

The Joy of Mentoring

Geneva Johnson, guest speaker at the Mentoring Kickoff session January 27, shared her views on mentoring and her advice to assure a successful relationship. We share some of her insights here.



Mentoring is always a joy, because another life has touched me and affected me on the journey to who I am becoming. My life has been enriched by multiple mentors, and today I mentor five individuals – two men and three women. All approached me, asking me to be their mentor. It’s really key that mentees reach out to someone they respect and make that ask.

My mentees are all focused on becoming more effective leaders. As a retired individual, I have time to meet with each of them for two to three hours in my home every month, where they are away from office distractions and in an environment of confidentiality. Meet where you can establish a relaxed and confidential environment and completely focus on the mentee.

in every environment of our lives, but especially true in mentoring. A good mentor respects how the mentee thinks now, and weighs how they can help them think differently. The role is *not* to tell mentees what to do but to ask penetrating questions that lead them to find new meaning and insight themselves. Mentors can bring out the best in people by sharing examples of what they themselves have learned from different situations. The goal is to help the mentee find their own path and destination – to create a future not bound by their past.

Role of the Mentor

The first priority for a mentor is to listen well. There is no greater gift we can give someone than to be a totally focused listener. That’s true

Three Essentials for Establishing and Maintaining a Good Mentoring Relationship

- 1. Set Clear Expectations and Goals** Set clear guidelines and

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TEMPO Mentor Awards

Thursday, February 18, 2010
Pfister Hotel, 424 E. Wisconsin Ave.
11:30 a.m. – 1:30 p.m., \$65 per person

The TEMPO Mentor Awards celebrate mentoring, recognizing individuals who have demonstrated extraordinary commitment to helping others achieve their personal and professional potential. Each Mentor Award honoree selects a college or university to receive a scholarship for a woman in her junior or senior year. Register now to attend this inspirational program where we will honor:

- **Lynn Sprangers**, Milwaukee Brewers
- **Maria Monreal Cameron**, Hispanic Chamber of Commerce (HCCW)
- **Children’s Hospital and Health System**

Register at www.tempomilwaukee.org. Sponsorships are available. Contact Tracy at tjohnson@tempomilwaukee.org.

Joy of Mentoring, *continued*

goals for your time together. It is the goals we pursue that determine the self we will become. Most people typically aim to be a more effective leader. I like to apply Marshall Goldsmith's notion of feed-forward. He talks of looking ahead, envisioning how things might be, then determining how to get there.

2. Expect The Best

A mentor always signals, "I know you can do it." Focus on the strengths of an individual and the weaknesses become irrelevant. Only by setting high expectations, does one improve performance. Mentees should always feel wiser after each session because of the new insights about themselves they have uncovered.

3. Set The Example

Demonstrate you are comfortable with who you are and what you have to give. Totally focus on the mentee. Be credible and gain the mentee's trust. Reference the mentee to other individuals for information and networking. Reference them to readings that will help them on the path to their goals. Guide discussion of behaviors by looking at the results of their past behaviors.

If you focus on the individual and not the task, you are mentoring. If you focus on the task, that's supervising. In the end, it is the gift of time that matters most in mentoring. Connect deeply and joyfully.

In Transition?

If you are in transition in your career and would like to connect with other TEMPO Milwaukee members in transition periodically for networking and general discussion and support, please contact Louise Hermsen at 414-477-0395 or lhermsen@wi.rr.com.

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From the President

Everything You Wanted to Know About TEMPO But Were Afraid to Ask

By Gina Alberts Peter
TEMPO Milwaukee President

Several TEMPO Milwaukee members have asked me what it is like to be President of TEMPO. If you enjoy working with extremely intelligent, talented, energetic women, it is a great position. The TEMPO Milwaukee President also gets to do lots of the “fun” jobs like call the TEMPO Mentor Awards winners and tell them that they won.



I've also been asked about the Board meetings and what kinds of things get discussed. The Board meets once a month, typically from 10:30-11:45 a.m. right before a program meeting. The exceptions to that are the Leadership Conference and the Mentor Awards meetings since there is so much to do right before the event. Every month the Board approves the minutes from the prior meeting and does a review of our financial results. We have a report by at least two of the committees. We also have reports from the President and Executive Director. But, what really gets discussed?

