



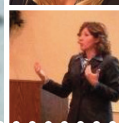
The Leader



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WOMEN'S LEADERSHIP NETWORK

November 2011

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President's Message - Marcie Rowan

Did you enjoy that extra hour of sleep? I did; not sure if my body will make up for it as the week goes on. It seems to me that my sleep habits for the



first week are great and then it hits me the second week. I truly believe the end of Daylight Saving Time is more difficult than the beginning. I wake

up when it's dark, and I go home when it's dark.

I have to be honest, when it comes to sleeping, I am selfish and put myself first. If I am tired, I will simply go to bed. There have been times that my husband, Ed, has put the kids to bed or has tended to the company. Yes, I said it, tend to company. I work hard, play hard and sleep hard. Just ask Ed. Here are some facts I found referring to the end of Daylight Saving Time:

Studies have shown that on Monday, the end of daylight saving time, there has been a decrease in heart attacks and a decrease in car accidents. These time changes affect our body similar to jet leg. This transition might be easy for some people, but for many, falling back also signifies a shift into winter. The increase in darkness can lead to feeling blue and experience Seasonal Affective Disorder

(SAD). Symptoms of SAD start in late fall. People may notice an increase in their appetite, increase in daytime sleepiness, decrease in energy, loss of interest in work and just plain unhappiness. (www.huffingtonpost.com) (Daylight Saving 2011: How Time Change Affects Our Health)

Besides the negative effects, there is opportunity with this time transition. For example, this is a perfect opportunity to get into a bedtime routine and create sleeping habits. With the holidays coming upon us, we will be busy preparing and attending celebrations. Get into your sleep routine now and have one less stressor during the holiday season.



December Holiday Luncheon *Register Now!*

Tuesday, December 13, 2011

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

Topic: The Pampering You Deserve

Location: Grand River Center

www.dubuquewln.org

November Luncheon

A Great Manager Makes a Difference: Be One!

People join a company, but they quit their boss. Research suggests time and time again that when people leave an organization, they transition not because of money, or flexibility, or benefits, or even the work itself. Most of the time, people leave organizations because of their managers.



Gloria Regalbuto-Bentley

A great manager builds a strong company, and the true genius of a great manager is her ability to individualize. The great manager is one who understands how to trip each person's trigger.

How well do you score in the management category? Attend our luncheon to learn ways for you to enhance your management style.

About our Guest Speaker

Gloria Regalbuto-Bentley is the vice president for organizational development at Loras College. She has expertise in starting-up and re-structuring learning and development functions to increase effectiveness and alignment with the organization's mission and vision.

MEETING INFORMATION

Date: Tuesday, November 22, 2011

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

Where: Mystique Casino, Harvest View Room (Go left up the stairs after entering; go left to room) 1855 Greyhound Park Rd, Dubuque, Iowa

Menu: Buffet style: Chicken Picatta, Lemon Peper Tilapia, Twice Baked potatoes, Zucchini Provencal, Tossed Salad, Fresh Fruit, German Potato Salad and Italian Meat & Cheese Salad; Beverages: Coffee, Iced Tea, and Water

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

RSVP: Noon, Friday, November 18 (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.

Meet a Member

Martha Smith

1. Tell us about your family and social life. My husband, Bryan, and I are Dubuque natives, married for 16 years. We have three girls at very fun ages: Emily (12), Bethany (8) and Vivian (6). When we are not at church, karate or gymnastics, the girls are usually treating us to an impromptu variety show.

2. Where do you work and what is your position? I am an optometrist at Vision Health Center, P.C. in Dubuque and Bellevue. I joined the practice in 1997, and together with Dr. Steven Sloan and our staff, provide comprehensive eye care and optical services. The private practice health care setting allows me to give each patient and staff member the time

and attention they need, to meet his/her specific visual goals and potential.

3. What did you enjoy most about the WLN October luncheon on locus of control? Jamie did a great job of explaining "locus of control." I liked her recommendation to balance the internal with the external, and utilize both, depending on the situation.

4. How is being a member of WLN valuable to you? I see WLN as an opportunity to encourage, and to be encouraged. I am happy to learn that many professional women in our community that I already know, and have come to respect, are also members of WLN.

5. What are the qualities of a great leader?

I feel one of the qualities of a great leader is empathy. The character, Atticus Finch, in one of my favorite books, To Kill a Mockingbird, said it like this: "If you can learn a simple trick, you'll get along a lot better with all kinds of folks. You never really understand a person until you consider things from his point of view, until you climb inside of his skin and walk around in it."



Martha Smith

October Luncheon Recap



Locus of Control (not locust...) was the topic of WLN's October 25, 2011 luncheon. Jamie Bishop, vice president of benefits at Cottingham & Butler, presented this fascinating topic to WLN members and guests. She discussed the definition of the locus of control including both internal and external control. A quick exercise helped attendees evaluate where they are at with their locus of control and how it applies to both success in the workplace and interpersonal relationships. Attendees walked away with immediate things that they can do to develop an internal locus such as set goals, develop decision making and problem solving skills, and paying attention to your self-talk.

WLN thanks Jamie Bishop for this interactive, intriguing topic. Also, thank you to the Best Western Plus for a delicious Italian buffet, and thank you to our members and guest for joining us!

