

# TEMPO

## FALL 2021 | NEWSLETTER



Dear TEMPO Members,

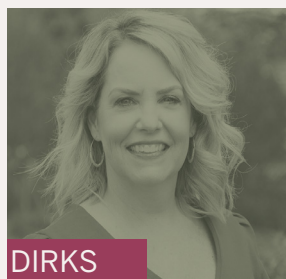
Happy Fall!

It's always bittersweet to watch a Milwaukee summer slip away, but the excitement of fall and lower humidity is a welcome change! This fall is a particularly exciting one for TEMPO, as we anticipate a number of new things, including seeing many of your smiling faces in real life for the first time in so long (while following CDC recommendations, of course)... Here's what I'm most looking forward to:

1. Last month we made our return to in-person events, while still offering a livestream option whenever possible. We have already held several successful hybrid events including committee meetings, new member orientation, the EWL Speaker Blitz and September Program Meeting. Through hybrid programming we aim to meet members where they are, whether you aren't ready to be back in-person yet, or simply prefer the convenience of Zoom. In either environment, providing a welcoming and inclusive experience is our goal.
2. This goes without saying, but I cannot wait to welcome members and Emerging Women Leaders to our incredible new office space at The Avenue. Located in the heart of downtown Milwaukee, our office offers you amazing amenities including space to hold committee meetings, Mentor Circles, EWL Connects, coffee connections and additional venues throughout the building including the Third Street Market Hall and eventually a beer garden. Stay tuned for information about our grand opening event.
3. Speaking of events, have you heard the news? The most decorated U.S. track and field Olympian of all-time, Allyson Felix, is coming to Milwaukee for our 16th Annual Leadership Event. I hope you will join us on November 12 at The Wisconsin Center for an inspirational conversation with Allyson about grit, grace and what it takes to make it to the top. More than 750 have already registered; you do not want to miss this!

We are still very much in the middle of a pandemic and navigating the challenges that come along with it. I hope TEMPO is a place you can turn to, to re-charge and focus on you. I encourage you to keep reading your Monday Message and engage in the opportunities that speak to you most and align with your comfort level. As always, I'm just a phone call or email away. Thank you for your continuous commitment and support.

Sincerely,  
Jen Dirks  
President & CEO



DIRKS

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CONNECT WITH US  
@TEMPOMILWAUKEE  
#TEMPOWOMENRISE





RISING FROM  
A STRONG  
FOUNDATION.

Building on achievements and learnings from the 2016-2020 strategic plan, TEMPO launched the 2020-2023 strategic plan in April 2020 which encompasses four key strategies. The member experience remains at the heart of everything we do, with a financially strong organization at the foundation:

Network & Value • Legacy & Brand • Equity & Belonging • Community & Impact



The 2020-23 strategic plan aims to achieve the following; that in 2023, TEMPO is....

- 1 An inclusive network of women executives and emerging women leaders providing leadership, professional development, a sense of 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, and affiliates.
- 5 A financially strong organization.

Learn more about Fall updates to our 2021-22 focus areas and success measures on the next page.

QUARTERLY UPDATE - FALL 2021



Network & Value

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

Fall 2021 Update:

TEMPO is committed to meeting members where they are during this season of change. By providing virtual, in-person, and hybrid programs, in addition to Mentor Circles/EWL Connects, Coffee Connections and 1-to-1 Mentoring offerings, there's no lack of engagement opportunities for members.

Highlights:

- 90% retention rate
- 81 new members
- 81% member engagement
- 41 new 1-to-1 matches
- 304 Coffee Connections
- Member Meetups launch



Legacy & Brand

Maximize TEMPO’s brand equity and 45-year history to build awareness of the organization and support growth over the next 45+ years.

Fall 2021 Update:

We continue to partner with local agency Bader Rutter to bring TEMPO's new brand to life through the lens of our diverse members. More to come! Social media and business publications have been buzzing with the announcement of TEMPO's move to The Avenue, as well as the 16th Annual Leadership Event speaker, Olympian Allyson Felix.

Highlights:

- Weekly "Takeover Tuesdays" on Instagram
- "Share Your Story" campaign
- 4 more EWL transitions to TEMPO
- In-Person Leadership Event to be held on Friday, November 12th
- Media placements in the Journal Sentinel, BizTimes, Milwaukee Business Journal, Urban Milwaukee



Equity & Belonging

Create an environment of inclusion and belonging where ALL members’ differences and perspectives are supported and valued. Provide a platform for advocating, addressing and promoting women’s equity issues.

