

THE WORLD MOVES WHEN WOMEN RISE

As we quickly approach the end of 2022 and prepare to ring in 2023, how have our TEMPO and Emerging Women Leaders risen up this year and how do we plan to continue to rise for our future?

STRATEGIC PLAN
◆ PROGRESS

◆ MEET OUR
NEW MEMBERS



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A Year of Rising

We have said it before and we will say it again: TEMPO women RISE UP! Whether it is our Board rising up to lead our organization now and into the future, our TEMPO committee chairs and vice chairs rising up and reimagining the member experience, our TEMPO members rising up to new positions in their organizations and the community, or our Emerging Women Leaders rising up into TEMPO, it is evident there are many amazing accomplishments within our organization.

As we enter the holiday season and reflect on the past year, I am filled with pride for all we have achieved. We welcomed 73 incredible women into TEMPO and 32 into Emerging Women Leaders. We continue to show Milwaukee our commitment to furthering the impact of women leaders in our community. With that, comes our commitment to creating a diverse and inclusive community for all our members. The membership experience is at the heart of what we do, and as we enter 2023, we are committed to continuing to provide value to our members.

Enter: the member survey where your voice is critical to help us plan for TEMPO's future. Thank you to all the TEMPO and Emerging Women Leaders who completed the survey. **YOUR VOICE MATTERS.**

We have an amazing slate of events planned for the upcoming year and hope to see more familiar (and new!) faces both in-person and virtually. As we continue to enhance your membership experience, we ask you to continue to be engaged: attend events, invite your peers to events, nominate new members, join a committee, participate in a mentor circle or our 1-to-1 mentoring program, interact with us on social media, and the list goes on and on!

Let us raise a toast to the accomplishments of the past year and celebrate all that is to come next year!

Cheers!

Jen Dirks, President & CEO



Strategic Plan

THE 2020-23 STRATEGIC PLAN AIMS TO ACHIEVE THE FOLLOWING: 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.

Member Survey

[CLICK HERE TO TAKE SURVEY](#)

OUR 2022-23 GOALS

WE WILL REACH OUR GOALS WITH THESE FOUR STRATEGIC PILLARS:



Network & Value

- **Retention**
 - GOAL: 80%
 - New members - 95%
- **New Members**
 - GOAL: 75 TEMPO
- **Programming**
 - Return to in-person
 - Virtual option TEMPO Talks
 - GOAL: Average attendance 100
- **Increase engagement opportunities**
 - GOAL: Maintain 85% engaged members or higher
- **Increase networking opportunities**
 - New member meet-ups
 - Re-engage Table Ambassadors
 - Presidents' Private Dinners



Legacy & Brand

- **Board/committee succession**
- **EWL to TEMPO 'rise up'**
 - Further growth
 - Reassess EWL profile
 - Evolution: Professional Development track
 - Structure aligns with TEMPO Board
- **TEMPO Brand**
 - Continue to build awareness among diverse networks
 - Voice on women equity issues
- **17th Annual Leadership Event**
(October '22)
 - Re-invent: go big; take risks
- **33rd Annual Mentor Awards**
(February '23)

THE MEMBER EXPERIENCE



Equity & Belonging

- **Continue fostering inclusive environment for ALL members**
 - 2017-18 = 6% WOC
 - 2018-19 = 7% WOC
 - 2021-22 = 17% WOC
 - 2019-20 = 12% WOC
 - 2020-21 = 15% WOC
- **DEI Priorities**
 - Communications: Telling the DEI Story
 - Measurement & insights
 - DEI survey & learnings
 - Education & training
 - 'Direct Positive' - Corporate Partner Tool
 - IDI Training for Board & Committee Chairs
 - Collaborative partnerships
 - Partnerships with community groups: HPGM; MMAC Region of Choice; AALAM; Elevation
- **TEMPO Real Talks**
 - Quarterly sessions



Community & Impact

- **TEMPO Foundation**
 - GOAL: 85% individual contributions
- **Investment committee**
 - Gift acceptance policy executed
 - Planned giving campaign
- **Voice for equity for women**
 - Revamp Women's Leadership Collaborative
 - Boost engagement and value of Women's Affinity Alliance
- **Corporate partnerships**
 - Expand one-ask approach
 - Leverage VP, Strategic Partnership role
 - GOAL: \$50K TEMPO corporate sponsorships

QUARTER 1 AND 2 OVERVIEW



NETWORK & VALUE

NEW MEMBERS

Goal: 75
Currently: 72

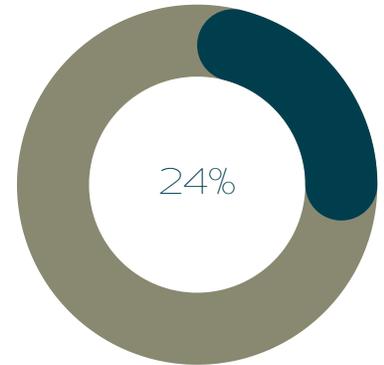
Almost there!



