

2010-2011 Board of Directors

President

Jennifer Steines

U.S. Bank
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President Elect

Marcie Rowan

NICC
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Past President

Jenny Daughettee

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Secretary

Carrie Cannon

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Treasurer

Crissy Thoms

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Communications

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Honkamp Krueger
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Membership

Mary Ann Conzett

John Deere
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Special Events

Lynne Hager

American Trust
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Programming

Nicole Pfeiffer

Cottingham & Butler
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Member at Large

Barb Myers

Mercy Medical Center
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President's Message

by Jennifer Steines, WLN President



Jennifer Steines

I wanted to start my letter by first thanking all of those involved with making Women of Achievement a great success this year. We honored 12 magnificent women. The evening was a great night with friends, family and colleagues and was full of networking. I specifically want to

thank Marcie Rowan for chairing the event, Lynne Hager for co-chairing the event and overseeing the nominations committee, Nicole Gantz for overseeing the marketing committee, and Mary Ann Conzett for overseeing the logistics committee. The amount of time that these ladies and their committee members spent on making this year's event the best ever was truly appreciated. You helped make a very special evening for all of our nominees, their guests and our winners.

It's hard to believe that this is my last president's letter. It has been a fun and exciting year. I hope you have all enjoyed the past year and continue to enjoy the benefits of membership. The board of directors is continually working on ways to improve the organization and will be working on a master plan and upcoming projects in June for our new fiscal year starting in July. We have continued to have strong membership numbers and our attendance for our monthly meetings continues to improve. We have some fresh ideas for strong monthly programming for the upcoming year, and I hope that you will all look to renew your memberships and continue to become more involved in the organization.

I want to thank our outgoing board members, Jenny Daughtee and Carrie Cannon. Jenny was a past treasurer and most currently was our past-president. She led our organization wonderfully and was a great mentor

to me. She is one of the most organized people that I know with all that she balances between her career and home life. Carrie has served as our secretary over the last four years. She always has something positive to say and has a wonderful way of building people up. She has always been one of the first people to speak up and volunteer when the board needed assistance. Both of these ladies will truly be missed, and I, and the other board members extend our sincerest appreciation.

With these two ladies leaving the board we welcome two new board members. We welcome Zoe Houlihan as our new member-at-large. She will be replacing Barb Myers who will move from member-at-large to secretary for the coming year. Zoe has a strong background in marketing and sales and will be a welcome asset to the board. Chelsea Ellingson will be joining as our special events director. She replaces Lynne Hager who will become our new president-elect. Chelsea works at the Grand River Center and manages large events. We have worked with Chelsea each year for Women of Achievement and she will fulfill her new WLN duties with ease.

We also welcome Marcie Rowan as our new president. Marcie has a great passion for our organization. She has been on the board in numerous capacities and therefore knows the history and mission of our organization well. She is very member driven, and I am always so impressed on how well she knows our membership. I look forward to the coming year and the experience of her leadership.

Finally I would like to thank all of this year's board members. I loved serving as your president. All of you have different personalities, yet together we accomplished so much. We learned to pull from each other's strengths and each and every one of you played a very valuable role. Any time I needed

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What's New?

President's Message, cont.

assistance, any one of you was there to help. I truly appreciate your dedication to this organization and its members, and I look forward to serving my final year as past-president in the coming year with all of you.

Thank you to all of the WLN members and board for giving me the opportunity to lead WLN this year. It was a pleasure, and I look forward to strengthening the relationships that I have made in the coming year.

SAVE THE DATE

Women's Leadership Conference

Wednesday, September 28, 2011

8 a.m. to 4:30 p.m.

NICC Town Clock Center for Professional Development

Leading on All Levels: Choosing Your Path

Keynote Speaker: Tracy Butz

Conscious Choices: Powerful Strategies to Grab Control & Transform Your Life

www.tracybutz.com

"If you watch a game, it's fun. If you play at it, it's recreation. If you work at it, it's golf."

