



Dear Valued TEMPO Milwaukee Members,

It has been my distinct pleasure to serve as your board chair over the past year. Along with our exceptional board of directors, we look forward to embracing another transformational year ahead. In our next term, we will further elevate our relevance and fulfill our mission to increase the impact of women leaders in our community. During the past 11 months, we often posed the challenge to our members of defining TEMPO Milwaukee's influence in one word. Inevitably, a sense of meaningful "impact" was most often the response. We have been and will always be an organization that remains relevant by serving the changing needs of our high-impact leaders.

Why impact? The evolving world we live in demands open architecture, collective leadership and inclusion more now than ever in our history. As such, our visionary thinking about impact must include multiple dimensions or streams of adjacent possibilities that are both essential and enabling. Further, imagining how we can continue to enhance TEMPO Milwaukee as our essential third place, our home away from home that provides a safe haven to learn, assume risks and share with confidence. This is compelling and necessary.

Thank you to all of our members who positively impact the vitality of southeastern Wisconsin by accelerating the contributions of women in business, community, leadership, policy and decision-making. As a collective and dynamic group of leaders, we exponentially impact our individual organizations, as well as the greater community. Together, we can embrace that sense of great purpose by moving forward with optimism in a future we grasp ahold of and take action in. We can and will make an indelible impression in southeast Wisconsin, Milwaukee and our world that will last for decades, far beyond the 40 years we have shaped thus far.

On behalf of the TEMPO Milwaukee Board, it our goal to establish ambitions and strategic priorities that ensure maximum influence through our initiatives, programs, resources and collaborative forums. In cadence with TEMPO Milwaukee's mission to advocate, elevate and accelerate, we will further our strategic roadmap and planning this summer to ensure our impact remains strong and is felt by many – TEMPO Milwaukee members, Emerging Women Leaders and the community at large.

Impactful strides have already been made over the past year, with the launch of the Emerging Women Leaders program, growth and diversification of the Foundation and a more strategic approach to development in place. These are just a few examples of many improvements achieved in 2015-16 – not without the hard work and dedication from our exceptional President & CEO, Jennifer Dirks, our staff Marit Harm and Danielle Hartmann, along with the board and committees. I hope each of you will plan to **attend the Annual Meeting and Board Elections on April 21**, to learn more about what has been achieved and plans for the future. And as always, thank you for your valued feedback we rely greatly upon. We strive to integrate your ideas into ongoing enhancements that optimize our TEMPO Milwaukee experience.

It has been a year of high impact indeed, and we look forward to delivering even more member value in 2016-2017!

Respectfully,

Jayne Hladio
TEMPO Milwaukee Board Chair 2015-2017



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UPCOMING EVENTS

April 2016 Program Meeting - TEMPO Milwaukee Annual Meeting: Strategic Plan and Committee Updates

April 21, 2016: 11:30am-1:15pm, University Club

Join us on April 21, 2016 as TEMPO Milwaukee Board Chair Jayne Hladio and President & CEO, Jennifer Dirks, update our membership on the strategic direction of the organization. This has been a year of innovation and a lot of impact has already been made as we look to the future. Hear about the initiatives we have accomplished as well as what is ahead in the upcoming year (a lot of exciting things...). In addition, ever wondered how you can get more involved with the organization? Each of our committee chairs will present a brief overview of their committee goals, objectives, activity to date and how you can get connected. [Register here.](#)

May Program Meeting - Danae Davis; Executive Director, Milwaukee Succeeds, "Risk and Reward: Finding Success in a Diverse Career Path"

May 19, 2016: 11:30am-1:15pm, University Club



Danae Davis has had a diverse and interesting career – moving between the public, for profit, and non-profit sectors and between very large and very small organizations. She will talk to TEMPO Milwaukee members about assessing opportunities and risks in her career, how she prepared herself to succeed in these diverse positions and industries, the skills and traits common to the demands of these diverse positions, and give advice on having the courage to take career risks. She will also briefly tell us about Milwaukee Succeeds – the organization's goals, what has been accomplished since 2011, and how TEMPO Milwaukee members can become involved. [Register here.](#)

Women's Affinity Alliance Event - Hosted by: EY

May 11, 2016: 4:00pm-6:30pm, The Box Milwaukee



It will take 117 years to achieve gender parity, according to the World Economic Forum. EY can't wait that long, and neither can you.