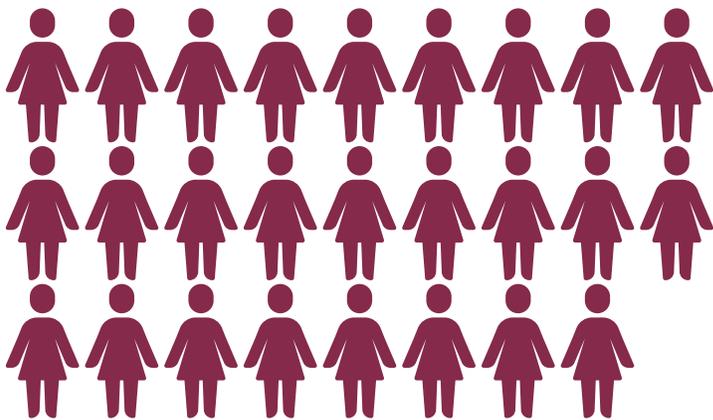
COFFEE CONNECTIONS
AND MENTOR CIRCLES
RANK HIGHEST IN
MEMBER ENGAGEMENT
Q1 & Q2

UNENGAGED* MEMBERS

*Have not attended a TEMPO event or participated in engagement opportunities in Q1 and Q2



LEGACY & BRAND



26 EWL "RISE UP"
TO TEMPO



Simone Biles



More than 1,400 execs pack Tempo event to hear Olympic superstar Simone Biles: Slideshow

41% TEMPO PARTICIPATION

QUARTER 1 AND 2 OVERVIEW



EQUITY & BELONGING



WOMEN OF COLOR 17%

OPPORTUNITY FOR GROWTH

GREAT PUBLICITY FOR OUR DOCUMENTARY "DIRECT POSITIVE" AND WINNER OF 5 FILM FESTIVALS



COMMUNITY & IMPACT

CORPORATE PARTNERSHIPS

TEMPO

EMERGING WOMEN LEADERS



TEMPO FOUNDATION

FUNDRAISING EFFORTS CONTINUE



Past Events

TEMPO MONTHLY PROGRAM MEETING



PROGRAMMING MEETING WITH KIRSTEN JOHNSON, MILWAUKEE COUNTY HEALTH COMMISSIONER SEPT 15

The Milwaukee Health Department works to advance the health and equity of Milwaukeeans by creating policies, delivering programs and services to Milwaukee residents, funding local health initiatives and advocating for community health. At the top of the city of Milwaukee's initiatives to advance health and equity for its' residents is TEMPO member Kirsten Johnson, Milwaukee's Health Commissioner. Along with her leadership journey, Kirsten shared what Milwaukee's Public Health 3.0 plan means and the ins and outs of the Milwaukee Health Department's new strategic plan which includes priorities such as multiple pandemic response, violence, lead, and infant mortality. Thank you Kirsten for speaking!



PROGRAMMING MEETING WITH MILWAUKEE MAYOR CAVALIER JOHNSON NOV 17

We had the pleasure to have Milwaukee Mayor, Cavalier Johnson, come speak to our members and guests. We learned about his inspiring journey to becoming mayor of the great city of Milwaukee and the many goals he has to improve crime rates, lower the number of reckless driving incidents, create positive environments for our children, and how we can help improve the city's financial situation by speaking to our law makers. We learned so much and walked away with a better understanding of how together, we can improve our city for generations. Special thank you to the Hoan group for attending as well!

TEMPO TALKS

TEMPO TALKS: EARLY INTERVENTION SEPT 9

Concerns over students' health and safety are top of mind. Heightened concerns about mental health, in particular, have been further exacerbated by the pandemic and school shootings. Our panelists, Chandra Cooper from Grateful Girls, Inc., Amanda Krzykowski from Lutheran Social Services, Ann Leinfelder Grove from WellPoint Care Network, and Anne Ballentine from Rodger Behavioral Health, shared what their organizations are doing to support children and families and ways our members can get involved in the community to promote mental health access for all.