- Bob Hope

Membership Renewal Reminder

Just a reminder that WLN memberships expire on June 30, 2011. It is time for all members to renew, and there will be **no increase in dues for next year.**

Membership dues for July 1, 2011 - June 30, 2012 will remain at \$75.

You will be receiving an invoice for renewal in your e-mail inbox from WLN treasurer, Crissy Thoms. You have two choices this year for renewal:

1. Renew online with a credit card at www.dubuquewln.org/application
2. Mail your renewal invoice with a check payable to WLN to:
WLN
PO Box 1334
Dubuque, IA 52004-1334

As per the evaluation from the May meeting, WLN will be taking our monthly programming to the next level starting with the July event on goal setting. Also, WLN will continue to strive for valuable, effective networking opportunities for our 150+ members.

Each one of you is a valued member of WLN. We hope you will join us again for 2011 - 2012!

Look for your renewal e-mail this month and respond by 7/31/2011 to continue your membership seamlessly! (Remember, you may only attend one luncheon as a guest so be sure to renew your membership by the deadline to continue as a member!)

REGISTER TODAY!

July Luncheon

Tuesday, July 26, 2011

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

Goal Setting

Hotel Julien

Register at www.dubuquewln.org

Congratulations!

2011 Women of Achievement Award Recipients

Achievements in Her Field:

Natalie Hoffmann, Partner, Honkamp Krueger & Co., P.C.

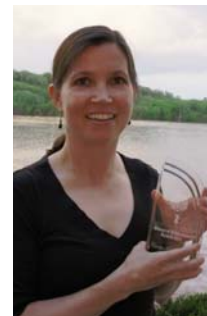
"She is a trailblazer for women in the accounting industry. She became the first female partner of a local CPA firm which has since then become the largest private CPA firm in the state of Iowa. She envisioned a future for the accounting field where technology helped CPAs better serve their clients. Now with 27 years of experience in the field, she is one of the country's leading CPAs and thought leaders on accounting software solutions."



Organizational Impact:

Carolyn Petit-Lange, Regional Coordinator, Crisis Stabilization Services System, Hillcrest

"She invests 200% of her time, energy and resources to create the kind of changes necessary to move our health system into a new, more effective paradigm. She uses her talents, passion, technology, love of people and deep abiding faith to change the lives of people in recovery in the state of Iowa and possibly beyond."



Achievements in Her Field:

Denise Dolan, Dubuque County Auditor, Dubuque County

"Her first foray into elected office has proven to be long lasting. She ran for Dubuque County Auditor in 1988 and has been re-elected in 1992, 1996, 2000, 2004 and 2008 making her one of the longest serving county elected officials in Dubuque County history. She runs a highly effective and highly respected office at the Dubuque County Courthouse and is richly deserving of her place in honor in the Dubuque County Democratic Party's Hall of Fame."



Organizational Impact:

Kelley Hutton-Deutmeyer, Executive Director, ECIA

"She is the first female director for this organization and leads in a way that inspires her entire team. Creating viable, livable and equitable communities is at the heart of her work, and it is obvious that to her it isn't just work, it's her passion. As you look at the projects she has led, it is amazing how many thousands of lives in the Dubuque area she has touched. She is a true yet humble leader."



Organizational Impact:

Andrea Jaeger, Call Center Manager, DuTrac

"She is a valuable go-to person within the organization. She is sought after because of her knowledge, pleasant demeanor and willingness to dig into a project and produce results. She has demonstrated that managing for results can be accomplished by setting a good example, respecting your staff and motivating people to do their best. Our organization and customers are fortunate that leaders like her will lead our organization for years to come."



Growth & Accomplishments in Personal Life:

Debra Lockhart, CFO, Domino's Pizza

"She is a woman of grace and beauty – within and without. She exhibits a certain style, but it is her gentle spirit and gracious attitude combined with her dedication to excellence which make her a standout. I propose she be honored not only for the considerable accomplishments in her career, personal life and as a volunteer, but also for the balance she has achieved. She does not see herself as remarkable. She is."