Join members of the TEMPO Milwaukee Women's Affinity Alliance on May 11 to hear about EY's commitment to gender parity and how they are accelerating closure of this gap. As part of the program, you will have an opportunity to intentionally engage in meaningful discussions with your peers relative to your own organization's diversity and inclusion journey.

The goal of this program is for you to walk away with ideas on how you can influence your own organization's agenda towards acceleration of gender parity. [Register here.](#)

Professional Development Series - Brave, Courageous and Bold with Beth Healy; Founder, Beth Healy Consulting

May 13, 2016: 7:00am-9:00am, University Club



Have you ever been silent in a meeting where you had something to offer, afraid to speak your mind; or been hesitant to "blow your own horn" for fear of sounding like a braggart? We all want to be heard, and sometimes we overstep our boundaries and say a bit too much or we say nothing and our terrific contributions are kept inside. Sometimes we try to sound like someone we are not and lose our authentic specialness. Sometimes in our attempt to sound confident, we come across as strident.

This presentation will help people "find the voice that fits YOU" and communicates your "YOUness" in a way that the world will hear and value your contributions. It shows the power of self-advocacy over self-promotion. Originally created for women, this workshop has been helpful for all audiences. [Register here.](#)

26TH ANNUAL MENTOR AWARDS LUNCHEON FEBRUARY 18, 2016

PAST EVENTS

TEMPO Milwaukee hosted 460+ guests at the 26th Annual Mentor Awards luncheon on February 18, 2016. Christy Brown (Girl Scouts of Wisconsin Southeast), Peggy Troy (Children's Hospital of Wisconsin) and Quarles & Brady LLP were honored. A \$5,000 scholarship will be designated in each of their names to Carroll University, Marquette University College of Nursing and Marquette University Law School respectively.

View event photos and videos at
tempomilwaukee.org/mentor-event

[Tempo Milwaukee Facebook Page](#)
[Milwaukee Business Journal Slideshow](#)
[Blog post by 2015 scholarship recipient Caillin Miller](#)



PAST EVENTS

TEMPO Discovery - Day to Night Style at Nordstrom Mayfair

Members enjoyed an exclusive presentation and breakfast with Nordstrom Mayfair's top stylists on January 13. Attendees of this TEMPO Discovery outing learned tips for transitioning business attire from day to night. General Manager Elena Mallios also shared her story of becoming head of Wisconsin's first Nordstrom store.

- Arm yourself with an "It Kit" before an after-work event – including a clutch, some bling, and a fun pair of shoes.
- You can't go wrong with a pair of versatile black pants. The stylists recommend a skinnier pair with some stretch.
- Natural colored nails (think bone or taupe) are in!
- If you are unable to wear heels, a flat pair with shine or sheen is a great alternative.



January Program Meeting - Economic Update with John DeClue and Joel Huffman

More than one hundred TEMPO Milwaukee members and Emerging Women Leaders attended the first Program Meeting of 2016 on January 21. John DeClue and Joel Huffman of U.S. Bank provided an overview of the state of the economy – globally, nationally and locally. This topic is of high interest to our members and we are pleased to make it a regular Program Meeting theme every January.



PAST EVENTS

Professional Development Series - Leading without Authority with Executive Coach Julie Henszey

Executive Coach Julie Henszey led one of the most highly-attended Professional Development Series events to-date on January 29. Her interactive presentation gave tactics to build social influence, practice a growth mindset and put others in a reward state – all with the end-goal of asserting leadership.



Professional Development Series - Leading with Mind, Body & Spirit with Dr. Rose Kumar

Dr. Rose Kumar, The Ommani Center, addressed the importance of finding your spiritual mission, balancing masculine and feminine principles and her personal journey to finding her purpose at the Professional Development Series on March 11. The recorded presentation can be found on [The Ommani Center homepage](#).

When spiritual purpose is at the forefront, it empowers employees and increases creativity and collaboration, resulting in an increase in both spiritual and physical abundance.

When making money is the only goal, it creates a stressful work environment. It compromises creativity and empowerment. It also compromises meaning, which is reflected in increased employee turnover and stress-related health care costs.



