



DIVERSITY & INCLUSION GROUP

northeastern wisconsin chapter

May/June 2019 Newsletter Update

Thank you to Grant Thornton for hosting the April Diversity & Inclusion Event presented by Women's Leadership Coaching!



Webinar Summary

The featured topic was The New Rules of Teamwork with Selena Rezvani, VP of Consulting & Research – Be Leaderly, and Jo Miller, CEO – Be Leaderly.

1. *84% of U.S. employees are 'matrixed' to some extent today – meaning, they work on multiple teams every day.* (McKinsey, 2016)
2. The New Rules of Teamwork:
3. Show all the way up
4. Rally people around a cause
5. Leverage cognitive diversity
6. Make it psychologically safe
7. Use the magic ratio – 5 positive comments for every 1 criticism
8. When the entire team builds an identity around a cause, the project transcends “work” and becomes a “mission”.
9. Become a “Reframer”:
10. Identify and challenge irrational or negative thoughts
11. When a teammate recounts something negative/stressful, help explore the silver lining of the bad experience.
12. Humor is a great reframing strategy.

To view the presentation materials please use this link: <https://feinew.org/page-8689/7302008>

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*Recommended Reading Selections

7 Ways to Build Great Relationships with Your Team (Article)

Author: Susan Ritchie

The challenges facing new leaders in a business situation are many and varied. It's a demanding time, after all, for an individual both professionally and personally, when much learning takes place. One of the keys to becoming as effective as possible, as quickly as possible, is in getting to know your team well – building those **relationships**.

[Click here](#) to read the complete article.

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How to Make Your Mark When You Enter a Team

Author: Selena Rezvani

For most of us, working on projects and deliverables by ourselves is becoming increasingly scarce. We are constantly joining existing teams, forming new ones or otherwise meeting in groups. In fact, studies of managers and knowledge workers reveal that they spend between 25%-80% of their time in meetings, suggesting that “teamwork” is a primary vehicle for the modern business today. And, meeting time has only increased since 2008.

[Click here](#) to read the entire article.

*Additional articles are available with our chapter's webinar subscription to Women's Leadership Coaching:

<http://www.beleaderly.com>

Next Diversity & Inclusion Group Event

1. **Tuesday, June 25, 2019 | The Juggle | 11:45 AM – 1:15 PM**
Women's Leadership Coaching Webinar | Hosted by Aon
111 North Washington Street | #300 | Green Bay | WI | 54301

Summary

It's time to lose the cape! Superwoman had it wrong. Striving for perfection while juggling many roles is more likely to lead to burnout than to balance. In this webinar, learn practical tools for redefining work/life balance and making it all work for you.

[Click here](#) to register!

Guest Speaker(s)

Adrienne Burch, Management and Program Analyst in the Office of Civil Rights, Diversity, and Inclusion with USDA APHIS

Liz Curran, Senior Consultant – Executive Learning & Development, MetLife

Roderick Wilson, Senior Vice President, Wealth Management Strategy Execution Manager, Bank of America

2019 Fusion Event Reminder

Mark Your Calendars! The 2019 FUSION Event date, speaker and venue have been confirmed as follows:

Date: Tuesday, September 17, 2019
Speaker: [Connie Podesta](#)
Location: Fox Cities Performing Arts Center (PAC) | Downtown Appleton
Time: 2:00 – 4:30 PM (exact timeline to be confirmed at a later date)

Once additional information is provided by the 2019 FUSION event planning committee, registration will be available.

What is the FEI Diversity & Inclusion 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 engagement in our chapter and create additional ways for our female members to find value in the FEI experience.

Diversity & Inclusion 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 toward women, men are welcome and encouraged to attend and participate**



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