The Board is very involved in setting a budget every year. Going into 2009/2010 with the uncertainty in the economy, we approved three budgets – a best case, expected case and worst case. The worst case budget had items that we could cut back on quickly to come as close to breakeven

as possible. Those items included things like the Membership Directory, frequency of newsletters and receptions. Happily, our results have fallen between the “expected” and “best case” budgets even though we've been in a difficult economy, showing the value of TEMPO to its members.

The TEMPO Milwaukee Board also does strategic planning to set the direction for organization. We will begin planning for the next 3-5 years later this month. Soon our Nominating Committee will

meet to nominate new Board members and shortly thereafter my term will be over.

The Board is involved in our two signature events – the Mentor Awards and the Leadership Event. We also develop new committees each year to handle specific needs. Last year, we had a Technology Committee to design our new Website. This year we have a new Mentor Committee to establish a mentoring program, a Board Development Committee to develop future Board members and a Member Outreach Committee to find more ways to engage our members. Please get involved in any of the many committees that meet your interests and/or skills.

TEMPO Theater Goers 2009-10 Season

Join other TEMPO Milwaukee members for dinner and theater. For details and a registration form, contact Kim Wynn at kwynn@whdlaw.com.



- **Thursday, March 11**
Radio Golf

Steimke Theater

Dinner at 5:30 p.m. at Eagans, 1030 N. Water Street, then a dynamic and surprisingly humorous play about a successful real estate developer and the challenges he faces when he sets

his sights on becoming the city's first black mayor. This is the Tony Award-nominated finale of August Wilson's unprecedented ten-play cycle chronicling African-American life in the 20th century.

- **Thursday, May 26, 2009**
Happy Now?

Skylight Opera Theatre

Seasonal Spirit and Generosity Were Focus of Holiday Party

Special thanks to the TEMPO Milwaukee members who helped two deserving organizations provide for America's hungry this winter. At our December Holiday Party, members donated more than \$700 for Feeding America's Hungry and Hunger Task Force!

Thanks also to Bartolotta's Bacchus Restaurant for hosting the event.

From top left:

Jennifer Bartolotta, Bartolotta Restaurants & **Michelle Mason**, ASQ

Ann Stadler, United Way of Greater Milwaukee and **Christine Hojnacki**, The Bon-Ton Stores, Inc.

Betty Ragalie, Betty Ragalie, LLC.; **Margy Stratton-Norman**, Milwaukee Reads; **Heather Nill**, National City

TEMPO Milwaukee members enjoyed Bacchus' delights and each other's company!



E-Beat Offers Expanded Member Communications

We want to hear from you! Actually, we have been hearing from you. And you've told us you'd like to have more opportunities to connect with your fellow TEMPO Milwaukee members.

Beginning this month, watch your e-mail for a new publication called the **TEMPO Milwaukee E-Beat**.

What will be included in **E-Beat**? Send us information about upcoming events that your favorite charity is hosting. Let us know if you are looking for someone to rent your timeshare. Use the TEMPO Milwaukee network to fill an important position at your company. There are almost no limits to what you can advertise or promote!

The deadline for submissions is will be the 17th (or closest weekday) each month. **E-Beat** will be distributed on approximately the 20th of the month.

Submissions must be no more than 300 words and include clear contact information. The fee for this service is \$25 per listing for members and \$40 per listing for non-members. A listing consists of one issue of **E-Beat**. Unless you state otherwise, each submission will be used for only one month. If you'd like to repeat the submission, you will be charged accordingly.

Please e-mail submissions to tempo@tempomilwaukee.org with the subject line: E-Beat. If the e-mail is not sent to the TEMPO mailbox with this subject line, it will not be accepted. Payment may be made with credit card or with check.

Questions? Contact Dana Kader Robb at dana@barefoot-marketing.com.

NOTE: **E-Beat** will only be distributed via e-mail. Be sure to let us know if your e-mail address changes so that you can always make the most of your TEMPO Milwaukee membership.

New Member Directory

By now, all TEMPO Milwaukee members should have a copy of the 2010 Member Directory (the one with the green cover). If you have not received your copy either by mail or at a meeting, please contact Dana at dana@barefoot-marketing.com.

