



DIVERSITY GROUP

northeastern wisconsin chapter

September/October 2015 Newsletter Update

Diversity Survey Update:

Thank you to those who completed the Diversity Survey. The results were diverse in needs and expectations from men wanting to be involved and get an understanding of women concerns, to women who want to be seen as members of the business community vs women in business, to women who prefer to discuss women issues without men present. We will try to plan events to meet each of these views.

Diversity Survey Summary:

- 26 Participants took the survey:
 - 22 (85%) were Members / 4 (15%) were Strategic Partners
 - 21 (81%) were Female / 5 (19%) were Male
- Number of Diversity Events participants are interested in attending:
 - 8 (31%) 2 Events / 7 (27%) 3 Events / 8 (31%) 4 Events
- Top 3 FEI Events participants Attend:
 - 25 (96%) Monthly Meetings / 14 (54%) AFG Leaders Forum / 9 (35%) Career Management Seminars
- Top 4 months to hold Diversity Events:
 - September, June, May, August
- Maximum number of FEI Events participants would attend in a month:
 - 18 (69%) 2 Events / 4 (15%) 1 Event / 2 (8%) 3 Events
- Best Days of the Week:
 - 20 (77%) Thursday / 19 (73%) Tuesday and Wednesday
- Best Times of the Day:
 - 17 (65%) 7:30-9:30am / 15 (58%) 4:30-6:30pm / 13 (50%) 5:30-7:30pm
- Top Diversity Events attended or interested in attending:
 - 39 (36%) Featured Speaker / 28 (26%) Social & Round Table
- Top Topics of Interest:
 - 21 (81%) Women in the Workforce / 19 (73%) Workforce Equality / 17 (65%) Ageism
 - Events will centralize around these topics as well as overall business and leadership growth.
- Geographically where Participants Live and/or Work
 - 24 (46%) Appleton/Fox Valley / 14 (27%) Green Bay / 14 (27%) South of the Fox Valley
 - When planning events we will be asking which of the 3 categories you fall in which will help determine location when possible.
- Distance willing to Drive:
 - 15 (58%) 30 miles / 8 (31%) 45 miles / 5 (19%) 15 miles / 3 (12%) 60 miles

Tentative Events:

In spring we will be planning a featured speaker event. If you have specific topics you would like discussed please contact Pam Turicik (pturicik@energybankinc.com) or Valorie Hamilton (valorie.hamilton@endries.com).

In late spring we are looking to have a panel from our membership and strategic partners companies discuss policies regarding equality and women in the workforce and real life scenarios. If you know someone within your company or another company that would be beneficial to have on the panel please let us know. We would like to see a male on this panel.

We will be participating in a Women's Leadership Coaching Webinar Series for a nominal cost. Webinars are from 12:00-1:00 and will be in a lunch and learn format with a light lunch being provided; with webinars being about every 6 weeks. You can pick and choose the ones you want to attend, you are not required to attend all and each webinar stands independently. Below are the webinar dates and topics for this year. We are looking to work with our Strategic Partners to host the events and share the cost of the lunch.

- Tuesday, October 20, 2015 | Managing a Multigenerational Team (Are you effectively managing your multigenerational workforce? Don't be misled by stereotypes — discover what truly distinguishes each generation and learn how to manage and motivate individuals and teams of all ages.) Guest speaker: Anna Ettin, Vice President, Learning Consultant, Co-founder and Co-Chair of Inter-Generational Employee Network (IGEN), Bank of America.
- Tuesday, December 8, 2015 | Giving and Receiving Feedback (Feedback can inspire improved performance, but sometimes when it's poorly delivered it can have the opposite effect. Learn how to offer constructive feedback that empowers others, and how to effectively solicit feedback on your own performance.) Guest speakers: Tracy Cote, Senior Vice President, Global Human Resources, Genesys and Jennifer N. McCauley, Senior Vice President, Human Resources, Southwestern Energy.
- Tuesday, February 23, 2016 | Ask a C-suite Executive (Do you understand how C-suite executives think and operate, and how to work effectively with them? Find out in this hour-long Q & A discussion with top industry leaders. You'll learn tips for communicating with C-suite leaders, and how to exceed their expectations. We'll cover scenarios from pitching a business idea to preparing for 'elevator moments.) Guest speakers: Anne Cooney, COO, Siemens Healthcare Diagnostics and one other to be confirmed.
- Tuesday, April 26, 2016 | Attracting the Attention of an Influential Sponsor (Sponsors are influential leaders who advocate for you and connect you with career opportunities. In this webinar, learn the difference between mentors and sponsors, what sponsors expect from you, and 8 steps for attracting a sponsor's attention.) Speaker: Jo Miller, CEO, Women's Leadership Coaching, Inc.
- Tuesday, June 21, 2016 | Transitioning from Tactician to Strategist (Do you spend the majority of your time at work as a task-oriented tactician or do you think and operate strategically, like leaders do? In this session, learn how to shift your focus from being tactical or reactive to operating with a more strategic mindset.) Guest speakers: Dona Munsch, Vice President, M&A, AltaVault, NetApp, Inc. and one other, to be announced.

As Endries International currently participates in this program Valorie has graciously offered to host the first event on Tuesday, October 20th. Please [click here](#) to register!

Please let us know if you are interested in any of the events listed above. Thanks again for your input so we can plan a year targeted to the needs of those who are interested in attending. Please feel free to continue sharing your thoughts and ideas as your feedback is always welcome.

We hope to see many of you on the 29th at the Fall Fusion Event!

What is the FEI Diversity Group?

FEI National continues to encourage local chapters to focus on diversity within our membership. Women executives face a unique set of challenges in balancing their careers and personal lives. This special interest group is focused on exploiting the talents of individuals and creating opportunities to improve personally and professionally. As a result, we hope to increase membership in our chapter and create additional ways for our female members to be engaged in the FEI experience.

Diversity Group events are open to the following individuals:

- Members of FEI NE Wisconsin Chapter
 - Managers and executives within an FEI Member's Company
 - Representatives of our Strategic Partner companies
 - Prospective chapter members
 - Guests of any of the above
 - While some event topics are geared towards women, men are welcome to attend and participate.
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