



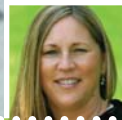
The Leader



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WOMEN'S LEADERSHIP NETWORK

September 2011

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President's Message - Marcie Rowan

It's that time of the year we look for the signs of fall. Leaves are changing color, farmers are harvesting their crops, and we look to the sky to watch for geese



to make their V formation and fly south for the winter. My friend and coworker, Dena Stolze, shared with me this story called Lessons from Geese... Breakthrough

Line of One. I hope it inspires you as much as it did me.

Lessons from Geese

Fact 1

As each goose flaps its wings, it creates "uplift" for the birds that follow. By flying in a "V" formation, the whole flock has 71% greater flying range than if each bird flew alone.

Lesson

People who share a common direction and sense of community can get where they are going quicker and easier, because they are traveling on the thrust of each other.

Fact 2

When a goose falls out of formation, it suddenly feels the drag of resistance of flying alone. It quickly moves back into formation to take advantage of the lifting power of the bird immediately in front of it.

Lesson

If we have as much sense as a goose, we stay in formation with those headed where we want to

go. We are willing to accept their help and give our help to others.

Fact 3

When the lead bird tires, it rotates back into the formation to take advantage of the lifting power of the bird immediately in front of it.

Lesson

It pays to take turns doing the hard tasks and sharing leadership. As with geese, people are interdependent on each other's skills, capabilities and unique arrangement of gifts, talents or resources.

Fact 4

The geese flying in formation honk to encourage those up front to keep up their speed.

Lesson

We need to make sure our honking is encouraging. In groups where there is encouragement, the production is much greater. The power of encouragement (to stand by one's heart or core values and to encourage the heart and core values of others) is the quality of honking we seek.

Fact 5

When a goose is sick, wounded or shot down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it dies or is able to fly again. Then, they launch out with another formation to catch up with the flock.

Lesson

If we have as much sense as geese, we will stand by each other in difficult times as well as when we're strong.

Source: <http://www.leadership12i.com/geese.cfm>

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October Luncheon

Locus of Control

As the environment around you changes, you can either attribute success and failure to things you have control over, or to forces outside your influence. Which orientation you choose has a bearing on your long-term success. This orientation is known as your "locus of control". In this WLN luncheon, you'll learn more about where you fall on the locus of control continuum and the advantages and disadvantages

of your current locus of control perspective. There is great research suggesting that successful people tend to fall on one side of the continuum. Wouldn't you like to know?



Jamie Bishop

About our Guest Speaker

As a vice president in the benefits department, Jamie Bishop works to provide innovative and sustainable solutions for clients and prospective clients to Cottingham & Butler.

Jamie has been with Cottingham & Butler since 1997 and has been working with employee benefit programs since 1998. The management of changing employee benefit programs, staff development and market due diligence are areas of expertise. She truly enjoys the relationships that are developed with clients, prospective clients and in the marketplace.

Jamie received her Bachelor of Arts degree in Marketing from Iowa State University. In 2009 Jamie was awarded the Group Benefit Associates (GBA) designation through the Certified Employee Benefit Specialist program. She continues to develop her insurance skills through various educational classes and the completion of her CEBS designation.

Outside of the office, Jamie enjoys spending time with her husband, two

children and their friends and family. Their many activities keep them all running. Additionally, she is active with the Parent Teacher Committee, the Dubuque Humane Society and TTT Society.

MEETING INFORMATION

Date: Tuesday, October 25, 2011

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

Where: Best Western Plus Hotel
3100 Dodge Street
Dubuque, Iowa

Menu: Italian Bar: Spinach Alfredo Penne Pasta, Lasagna, Garlic Bread, Caesar Salad, Pasta Salad; Dessert: Chef's Choice; Beverages: Coffee, Iced Tea, and Water

Cost: \$12 for members and \$15 for guests and late RSVPs

RSVP: Noon, Friday, October 31
(There is a \$3 additional fee for registering after this time so be sure to register early!) Use the online registration form at www.dubuquewln.org.



November Luncheon: Register Now!

Tuesday, November 22, 2011

11:30 a.m. to 1 p.m.

Speaker: Gloria Regalbuto-Bentley, VP for Organizational Development, Loras College

Topic: A Great Manager Makes a Difference: Be One

Location: Mystique

www.dubuquewln.org

Meet a Member

Tina Brestrup

1. Tell us about your family and social life. I have a husband of 13 years and three young children. Nate, age 7, and Ruby, age 9, attend Irving Elementary School. We ventured into middle school this year with our



Tina Brestrup

daughter Anna, age 11, who attends George Washington Middle School. We spend our time, as many parents with young children do, at children's activities and events such as softball games, football practice and dance competitions. Once in a while Jay and I even get out for "date night" or go out with friends.

2. Where do you work and what is your position? I work for the Western Dubuque Community School District as the director of student services. I serve as the director of special education, equity coordinator, preschool director and

Title One (reading program) Coordinator. I also work with home schooling, guidance and health services.

3. What did you enjoy most about the WLN August luncheon on emotional intelligence? I enjoyed the opportunity to network with leaders beyond the realm of education.

4. How is being a member of WLN valuable to you? I think my membership will help me grow professionally and personally by challenging my current thinking and networking with other leaders committed to their careers, families, communities and personal growth.

5. What are the qualities of a great leader? I believe a leader needs to be able to facilitate learning through reflection, inquiry and discussion. Leaders must first be able to build relationships. Visibility, flexibility, focus and being a change agent are qualities I strive to achieve in my leadership.

Welcome New Members!

Sarah Biedermann
Unified Therapy Services

Gina Blean
Unified Therapy Services

Tina Brestrup
Western Dubuque Schools

Marti Dettmann
Mary Kay Cosmetics

Kelly Heysinger
Unified Therapy Services

Cassandra Johnson

Nancy Kann
Gronen Restoration, Inc

Kate Knepper
Prudential Retirement

Beth Mescher
Steele Capital Management

Stephanie Mettill
Honkamp Krueger & Co., P.C.

Barbara Morck
City of Dubuque

Mary Mulgrew-Gronen
Gronen Restoration, Inc

Mary Patch
Steele Capital Management

Ginger Sakas
National Mississippi River Museum & Aquarium

Poornima Santharam

Martha Smith
Vision Health Center, P.C.

Rebecca Timmerman
Wells Fargo Advisors

Kelly Ungs

Lisa Weinhold
East Central Intergovernmental Association (ECIA)

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August Luncheon Recap



WLN tackled one of the hottest topics out there, emotional intelligence. Kathy Kessler, of Coaching by Kathy Kessler, led the group through elements of emotional intelligence. Included in the discussion were the five components of emotional intelligence: self-awareness, self-regulation, motivation, empathy and social skill. Kathy also discussed the connection between a high emotional intelligence and the ability to be promoted and earn a higher salary. The good news is that everyone can work on increasing their emotional intelligence!

Thank you Kathy for sharing your knowledge with us, and thank you to the Holiday Inn for your hospitality!