Fall 2021 Update:

The DEI committee, led by Aliah Berman and Aliya Pitts, finalized 2021-22 strategic goals that foster inclusion and belonging in our organization via three areas: measurement & insights, education & training, and collaborative partnerships.

Highlights:

- TEMPO Real Talks is back on Oct. 19
- TEMPO Discovery/EWL Explores event: Mandela Exhibit at the Milwaukee Public Museum
- We continue to track the percentage of women of color in our organization (16.5%) while also being mindful of other dimensions of diversity beyond race & ethnicity.
- Partnerships with AALAM, HPGM, MCW



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.

Fall 2021 Update:

TEMPO and EWL members helped us exceed goals for individual contributions to the Foundation this year, which will allow for greater impact opportunities. Additionally, conversations continue to be had with existing and new corporate partners who support TEMPO’s mission and vision.

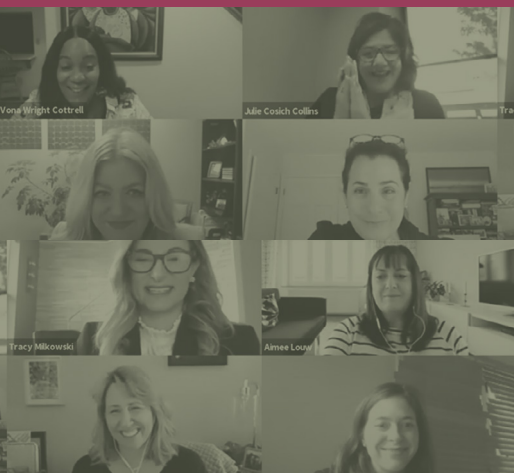
Highlights:

- 92.5% of members and EWL contributed to the Foundation with dues (Goal: 85%)
- TEMPO's new address at the Avenue will provide exposure to new audiences and collaboration opportunities.
- On track to meet or exceed corporate sponsorship goals for 2021-22.





## PAST EVENTS



## TEMPO TALKS

August 6, 2021 | The Return of Arts & Entertainment in MKE  
Featuring Christine Hojnacki and Sarah Smith Pancheri  
[Click here to watch the recording.](#)

September 10, 2021 | Branding Milwaukee  
Featuring Claire Koenig, Kris Naidl and Elizabeth Rees  
[Click here to watch the recording.](#)

## PROGRAM MEETINGS

August 19, 2021 | Opportunities and Challenges Facing High-Growth Companies in Southeastern Wisconsin  
Featuring Lisa Brown, Katie Gavin and Babatu Short  
[Click here to watch the recording.](#)

September 16, 2021 | The Future of the Talent Pipeline: Higher Education Trends and Implications  
Featuring Dr. Phyllis King (moderator), Melissa Le, Dr. Christine Pharr, Dr. Vicki Martin and Dr. Mark Mone



[Click here to view more video recordings of past events.](#)



# WELCOME BACK!



Welcome back to in-person events!  
TEMPO will be offering a mix of virtual, in-person and hybrid options moving forward.  
Register for upcoming events at [tempomilwaukee.org/events](http://tempomilwaukee.org/events)

PROFESSIONAL DEVELOPMENT SERIES

- **October 1, 2021** | A Servant Leader’s 5 Virtues that Got Him from Boxing Ring to Board Room | 7:30 to 9:15 a.m. | MMAC

Virtual | In-person

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TEMPO TALKS

- **October 8, 2021** | Personal Giving: 4 Non-profit Career Journeys and Resources to Increase Your Impact| 12 to 1 p.m.
- **January 7, 2021** | 12 to 1 p.m.

☒

WOMEN’S AFFINITY ALLIANCE QUARTERLY PROGRAM

- **October 12, 2021** |Gendered Innovations: Reimagining What’s Possible Through Your ERG | 12 to 1 p.m.

☒

TEMPO REAL TALKS

- **October 19, 2021** | The Microaggression Game with Jeremy Triplett | 4 to 6 p.m.