TEMPO TALKS: REIMAGINING RETIREMENT NOV 11

Retirement can be a scary topic! We had a jam packed panel to help guide us through this discussion: Kenge Adams from Connect Business Consulting, Marybeth Cottrill from BMO Wealth Management, Mary Ellen Krueger from Aspirient, Brooke Napiwocki from Pegasus Partners, and Vera Westphal from the Milwaukee County Zoo. They discussed the innovative ways women are reimagining the "next chapter" of their careers and redefining retirement in order to achieve more fulfillment. From launching new "non-corporate" careers, moving overseas, generating passive income, women are exploring different paths for retirement. We discovered new strategies to realize a reimagined retirement and gained tips we can implement today to move one step closer to our reimagined retirement.

Past Events

TEMPO PROFESSIONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT SERIES AUG 26

A shocking 94% of employees report feeling stress at work, with a third describing their stress levels as high to unusually high, according to a 2021 report by the American Institute of Stress. We learned from Kerry Mitchell of the Boys and Girls Club of Greater Milwaukee how to address mental health concerns in the workplace and described what empathy for employees looks like, balanced by accountability for job performance. Thank you for helping our teams grow!

TEMPO REAL TALKS

TEMPO REAL TALKS: CREATING AN INCLUSIVE ENVIRONMENT OCT 6

When everyone's included, we all win! During this interactive session with Cassia Carte and Ashley Hines from Advocate Aurora Health, we learned how unconscious bias informs the decisions you make, as well as the impact these decisions can have on others. We discussed negative stereotypes and ways to mitigate them, including the danger of a "single story". Finally, we learned about different tactics to incorporate to ensure we are creating an intentionally inclusive environment. Thank you to Cassia and Ashley for initiating this important discussion!

WOMEN'S AFFINITY ALLIANCE SERIES

WAA QUARTERLY EVENT: THE ERG BURNOUT IS REAL AUG 24

From work to families, the number of people who are experiencing burnout continues to rise. We heard from Marcee Harris Schwartz, National Director – Diversity, Equity & Inclusion at BDO, and Julie Unite, Ph.D, Business Psychologist at Ascend about how ERGs can re-engage, retain, and rise above the burnout. From not feeling the energy to keep things afloat, to feeling alone in their ERGs, we learned ways to give ourselves a break but also allow others to become re-engaged again within their groups.

WAA QUARTERLY EVENT: POWER UP WITH EY NOV 30

We had the pleasure to welcome Molly Cook from EY for our last Women's Affinity Alliance event of the year. From learning how we can change our mindset and behaviors to how we can become a better ally and supporter in the workplace, to discovering how viewing ourselves as our own company, we left eager to learn more! Thank you again to Molly and David Grey from EY and Emily Phillips from Baird for also coming to speak. We walked away with ways we can change our thoughts and POWER UP!

EMERGING WOMEN LEADERS PROGRAMS & EVENTS



5TH ANNUAL SPEAKER BLITZ AUG 31

The Speaker Blitz is back! We had a blast listening to all our incredible speakers: Amy Clark, Ashleigh Edgerson, Yolonda Evans, Kaitlin Henze, and Sydney Hofer. The topics we covered were equally as impressive: owning your career history, diffusing confrontation, how to channel our talents post-pandemic, learning to give yourself grace and compassion, and finally how to embrace our collective and individual resilience through the last two years. Thank you again to all our speakers and we look forward to seeing everyone again next year! If you have a story to tell or have an idea for a topic, please contact us at info@tempomilwaukee.org.



EWL NIGHT OUT AT MILWAUKEE NIGHT MARKET SEPT 21

Our Emerging Women Leaders had a night on the town! We met up at the 3rd Street Market Hall for drinks and conversation before we ventured out to enjoy the last night market of the summer. From food vendors and sweet treats, to fun jewelry and even a gift for our dogs, we had a blast checking out the different local vendors. Thank you everyone for coming and we look forward to connecting with everyone at the Holiday Party!

When Things Get Flipped

PRESENTED BY:

17TH ANNUAL LEADERSHIP EVENT

BAIRD

Written by: McKenna Carrigan, TEMPO

I love quotes. Almost every paper I wrote in school started (and sometimes ended) with a quote. I felt others just knew how to say it better and were wiser for what they said. One quote that has always stuck with me and seems to embody many of my life choices, and led me through my first TEMPO Leadership Event is one from Ralph Waldo Emerson: "Once you make a decision, the universe conspires to make it happen."

