomes clear at this point that the complications of the pandemic only work to heighten the disparities.

Jenni Sevenich is the CEO of Progressive Community Health Centers, which provides medical, dental, behavioral health and other social services to about 16,000 individuals per year with about 85% of those patients being African American. Jenni also took a step back to look at the disparities that already existed within these communities due to systemic racism, leading to the "perfect storm" with another health disparity.

Both Nancy and Jenni are now tasked with expediting their organizations' work to address the priority of these communities during this pandemic.

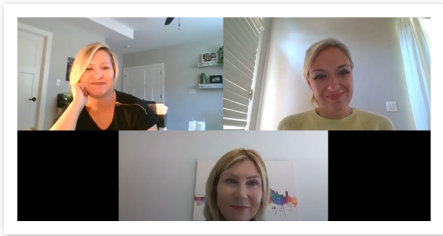
Ana Simpson joined our panel representing the housing industry with her role at WHEDA or Wisconsin Housing & Economic Development Authority. WHEDA's mission is to

THE DISPROPORTIONATE IMPACTS OF COVID-19 (CONT'D)

stimulate the state's economy and improve quality of life for Wisconsin residents by providing affordable housing and business financing products. Walking attendees through the disparities in housing through data, Ana explained that Wisconsin has a housing shortage due to rising housing costs, declining homeownership and declining housing affordability. This however is nothing new to our area. Ana shared how redlining has impacted Milwaukee specifically for generations, and how that long standing history has continued to effect our minority neighbors.

Our guest panelist Judge Derek Mosely joined us on this webinar to share his personal story of survival after contracting COVID-19. Derek openly shared his struggle and sincere fear as he battled the disease without being able to have his family next to him. What started out with shortness or breathe quickly escalated to a hospital visit and ICU treatment while he struggled to take full breaths at all. Noticing that everyone he passed in the ICU looked just like him, Derek also echoed our previous panelists remarks on the disparities and brought life to the reality of their existence.

[To view the full recording of the session, click here.](#)



IMPACT ON INDUSTRIES

Panelists: Amanda Baltz, CEO, Spaulding Medical | Tracy Johnson, President & CEO, CARW | Penelope Smiley, Director of Brand Positioning, Kohls
Moderator: Kelly Renz, CEO, Novo Group

July 24

Arguably, some of the most hard-hit industries during this global pandemic are the medical, commercial real estate and retail industries. For this TEMPO Talks session, we spoke with TEMPO member experts from each of these fields to hear first-hand how the pandemic has affected them so far and where they see the future heading.

Amanda Baltz, CEO of Spaulding Medical is no stranger to the stressful day-to-day of working in the medical field. Given the pandemic's increased toll on the industry as a whole, Amanda spoke to the heightened responsibilities, need for planning and impact on everyday work that have taken place over the last few months. Amanda shared personal stories of situations that she and her team found themselves in, having to make big, important decisions with quick turnarounds all in the face of uncertainty. Being able to speak to what they have done, Amanda also could share what she believes is yet to come for the industry, with optimism that we are no longer going in blind, but with some insight into what worked in the past.

For Tracy Johnson, commercial real estate professionals are the heart and soul of her organization. From a personal standpoint, Tracy recalled not at first thinking the impact of the pandemic would hit our area as hard. Then, realizing the deep implications this would have on this industry, Tracy found herself in a place of having to rethink business as usual. With an optimistic outlook, this pandemic has definitely created new opportunities, strategies and ways of operating for the commercial real estate industry as a whole. Work spaces are looking much different than pre-COVID and with that comes a revamp of commercial real estate as we knew it.

Penelope Smiley spoke to the impact the pandemic has had on the retail operations of Kohl's. From store closures to opening up procedures and precautions, it has been a busy season for the retail industry. With plans A-C in place at times, Penelope spoke to the importance of solid team communications, clear expectations, and positive attitudes to drive the whole Kohl's team to a considerably successful pivot in business. Looking ahead, Kohl's has also had to rethink the day-to-day in being mindful of the uncertain times its consumers are living in.

With all represented industries heavily impacted by the pandemic, all panelists shared sentiments of learnings and optimism for what is yet to come.

[For full recording of the session, click here.](#)

MEMBERS IN THE NEWS

Have you been acknowledged in the news or received accolades fellow members should know about? Please send the information to info@tempomilwaukee.org to be featured in the next quarterly newsletter.



Amanda Baltz (Spaulding Medical) was featured in two Milwaukee Business Journal articles titled [“Heart of at-home health care”](#) & [“Spaulding Medical’s ECG device could help screen COVID-19 patients needing drug therapy”](#) in April.



Jennifer Bartolotta (Bartolotta & Associates) has joined the Regional Advisory Board for the First Midwest Bank and recently completed a certification in Trauma Informed Care through SaintA. She’s collaborated with SaintA to transform key elements of TIC into a relatable, digestible and deployable session which facilitates a path towards greater self-awareness and self-regulation.



Tammy Belton-Davis will serve as the Milwaukee Repertory Theater’s loaned executive chief diversity officer for a 10-month appointment. Announced [here](#) in the Milwaukee Business Journal.



Janette Braverman (Cardinal Stritch University) was re-elected for a third term as Ozaukee County Supervisor in May. Janette also wrote an [article for Forbes](#) about how women of color can advocate for themselves in the workplace.



Anza D'Antonio (Johnson Controls) was featured in a State Bar of Wisconsin article titled [“Anza D'Antonio Opens Doors to the Legal Profession”](#) in August..



Erin Hareng started a new role with St. Augustine Preparatory Academy as the Chief External Affairs Officer in May.



Lori Gervais (Baird) was named to Forbes’ Top Women Wealth Advisors list in May. This exclusive list recognizes over 1,000 women financial advisors for their exceptional performance, professionalism, and client service.



Kristine Hinrichs had four of her photographs selected for the Racine Art Museum biannual exhibition “Photography 2020.”

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Meralis Hood (City Year) was appointed by Governor Evers to the Wisconsin Humanities Council Board of Directors in August.



Phyllis King (UW-Milwaukee) will serve as a member of United Way of Greater Milwaukee and Waukesha County's 2020 Campaign Cabinet. She will work with leadership team to build a stronger community where everyone has more opportunity to succeed.



Kerry Mitchell started a new position in April with the Boys and Girls Clubs of Greater Milwaukee as VP of Human Resources.