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"The greatest oak was once a little nut who held its ground."

- Author Unknown

WOA Recipients *cont.*

Service & Support of Non-Profit Work: Ginger Sakas,
*Director of Development,
Dubuque County Historical
Society*

"Anyone who comes into contact with her knows that she is able to make the seemingly impossible happen, determined to successfully complete any project. She surpassed her goals for the capital campaigns for the National Mississippi River Museum & Aquarium. She also gives back to her community through service organizations such as the Mercy Service Club, Rotary, Two by Two and the Dubuque Symphony Orchestra. Her ability to connect with all types of people brings success to her fundraising efforts, as well as her charitable endeavors throughout the community."



person that supports and enhances the workplace without anticipating acknowledgement or praise. How has she been a person of influence? Ask the 1,500 graduates whose careers she has shaped and lives she has touched."

Unsung Champion: Deb Schroeder,
*AVP, Business
Partner Services, Dupaco*

"She is a wonderful mentor whether it's for career or personal advice. She is always willing to take time out of her busy day to listen and offer her encouragement and advice. She has one of the largest sets of shoulders in the world, for she is always lending it to a family member, friend or coworker to lean on. The positive attitude that she maintains, no matter the job at hand, is influential and inspiring to all those around her."



Service & Support of Non-Profit Work: Mary Ann Konzett,
*IT Analyst, John
Deere*

"She has made significant contributions to non-profit organizations in the tri-state area. With so many people in need, she has spread out her talents to many areas including: chairperson of faces&voices; mentor and teacher of Junior Achievement at Sageville School; a volunteer for ARC, the Mississippi River Museum & Aquarium, Opening Doors and the Dubuque Arboretum; and a founding member of the John Deere Community Service team, as well as a coaching resource at John Deere. Also, in the past three years, she has volunteered for many organizations such as: the Boys and Girls Club, Albrecht Acres, Hillcrest, United Way, the Relay for life, the Heart Walk, the March of Dimes, to name a few."



Up & Coming Leader: Kelli Schubert,
*Director of Human
Resources, DAC, Inc.*

"She is a very hard worker, always there early and willing to stay late to get the job done. She is very creative and when given a project, she runs with it and thinks outside the box. She is a good role model and wants others to be successful in their roles. In her spare time, she is a mentor for the Triple T camp girls, an officer in the Triple T Chapter DI national organization, a member of WLN and SHRM, a mentor to her niece and nephew and an active participant in the Eastern Iowa Outlaws Roller Derby Team."



Up & Coming Leader: Krista Weber,
*Human Resources
Director, Dupaco*

"At the time she joined our organization, we did not have a formal human resources department. Under her capable guidance, she has been instrumental in establishing a highly effective HR department – one that has been exceptionally well received by all employees. Her efficiency and incredible organizational skills have allowed her to drive forward on key strategic planning initiatives. She is a vital and respected member of our team."



Unsung Champion: Teresa Kunkel,
*Instructor, Capri
College*

"She is truly that quiet influence – her very presence is like a support beam. You may not notice it all the time, but if it is removed, the structure weakens. Her 20 years of commitment and dedication have made us all better employees and coworkers. She is a team



"There is no telling how many miles you will have to run while chasing a dream."

- Author Unknown

Meet a Member

Melissa King

1. Tell us about your family and social life.

I have a wonderful, supportive husband of 6 years named Matt that works for McDermott Wall & Floor Repair in Epworth, our very active but sweet little 1.5 year-old Chase, and we have a 7 year-old Golden Retriever named Charlie. We live on an acreage and have one horse, a donkey, a mule and Matt's two hunting dogs. We love the warm weather, enjoying our free time, camping with the horses and playing outside.



2. Where do you work and what is your position?

I have worked at Dupaco Community Credit Union for 12 years, 9 of those years as a business loan processor and the last 3 as a member of our team promoting financial education to employees in their workplace.