Helping plan a big event is nothing new to me. From helping my mom plan her galas growing up, to my own work and board events, I thought I was plenty prepared to dive into my first big event with TEMPO just one month after joining the team. I had never worked with a big name speaker and was soaking in everything there was to know about having to give over some control of an event to someone else and trust my team to get me up to speed.

And as the other quote goes, "life is what happens when you are busy making other plans", we had "The Great Pivot of 2022" and suddenly, 12 days before the big day, we needed to find a new speaker. While I was in an utter panic mentally of what needed to get done, Jen and Kelsie were a steady ship helping to guide us through this change of plans. I was again reminded of the Emerson quote. We were making a decision to move forward and find a new speaker that would wow our attendees and the universe followed suit. With only days left, we announced the GOAT herself, Simone Biles, was coming to this year's Leadership Event!

I am not going to lie, I was feeling pretty star struck seeing Simone the day of the event. While I of course knew of her Olympic accomplishments, I did not know a lot about Simone and was eager to hear what she would share with me and the other 1,400 attendees, and wow, was I blown away. I think we tend to underestimate people who seem young or are "inexperienced" as not having something to offer. We believe these younger people to not have enough years of experience and thus must not have anything relatable to say. We saw this with our own speaker as people believed she couldn't know what it is like to be us since she is so young, or she never worked an office job so what can she possibly know, and the list of judgments continued. However, when you take away all our titles





and her multitude of Olympic medals, we are both people who struggle with a lot of the same feelings and who are constantly trying to better ourselves. We can see we have more in common than we first thought. Simone also, in her own ways, lived by the same Emerson quote as myself--she made the decision to focus on herself and not her work, and the universe allowed her to grow as a person, a daughter, a teammate, a friend, and a role model.

So what can we all learn? We can learn to be gentle with ourselves. As women, we can feel the pressure to constantly be achieving and work non-stop. We can be so focused on the goal ahead we forget to pause and take care of ourselves. It is important we learn being vulnerable does not mean weak. When Simone made the choice to stop competing, she announced to the world she was struggling and needed to step back. What an inspiring show of strength!

Deciding to choose ourselves is difficult and can feel impossible at times. Through my (admittedly short) life, I can see how every time I made the decision to choose myself I was better in the long run. The universe and I worked to make my goals, dreams, and decisions a reality. Simone reminded me the power of making those decisions and I challenge each of you to continue to choose yourself and watch everything fall into place.



SPECIAL THANK YOU TO OUR LEADERSHIP COMMITTEE MEMBERS

Co-Chairs: Danielle Bly, Mary Jessen, Jodi Ristau

Rachel Byers, Julie Collins, Renee Dowdy (EWL), Alli Engelsma-Mosser (EWL), Ginny Finn, Noleta Franz (EWL), Melissa Goltra, Vanaya Grice (EWL), Renee Hill (EWL), Christine Hojnacki, Kris Iwinski, Julie Landry, Ebony Lewis, Tiffany May, Rachel Nelson (EWL), Tracie Parent, Karen Powell, Tina Raasch-Prost (EWL), Lacey Van Syckle



Have an idea for a feature story and would like to write for our next newsletter? Reach out to McKenna Carrigan at mcarrigan@tempomilwaukee.org

Upcoming Events

DECEMBER

December 15 | Holiday Party | The Pfister

JANUARY

January 25 | TEMPO Mentor Circles & EWL Connects Best Practices Session | The Avenue

January 26 | January Program Meeting | Economic Outlook | Italian Community Center

FEBRUARY

February 2 | TEMPO Real Talks | Virtual

February 16 | 33rd Annual Mentor Awards | The Pfister

February 22 | WAA Quarterly Event | Virtual

MARCH

March 3 | March Professional Development Series | The Avenue

March 10 | TEMPO Talks | Virtual

March 29 | EWL Master Class | Virtual



Save The Date!

33RD ANNUAL MENTOR
AWARDS

THURSDAY, FEBRUARY 16

11:00 A.M.-1:30 P.M.