Aliya Pitts (The Prairie School) fulfilled the criteria for Northwestern University's Leading Equity & Inclusion in Organizations (LEIO) Certificate in June of 2020. Tailored for change leaders committed to building consciousness around a spectrum of different identities, LEIO's goal is to impart an understanding of how individual identities and structural, institutional factors impact experiences in organizations. Students explore their own individual-level identities and lived or witnessed experiences with inclusion, exclusion, belonging, bias, harassment, ally support, and bystander actions/inactions, with the goal of applying their learnings to themselves and their teams in order to facilitate diversity, equity, inclusion and justice in the workplace.



Brooke Napiwocki was promoted in June to Director of Financial Planning with Crescendo Wealth Management.



Kathy Pederson (Portside Investment Advisors) has been selected as President-Elect of the Women's Club of Wisconsin (WCW).



Kris Naidl (APR) and EWL member **Katie Whitlock** (APR) and their [Laughlin Constable public relations](#) team have been selected to join an elite national network of public relations consultants, [PRConsultants Group](#) (PRCG). Kris and Laughlin Constable PR now serve as the network's designated consultants for both the Milwaukee and Chicago markets.

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Erin Saewert (Mortenson) was named one of BizTimes' Notable Women in Construction & Design in May.



Ritika Singh was named one of Wisconsin's 48 Most Influential Asian American Leaders by [Madison 365](#).



Kelly Skindzelewski was elected as the new Chairperson of the Board of Directors for the Women and Girls Fund of Waukesha County, for a two-year term. The Women and Girls Fund is dedicated to advancing the health, well-being, education, and empowerment of women and girls in Waukesha County.



Mary Ellen Stanek (Baird) was nominated for Morningstar Outstanding Portfolio Manager 2020 award. The awards recognize portfolio managers, asset management firms, and up-and-coming managers who demonstrate excellent investment skill and an alignment of interests with the strategies' investors.



May Yer Thao (WHEDA) was named one of Wisconsin's 48 Most Influential Asian American Leaders by [Madison 365](#).



Shary Tran (Froedtert) was named one of [Wisconsin's 48 Most Influential Asian American Leaders](#) by Madison 365.



DeVona Wright Cottrell has accepted a new position with GMR Marketing as Chief Legal Officer.

CONGRATULATIONS 2020 WOMEN OF INFLUENCE!

TEMPO Milwaukee is proud of our seven members honored as this year's Milwaukee Business Journal Women of Influence!



Chandra Cooper
Grateful Girls, Inc.



Cindy Gnadinger
Carroll University



Pamela Hines
Christian Faith
Fellowship Church



Jeanne Hossenlopp
Marquette University



Amy Jensen
The Water Council



Emily Phillips
Baird



Mary Alice Tierney
Right Management

CONGRATULATIONS 2020 CMO'S OF THE YEAR!

TEMPO Milwaukee is proud of our three members honored as this year's Milwaukee Business Journal CMO's and CIO's of the Year!



Erin Lezvow
Marcus Hotels & Resorts



Cindy Moon-Mogush
Bethesda



Megan Suardini
Visit Milwaukee



CORY AMPE, CONTENT MARKETING DIRECTOR, JIGSAW

Cory Ampe has worked in marketing and communications for over 20 years. In her role at Jigsaw, a strategic branding and advertising agency, Ampe is the head of content and operations. She is also a contributing writer for Commonstate, an online magazine dedicated to the creative makers in Milwaukee. Ampe has helped launch more than 100 websites in her career and is an expert in search engine optimization. She serves on the Board of Directors for Sculpture Milwaukee, which won a Mayoral Design Award in 2018. Ampe also volunteers for the Milwaukee Art Museum, Milwaukee

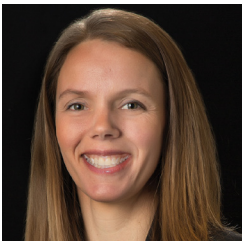
Downtown, and Islands of Brilliance.



KELLY ANDREW, CHIEF DEVELOPMENT & MARKETING OFFICER, ACTS HOUSING

Kelly Andrew is an experienced organizational leader and marketing professional. She spent the first decade of her career in non-profits managing fundraising campaigns, building development strategies, working with volunteers, and honing her marketing skillset. In 2013, Kelly founded Filament Communication, a digital marketing firm serving small businesses in the greater Milwaukee area. Over the next six years, Filament grew, becoming Inbound Marketing Certified and a Hubspot Agency Partner. Kelly sold Filament in 2019. Kelly is currently the Chief Development & Marketing Officer at

Acts Housing, where she utilizes her leadership, marketing, and development experience to help low-to-moderate income families navigate the path to homeownership.



ELIZABETH BENZ, VP, GOVERNMENT RELATIONS & PRODUCT DEVELOPMENT, NETWORK HEALTH

Elizabeth is an accomplished insurance and health care executive who spent the early years of her career building nationwide experience while working in Florida and New York. She now serves as Vice President Government Relations and Product Development at Network Health. Elizabeth is on the board of Wisconsin Women in Government (WWIG), Luther Manor, on the executive leadership team for the American Heart Association's Go Red for Women 2020, and volunteers at her parish and the

Milwaukee Kicker's Soccer Club. She is an avid runner, wife and mother to four children.



ALIAH BERMAN, HEAD OF DIVERSITY, EQUITY & INCLUSION, GMR MARKETING

Aliah is the Head of Diversity, Equality & Inclusion at GMR Marketing. She is responsible for defining GMR's approach to diversity across its workforce by bringing forward thought leadership, deep insights and strategic thinking while partnering successfully with leaders across the agency to achieve desired results. She connects initiatives and efforts to tangible outcomes which impact GMR's culture and client work. Aliah is a board member for the Schlitz Audubon Nature Center and for NEWaukee. She is a graduate of Xavier University (Cincinnati) and Marquette University Law School. She lives in

Fox Point with her husband and three children.