Gde pi nane go men
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January Meeting Recap

A Look at the Economy: A National Perspective from *FORBES* Managing Editor, Carl Lavin

At our January meeting, Carl Lavin, Managing Editor for *Forbes Magazine*, gave his perspective on the US economy. The meeting was covered by the *Business Journal*, *BizTimes Milwaukee* and the *Milwaukee Journal Sentinel*. Here is the *Journal Sentinel* write-up that did an excellent job of summarizing the meeting. Special thanks to Susie Falk of The Falk Group PR for coordinating the event!



Steve Jagler, *BizTimes Milwaukee*; **Jon Anne Willow**, *Third Coast Digest*; **Susie Falk**, *The Falk Group PR*; **Carl Lavin**, *Forbes Magazine*

By Katelyn Ferral
Milwaukee Journal Sentinel

Business leaders see signs of an economic upturn and expect the automobile and housing industries to rebound from 2009, *Forbes* managing editor Carl Lavin said Thursday. "We're not anywhere near where we were in 2003-2004, but we're better off than we were last year," said Lavin, who also is managing editor of *Forbes.com*.

Speaking at the University Club to TEMPO, a Milwaukee professional women's group, Lavin said home construction and auto sales are

showing an upward trend that will ripple through the economy.

"We're out of intensive care. The worst is over," Lavin said in an interview before his speech. "We're walking, but the economy isn't ready to start off on a marathon yet. The economy has incredible resilience for American businesses and business leaders to power forward."

Jobs are the most important economic barometer, he said, and although companies are increasingly hiring temporary workers, the last thing managers want in an uncertain economy is additional payroll.

"The message CEOs are giving to managers is that this year we have to be nimble," Lavin said.

Spurring new businesses and maintaining America's entrepreneurial spirit remain keys to reviving the economy, he said. He also pointed to what he calls the three A's - antibiotics, air-conditioning and Apple - as examples of business innovation that continue to make an economic impact.

"Sometimes when we're just looking at numbers, we forget the things that have changed the way we live," he said. "There are really smart people with new ideas and amazing opportunities out there and a lot of things that didn't exist before."

Lavin's presentation to TEMPO came about a year after the magazine launched *Forbeswomen.com*, which provides women executives and entrepreneurs a platform for networking and discussing female-focused business issues.

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Welcome New Members



Sherri Huff is President of Huff Consulting, a firm specializing in fraud and forensic accounting, as well as small business consulting. She also serves as part-time CFO for several biotech firms OBSscientific, Inc, BioScience International, and Septech. Previous positions include working for the FBI in the white collar crime unit specializing in health care fraud, and Accounting Manager for Blue Cross and Blue Shield of Wisconsin and various contract and consulting positions within various industries.



Heather McAvoy is the Director of Corporate Communication at Assurant Health, providing strategic leadership for all their internal communication programs. She focuses on developing and executing a variety of communication programs that drive alignment around corporate strategy and employee engagement with business values. Heather holds a Masters degree in Communication from Marquette University, and is an active member in the community. She and her husband, Steve, are busy enjoying their newly-completed home in New Berlin and spending time with their two young children, Brady and Claire.



Caroline Shau is vice president of Business Technology Solutions within M&I's Support Services organization and is responsible for a variety of technology systems. In addition, she supports M&I's consumer, commercial, mortgage retail and wholesale loan origination systems used throughout the bank. She also has oversight and responsibility for supporting the bank's teller and deposit account origination systems used across all of M&I's retail branches. Prior to joining M&I in 2005, Caroline managed a variety of technology groups throughout her career at both CIGNA Corporation in Philadelphia and JP Morgan Chase in New York. She has also held positions at these companies related to strategy & management consulting, change management and process re-engineering.



Barbara Stephens is the Senior Vice President of Human Resources at Bucyrus International, Inc. She leads a team providing all aspects of human resources including corporate communications, executive compensation and benefits, and human resource strategy and development in a rapid growth environment. Barbara has more than 10 years of management experience at Snap-On Tools Inc., where she was responsible for performance and plant HR management, executive media communications, continuous health initiatives, and environmental, health and safety support and services. No stranger to the mining industry, Barbara spent 10 years as a safety technician for AMAX Coal Company. With her background in management and mining, she provides global human resources leadership.