3. What did you enjoy most about the WLN May Annual Meeting on leadership styles?

I thoroughly appreciated the opportunity to see where my personal and professional styles fit with my other coworkers present. It was fun having an informal presentation and being able to share our responses. I also enjoyed the opportunity to be there for the annual meeting, saying thank you to our board members whom have served their terms and welcoming the new members.

4. How is being a member of WLN valuable to you?

It's so nice to meet so many powerful women of the area including current and upcoming leaders. It's nice to socialize and make great personal and professional female relationships.

5. What are the qualities of a great leader?

Confidence, support, guidance. A good leader leads people so that one day they may lead others - and to not hold others back in fear they may be better leaders than themselves.

Board Member Spotlight

Nicole Pfeiffer

1. Describe your role on the board.

I am your new director of programming. I began my term just recently in April 2011, taking over for an individual that recently vacated her position due to relocation. I am very excited about this role as I am responsible for planning the WLN monthly luncheon events.



2. Where do you work and what do you do?

I was hired in 2004 as Cottingham & Butler's marketing director and then promoted in 2006 as our vice president of human resources. Today, I work with our senior leadership team to attract, develop, and retain the outstanding staff at C&B. My career path has been an amazing journey. Each experience has helped me build unique knowledge and new skills while shaping my leadership style.

3. Tell us about your family. I am the luckiest lady! I'm married to my junior high sweetheart, Kyle. Kyle and I have been blessed with three children: Isabelle (age 7), Isaac (age 5), and Addison (deceased at birth). Our family rounds itself out

with our rather large golden retriever, Kinnick. We enjoy Hawkeye football, camping, vacations, and attending the kids' dance, softball, wrestling, and baseball activities. Together as a family, we are big advocates for the March of Dimes. We were the March of Dimes Ambassador family this past spring supporting Team Addison Pfeiffer.

4. What is your Leadership Style? I'm a very self-aware individual with pretty high emotional intelligence. I will honestly tell you that I know where my leadership style fits on the continuum and that I'm not yet to the place I want to be. I focus on constant self-awareness and self-improvement. I get good marks in managing others. Leadership, however, is a much higher bar. I have positional power in my role, but understand that positional power isn't the key to long-term success. I work to foster a partnership with my teammates to create a respectful results-based work environment.

5. What advice do you have for future leaders? We are here for just a short time. Make it count. Take some time to reflect on the things you want to accomplish in your lifetime. Then, each year outline your personal and professional goals. Just pick a few things and make them happen.

"Let no one ever come to you without leaving better and happier."

- Mother Theresa

May Annual Meeting

Leadership Styles

WLN's 2011 annual meeting was on Tuesday, May 24 at the Meadows. Nicole Pfeiffer, vice president of human resources at Cottingham & Butler, presented on Leadership Styles. Specifically, Nicole reviewed the value of the DISC assessment, which all attendees had an opportunity to take ahead of time and analyze the results at the meeting. WLN members enjoyed discovering useful information about their own leadership style and actively

participated in Nicole's energetic and fun presentation. Thank you to Nicole for this fantastic presentation about leadership styles and special appreciation goes to her employer, Cottingham & Butler, whose generosity allowed our attendees to take the assessment free of charge. Also, thank you to the Meadows for sharing their beautiful room with us and to Hy-Vee Catering for a fantastic lunch!



Also during this meeting, the results of the 2011-2012 WLN board of directors voting and board appointments were announced.

The new board is: Front Row: Lynne Hager, president-elect; Mary Ann Conzett, membership director; Barb Myers, secretary; Chelsea Ellingson, special events director

Back row: Marcie Rowan, president; Crissy Thoms, treasurer; Nicole Pfeiffer, programming director; Jennifer Steines, past-president; Zoe Houlihan, member-at-large; Nicole Gantz, communications director

"Do not follow where the path may lead. Go instead where there is no path and leave a trail."

- Ralph Waldo Emerson