THE PFISTER HOTEL GRAND BALLROOM

[CLICK HERE FOR
SPONSORSHIP OPPORTUNITIES](#)

TEMPO *New Members*



*Janet Arnold-Grych
Northwestern Mutual

RISE UP
TO TEMPO



*Kortney Hamm
The Leukemia & Lymphoma Society
Upper Plains Region

RISE UP
TO TEMPO



Kathy Cavers
Lutheran Home & Harwood Place



Kate Haugom
US Bank



*Kaili Delp
ADB Safegate

RISE UP
TO TEMPO



*Jenny Hauser
Youth Frontiers

RISE UP
TO TEMPO



&Kathryn Dunn
Greater Milwaukee Foundation

REJOIN



*Molly Hogan
BMO

RISE UP
TO TEMPO



*Vanaya Grice
Northwestern Mutual

RISE UP
TO TEMPO



Nina Johnson
US Bank



Erica Guminey
Pivotal Point



*Alison Kleibor
Wisconsin Humane Society

RISE UP
TO TEMPO



Kristin Kurzka
The Sigma Group, Inc.



Andi Sciacca | MIAD



Melinda Lanham
Vivent Health



Melissa Strecansky
North Shore Healthcare



*Lori Muench
Marcus Performing Arts Center

RISE UP
TO TEMPO



Christine Wimmer
Regal Rexnord



*Kiley Peters
RAYNE IX Coaching & Consulting

RISE UP
TO TEMPO

TEMPO MEMBER PROFILE



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 or engages/has direct working involvement with top executives



Randi Schachter
Bilrite Furniture



COMMUNITY INVOLVEMENT
Leadership in professional and/or civic organizations



*Amy Schoenemann
Tarantino & Company, LLC/Capri Communities

RISE UP
TO TEMPO



ENDORSEMENT
Invite or strong nomination from current TEMPO member

EMERGING WOMEN LEADERS

New Members



Jahnvi Acharya
Regal Rexnord



Sharlan Edmonds
Levy



Uniqua Adams
Milwaukee Academy of Science



Moira Flood
Mount Mary University



Brittney Boechler
Advanced Drying Systems



Megan Frey
Versiti



Natalie Boo
Renaissance Learning



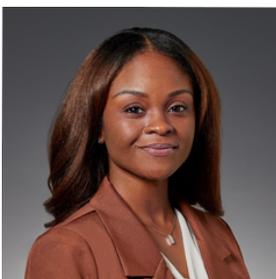
Mikaela Gitto
Sentry Equipment



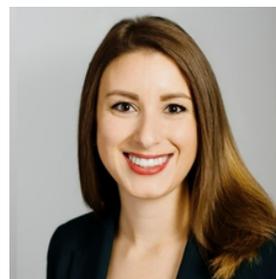
Erika Burghardt
Wantable



Amanda Golemba
Kahler Slater



Sasha Dantzler
PwC



Rebecca Gries
Milwaukee 7



Kate Iloncaie
Brown & Brown



Laura Lamansky
Michael Best & Friedrich



Sofia Ismaili
Lippert Flooring and Tile



Melissa Manley
Versiti



Anna Jablonski
Sabljak & Budisch



Julie Menden
Julie Menden LLC



Jennifer Krueger
Ronald McDonald House



Chelsea Metzger
Milwaukee Kickers Soccer Club



Heather Kutz
UScellular



Katheryn Mills Ybarra
Godfrey & Kahn, S.C.



Rose Kuzj
Walbec Group



Natalie Mortenson
Inception Health



Abby Rojas
University of Wisconsin- Milwaukee



Kelly Wang
Susan G. Komen



Brooke Sahlstrom
The Leukemia & Lymphoma Society



Heather Wojciechowski-Decaire
Milwaukee Admirals



Tracie Sparks
ManpowerGroup

EMERGING WOMEN LEADERS MEMBER PROFILE



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.



LEADERSHIP

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



COMMUNITY INVOLVEMENT



ENDORSEMENT

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

Member Accomplishments

PROMOTIONS

- Beth Veglahn was promoted to Visual Design Consultant at Children's Wisconsin.
- Dana Johnson was promoted to General Manager of Saint Kate – The Arts Hotel.
- Sarah Malchow was promoted to Chief Administrative Officer at Cedar Community.
- Beth Pomije was promoted to Vendor Services Manager at Wisconsin State Fair Park and will be finishing her term as Chair of the International Association of Fairs and Expositions Your Professionals Steering Committee.
- Gina Passage was promoted to Group CFO and Finance Director of Pentair's Commercial Water Solutions business and will be taking an advisory leadership role for Pentair's Women's Resource Group in 2023.