KATE BREWER, PRESIDENT & OWNER, GREENFIELD REHABILITATION AGENCY

Kate Brewer is the President and owner of Greenfield Rehabilitation Agency Inc., a provider of physical, occupational and speech therapy services to the aging adult in partnership with skilled nursing facilities, senior communities, home health agencies, outpatient clinics and in-home services. She is also President and Owner of Rehab Resources, a provider of physical, occupational and speech therapy services to children in birth to three programs, schools, virtual therapy services, outpatient clinics and in-home services. Both companies are based in

Brookfield and serve the state of Wisconsin. Brewer leads and oversees the operations of both companies to ensure that their direction stays true to their mission of providing an exceptional experience to partners, patients and team members with a passion for growth and innovation. She has been recognized for her bold leadership and ability to make an impact as a recipient of the Entrepreneur of the Year from Milwaukee Biz Times in 2018, Future 50 in 2019 by the Metropolitan Milwaukee Association of Commerce, Private Practice of the Year by the Wisconsin Physical Therapy Association in 2020, Pivot Not Panic Award by the Metropolitan Milwaukee Association of Congress in 2020, and recognition as a Woman of Influence by the Milwaukee Business Journal in 2020. Brewer is also committed to giving back and is a member of the Greater Milwaukee Committee (GMC) and serves on the Board of Directors for the Wisconsin Parkinson Association, American Physical Therapy Association (APTA) – Geriatrics, and Young Presidents Organization (YPO) – Wisconsin Chapter. Brewer was born and raised in Algoma, Wisconsin and makes her home with her family in Hartland, Wisconsin. She is a graduate of Marquette University with her Bachelor of Arts in Communication and her Master of Science Degree in Physical Therapy. She has earned her MBA from Cardinal Stritch University in 2002.



LORI BOTTONI, VP OF ADMINISTRATION, ENTERFORCE



TRESSA KNUTSON BRUGGINK, DIRECTOR, INTERNAL COMMUNICATIONS & ENGAGEMENT, ROCKWELL AUTOMATION

I've spent my career in marketing and communications in B2B, proudly working for the world's largest company dedicated to industrial automation and technology. In my current role, I lead our global Internal Communications and Engagement team to create and deliver communications that are meaningful to our employees. Call it aligned, strategic or integrated, but if our programs, assets and channels don't mean something; we're not doing it right. When our employees spend significant time serving our customers, partners, and each other every day – it's my job to help make that the best employee experience possible. It takes a vision for our culture, the connection to our customers, a passion for communication, and applying modern marketing techniques...plus a great team. My areas of focus include strategic communication leadership; planning and implementation; team leadership and global collaboration; critical decision-making and prioritization; research and analysis; digital and social media; and a passion for culture and engagement. I also dedicate time to building mentoring relationships, partnering across differences, and working with our many Employee Resource Groups, including holding an advisory council position to continue to grow our Professional Women's Council, now with 26 global chapters. Spending over 20 years at Rockwell Automation, I am proud to be the Director of Internal Communications and Engagement, with a global team of 10 people supporting our more than 23,000 employees around the world. I'm married to Matt, my husband of 22 years, and we have two (mostly-hilarious) 16-year old identical twin boys who are sophomores in high school. We enjoy traveling together, snowboarding and skiing, and playing and having fun, wherever possible.



GAIL BURNSIDE, VP, BUSINESS DEVELOPMENT & MARKETING, EPIC CREATIVE

Gail's 25-year marketing career has spanned healthcare, manufacturing, professional services, the arts, and education. She has served corporations, partnerships, agencies, and not-for-profits. At EPIC Creative, Gail is a shareholder and leads marketing and business development efforts on behalf of the agency. Gail is active with the Turf & Ornamental Communications Association and the West Bend Area Chamber of Commerce, and serves on the board of the Boys & Girls Club of Washington County. An Indiana native, Gail received her BA in Economics and Communications from DePauw University. She currently resides in Cedarburg and is married with two college-aged sons.



PAMELA CASEY, DIRECTOR OF HUMAN RESOURCES, ELMBROOK SCHOOL DISTRICT

Pam Casey is the Director of Human Resources for the School District of Elmbrook and currently serves as the Professional Development Chair for the Wisconsin Association of School Personnel Administrators. Pam has over 25 years of public sector human resource experience with previous experience at Oconomowoc Area School District and Rock County in Janesville, Wisconsin. She has a master's degree in Human Resources/Labor Relations from UW-Milwaukee and an MBA from UW-Whitewater. Outside of work, Pam can be found on the tennis courts and boating with her family in Lake Country.



KATIE CONLEY, SENIOR VICE PRESIDENT, CUSTOMER SUCCESS, ZYWAVE

As Senior Vice President of Customer Success and Services, Katie is always looking for ways to improve partners' experience and make both customers and employees as happy as they can be. Katie first joined Zywave back in 2000. In fact, her first job at Zywave now spans more than three different departments. Before Zywave, Katie held positions at McDonald's and Rutter Media. Outside of Zywave, she loves to exercise, volunteer and travel internationally.



TIFFANY COOLEY, CHIEF MARKETING OFFICER, WANTABLE

Tiffany, CMO at Wantable, has over 15 years of experience in marketing and retail. Prior to taking on her role at Wantable, Tiffany was the Vice President of Marketing for a large multi-billion dollar retailer before the age of 30. In addition, she's had the opportunity to consult for Fortune 500 companies, lead several major retailers, and mentor teams across the country.



JILL DESMOND, CHIEF OF STAFF, ALVERNO COLLEGE

Jill Desmond serves as Alverno College's Chief of Staff. In her role, Desmond is part of the president's leadership team and is responsible for complex and changing projects, including leadership of the college's strategic planning efforts and implementation. Desmond also serves as the chief liaison and corporate secretary to the Alverno College Board of Trustees. Desmond is an experienced nonprofit executive who began her career in public service, serving in both Americorps and the Peace Corps, until transitioning to the nonprofit sector where she has worked

as the executive project coordinator for The Healing Center and campaign director for the Milwaukee Symphony Orchestra. She currently serves on the board of the Wisconsin Policy Forum and has previously served on the Healing Center Community Cabinet and SecureFutures Board. Desmond holds a bachelor's degree from the University of Wisconsin-Madison, a master's degree from Marquette University where she was the recipient of a Trinity Fellowship, a certificate in financial management from Cornell University, and is currently pursuing her doctorate at Creighton University.



CRYSTAL FLENORL, DIRECTOR, COMMUNITY DIVERSITY ENGAGEMENT, ADVOCATE AURORA HEALTH

Crystal Flenorl is the Director of Community Diversity Engagement at Advocate Aurora Health. Prior to joining Aurora, Morgan was the Individual and Foundation Relationships Manager for City Year Milwaukee. She also co-found diverse young professionals group, Social X. Crystal's community involvement includes: PAVE, United Way of Greater Milwaukee and Waukesha County LINC committee member, member of Alpha Kappa Alpha Sorority, Inc. multi-cultural advisory board member for Visit

Milwaukee, and member of Professional Dimensions. She has past participation in the Future Milwaukee Leadership Program, Center for Progressive Leadership and past advisor for the YMCA Teen Achievers program. Crystal is a member of the Milwaukee Business Journals 2016 40 under 40 class. She holds a B.S. from the University of Minnesota Twin Cities and a Master's Degree from Marquette University.



