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LEAN IN
WOMEN, WORK, AND
THE WILL TO LEAD
SHERYL SANDBERGDUBUQUE
wln

DESIGNED TO PROMOTE AND SUPPORT WOMEN IN BUSINESS AND THEIR PROFESSIONAL PRACTICES.

A LETTER FROM THE WLN PRESIDENT

Leading With Excellence

In my letter last month I shared some fundamental leadership techniques that align with the October theme “Leading with Excellence.” There are so many thoughts, conversations & learning techniques that could be shared related to this colossal topic.

A constant problem area for me isyou guessed it.....finding more TIME. Where does it go? From having a child who only yesterday was an infant to a suddenly transformed Kindergartener, we ask ourselves – where did the time go? As a professional, I’ve learned that my single greatest challenge isn’t coming up with captivating ideas or hiring talented staff. Instead, most often it boils down to the lack of time in a given day.

I know we all struggle with the sheer challenge of just getting everything done. Some of the battle can be won by changing the mindset. Many people never take the time to define their top priorities. What is your most important challenge? What are you the best at? What are the core competencies that will help you and/or your organization to be successful?

There is also the important task of defining time wasters. Social media, inefficient processes, searching for files, email, the list goes on. It’s important to identify your time inefficiencies to find specific solutions to overcome time wasters.

As Ann Kerian once told us: Delegate. Excellent leaders leverage time to create epic results. These excellent leaders decide with speed to delegate everything but what they do best. If there are things that can

be done by others, consider delegating. This will help you focus on more important tasks.

Excellent leaders don’t gossip or complain. Gossiping & complaining can be a temporary stress reliever, but highly productive people know that complaining doesn’t accomplish anything. Gossiping loses your credibility & ability to gain trust. The next time you feel like complaining, do yourself a favor and use the 15 to 30 minutes to work instead. This one goes a long way & a lot can be said for it.

Make leadership your way of being. You know leadership has less to do with a title & more to do with your mindset, performance & dedication to making a difference. I’d love to hear the things you are doing to save yourself time & lead with excellence. Join us October 27th for Deb Salz’s presentation on Leadership through Excellence through Mickey Mouse. It’s sure to be a good one.

Sincerely,
Kim Budde



President, Dubuque Women’s Leadership Network



Welcome New Members:

Chris Rogers - Dupaco

Tabitha Bartelme - University of Dubuque

OCTOBER LUNCHEON

Lead With Excellence



Meet Our Speaker

Disney is world known for their leadership excellence. Join Debra Salz as she shares 3 key core aspects from the Disney Institute: It starts with a mouse, The power of a story, and The philosophy that people matter. Meet new professionals while you become refreshed and rejuvenated with tangible take-aways which you can begin implementing immediately!

Debra is known for her high energy and interactive sessions which bring out the best in you and others, so please join us to laugh and learn together!

To learn more on our speaker. <http://dsalz.com/>

REGISTER NOW

OCTOBER LUNCHEON

Date: October 27, 2015

Time: 11:30 a.m. - 1:00 p.m.

Location: Holiday Inn - Main St

Topic: Lead Yourself First...With Excellence.

Leadership Excellence Through Mickey Mouse

Presenter: Deb Salz

Menu: Croissant Club, Side of Fruit, Chef Choice Dessert

RSVP: Noon, Friday, October 23

\$12 for members \$15 for guests. (There is a \$3 additional fee for registering after this time so be sure to register early!) Use the online registration form at DubuqueWLN.org.

SAVE THE DATE

UPCOMING LUNCHEON

Date: Tuesday, November 17, 2015 - Members Only Luncheon

Time: 11:30 a.m. - 1:00 p.m.

Where: Grand River Center

Speakers: Liza Johnson & Tabitha Bartelme

Topic: Lead Yourself First...With Empowerment. Increasing your Emotional Intelligence

Cost: \$15 for members

RSVP: Noon, Friday, November 13

\$15 for members. (There is a \$3 additional fee for registering after this time so be sure to register early!) Use the online registration form at DubuqueWLN.org

wln CONNECTIONS

WLN Connections: It is a great way to connect with like-minded professional women.

