

**2010-2011  
Board of Directors**

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**Jennifer Steines**  
U.S. Bank  
jennifer.steines@  
usbank.com

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NICC  
rowanm@nicc.edu

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**Jenny Daughetee**  
Honkamp Krueger  
jdaughetee@honkamp.com

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Services  
carrie@careerpros.com

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**Crissy Thoms**  
Thoms and Company  
cthomscca@gmail.com

**Communications**  
**Nicole Gantz**  
Honkamp Krueger  
ngantz@honkamp.com

**Membership**  
**Mary Ann Conzett**  
John Deere  
conzettmarya@  
johndeere.com

**Special Events**  
**Lynne Hager**  
American Trust  
lhager@americantrust.com

**Programming**  
**Nicole Pfeiffer**  
Cottingham & Butler  
nicolejpfeiffer@gmail.com

**Member at Large**  
**Barb Myers**  
Mercy Medical Center  
myersbl@mercyhealth.com

## **President's Message** by Jennifer Steines, WLN President



**Jennifer Steines**

May is a busy time for WLN, as we have both the Women of Achievement Awards and our annual meeting this month. We also hold elections for the 2011-2012 board of directors.

We are getting to the end of our membership year and gearing up for the next. On that note, I thought about the topic of my first president's letter last July on getting involved in WLN. Also, we've been receiving feedback on the luncheon evaluations that our members would like more networking opportunities, and I'd like to address that.

WLN devotes at least one luncheon, usually two and sometimes three, each year for pure networking and relationship building. We will continue to offer networking luncheons. However, take a look at your current networking activities. Is there is room for expansion?

In the WLN newsletter archives on the Web site, reread my July 2010 president's letter. Now ask yourself, have you really tried to get the most out of WLN?

For the monthly luncheons, we purposefully start our announcements and programming at noon leaving members 30 minutes in the beginning to network. Do you head straight for a table and wait for others to come to you? Or worse yet, do you arrive at noon and allow no time for even meeting those at your table? Do you chat with the same people every

month? I encourage you to arrive at 11:30 a.m. and take the full 30 minutes to walk around the room, meet at least two members new to you, share your business cards, tell your story and listen to other's stories. These meetings will have more of an impact for you if you do this!

Do you attend WLN's other events and take advantage of the networking hours? The Women of Achievement Awards has a social hour (60 minutes) and provides the perfect opportunity for networking, as does the golf outing and fall conference. These three events also have non-members at them, which opens up a whole new networking circle for you.

Are you also getting involved in WLN by volunteering for committees, using our online directory to reach out to members, utilizing our free advertising in the newsletter and posting information on our social network sites? If not, think about getting more involved! The new membership year July 1 marks the perfect time to do so.

WLN's networking opportunities are only as good as each member makes it. I encourage you to take the next step and become more involved, and you will see what a difference your membership makes.

I look forward to seeing all of you at our May Annual Meeting at The Meadows where we will learn about our own leadership styles. This exclusive member-only meeting will be one of our best attended based upon the programming topic. See you there!

# Members Only!

## May Annual Members-Only Luncheon: Leadership Styles

Human resource professionals tend to speak about things like “job fit” and “organization fit,” but what does this mean, and why is it important? Finding this match between your leadership style, your ideal role and company culture fit can be challenging. While challenging, it is essential to getting the most fulfillment out of your professional life. You must understand both your leadership style and the leadership styles of the people around you to piece together this puzzle.

Nicole Pfeiffer, vice president of human resources, Cottingham & Butler, will present on leadership styles for the May Annual Luncheon. Nicole’s presentation, adapted from “We Hug in the Hallways Here,” written by Roger Wenschlag, will provide you with helpful insights in order to find the combination that works best for you. Nicole will share a wealth of knowledge on the DISC profile and how to use this assessment to better understand your leadership style.

**All members attending this luncheon will receive a free online personality assessment that will be distributed prior and discussed at the May Annual Luncheon.** This is a great free resource for your professional life. Come join us to learn more!

### Here are the details:

**Date:** Tuesday, May 24, 2011

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

**Where:** The Meadows Golf Club  
Banquet Hall  
15766 Clover Lane  
Asbury, IA 52002

*The Meadows Golf Club is about three miles west on Asbury Road from the Asbury Plaza (Hy-Vee, Bed Bath & Beyond, etc.)*

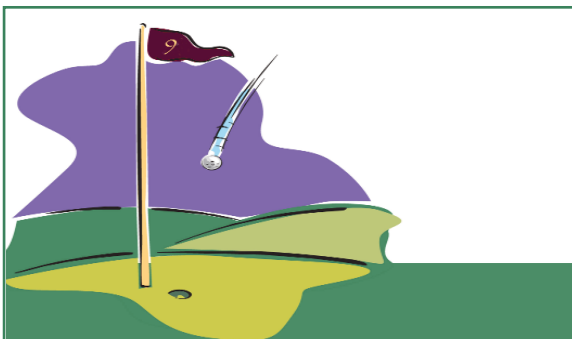
**Menu:** Juicy rotisserie turkey breast, rice pilaf, seasoned green beans with slivered almonds, garden house salad and cheesecake

**Cost:** \$15 for members and \$20 for late member RSVPs

**RSVP:** Noon, Friday, May 20  
**(There is a \$5 additional fee for registering after this time so be sure to register early!)** Use the online registration form at [www.dubuquewln.org](http://www.dubuquewln.org).