MELISSA GOLTRA, MANAGING PARTNER, FOCUS TRAINING

As a partner at FOCUS Training, Melissa is responsible for guiding teams of facilitators, consultants, and staff to help clients "Achieve Excellence through Understanding & Action!" FOCUS provides interactive leadership, management, and professional development programs for clients in 50 states and Canada. FOCUS Training specializes in facilitating skill-based, results-driven programs that are delivered in a genuine and enthusiastic manner. Melissa's expertise in leadership and organizational development allow her to create and deliver customized programs in the areas of vision/goal setting, achieving synergy within a team, business communication, and professionalism/etiquette. She is passionate about maximizing leadership potential in women and empowering leadership organization wide.



MERILOU GONZALEZ, COMMUNICATIONS COORDINATOR, BADER PHILANTHROPIES

Merilou Gonzales is responsible for communicating Bader Philanthropies' work with local and global stakeholders. In her role, Ms. Gonzales coordinates implementation of the Foundation's communications strategies, public relations, and organizational messaging to diverse constituent groups, including, community, public and private funding partners in Milwaukee, rural Wisconsin, Canada, Czech Republic, and Israel. She coordinates and writes content for the Foundation's social, digital, and print publications. She also works closely with grantees to ensure appropriate public recognition of the Foundation's grant awards. Ms. Gonzales brings more than 25 years of experience in the nonprofit sector. Prior to joining the Foundation team, she led multiple community-focused initiatives at the Greater Milwaukee Committee, including the Talent Dividend to address workforce needs, and the Milwaukee Succeeds initiative to align efforts to improve outcomes for all city students, particularly around postsecondary and career readiness. In addition, she held multiple positions at Public Allies, a national leadership development organization that engages young adults in creating solutions to social and community needs. She was the architect of the organization's alumni leadership program. She started her career at the Corporation for National Service during the federal agency's start-up year. She has extensive governance and committee volunteer experience with global, statewide, and local organizations of all sizes, including the Junior League of Milwaukee; Lutheran Home & Harwood Place; Metro Milwaukee Optimist Club; Ruach and the Wisconsin Philanthropy Network. She holds a bachelor's degree in Political Science from DePaul University; master's degree in Political Science (American Politics) from American University and a master's degree in Learning & Organizational Change from Northwestern University.



SHERRI GROSS, MANAGER OF AUDIT AND CORPORATE ETHICS & COMPLIANCE, AMERICAN TRANSMISSION COMPANY

Sherri Gross is the Manager of Audit and Corporate Ethics & Compliance with American Transmission Company (ATC) and she joined the organization in October 2002. In this role, Sherri is responsible for overseeing the company's audit, corporate ethics and compliance, Sarbanes Oxley and ongoing assurance and analytics activities. Sherri holds a Bachelor of Science degree in Electrical Engineering from the University of Wisconsin – Platteville, a Master of Business Administration from the University of Wisconsin – Whitewater, and the Corporate Compliance and Ethics Professional Certification.



PATTI HABECK, PRESIDENT & CEO, FEEDING AMERICA EASTERN WISCONSIN

As Feeding America Eastern Wisconsin President, Patti Habeck leads the largest hunger-relief organization in the state. With a footprint of 36 counties, she supports a network of more than 600 food pantries, meal programs, and hunger-relief organizations which together serve more than 400,000 people in need. Prior to working for Feeding America Eastern Wisconsin, Patti served as the community engagement officer at the Community Foundation for the Fox Valley Region, helping large donors and regional community foundations become catalysts for social change.

Patti's passion is for community and collaboration, and her expertise is in building the relationships necessary to create a movement of positive change. A powerful change agent, she enjoys tackling complicated issues and finding solutions where most see none. She embraces social innovation and enterprise, and is currently leading an early-stage startup focused on innovative construction of safer and more-affordable housing. Patti serves as an executive board member of FaB Wisconsin, the statewide food and beverage industry cluster organization, as well as the board for Feeding Wisconsin as the vice president. She received the Northwestern Mutual Leadership Award at the Donald Driver Foundation's 2019 Driven to Achieve event. She also received the ATHENA Leadership Award at the Fox Cities Chamber Pinnacle Awards ceremony. Born in Milwaukee to a family with deep Milwaukee roots, Patti later moved to New Jersey, returning to Wisconsin for college and to start her career. She now lives in the Fox Valley with her husband of 25 years, Kevin, and son, Jack. Her oldest child, Abby, lives in Milwaukee and middle daughter, Emily, lives in Madison. Patti is an avid reader who also enjoys family vacations, baseball, and visiting Wisconsin's unique attractions. Patti earned a Bachelor's of Science from the University of Wisconsin-Eau Claire and a master's degree in Education from the University of Wisconsin-Platteville.



MARGARET HENNINGSEN, COMMUNITY ADVISOR, FORWARD COMMUNITY INVESTMENTS

Margaret Henningsen was a founder of Legacy Bank, a state chartered commercial bank that was in the heart of the city of Milwaukee. At the age of 50, she followed her dream of addressing the lack of comprehensive banking services for women and minorities in her community. An advocate for empowering them, she recognized that the ability to create wealth was necessary to transform lives. She served as the Executive Director of the Women's Fund of Greater Milwaukee funding women and girls led social change initiatives. Currently, she is the Community Advisor for Forward Community

Investments. Margaret is also founder of the Milwaukee and Juneteenth Day celebration; has served on many community boards and as a mentor to hundreds of women. She is mom to Maya Joy, loves spending time with her nine siblings, and having fun with her 53 nieces and nephews.



KATHY HENRICH, CEO, MKE TECH HUB COALITION

Kathy Henrich is currently the CEO of the Milwaukee Tech Hub Coalition. She has over 25 years in the technology industry, including executive leadership of sales and partnership organizations, including a start-up between large corporate partners. In 2017, she dedicated herself to ensuring individuals and organizations have the skills to succeed in the era of AI and automation by pursuing her masters in Workforce and Talent Development from LSU. Most recently, Henrich served as the senior manager of the Future of Workforce at Accenture where she leveraged her line executive experience to help clients with organizational design, talent planning, upskill planning, and change management required by digital transformation. In addition, she's been involved in many tech and talent non-profit projects in Wisconsin.