Two Sessions to Choose From

Morning Session:

Meeting Date: 1st Thursday of each month

7:30 a.m., American Trust JFK Branch

Evening Session:

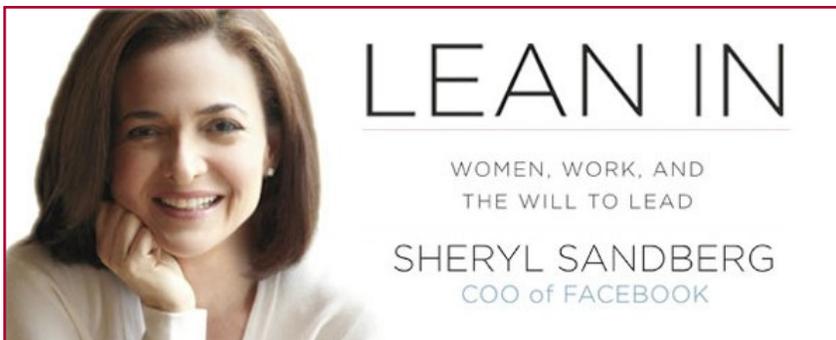
Meeting Date: 1st Wednesday of each month

5:30 p.m., Tony Roma's

If you'd like to take part in the next connections group please contact:

Justine Bemis (jbemis@americantrust.com) or

Lisa Schaefer (shinewithschaefer@gmail.com)



LUNCHEON BOOTH SPOTLIGHTS

Showcase your business or volunteer opportunities at a monthly luncheon. Open dates are available!

There will be a max of 2 booths per luncheon and are on a first call first served basis.

Please send your booth request to Katie Kenne at: kkenne@DubuqueFightingSaints.com

MEET A MEMBER: Heather Hamm



1. Tell us about your family and social life.

I have been married to my biggest supporter, Jeremy, for 3 years. We currently live in Cuba City, Wisconsin. We do not have any kids yet, but we do have our furry son, George the cat. I am originally from a small town (Hebron, Illinois) but moved here after graduating from college, and I have come to love this area. Jeremy grew up in Hazel Green and currently works for Ainley Kennels in Dubuque. Our social life is made up of spending time with our families and our friends – most of our friends have recently gotten married and are starting families so that has been a ton of fun! When our calendar isn't full, I enjoy reading, crocheting, working on house projects, and watching football & Nascar.

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

I have been with the Kwik Stop, Dairy Queen, & Fazoli's family for almost 3 years. I started in Accounts Payable but am now the Executive Assistant of Retail Operations. I have a fun job where it is something different everyday and there is always something new to learn about the retail business. From taking notes at team meetings, to working on the various licenses to run a c-store or a restaurant, to helping with the fun community events that we host or participate in, such as Magical Kwik Stop Christmas, the position keeps me on my toes daily!

3. How is being a WLN member valuable to you?

Being a WLN member has shown its value in so many ways – both professionally and personally. There are so many awesome benefits to being a member – the monthly luncheons, the annual conference, and the book club are all things that I look forward to. They help me reach outside of my comfort zone a little as we network with other women in the community and discuss topics that I normally would not think to discuss outside of the home. The thought that has stuck with me the most came from a book club discussion – “If you could do anything tomorrow, what would it be?” I never would have thought to share my answer with anyone besides my family and closest friends. For my personal life, an opportunity to attend a women's retreat that I learned of through WLN led to learning about a local fitness coach who hosts awesome total body workouts I have recently come to enjoy. WLN is valuable all around, no matter how I look at it.

4. What is your favorite pastime?

Truck pulling. I have been involved with the sport my entire life – my Dad has been pulling for over 30 years. In fact, it's how Jeremy & I met! Each summer you can find us traveling down the road to county fairs & town festivals in Wisconsin, Iowa & Illinois to compete with our 1986 Ford Ranger “The Tick” (named after the cartoon character). Each winter you can find us attending awards banquets for various clubs and getting our truck ready to go for the following summer. It's a full-time hobby that has brought us a lot of great memories & long-lasting friendships.

Kwik Stop/Dairy Queen/Fazoli's

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