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PROGRAM MEETINGS

- **October 21, 2022** | A Candid Conversation with Julia Taylor | 11:30 a.m. to 1:15 p.m. | Italian Community Center
- **January 20, 2022** | Economic Outlook | 11:30 a.m. to 1:15 p.m. | Italian Community Center
- **March 17, 2022** | 11:30 a.m. to 1:15 p.m. | Italian Community Center
- **April 21, 2022** | TEMPO Annual Meeting | 11:30 a.m. to 1:15 p.m. | Italian Community Center

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TEMPO HOLIDAY PARTY

- **December 9, 2021** | 5:30 p.m. | The Pfister Hotel

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32nd ANNUAL MENTOR AWARDS

- **February 9, 2022** | 11 a.m. to 1:30 p.m. | The Pfister Hotel

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## SPONSORS

2021-22 TEMPO Talks Sponsor



2021-22 Professional Development Series Sponsor



2021-22 TEMPO Programs Sponsor





TEMPO  
16th ANNUAL  
**LEADERSHIP EVENT**

*Allyson Felix*

Olympian | Entrepreneur | Mom | Advocate



Digging  
Deep:  
Nurturing  
The Winner  
Within

November 12, 2021  
11 a.m. to 1:30 p.m.  
**The Wisconsin Center**

Presenting sponsor:

**BAIRD**

## **REGISTER TODAY!**

It's time to regroup and push beyond coping to thriving. Every woman is running her own race - what does it take to find the grit and grace to make it to the top? Get inspired to hit your stride with Olympic champion Allyson Felix.

PRESENTING SPONSOR



ADVOCATE SPONSORS



EXPERIENCE SPONSORS



SUPPORTING SPONSORS



CORPORATE SPONSORS



TABLE SPONSORS

Artisan Partners	Feeding America Eastern WI	ManpowerGroup
Associated Bank	Florsheim/Weyco Group, Inc.	Marcus Performing Arts Center
Bader Rutter	Henricksen	Marquette University
Badger Meter	Institute for Women's Leadership	Michael Best
BDO	Johnson Financial Group	Milwaukee Bucks
BVK	JP Cullen	Milwaukee Women inc
Clarios	Kahler Slater	Mueller Communications
CoreLogic	Kane Communications Group	Rexnord
Deloitte	Kohl's	Valuation Research Corporation
Emerge, Molson Coors Beverage Co.	KPMG	WHEDA
Enerpac Tool Group	The Lowe Group   LUMIN Schools	YMCA of Metropolitan Milwaukee

MEDIA PARTNERS



SIGNAGE PARTNER







**Betsy Ross-Bothe** was promoted to Senior Product Marketing Manager at Anthem, Inc.



**Alicia Dupies** began a new role as Area Manager at Gilbane Building Company in August.



**Natalie Forward** started a new position as Managing Director, Senior Talent Strategist at Recruiter.com.



**Kara Kaiser** is now Head, U.S. Corporate Real Estate for BMO Harris Bank. She also serves as the CRE Executive sponsor for all major initiatives in the U.S.



**Brook Mayborne** recently started in a new role as the Vice President of Human Resources at the YMCA of Metropolitan Milwaukee



**Rose Spano Iannelli** was recently quoted in a National Nonprofit Executive Search issue. [Read more here.](#)



**Christina Steder** started a new role as Director of Corporate Communications & Marketing at Goodwill of Southeastern Wisconsin and Metropolitan Chicago in August.



**Megan Suardini** started a new role as VP of Branding, Marketing, and E-commerce at Colectivo Coffee in September.

# CONGRATULATIONS 2021 POWHER HONOREES



**Margaret Henningson**  
Retired  
Super PowHER



**Kimberly Lock**  
Nanna's Babies Inc  
and KRL Publishing  
MotivatHER



**Denise Thomas**  
The Effective  
Communication Coach, LLC  
InfluencHER



**Peggy Williams-Smith**  
VISIT Milwaukee  
SupportHER



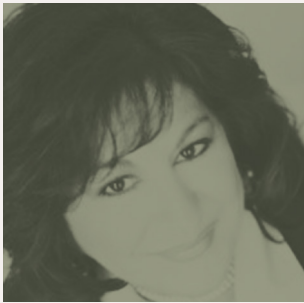
**May Yer Thou**  
HAP  
Community BuildHER



**Kenge Adams**  
CEO  
Connect Business Consulting



**Clarindria Addison**  
CEO  
Hands at Home LLC



**Maria Bartolotta**  
Director of Catering  
The Bartolotta Restaurants



**Lindsay Blumer**  
President & CEO  
WRTP | Big Step



**Charlotte Cannon-Sain**  
Executive Director  
COA Youth & Family Centers



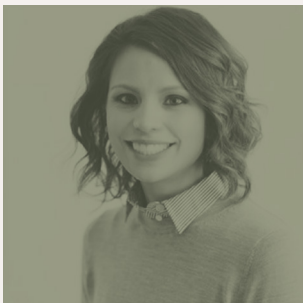
**Sue Connor**  
Finance Director  
UPAF