SHARON HUDY, COMMUNICATIONS DIRECTOR, LUTHERAN SOCIAL SERVICES

Sharon has 20 plus years experience in strategic marketing and communications for both the corporate and nonprofit sectors. As LSS Communications Director, Sharon develops and guides strategy for all external and internal marketing, communications and PR efforts for the Servant Leadership Organization. Key areas of focus include brand articulation, mission growth, donor engagement/stewardship, employee relations and thought leadership. Prior to joining LSS, Sharon founded Women's Care Center of Milwaukee, a branch of the nationally recognized pregnancy resource center. There, she led a horizontal merger, grew the start-up budget from \$250,000 to \$1 million, and managed the build out of two capital projects in Milwaukee's central and south side neighborhoods. Sharon graduated from Marquette University with a B.S. in Communications/PR and Advertising. Sharon and Bob - her husband of 20 years - are proud parents of 12-year-old daughter, Olivia. They live in Bob's childhood home with their two-year-old Goldendoodle, Harley.



KRISTINE IWINSKI, MANAGING DIRECTOR, CIBC

With over 20 years of commercial banking experience, Kris has worked with dozens of privately owned businesses, across multiple industries including manufacturing, distribution, construction, healthcare, professional services, technology and non-profit. Kris particularly enjoys putting compelling business cases together to support her clients' needs, whether it's financing working capital, building and equipment loans, acquisition financing or weathering the economic cycles. Currently, Kris is serving as Managing Director with CIBC Bank USA working with middle market clients throughout the state of Wisconsin. Volunteer work has always been an important and enjoyable part of Kris's career. Currently Kris serves as Treasurer for Luther Manor, a full-spectrum senior living organization. In the past Kris held various board roles with the Southwest YMCA, the Rotary Club of Milwaukee and volunteered to manage a local Leukemia and Lymphoma campaign. She also serves as President of Midwest Twisters Gymnastics Booster Club.



AMY JANSEN, VICE PRESIDENT, WEALTH PRODUCT MANAGEMENT, JOHNSON FINANCIAL GROUP



CARLENE JULIUS, DIRECTOR OF BUSINESS DEVELOPMENT, NEW RESOURCES CONSULTING

Carlene Julius is Director of Business Development at New Resources Consulting in Milwaukee. Carlene started at New Resources Consulting in 2014 and is responsible for the overall management of strategic planning and customer relationship activities for select national and local accounts. Before New Resources Consulting, Carlene worked as a Senior Medical Sales Representative for Forest Pharmaceuticals. Prior to her sales profession, Carlene was a television news reporter. She started her career as a college intern working on-air for the NBC news affiliate in Champaign-Urbana, Illinois, and the station hired her full-time upon graduation. Carlene then moved to Milwaukee, where she joined the ABC affiliate, WISN-TV, as a lead reporter for the 5pm, 6pm and 10pm news. Carlene was promoted to weekend anchor at WISN-TV but left television news shortly after her promotion to pursue new opportunity at the Milwaukee Mayor's Office as Press Secretary. Carlene spent one year working for the Milwaukee Mayor before transitioning into a sales career. Carlene is also an active member of the community. She has volunteered at Sojourner Family Peace Center working the crisis hotline and children's program. She served as co-chair for Sojourner's 'Be the Light' fundraiser event for the past two years and is now a board member of Sojourner. Carlene has also volunteered at Agape Community Center in Milwaukee and Food for Friends in Illinois preparing and serving meals. Outside of work and civic duties, Carlene enjoys spending time with her husband, Buddy. They like to golf, dine at new restaurants and travel. She also enjoys spoiling her niece and nephew with love and attention. Carlene grew up in the Chicago suburbs of Oak Brook, Illinois, and graduated from Columbia College in Chicago with a B.A. in Broadcast Journalism.



KELLY KLUGE, FOUNDER AND OWNER, KLUGE ADVISORS

Kelly Kluge is the Founder and Owner of Kluge Advisors, LLC. Kluge Advisors, LLC., a management consulting firm in Talent Strategies, Cultural Health and Organizational Effectiveness, with emphasis in leadership and organizational readiness during times of major transition. Kelly has over 20 years of experience working in industries like financial services, manufacturing and sales and marketing. She leverages this knowledge, expertise and an artful and collaborative approach to partner with her clients to help them increase response time to client demands, while continuously adapting quickly to change, complexity and paradox. When Kelly isn't working, she enjoys a wide range of outdoor activities; fat tire biking, trail running, hiking and as a beginner golfer, is looking forward to the warmer weather and 18 holes...followed by a cold glass of chardonnay and cooking with friends and loved ones. She is also an unabashed fan of tabloid and celebrity news and loves to turn off her mind by bingeing Netflix.



KATIE KONIECZNY, PRESIDENT, DIVINE SAVIOR HOLY ANGELS



MEG KURLINSKI, SHAREHOLDER, GODFREY & KAHN

Meg Kurlinski is a shareholder and chair of Godfrey & Kahn's Labor & Employment Practice Group. Meg assists clients with a variety of labor and employment matters, including the management of day-to-day employment matters, drafting and enforcing restrictive covenant agreements, administering family and medical leave laws, advising on federal and state discrimination claims, conducting unlawful harassment investigations and drafting affirmative action plans. Meg also counsels clients regarding the employment and labor matters that are related to business sales, mergers and acquisitions, and other corporate restructuring, including employment and labor due diligence, employee selection and retention, employment agreements, and reduction-in-force issues. In addition, Meg counsels employers on international employment and business issues. Meg regularly conducts workshops and seminars on employment law topics for clients and other employment law professionals. Meg received her law degree from Washington University School of Law with honors. While at Washington University, Meg was a staff editor for Washington University Global Studies Law Review. She received her Bachelor of Arts in Philosophy, cum laude, from Truman State University.



JESSIE MAYER, SENIOR MANAGER OF EMPLOYEE EXPERIENCE, HYDRITE

Jessie currently leads Hydrite's Employee Experience team and is responsible for driving employee engagement and retention by developing effective programs and strategies in collaboration with business leaders. She co-leads Hydrite Helps and United Way community giving teams for Hydrite. Prior to leading employee experience, she led the recruiting team and strategy. Her background prior to Hydrite includes recruiting and human resources in the manufacturing and consulting industry for 15+ years. She has a Bachelor's Degree in Business Administration with a concentration in Finance from UW-Madison and is a certified Senior Professional Human Resources (SPHR).