PAST EVENTS

March Program Meeting - "Can Milwaukee Be the Healthiest City by 2032?" with Dr. Magda Peck

Dr. Magda Peck came to Milwaukee with a 'bold and audacious' vision: to establish a world-class comprehensive graduate school of public health as a catalyst and vehicle for helping Milwaukee once again become among the healthiest cities in the nation in one generation. On March 24th, she gave a energetic and captivating presentation gave members and guests new insights and lessons learned about leading change for health and vitality in a city and region limited by persistent health challenges and unacceptable health disparities. Dr. Peck had three thought-provoking blessings for TEMPO Milwaukee members: 1. Purim 2. Serotiny, and 3. Kintsukuroi.



NEW MEMBERS



Coreen Dicus-Johnson

President, Central Market, Wheaton Franciscan Healthcare

Coreen Dicus-Johnson has responsibility for Wheaton Franciscan Healthcare's (WFH) Central Market, which includes three hospitals and a physician medical group. Most recently, Coreen served as WFH's Sr. Vice President of Physician and Revenue Operations and Payer Contracting in Southeastern Wisconsin. She holds a law degree from DePaul University College of Law in Chicago, and a bachelor's degree from Marquette University in Milwaukee. Coreen was named one of Milwaukee's "Forty under 40" in 2007. In 2012, she was inducted into The Fellows Wisconsin Law Foundation, and in 2014 was a recipient of the Marquette University Alumni National Award. Coreen was named the 2015 "Woman of Influence" by the Milwaukee Business Journal.



Linda Fellenz

President, LF Green Development, LLC

With nearly 20 years of experience in the industry, Linda Fellenz has a passion for the environment that serves as the keystone of success for her company. Linda takes pride in the company's expertise and guarantees to deliver responsive and dependable service for every project. Her experience in environmental consulting and construction management includes: brownfield redevelopment investigations, proposal and presentation preparation, state and federal environmental grant preparation, work plan preparation, overall management of construction and/or dempition projects, environmental investigations, remedial action plan development, environmental site assesments and design of municipal wells. She has served as project manager and hydro geologist on leaking underground storage tank site investigation and remediation projects and a variety of quality control and assurance projects involving low, medium, and high environmental risk sites. Her field experience includes supervising subsurface investigations, soil and groundwater sampling and testing, inspection of underground storage tank systems, earthwork construction and compaction monitoring.



Heather Nill

Senior Vice President, Senior Relationship Manager - Global Business Banking, Bank of America Merrill Lynch

As a visionary and consummate business developer, Heather is passionate about utilizing her network to help build meaningful connections for those she meets, and helping others succeed. As a strong commercial banker, Heather is trailblazing for Bank of America Merrill Lynch in Wisconsin, bringing true global powerhouse resources to local companies, combined with her agility and get it done mentality. She strives to provide authentic care, superior service and a joyful experience. Heather is a graduate of UW-Whitewater and newly certified yoga instructor. She and her husband, Bryan, reside in Whitefish Bay with their two children and enjoy the great outdoors, their kids, sports and their puppy.



Robin Pisarek

Senior IT Manager, Joy Global, Inc.

Robin Pisarek is a Senior IT Manager working for Joy Global, Inc. Her wide range of infrastructure experiences and management of multiple technical teams makes her a strong leader in the IT field. Her IT career, from executing RFPs to implementing global data networks, showcases her ability to negotiate savings and execute to business objectives. Today her focus is on IT Finance and developing a Global IT Vendor Management Program. As Chairperson for Joy's local women's group, Pisarek facilitated over 100 programs covering topics from social engineering to executive presence. Her community involvement includes Junior Achievement, Future City, and she is an ARISE instructor for individuals with learning disabilities. Pisarek is a proud alumni of Alverno College and considers herself a lifelong learner. She is currently serving on our Women's Affinity Alliance and Professional Development Committees.



Kathy Schmitz

Executive Director, Medical Society of Milwaukee County

Kathleen Schmitz has 25 plus years of experience as a senior executive in health care, marketing communications, public relations and media relations. She currently serves as Executive Director of the Medical Society of Milwaukee and Medical Society of Milwaukee Foundation. Prior to this position she served as the Chief Communications Officer/Spokesperson for Columbia St. Mary's Health System, a position she advanced to during a 22-year career with the System. Prior to Columbia St. Mary's Kathy served as the Assistant Director of Public Relations at St. Cloud State University, Public Relations Director at the Milwaukee Ballet Company & School; and News/Public Affairs Producer at WISN-TV & WISN Radio. Kathy has a Journalism degree from Marquette University and a master's degree in business from Cardinal Stritch University.

