The Leader
September 2008

WOMEN'S LEADERSHIP network

leaders, entrepreneurs and professionals

2008-2009
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President's Message

Pam Hillary

Points of View

A couple of months ago, I was having a brief conversation with Jenny Daughtee and Viva Betzner after a WLN Board meeting. Jenny was telling about how her Dad had been in an accident with a lawn mower, and had lost four fingers. She had mentioned how she never pictured herself being called in the middle of the night to go to the hospital to be with her Dad because of a lawn mower accident!

Viva now works with the elderly in her Homecare position. She said she has a complete different perspective for herself, as far as planning for retirement, health care, savings and investments because of the job she now has.

Which brings me to the point of this note today: our point of view changes as we experience life. It is important for us, as women and as leaders, to maintain a teachable point of view. And to do that, we have to listen, be aware, and notice what others share with us.

I teach a class called "How to Manage Stress Without Chocolate." One of the things we do in that class is write a Personal Mission Statement. After an exercise to help people begin thinking about their values and how things are for them, I give each person a piece of paper with about 20 different values (i.e., integrity, peace, wealth, influence, happiness, love, family, spirituality).

We work our way to the TOP THREE. I ask each person to define their values and what success would look like for them in these areas. This is their Personal Mission Statement. It's different for everyone, based on their personal point of view. It all depends on our experiences and how open we have been to points of view of others.

So here it is...be open. Give people a chance. Listen to them. Care about them. Be aware of the world around you. Share your points of view. See things in a different way. Suspend judgment. It will brighten your world and you will be learning along the way.

Board News

The WLN board would like to thank **Christine Finson** for her dedication and service as membership director on the board. Christine is moving out of the tri-state area and the board wishes her well as she begins an exciting new chapter in her life.

The board would like to thank **Sandi Swift** from The Friedman Group for stepping in as membership director from the member-at-large position. Also, we would like to welcome **Jennifer Steines** from U.S. Bank as our new member-at-large on the board.

Upcoming Event

October 28

Politics & the Female Perspective
11:30 a.m. – 1 p.m.
Bricktown Brewery

October Luncheon: Politics and the Female Perspective

Have you ever been part of a conversation that has turned to local politics? Did you start to "zone out" because you were either not up to speed with the topics or not interested? Then join us for our October luncheon as we bring you up to speed on local politics in a fun, interactive format!

WLN is honored to host Pam Jochum, Iowa State Representative, Joyce Connors, Dubuque City Council and Viva Betzner, Cascade City Council for our October lunch meeting. They will be discussing:

- why it is important for you to be aware of local politics
- what every woman needs to know about local politics
- how they got involved
- how you can get involved

Date: Tuesday, October 28, 2008

Time: 11:30 - noon: Registration, Networking and Lunch • Noon - 1:00: Program

Where: Bricktown Brewery
299 Main St.
Downtown Dubuque
Parking: A large metered lot is available behind Bricktown on 3rd and Locust.

Cost: Member price: $10.00
Non-member/Guest: $15.00

RSVP: E-mail October@dubuquewln.org by Monday, Oct. 2

"Dream as if you'll live forever, live as if you'll die today."

- James Dean

Professional Development: Ugh..Another Meeting?

The word "meeting" sends many professionals into a tizzy. The word "dreaded" often follows before the word "meeting". But it doesn't have to be this way! WLN is pleased to offer a three-part series on meetings. So if you are in charge of running a meeting or are a participant, these articles are aimed to help you improve the effectives and morale for your meetings. Part 1 is a Quiz on Meetings, Part 2 in October's issue will be on Meeting Expectations and Part 3 in November's issue will be ten helpful questions to ask yourself about meetings. We hope these help you!

Part 1 - Quiz on Meetings

How effective are meetings in your organization? Take the following quiz and find out.

1. Are your meetings dull and uninspiring? Yes No

2. Do team members question the usefulness of meetings? Yes No

3. Are critical issues avoided or overlooked during meetings? Yes No

4. Do you wonder if team members are holding back during meetings? Yes No

5. Do team members complain about having to attend meetings? Yes No

6. Do you find that meetings end without resolution of critical issues? Yes No

7. Do you discuss administrative, tactical and strategic topics during the same meeting? Yes No

8. Are important discussions cut short because of time constraints? Yes No

9. Is your team reluctant to go off-site more than once a year to review the state of the organization & business? Yes No

10. Do team members seem disengaged during meetings? Yes No

Scoring

If you have answered NO to all of these questions, congratulations! You have one of those rare teams that has mastered the art of meetings!

If you answered YES to 1-4 of these questions, you could probably improve your organization's decision-making and overall effectiveness by making a few adjustments to the structure and content of your meetings.

If you answered YES to 5 or more of these questions, you meetings are probably causing you to waste considerable resources, both human and financial, and creating confusion within your organization. You should consider making significant changes in the content and structure of your meetings.