MELISSA MCCORD, PARTNER, QUARLES & BRADY

Melissa McCord is a finance attorney who represents both lenders and borrowers in complex commercial finance transactions. She has extensive experience with secured transactions, syndicated facilities, asset-based facilities, mezzanine debt, New Markets Tax Credit transactions, international financing, asset securitizations, interest rate swap documentation, and third-party legal opinions. Melissa has experience in representing private equity and strategic buyers in acquisition financing transactions, working closely with the portfolio companies

in all aspects of their financing needs. She also advises on covenant compliance and Uniform Commercial Code matters. Melissa was born in upstate New York and grew up in Cleveland. She earned a journalism degree in 1997 from Ohio University. After working for a newspaper in Ohio and for The Associated Press in Milwaukee for nine years, Melissa decided to go to Marquette University Law School, where she earned her law degree in 2010. Melissa and her husband, Eric Andersen, love to travel, and their favorite destination is their most recent one.



TIFFANY MULLEN, CEO/CO-FOUNDER, VYTAL HEALTH

Dr. Tiffany Mullen is the CEO and Co-Founder of Vytal Health, a Milwaukee based telemedicine startup company. Years after feeling frustrated by healthcare - both as a patient and a physician - Dr. Mullen left corporate healthcare behind to co-found Vytal Health. Vytal Health is a membership-based telemedicine company focused on helping busy women solve health problems that have been overlooked or under-treated by traditional health care. Prior to launching Vytal Health, Dr. Mullen led Aurora Health Care's Department of Integrative Medicine as its Medical Director, growing it to the

largest department in the country. Dr. Mullen is dually board certified in Family and Integrated Medicine. She completed her Family Medicine residency at St. Joseph's Hospital and Medical Center in Phoenix and her Fellowship in Integrated Medicine at the University of Arizona.



ERIN NAPIER, ADJUST PROFESSOR, MARQUETTE UNIVERSITY | OWNER, TRIFOLIUM LLC

Erin Napier is versatile and award-winning global business leader, marketer, strategist and critical thought partner that drives growth at the front end of market, program and product development. Erin has a strong portfolio of results extending organizations into new markets and reaching new customers. Erin is a team-builder with the ability to quickly create and manage productive relationships with multiple cross-geography, cross-company partners, agencies, internal and external stakeholders.

Erin also teaches next-generation marketers at Marquette University serving as Adjunct faculty for the

Diederich College of Communication



BROOKE NAPIWOCKI, DIRECTOR OF FINANCIAL PLANNING, CRESCENDO WEALTH MANAGEMENT

Brooke Napiwocki serves as the Director of Financial Planning at Crescendo Wealth Management, a boutique financial planning firm located in Ozaukee County. Brooke brings nearly 20-years of experience in the financial services industry, advising individuals, small businesses, and institutional clients. In her role as the Director of Financial Planning, she designs, communicates, and executes client strategies. As a leader at Crescendo Wealth Management, she cultivates a strong financial

planning-focused team and standards to serve clients at a consistently high level. At Crescendo, Brooke focuses her practice on partnering with mid-career, professional women and couples. This niche is drawn to her collaborative, flexible, and results-driven approach. She aims to enrich her clients' relationship with money as they navigate their current career and family demands while planning for today's financial opportunities and challenges balanced with strategizing for their long-term financial future. Brooke provides holistic financial planning based on the CERTIFIED FINANCIAL PLANNER™ 7 Step Financial Planning Process. Brooke specializes in cash flow planning/budgeting, couple friendly planning, employee benefits planning including senior and executive-level benefits and compensation, higher education planning, post-divorce planning, career and human capital planning, aging parent planning.



ANDREA PETRIE, VICE PRESIDENT FOR ADVANCEMENT, ALVERNO COLLEGE

Andrew Petrie works for Alverno College as Vice President for Advancement, leading development and engagement efforts with alumnae, donors and friends as the college brings to life its strategic vision and continues building collaborative partnerships with southeastern Wisconsin corporations and foundations. Andrea is a native of Whitewater, she holds a bachelor's degree from the University of Minnesota and an MBA from Marquette University. Andrea moved back to Milwaukee from Chicago in 2006 to work for Marquette. She now lives in Muskego with her husband and three children.



ANGIE PHILLIPS, VP OF HUMAN RESOURCES, METAL-ERA

Angie is currently the VP of Human Resources at Metal-Era, the largest manufacturer of high-performance roof edge solutions for commercial, institutional, and industrial roofs in North America. Originally from New England, Angie brings an energetic style to her executive leadership by combining her finance and HR background with her vast industry experience. She has worked in multiple sectors for both private and public companies, including Retail Grocery, Financial Services and Manufacturing and has extensive experience leading M&A projects within each of those sectors.

She currently serves on the Board of Directors of the Professional Dimensions Charitable Fund as the Vice Chair, as well as the Advisory Board of Marquette's School of Business. Angie earned her Bachelor of Science degree from Worcester State University in 1999 and obtained her GPHR in 2017. In 2019, Angie co-chaired the WI Humane Society's Paws 'n Claws Gala, raising a record-breaking amount to support the organization. In addition to her commitment to leading her team, investing in the community and spending time with her family, she is an avid equestrian and has an enthusiasm for educating herself on the societal impacts of current events.



JEAN MARIE POINDEXTER, INTERNAL AUDIT PROJECT MANAGER, AMERICAN TRANSMISSION COMPANY

Jean-Marie Poindexter is Internal Audit Project Manager- SOX Program Manager at American Transmission Company (ATC) where her role includes providing independent, objective, assurance and consulting services designed to add value and support the company's strategic plan. She began her career with KPMG, in Milwaukee; her prior experience spans across finance, audit and compliance functions. Jean-Marie holds a Bachelor of Business Administration degree in accounting from the University of Iowa and holds professional certifications of Certified Public Accountant and Certified Internal Auditor.



KATIE RASOUL, FOUNDER & PRESIDENT, TEAM AWESOME

Katie is a Talent Development expert and culture consultant helping high-potential leaders level up through her company, Team Awesome. She is an optimistic realist and enjoys finding awesomeness in all areas of life. Katie has led leadership, team culture, organizational development and HR best practices for more than a decade. She has most recently served as a Vice President of Human Resources for a nearly \$4 billion publicly traded company. Katie has a BBA in Finance and a BA in French from the University of Wisconsin Oshkosh, and an MBA from the University of

Wisconsin Consortium program. She has earned a Senior Professional Human Resources (SPHR) certification, and is a Certified Professional Coach (CPC).