*“Never doubt that a small group of thoughtful citizens can change the world. Indeed, it is the only thing that ever has.”*

*- Margaret Mead*



**WLN Annual Golf Outing & Steak Fry**  
**Monday, June 20, 2011**  
**12:30 p.m.**  
**Lacoma Golf Course**  
**Sign up with form on the back!**



**SAVE THE DATE!**

**July Luncheon**  
Tuesday, July 26, 2011  
11:30 a.m. – 1 p.m.  
Topic and Location TBD

## Meet a Member

### Tami Conzett

**1. Tell us about your family and social life.**

My husband, Dan and I have been married for 25 years. We have two grown children. Our son, Kyle, is currently a student at Loras College. Our daughter, Mandi, and her husband, Aaron, reside in Des Moines. We are blessed with a beautiful two-year old granddaughter, Taylor. My favorite activities include playing golf and spending time with family (especially Taylor) and friends. We live on a golf course, and I love to play whenever time allows.



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

I am the cage director at Mystique Casino. I have worked for the DRA for over 23 years in many positions both in racing and the casino. The cage department is the "bank" of the casino. We provide all departments with their cash/table

cheques needs, reconcile daily and monthly paperwork and complete deposits. The cage will process your jackpot if you get lucky!

**3. What did you enjoy most about the WLN April luncheon on presenting a professional image?**

I found Jessica's presentation to be informative and well presented. I liked her hand-out on color theory. More importantly, I liked her emphasis on making a good first impression by your selection of fabrics and fit.

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

Being a member of WLN allows me to have great networking opportunities. I also enjoy meeting new friends and attending the monthly luncheons.

**5. What are the qualities of a great leader?**

I strongly believe that a good leader shows respect to everyone. A good leader is trustworthy and listens to concerns. It is important to say "yes" whenever possible but know that at times you have to say "no". Always do your best and admit to your mistakes.

## Board Member Spotlight

### Nicole Gantz

**1. Describe your role on the board.**

I am the communications director, which means I am responsible for creating, editing and distributing WLN's monthly newsletter, creating content and updating WLN's Web site, sending out promotional e-mail for our events, media relations, participating in the committees for our special events and managing WLN's social media sites.



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

I am the marketing director at Honkamp Krueger & Co., P.C. My role is to create and execute effective marketing strategy for the overall firm and the firm's 27 different services, including our workforce management division, HK Payroll Services. Honkamp Krueger was just named a Top 100 CPA firm in the nation and the fastest growing CPA firm in the Midwest so it is a very exciting time to be a part of the company.

**3. Tell us about your family.** My husband's name is Eric, and I'm so proud of him. With his cousin, he just launched his own coffee roasting business, Verena Street Coffee. We have a 1 1/2 year old, Matthew, and two cats, Shmoe and Perry. We enjoy traveling, boating, canoeing and biking.

**4. What is your Leadership Style?**

My approach to leadership is walk the talk, do as I do. Every day, I try to set a good example for my staff with a strong work ethic and take on projects with enthusiasm and creativity. If I make an error, I am the first to admit it, and on the other side, I will fall on the sword for anyone who works with me. I try to improve myself every day, and I look to help my staff improve their skill levels also, which they seem to appreciate.

**5. What advice do you have for future leaders?**

Be prepared and excited to work with all different kinds of people. You cannot control others, but you can control your own style of working with different groups of people. If you allow yourself to be open to their style, you will learn a lot, be respected and grow immensely as a leader.

"Be faithful in small things because it is in them that your strength lies."

- Mother Teresa

# April Luncheon Recap

## Presenting a Professional Image: Part 2

On Tuesday, April 26, 2011 WLN hosted "Presenting a Professional Image Part 2: Office Dress and Fashion Show." Jessica Rose from Jessica Rose Styling gave tips and provided visual aids addressing professional imaging. This included first impressions, common

mistakes, the F's of Fashion (Fit, Function, Fabric) and color perception.

Thank you to Jessica for sharing her vast knowledge on this topic and thank you to the Hotel Julien for a beautiful venue and delicious lunch!



*"Golf combines two favorite American pastimes: taking long walks and hitting things with a stick."*

*- P.J. O'Rourke*



**Women's Leadership Network  
Annual Golf Social 2011**

***Join us for a fun filled afternoon with golf, food & prizes!***

**Monday, June 20, 2011  
Lacoma Golf Course, East Dubuque, IL  
Arrive by 12:30 p.m. for 1 p.m. shotgun start  
9-hole, best shot event**

Contact Name \_\_\_\_\_

Company Name \_\_\_\_\_

Address \_\_\_\_\_

Phone (\_\_\_\_\_) \_\_\_\_\_ Fax (\_\_\_\_\_) \_\_\_\_\_

E-mail Address \_\_\_\_\_

Golfers:

1. \_\_\_\_\_

3. \_\_\_\_\_

2. \_\_\_\_\_

4. \_\_\_\_\_

Golf reservations: Golf, cart & dinner = \$55/person

Golf & cart only = \$35/person

Dinner only at 4:30 p.m. = \$25/person

*Checks payable to: WLN*

- I am interested in sponsoring a hole for \$100 at which I can promote my business.
- I am interested in donating a raffle prize which will give my organization recognition at the dinner.

Register online at [www.dubuquewln.org](http://www.dubuquewln.org)

-OR-

Mail registration form and payment to:  
WLN Golf Outing c/o Marcie Rowan  
NICC Town Clock Center | 680 Main St | Dubuque, IA 52001

-OR- Fax this form to 563-557-0319

-OR- Email this information to: [rowanm@nicc.edu](mailto:rowanm@nicc.edu)

**DEADLINE: Friday, June 10, 2011**