MEMBERS IN THE NEWS

Members **Griselda Aldrete** and **Raquel Filmanowicz**, along with past president **Nancy Hernandez**, were each named one of "Wisconsin's 48 Most Powerful Latinos" by Madison365. The award recognizes Wisconsin residents of Latino heritage who have accomplished great things in business, education, government, media and the nonprofit sector.

Donald Driver's 2016 Driven to Achieve Award was awarded to **Coreen Dicus-Johnson** and **Carmen Pitre** for their outstanding community efforts. Their organizations – Wheaton Franciscan Healthcare and Sojourner Family Peace Center – each received a \$40,000 donation at a black-tie event on March 19.

Lori Gervais, CFP®, Director with The Gervais Group at Baird, was once again selected to attend Barron's Winner's Circle Top Women Advisors Summit. This exclusive conference hosted an elite gathering of our nation's pre-eminent women financial advisors and industry decision makers.

Past president **Bev Greenberg** and Emerging Women Leaders participant **Denise Thomas** presented a seminar on the force of professional networking and effective communication at Cardinal Stritch University on March 31.

The work of Milwaukee Women inc. and an interview with **Phyllis King** were featured in the *Milwaukee Business Journal*. MWI's latest report on gender parity found the number of women serving on boards of Wisconsin's largest 50 public companies increased slightly from 2014 to 2015.

MEMBERS IN THE NEWS



Laura Lukas has taken on the role of Sr. Director, Global Supplier Quality & Development with Whirlpool Corporation in Benton Harbor, Michigan. We wish Laura the best on her new adventure, and thank her for her dedication to TEMPO Milwaukee as both a board member and co-chair of the Women's Affinity Alliance.



Lisa Pendergast, MGIC, has been appointed to the Messmer Catholic Schools' 2016 board of directors. Messmer Catholic Schools serve more than 1,600 students in grades K4-12 at three campuses: Messmer High School, Messmer Preparatory Catholic School and St. Rose and St. Leo Catholic School.



Marcus Hotels & Resorts has promoted **Peggy Williams-Smith** to Senior Vice President, SafeHouse Restaurants. In her new role, Peggy will oversee the development of the SafeHouse brand.

Have you been acknowledged in the news?

Please send the information to info@tempomilwaukee.org
to be featured in the next quarterly newsletter.



MEMBERS RECOGNIZE MENTORS WITH DONATIONS TO THE TEMPO MILWAUKEE FOUNDATION

Last winter, TEMPO Milwaukee members generously supported the TEMPO Milwaukee Foundation – our 501(c)(3) organization which allows us to provide scholarships to female college students. Donations **above** \$40 were made in honor of an influential mentor or mentors. **Thank you to all who donated and helped us exceed \$8,000 raised.**

DONOR	IN HONOR OF
Kris Best	Kathy Benter
Brigette Breitenbach	Sarah Kimball
Mary Burgoon	Sue Shimoyama
Oriana Carey	
Katie Clark	Bill McCahill
Sue Colegrove	Anne Zizzo
Marybeth Cottrill	Maryann & Russell Ingbreton
Jennifer Dirks	
Mary Dowell	Dr. Magda Peck
Heather Fields	Tracey Klein, Larri Broomfield
Tami Garrison	Jan Lennon
Jennifer Greger	
Renee Herzing	
Jayne Hladio	Michelle VanDyke, Steve Saloutos, Ron Senci, Rich Arasmith, Tommy Spaulding, Dale Smith & my sisters
Mary Hoppa	Mary Ellen Stanek
Sherri Huff	Gail Hansen
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Jody Lowe	Mary Ellen Stanek, Marilyn Krause, Stephanie Truog & Margaret Steinhafel
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Mary Machare	
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Ane Ohm	Kelly Fitzsimmons
Kathy Pederson	Donna Dollase, Carla Butenhoff & Joan Francoeur
Paula Pergl	
Lori Richards	H. Carl Mueller
Rose Spang	Mary Meehan
Rose Spano Iannell	Jamie Pratt
Mary Ellen Stanek	
Teresa Velk	
Marilyn Vollrat	Donna Dollase
Stacy Williams	Mary Ellen Stanek