SHANNA REID, BUSINESS PRESIDENT & OWNER, ONE ACCORD

Shanna Reid has been the President/Owner of One Accord, LLC since 2002. Reid is a licensed insurance broker with over 19 years of experience and has specialized in the identification, risk management, safety, and administration of complex, multi-dimensional insurance coverage plans. One Accord, LLC, is an independent insurance firm. One Accord has provided services to federal, state and local government in areas of OCIP (Owner/Contractor Controlled Insurance Program)/Wrap-Ups, Certificate of Compliance, Contract Administration, Risk Management,

Safety, Project/Program Management and Insurance Placement. One Accord has been recognized by the Small Business Administration (SBA) as an emerging leader; and the firm is a certified MBE, WBE, DBE, SBE & SWMBE company. Reid formerly the OCIP Administrator/Compliance Manager for the Milwaukee Metropolitan Sewerage District for nine plus years. Reid has also been awarded property and casualty contracts with Milwaukee County/ Milwaukee Transit since 2015 partnering with Aon Risk Services. Reid earned a bachelor's degree in business management from Concordia University in Mequon and completed an international business course during her study abroad in Costa Rica. Professional training completed includes the Engineering & Construction Management Program, Business Development Program Tiers I and II and the SBA Emerging Leaders E200 program.



LAURA SCHMIDT, CHIEF TALENT DEVELOPMENT OFFICER, MKE TECH HUB

Laura Schmidt serves as the Chief Talent Development Officer for the Milwaukee Tech Coalition where she is responsible for talent pipeline strategies in K-20 education as well as Re/Upskilling to support the Coalition's goal to double the tech talent in the greater Milwaukee region in a manner that is reflective of the community at large. Previously she served as the Director of Corporate Engagement at MSOE, the Strategic Advisor to the Superintendent for the School District of New Berlin, and as a Manager in the Field Technology department at Northwestern Mutual. She holds an MBA from

Marquette University and a BBA in the Management of Computer Systems from UW-Whitewater.



THERESE "RESE" SCHNEIDER, DEVELOPMENT & OPERATIONS DIRECTOR, WISCONSIN POLICY FORUM

Therese "Reese" Schneider is the Development & Operations Director at the Wisconsin Policy Forum. She manages the organization's development activities, strategic efforts, events, and business operations. Prior to joining the Forum, she worked as a development officer, conference coordinator, and program manager for organizations in California and Washington, DC. Therese holds a dual MBA and master's degree in community and regional development from the University of California, Davis

and a bachelor's degree in political science from Virginia Tech. Born and raised in the DC area, she lives in the city of Milwaukee with her husband, two kids, and two dogs.



DR. ALEXANDRA SIELAFF, PRESIDENT, OWNER AND LEAD COACH, THUNDERBIRD INDEPENDENT CONSULTANTS, LLC

Dr. Alexandra Sielaff is the President, Owner and Lead Coach and Consultant at Thunderbird Independent Consultants, LLC. Dr. Sielaff has served as a professor of statistics and organizational behavior at Marquette University for 23 years, as Director of Graduate and Professional Education and professor of global business at MSOE, and coordinator of program development and evaluation at WCTC. She earned her Bachelor of Arts degree in Slavic Languages and Literature, and Masters in

Soviet/East European Studies, University of Kansas; Masters of International Management, Thunderbird School of Global Management; and Master of Science and Doctor of Philosophy (Ph.D.) in Educational Leadership and Policy Analysis at University of Wisconsin-Madison.



KIRSTIN STAHL, INSTITUTIONAL CLIENT RELATIONS SUPPORT MANAGER, WELLS FARGO ASSET MANAGEMENT

Kirstin is an institutional client relations support manager at Wells Fargo Asset Management. In this capacity, Kirstin oversees a team that provides client support for multiple institutional client practices both within the U.S. and internationally with a focus on improving the customer experience. Before joining Wells Fargo Asset Management in 2013, Kirstin served as a client service manager with Wells Fargo Advantage Funds since 2005 where she led client services teams to support institutional, direct

to fund, and retail intermediary sales channels. Kirstin entered the investment industry in 1998. She earned her bachelor's degree in business administration from Illinois State University.



JOANNE SZYMASZEK, PRESIDENT, JOHNSON INSURANCE SERVICES

As President of Johnson Insurance, Joanne organizes a team of leaders to set and oversee strategic direction, while delivering a superior client experience. With the support of their dedicated team of professionals, Joanne takes pride in providing comprehensive solutions to their clients' needs. Her team is committed to developing and maintaining long-term, meaningful client relationships. Joanne has an extensive background in the insurance health care and risk management industry. She actively serves her communities through board of directors, advisory boards and volunteerism. Joanne passionately believes that as women, we uniquely and powerfully impact the communities we serve.



SHARY TRAN, DIRECTOR, DIVERSITY & INCLUSION, FROEDTERT HEALTH

Shary Tran is the Director of Diversity and Inclusion for the Froedtert & the Medical College of Wisconsin Health System. Her work focuses on Workplace and Workforce initiatives with the ultimate goal of ensuring a quality healthcare experience for everyone who chooses Froedtert for their care. Shary specializes in strategic recruitment, diversity education, and development of quality staff for the health system. Before joining Froedtert Health 7 years ago, Shary spent over 15 years working in the field of Diversity and Inclusion for Fortune 500 companies such as Briggs & Stratton and Johnson Controls. Shary is a life-long resident of Milwaukee and is deeply committed to her community. She served as President of the Young Professionals of Milwaukee - currently known as FUEL Milwaukee. She is a former Alumnus of the Year and alumni board member of INROADS WI and also served on the University of Wisconsin - Whitewater Alumni Board. In 2015, Shary was recognized by the Milwaukee Business Journal as a "40 Under 40" leader in the community. She is a board member of Hispanic Professionals of Greater Milwaukee and volunteers on committees supporting community organizations like Safe and Sound and 88Nine RadioMilwaukee. Her involvement in the community has helped her grow a diverse network of friends who keep her motivated to do this work every day. Shary holds a Masters Degree in Business Administration from Cardinal Stritch University and a Bachelor of Administration - International Business from the University of Wisconsin - Whitewater. Shary Tran is the youngest child in an immigrant family of 12, and a first-generation Wisconsin native. Her culturally diverse upbringing helped drive her passion for work in the field of diversity and cultural competence.



DIANE WELHOUSE, EXECUTIVE DIRECTOR, NARI MILWAUKEE

Diane Welhouse is the Executive Director of the Milwaukee Chapter of the National Association of the Remodeling Industry (NARI) and is responsible for the implementation and execution of NARI Milwaukee's strategic direction and oversees its operations. Welhouse has extensive experience in executive/senior leadership with for-profit and non-profit organizations like the United States Bowling Congress, Direct Supply, Inc. and even her own family business, Welhouse Construction Services, LLC. Welhouse holds bachelor's degrees in mass communications, psychology and sociology from UW-Milwaukee, an associate degree in Interior Design from Fox Valley Technical College and is a Certified Kitchen and Bath Remodeler (CKBR) through NARI.