New Members, *continued*



Angela Topetzes Strelka serves as the Social Development Commission's Director of Community Relations. She oversees the activities of SDC's Marketing, Communications, and Foundation activities. Angela more recently worked at Time Warner Cable, the Penfield Children's Center and the Easter Seal Society, and the United Community Center. She is an active volunteer in the community, past president of Renaissance Theaterworks and has served on many non-profit Boards of Directors. She is the recipient of the "Excellence in Marketing Award" from the American Marketing Association.

TEMPO Milwaukee welcomes new members throughout the year. Membership criteria includes:

- Desire to actively participate in TEMPO Milwaukee
- Willingness to interact with other members
- Desire to share their expertise and experience
- Demonstrated experience
- Be a woman and/or champion

Visit <http://www.tempomilwaukee.org/mc/page.do?sitePageId=87678> for a complete list of criteria and instructions how to nominate a new member. If you have specific questions, please contact Membership Director Peggy Williams-Smith at peggy-smith@marcushotels.com or TEMPO Milwaukee Executive Director Tracy Johnson at tjohnson@tempomilwaukee.org.

Member News

- **Lori Gervais, CFP®**, VP and Senior Investment Consultant for Baird, was once again selected to attend Barron's Winner's Circle Top Women Advisors Summit, an invitation-only wealth management conference designed to promote best practices and generate new ideas among the best female financial advisors across the industry.
- **Linda Newberry-Ferguson**, CEO of Kindred Hospital Milwaukee, was named a winner in ProHealth Care's Women's Heart Makeover. Out of over 100 applicants, Linda and five others will take part in a 12-week

heart makeover program which will include health assessments, visits with a dietician, personal trainer, and behavioral health therapist, a beauty makeover and more. "I need to put my efforts where my commitments are," Linda says. "I want to make sure I 'walk the talk' when encouraging others to support health and wellness.

If you have news about a new job, speaking engagement, promotion, client, award, success or even loss, send a brief announcement to dana@barefoot-marketing.com. Items may be edited and are used as space allows.

UpComing Events

Upcoming events are posted on the Web site at www.tempomilwaukee.org a few months in advance. Please register online.

Board of Directors 2009-2010

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Louise Hermsen

Leadership Event

Heather Fields ■
Reinhart Boerner Van Deuren s.c.

Mentor Event

Sandy Wysocki ■ The Business Journal

Thursday, February 18, 2010

*TEMPO Milwaukee Mentor Event
20th Anniversary*

11:30 a.m.-1:30 p.m. at the Pfister Hotel
\$65 per person.

Register at www.tempomilwaukee.org

Thursday, March 18, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(incl. for members, guests \$30).

Speaker: Debra Waller, CEO of Jockey
International

Thursday, March 25, 2010

New Member Orientation

11:45 a.m., location TBA

Thursday, April 15, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(incl. for members, guests \$30).

Speaker: Bert Davis, CEO of the
Milwaukee County Zoo

Thursday, May 20, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(incl. for members, guests \$30).

Speakers: Nick Turkl, CEO of Aurora
Health Care, and Sue Ela, Executive VP
and Chief Operations Officer of Aurora
Health Care

Thursday, June 17, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. Location TBD.
(incl. for members, guests \$30).

Speaker: Aoy Mitchel, joint meeting with
Women in Science.

Thursday, July 15, 2010

TEMPO Milwaukee Social Event

Details TBD.

Thursday, August 19, 2010

TEMPO Milwaukee Member Meeting

Details TBD.

Thursday, September 16, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(incl. for members, guests \$30).

Speakers: Wisconsin Supreme Court
Justice Patience Drake Roggensack and
her daughter Circuit Court judge Ellen
Brostrom.

Thursday, October 21, 2010

TEMPO Milwaukee Leadership Event

Details TBD.

TEMPO Milwaukee

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TEMPO Milwaukee program meetings
are held from noon-1:30 p.m. on the
third Thursday of most months at
The University Club, 924 E. Wells St.,
Milwaukee.