ANNOUNCEMENTS

Reminder: Annual Member Survey

As we head into a new fiscal year, TEMPO Milwaukee has developed a comprehensive online survey to gather feedback from members about our organization and programs. Results will be carefully reviewed to determine how we can better serve our members. [Access the survey here.](#) We value your participation! Make sure to **attend the April 21 Program Meeting** where we'll be sharing the results.

Time to Renew Your TEMPO Milwaukee Membership for FY2016-17 (May 1 – April 30)

Information regarding dues renewal, engagement opportunities and updating your profile in MemberClicks was mailed to each member in mid-March. Remember to make any necessary profile updates and renew your dues by May 1, 2016 in order to be included in the printed 2016-17 Member Directory. Please contact the TEMPO Milwaukee office with any questions about the process. We look forward to serving you in the coming year! [Renew your dues online here.](#) (NOTE: Prorated dues must be renewed through the office.)

Op-Ed by Jennifer Dirks Recognizes International Women's Day

The *Milwaukee Journal Sentinel* published an op-ed by TEMPO Milwaukee President & CEO Jennifer Dirks on March 8, recognizing International Women's Day. The piece discusses how and why TEMPO Milwaukee and its members celebrate women every day of the year. [Read the op-ed here.](#)

The screenshot shows the Milwaukee Journal Sentinel website. At the top, there's a weather widget showing 44° and a search bar. The navigation bar includes links for NEWS, WATCHDOG, OPINION, SPORTS, BUSINESS, ENTERTAINMENT, LIFESTYLE, GREEN SHEET, MARKETPLACE, JOBS, AUTOS, and HOMES. Below the navigation bar, there's a banner for 'Customer Service Representative' and 'Now Hiring'. The main article is titled 'Let's celebrate women year-round' by Jennifer Dirks, dated March 08, 2016. The article text begins: 'March 8 is International Women's Day — a day dedicated to celebrating the achievements of women, in addition to raising awareness about gender parity and closing the gap.' To the right of the article, there's a section titled 'ACROSS THE BOARD' with a link to 'Yes: A new vision for the Grand Avenue'.

ANNOUNCEMENTS

64
MEMBERS

participated
in the 2015
"Women in Business"
survey.



14 from
public

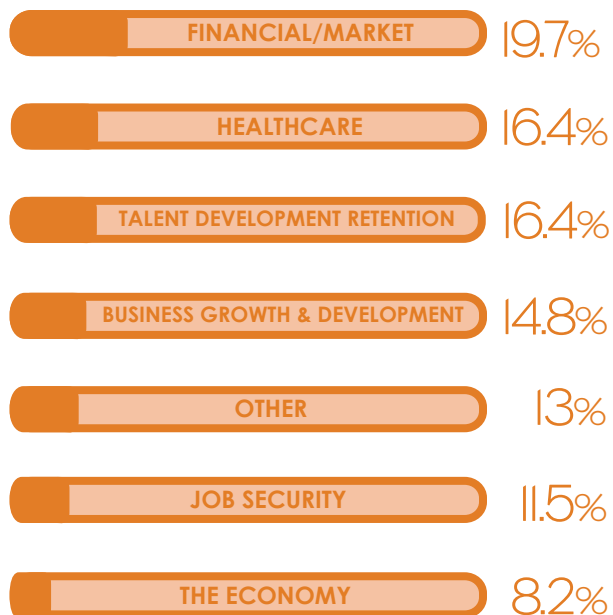
27

from
private

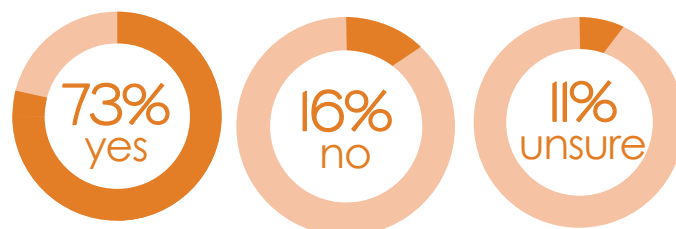


23
from non-profit

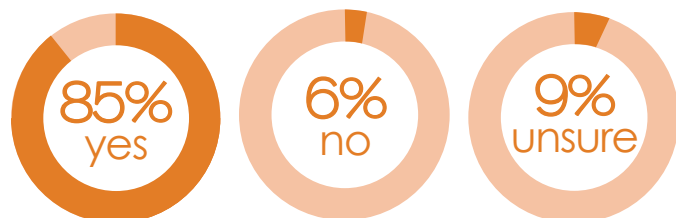
What keeps you awake at night?