ANN WOELFEL, OWNER, WOELFEL CONSULTING

Ann is a proven leader with strong corporate and non-profit experience. Skills include event management, strategic planning, cross-team collaboration, program management, governance, fundraising, facilitation/speaking and operations. As principal of Woelfel Consulting, Ann partners with individuals and organizations to create memorable and flawless event experiences, fill skill or resource gaps on a short-term/project basis to create efficiencies and improve effectiveness and give time to causes that fuel her heart. Ann joined TEMPO's Emerging Women Leaders in 2016, serving in various

leadership roles including programming committee chair, and co-chair of the 15th Annual Leadership Event in 2019. Ann joined TEMPO Milwaukee in July 2020.

ANNOUNCEMENTS

2019/20 IMPACT REPORT

We are proud of our many achievements during our fiscal year of May 1, 2019-April 30, 2020 as highlighted in our Impact Report. We encourage you to spend some time reading through this report, reliving our amazing year and recognizing how TEMPO leadership has navigated our 'new normal' during this challenging time.

[Click here to view the full report.](#)

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 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, 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. If you have a nomination, please be sure to submit your nomination email prior to the first of the months in which we review.



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.

Women's Affinity Alliance 2020-21 Corporate Partners

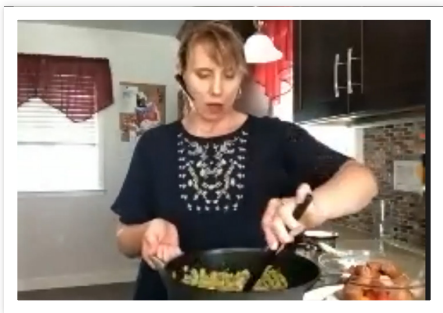


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QUARTERLY UPDATE

SOME HIGHLIGHTS FROM THE PAST FEW MONTHS

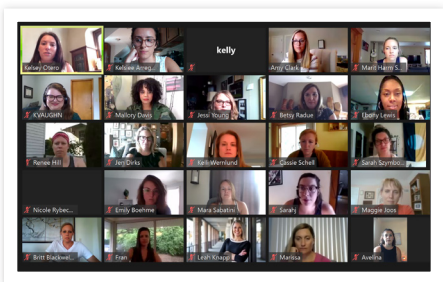


Engagement:

The EWL Engagement Committee is dedicated to keeping members engaged in our new virtual setting. The committee has hosted two virtual EWL Explores events featuring two local female entrepreneurs.

EWL member Maggie Joos, owner of The Real Good Life welcomed EWLers into her kitchen and shared with attendees an easy at home recipe to spice up quarantine kitchens.

EWLers also held a virtual wine and cheese pairing with Sabina Magyar, owner of the Village Cheese Shop. Sabina led attendees through a pairing of five cheese and five wines produced by female wine makers.



Programming:

The EWL Programming Committee is also dedicated to keeping EWL connected virtually by offering new virtual programs for members and guests.

The third annual Speaker Blitz event was held virtually at the end of August. This event featured five, five-minute ["Truth Talks."](#)

The topics and speakers were:

- **Conducting Difficult Conversation with Compassion** by Kaitlin Vaughn
- **Trauma, Tragedy, Triumph: The Healing of a Generation** by Ebony Lewis
- **Balance is Bolonga: How to thrive when the world is throwing a lot at you** by Betsy Radue
- **Death Becomes Her: Addressing Grief in the Workplace** by Megan Strock and Jessi Young
- **How my creative outlet led to a pilot show on HGTV** by Mallory Davis



1-to-1 Mentoring:

The 1-to-1 Mentoring program added 33 new matches of TEMPO Milwaukee member mentors and EWL member mentees in July!



QUARTERLY UPDATE



SOME HIGHLIGHTS FROM THE PAST FEW MONTHS

EWL Connects:

The Connects committee made 4 new Connects group in July, for a total of 72% of all EWL members participating in the peer mentoring program!

Event:

In July, the EWL Event Committee hosted a week of virtual roundtables with TEMPO members for their Deconstructed Professional Development Day programming. TEMPO members Natalie Forward, Lynnea Katz-Petted and DeVona Wright Cottrell led individual virtual roundtables with EWLers on the topics of Emotional Intelligence, Critical Conversations and Confidence & Resiliency in open and authentic large group and breakout session conversations.

Community Involvement:

The EWL Community Involvement committee partnered with Exploit No More's Freedom House by sponsoring the home's kitchen. Exploit No More's mission is to end child sex trafficking in the Greater Milwaukee area. EWL members delivered the call for new or gently used kitchen item donations to fully stock the new kitchen. Thank you to all who donated!

Membership:

The Fall EWL nomination period will be open September 21 through October 2. Angie Emery, Chair of the Nominations Committee and her Vice-Chair Fran Sutter will lead a virtual info session on September 16 for current TEMPO members and EWL members interested in submitting a nomination, potential nominees and interested candidates who want to learn more or need support identifying a nominator. [Click here to register.](#)

EWL CRITERIA

- **Professional Experience:** 6+ years in the workforce in a professional setting (time spent as an intern does not apply) with increasing responsibilities. During this time she has developed a reputation as a "rising star," next generation leader, on the partner track, etc.
- **Community Involvement:** Demonstrates commitment to the community through involvement and leadership in professional and/or civic organizations. Involvement is above and beyond required job responsibilities.
- **Leadership:** Display leadership within her company/organization; a letter of support from the nominee's supervisor or other company leader is required.
- **Endorsement:** Strong nomination from a current TEMPO Milwaukee member or Emerging Women Leader who is familiar with the program.

2020 - 2021 CORPORATE SPONSOR



2020 - 2021 CORPORATE PARTNERS



2019 – 2020 BOARD OF DIRECTORS

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Lori Richards, Mueller Communications

Vice Chair / Chair Elect:

DeVona Wright Cottrell, GMR Marketing

Past Chair:

Marybeth Cottrill, BMO Wealth Management

Treasurer:

Kris Best, BVK

DIRECTORS**Collaboration:**

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Erickajoy Daniels, Advocate Aurora Health

Emerging Women Leaders:

Heather Turner Loth, Eppstein Uhen
Architects

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Gerry Howze, PEARLS for Teen Girls

Marilyn Krause, Krause Communications

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Paula Pergl, Lauber Business Partners

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Marit Harm – Director of Membership & Programs

Kelsiee Arreguin – Communications & Events Specialist

Amanda Patterson – Communications & Events Intern

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