**Beth Dettman**  
CFO  
M3 Insurance



**LaShonda Hill**  
Director, HR  
Colectivo Coffee



**Alicia Kiser**  
VP, Human Resources  
M3 Insurance



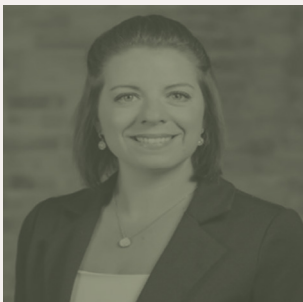
**Lindsey Kriete**  
Chief Human Resources  
Officer  
Gateway Studios &  
Production Services



**Margaret Lidstone**  
VP & Chief Development  
Officer  
Vivant Health



**Samantha Maldonado**  
Sr. Leader Diversity & Inclusion  
Kohl's



**Jenna Maguire**  
Commercial Real Estate Broker  
Founders3



**Rebecca Mitich**  
Partner  
Husch Blackwell



**Melissa Owens**  
CXA Healthcare Practice Lead  
Cisco



**Michelle Pape**  
Director, Development  
Islands of Brilliance





**Linda Pryor**  
Executive Director, Mission & Academics  
Brookfield Academy



**Tina Quealy**  
Executive Director  
The Burke Foundation



**Laurel Schulz**  
VP, Account Executive  
AON Risk Services Central, Inc.



**Sarah Siegel**  
Chief Program Officer  
Harry & Rose Samson Family Jewish Community Center



**Yollande Tchouapi**  
VP, Cash & Customer Solutions  
Johnson Controls



**Colleen Valkoun**  
Area President  
Madison/Milwaukee  
iHeartMedia



**Jennifer Van Kirk**  
Managing Partner  
Peckerman, Klein & Van Kirk LLP

# MEMBERSHIP CRITERIA



**Professional Experience**  
10+ years professional experience



**Additional Experience**  
5+ years of senior/executive level or high managerial experience



**Leadership**  
Her organization/company's top executive engages/has direct working involvement with top executives



**Community Involvement**  
Leadership in professional and/or civic organizations



**Endorsement**  
Invite or strong nomination from current TEMPO member

TEMPO nominations are accepted on an on-going basis throughout the year. Nominations are reviewed quarterly in January, April, July and October. Members interested in nominating a leader for membership can email [Kelsiee](#). To learn more, visit [tempomilwaukee.org](http://tempomilwaukee.org)



The Emerging Women Leaders (EWL) network of community-minded changemakers and inclusive, up-and-coming leaders continues to grow and provide additional value to members. Check out the [EWL Summer Newsletter](#) for in-depth recent achievements.

## Nominations:

EWL nominations are currently accepted two times per year. The Fall nomination period is open now till October 4 and it is highly recommended that nominees attend at least one event before being nominated. [Learn more here.](#)

# MEMBERSHIP CRITERIA



### Professional Experience

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



### Community Involvement

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



### Leadership

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



### Endorsement

Strong nomination from a current TEMPO or EWL member who is familiar with the program.

## 1-to-1 Mentoring

The 1-to-1 Mentoring Program is a signature initiative of Emerging Women Leaders and key benefit available to members. To-date, more than 309 matches have been made between TEMPO members as mentors, and Emerging Women Leaders as mentees. On September 27, we held our 1-to-1 kickoff event where we welcomed 42 new matches. Click [here](#) to view the recording.

## Fourth Annual Speaker Blitz ‘Silver Linings’:

Introduced as one of EWL’s quarterly program meetings in 2019, this years’ Speaker Blitz featured five, five-minute presentations given by EWL members around the theme: ‘Silver Linings.’ Each presentation was followed by five minutes of Q&A from the audience.



**Me Too, Unfortunately:  
Finding the Courage to Raise  
My Hand**

CHRISTINE DUNBECK



**Reframing My Life -  
A Journey of Self Discovery**

JULIE GARCIA-SOTAK



**A Crumbled Cookie is Still a  
Cookie**

NOLETA FRANZ



**Storytelling Saved Me  
(and it was all the truth)**

KERSTEN LARSON



**Words That Stick**

CRYSTAL WALDOCH

## EWL Explores: The Milwaukee River

EWL members enjoyed a group paddle on the Milwaukee River with the Milwaukee Kayak Company hosted by the EWL Engagement Committee.