Does your organization plan to hire additional staff in 2016?



Do you plan to remain at your place of employment in 2016?



How does the current percentage of women in leadership roles compare to one year ago?

26.56%

HIGHER

6.25%

LOWER

59.38%

SAME

7.81%

UNSURE



Orientation @ PKWARE

An orientation and social for the inaugural class of Emerging Women Leaders was held on January 13 at PKWARE in Walker's Point. Special thanks to TEMPO Milwaukee new member Tammy McCormack for use of the space.



Participates were able to network with one another as well as advisory committee members. A brief presentation provided an overview of the initiative and what to expect in years one and two.

Spring Social - April 13 at Core Creative

Emerging Women Leaders and their sponsors will attend a **Spring Social on April 13 at Core Creative**. TEMPO Milwaukee board members and advisory committee members are also invited to attend the casual networking event. Participants will learn more about getting involved in the program. Special thanks to TEMPO Milwaukee member Patti Schauer for use of the space.

Emerging Women Leaders Advisory Committee



Marilyn Krause
Chair

Jennifer Bartolotta

Krista Brookman

Tami Garrison

Beth Healy

Linda Newberry-Ferguson

Linda Mertz

Paula Pergl

Shontra Powell

Lori Richards

EMERGING WOMEN LEADERS

Emerging Women Leaders Update

The inaugural class of Emerging Women Leaders has been busy since the program launched at the end of 2015! Many of our 40 participants attended the 40th Anniversary Celebration and Holiday Party in December, and an orientation was held the following month at PKWARE's incredible event space in Walker's Point. At orientation, participants were given greater context of their role within TEMPO Milwaukee and also the opportunities available to them in year one and year two.

Since orientation, participants have attended the January Program Meeting, January Professional Development Series with Julie Henszey, February Mentor Awards Luncheon and March Professional Development Series with Dr. Rose Kumar. A networking event for participants and their sponsors will be held on April 13 at Core Creative, and participants are also invited to attend the April Program Meeting on the 21st.

Now that participants have become more familiar with each other and TEMPO Milwaukee as a whole, we are moving into a new phase of the program involving committees and leadership roles – allowing participants to take more initiative in the future of the program. The majority of the 40 participants have elected to be involved in one of four committees: mentoring, programs, events and community involvement. In addition, three Women Emerging Leaders have been identified to work alongside our advisory committee composed of TEMPO Milwaukee members to develop and execute on strategy. Needless to say, there are many exciting opportunities in the works for our Emerging Women Leaders, and it is important that they are involved in the process.

Hopefully you have had a chance to meet several Emerging Women Leaders over the past several months. We are continually impressed by their professionalism, intellect and drive. It's a highly energetic group of "doers" and we are so pleased with the caliber of individuals who were brought forward by our TEMPO Milwaukee members.



ADDITIONAL INFO

Renew your dues in three easy steps!

1. Review the renewal packet mailing, including your current profile snapshot in MemberClicks. **Make any necessary profile updates by logging into your profile, or by contacting the office, by May 1.**
2. [Renew your dues online here.](#) Or, return the dues invoice with payment to TEMPO Milwaukee in the mail or via e-mail.
3. **Please note:** TEMPO Milwaukee's fiscal year runs May 1 - April 30. Dues have been prorated for members who joined mid-year. Prorated dues must be renewed through the office.
3. (optional) Elect to participate in one or more Engagement Opportunities by returning the form to TEMPO Milwaukee. We look forward to an exciting year ahead!

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Staff:

Jennifer Dirks - President & CEO
Marit Harm - Program Development Manager
Danielle Hartmann - Project & Events Coordinator

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