"Leadership Guide Magazine", e-letter, February 2005 (www.leadershipdevelopment.com)

For more information on how to improve meetings, refer to "Death by Meeting" by Patrick Lencioni.

Meet someone new!

"Nobody can go back and start a new beginning, but anyone can start today and make a new ending."

- Maria Robinson

Meet A Board Member

Each month Leader will spotlight a director from the WLN board. The goal is for you to be introduced to a board member to get to know her better. The hope is that you will feel comfortable enough to seek them out at events. They look forward to meeting you!

Nicole Gantz

1. What is your position on the board? How did you come to be on the board? I am the communications director on the board. At our Women's Leadership Conference committee meeting, I overheard Wendy Wheelock say they needed a new communications board member. I was the president of the Wisconsin Direct Marketing Association in 2006 and I really missed contributing on a board so this was a great fit.

2. Where do you work and what is your position? I was just promoted to marketing director at Honkamp Krueger & Co., P.C. I am responsible for the marketing strategy for the firm's six locations and all of our services including accounting, audit, tax, payroll, business consulting, human resources, etc. I also market our niche services including tax credit, business valuations, merger & acquisitions, marketing consulting, cost segregation and identity theft prevention. I am excited about this new challenge in my career!

3. Tell us about your family life. I just got married in January to my wonderful husband, Eric. He is the controller at his family business, Pepsi-Cola Dubuque. We have two cats, Shmoe and Perry.

4. What do you like to do for fun? We really like to spend time with our families. We go canoeing, hiking, biking, boating and swimming. We also love to travel.

5. How would you describe a great leader? A great leader has an invisible hand in making things happen. They are seasoned listeners and coach their employees to success without actually telling them exactly what to do. I like this quote by Jim Rohn, "A good objective of leadership is to help those who are doing poorly to do well and to help those who are doing well do even better."

6. What words of wisdom do you have for WLN members? Take WLN's annual calendar and put it in your calendar. Make a strong commitment to attend the monthly luncheons so that you get the most out of your membership. We have a wonderful group of women in our membership and you will get something valuable out of every event.

Meet A Member

Shelley Boland

1. Tell us about your family. Where did you grow up? I'm originally from Kansas and grew up in Overland Park. I am an only child. I moved to Dubuque in 1989 and now consider this to be home. I have two cats, CJ and MJ. I love to travel, like live music, and anything that is raspberry.

2. Where do you work and what is your position? I work at Premier Bank as the Assistant Vice President, Human Resources Officer. I'm celebrating three years with Premier this month! I have earned the PHR designation (Professional in Human Resources) from the Society for Human Resource Management and am a certified trainer for Achieve Global.

3. What did you enjoy most about the August lunch on Netiquette? Wendy is a great presenter. She was able to hold the memberships' attention while speaking about a topic that some would say is "dry". She provided sound advice and some good reminders.

4. Why did you join WLN? For the networking aspect. I'm also a member of the Young Professionals in Dubuque, and TRIHRA (Tri-State Human Resources Association).

5. Who do you admire? Colin Powell. He is well respected for his many years serving in both the military and in various governmental roles. In addition to being extremely intelligent, he is very personable, compassionate and has a great sense of humor. He is able to laugh at himself which demonstrates his self-confidence. I've had opportunities to see him speak on two separate occasions.

Recap of August Meeting

Wendy Wheelock, executive director for NICC's Town Clock Center for Professional Development and past president of WLN, presented at our August 26, 2008 luncheon. The topic was on E-mail Etiquette or Netiquette.

Wendy began by stressing the importance of first impressions in the business world and e-mail communications are included in first impressions. She also discussed the importance of being organized, using proper grammar, avoiding texting terms, the various levels of formality, when not to use e-mail and much more. Finally, we ended the lunch by sharing our pet peeves about e-mail communication. If you missed our luncheon or you would like to review the material, the presentation is available for download on our Web site at www.dubuquewln.org/gathering.

"The doors we open and close each day decide the lives we live."

- Flora Whittemore

Welcome New Members

(as of July 1, 2008)

Lisan Adams
Dubuque Bank & Trust

Mary A. Benedict
Integrating Wellness

Graciela Caneiro-Livingston
Clarke College

Mary Chapman
Clarke College

Kathryn Davis
Northeast Iowa Community College

Lynne Hager
American Trust & Savings Bank

Kate Hendel, BVM
Clarke College

Heather Hickie
Dubuque Bank and Trust

Heather Jungblut
Theisen Supply

Linda J. Laufenberg
Clark College

Michelle Leinbach
Rentech Energy Midwest Corp

Joan Lingen
Clarke College

Laurie Paulsen
Honkamp Krueger Financial Services

WOMEN'S LEADERSHIP network

Attention WLN members!

Has your contact info changed? Have you changed jobs? Have you received a promotion or earned a degree?

Remember to update WLN by e-mailing info@dubuquewln.org.