AWARDS & DEGREES

- Sara Kohlbeck successfully defended her PhD Dissertation. Congratulations Dr. Kohlbeck!
- Vera Westphal was awarded the Norman N. Gill award for individual excellence in Wisconsin Public Policy Forum.
- TopLine Results Corporation, co-owned by TEMPO member, Melanie Varin, was awarded the 2021 Small Business of the Year by the Waukesha Business Alliance.
- Tyshun Wardlaw (Wardlaw Productions) was named to Doc NYC's 40 Under 40 list, celebrating emerging talent in the documentary world. Tyshun's feature documentary, Growing Up Milwaukee, is streaming exclusively on HBO Max and premiered at the American Black Film Festival in 2020.
- Congratulations to 2022 BizTimes' Nonprofit Excellence Awards Winners! Marci Boucher, Independence First: Nonprofit Executive of the Year and Mary Burgoon, Rockwell Automation: Corporate Volunteer of the Year.
- Hannah Kitzerow and Stephanie Skrade were nominated as one of 10 People to Know in hospitality.

IN THE NEWS

- Lindsay Blumer represented WRTP | BIG STEP at The White House to discuss the Talent Pipeline Challenge with President Biden.

CONGRATULATIONS EVERYONE!

The Mentor Corner

10 THINGS TO ASK YOUR MENTOR OR MENTEE

As we jump into our next round of 1-to-1 mentor pairings, it can sometimes be intimidating to start the conversation. At the same time, some of us have been paired and are needing was to re-energize the relationship. Ask your mentor or mentee some of these questions to get the conversations flowing!

1. What's one thing you wish someone had told you when you were at the career stage I am currently?
2. What's the most important leadership lesson you've learned and how has it proven invaluable?
3. I'm considering a career transition. What are some other areas of the business that might be a good fit for me based on my experience as goals professionally?
4. . Could you offer feedback on ways to improve my executive presence?
5. What insight can you give on how can I become better at managing others?
6. Do you have a template that you use for long-range visioning and strategic planning?
7. What is an area of our organization that you would like to learn more about?
8. Looking back five years ago, did you envision your career as it is today?
9. Do you have any tips for re-energizing an overworked team?
10. Can we role-play asking for a raise and a promotion?

Pass the Coffee

Who needs Starbucks when we have great local cafes! Check out some of these off the beaten path coffee stops for your next Coffee Connection .

Alderaan | 1560 N. Water St.

Canary Coffee Bar | 720 N. Old World 3rd St.

Coffee Makes You Black | 2803 N. Teutonia Ave.

The Daily Bird | 818 E. Center St.

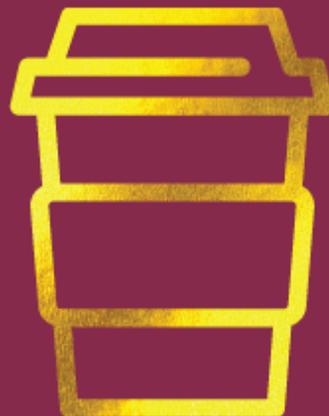
Dryhootch | 1030 E Brady St.

Fairgrounds Coffee and Tea | 916 E State St.

Hawthorne Coffee Roasters | 4177 S Howell Ave.

A Taste of Java | 5900 North Ave

Vennture Brew Co. | 5519 W. North Ave.



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2022-23 Corporate Sponsor



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Diversity, Equity & Inclusion Supporting Sponsors



TEMPO Talks Sponsor



Professional Development Series Sponsor



2022-23 BOARD OF DIRECTORS

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Secretary: Julie Granger, MMAC

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Communications: Denise Thomas, The Effective Communication Coach
Diversity, Equity & Inclusion: Aliah Berman, TBWA
Emerging Women Leaders: Gerry Howze, PEARLS for Teen Girls
Governance: Kathie Campbell, Clarios
Membership: Ana Simpson, WHEDA

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Erickajoy Daniels, Advocate Aurora Health
Sharon deGuzman, Baird
Rebecca Ehlers, Milwaukee Public Museum
Cathy Girard, Goodwill Industries of Southeastern Wisconsin

Patty Flowers, Retired
Victoria Haas, Affinity Accounting
Linda Hogan, Bader Rutter
Marilyn Krause, Krause Communications
Aliya Pitts, The Prairie School
Kelly Renz, inVantage LLC

TEMPO Team

President & CEO: Jen Dirks
Director of Member Engagement & Experience: Kelsiee Arreguin
Marketing, Communications, and Events Manager: McKenna Carrigan
Office Operations Administrator: Diavian Lyons

TEMPO

WINTER 2022

THE WORLD
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WOMEN RISE