# GET ENGAGED WITH TEMPO

As a TEMPO 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 [karreguin@tempomilwaukee.org](mailto:karreguin@tempomilwaukee.org) Not sure what's right for you? We can help!



## Mentor Circles

In a Circle, members of TEMPO will find a safe, confidential environment in which they can make connections to other women executives in order to elevate their skills and grow personally and professionally. Members are encouraged to join at any point throughout their membership. If you are interested in being placed within a circle, please email Kelsiee. [Click here to learn more.](#)

“This is a tremendous benefit for TEMPO members, especially the opportunity to form relationships outside of my field.”

“My TEMPO mentor circle was one of those groups that continue to be my rocks- the ones that will ask the tough questions and provide amazing insights.”

“The perspectives of other businesswomen provide more value than any educational seminar or networking event.”



## Coffee Connections

In the midst of the global pandemic TEMPO introduced Coffee Connections, where members sign up each month to be randomly paired with another TEMPO member. Get to know someone new or reconnect with an existing friend. Participation is optional but strongly encouraged to continue growing valuable relationships within our organization. Since September 2020, there have been more than 500 matches and 171 members have participated to-date. Click [here](#) to sign up today.

“In addition to the benefits of new connections, I found that the virtual meetings provided more time to share our challenges, experiences, and goals. I loved hearing these fresh ideas and new perspectives.”



# WE'RE MOVING!



We cannot wait to welcome you to our new TEMPO headquarters at The Avenue. Stay tuned for more information about our grand opening!



## Member Meetups

We are excited to launch a new member benefit for our network of 700+ executive and Emerging Women Leaders! The purpose of Member Meetups is to provide an additional space for our members to connect around specific professional topics, industry, or function. We held our first meetup on September 27 at the Ruby Tap with entrepreneurs, side-hustlers, and future business owners within TEMPO and EWL.



## WOMEN'S AFFINITY ALLIANCE

This year, we've taken a fresh look at the benefits of being a member and/or sponsor of the Women's Affinity Alliance. In response to feedback collected in 2020-21 from members, and learnings throughout the pandemic, we are pleased to present our 2021-22 WAA Member Benefits. Thank you to our sponsors and individual members who have already signed on for this year! [View 2021-22 Member Benefits here.](#)

### 2021-22 Corporate Sponsor:

# MGIC

### 2021-22 Corporate Partners:



2021-22 Corporate Sponsor



2021-22 Supporting Sponsor



Diversity, Equity & Inclusion Presenting Sponsors



Diversity, Equity & Inclusion Supporting Sponsors



Brand & Design Partner



2021 - 2022 BOARD OF DIRECTORS

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Board Chair: DeVona Wright Cottrell, GMR Marketing  
Vice Chair: Mary Burgoon, Rockwell Automation  
Past Chair: Lori Richards, Mueller Communications  
Treasurer: Mary Robyn Peotter, PEARLS for Teen Girls  
Secretary: Julie Granger, MMAC

Directors

Collaboration: Lori Richards, Mueller Communications  
Communications: Rebecca Ehlers, Milwaukee Public Museum  
Diversity & Inclusion: Aliah Berman, TBWA North America  
Emerging Women Leaders: Gerry Howze, PEARLS for Teen Girls  
Finance: Mary Robyn Peotter, PEARLS for Teen Girls  
Governance: Kelly Renz, inVantage LLC  
Membership: Ana Simpson, WHEDA

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Kathie Campbell, Clarios  
Marybeth Cottrill, BMO  
Erickajoy Daniels, Advocate Aurora  
Sharon deGuzman, Baird  
Tami Garrison, Molson Coors  
Cathy Girard, Goodwill Industries  
Jayne Hladio  
Marilyn Krause, Krause Communications  
Denise Thomas, The Effective Communication Coach  
Heather Turner Loth, EUA

TEMPO TEAM

Jennifer Dirks - President & CEO  
Marit Harm Spransy - Director of Emerging Women Leaders & Communications  
Kelsiee Arreguin - Director of Member Engagement & Experience  
Parthivee Desai - Marketing & Communications Specialist  
Diavian Lyons - Office Operations Administrator



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