



# DIVERSITY GROUP

northeastern wisconsin chapter

## September/October 2016 Newsletter Update

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Following are highlights from the Women's Leadership Coaching Webinar: The Power of Diverse Teams. The Guest Speaker was Ann Quiroz Gates, Ph.D., Chair Department of Computer Science, The University of Texas at El Paso. The webinar was held on August 30, 2016 in Green Bay and was hosted by:



Research has shown that large, diverse teams achieve greater productivity, reach, and innovation. They also face challenges with communication and the sharing of knowledge and resources. Discover the impact of team diversity, factors that affect your team's productivity, and a model for enhancing your team's overall effectiveness.

Diverse teams improve productivity and problem solving innovation. Diverse teams outperform creating a stronger economic impact developing better ways to resolve the situation. Have a positive attitude and acknowledge what everyone brings to the team. Focus on breaking down silos that may exist to improve the communication.

1. Define a common goal for the team
  2. Promote positive interaction
  3. Accountability to meet the goal. Have team members report out on updates.
  4. Practice professional skills with active listening, active participation, redefine what role everyone has in the group.
  5. Evaluate the productivity of the group. How can we improve upon what was accomplished for the next event.
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The 2016 Fusion Event was held on Monday, September 12<sup>th</sup> at the Fox Cities Performing Arts Center in Appleton. This year's guest speaker was Michelle Gielan. Michelle was a national CBS News anchor turned positive psychology researcher and is the bestselling author of *Broadcasting Happiness*. Gielan stressed the Power of Positivity at this amazing event with almost 2000 people in attendance. Following are a few features from the event:

- Work optimism – behavior matters belief of good things to happen.
- Positive engagement – see it – own it – use it.
- Present the situation as a challenge versus a threat.
- Support provision – as a leader/manager step in and help out. What you give results in what you get.
- Praise your team in a meaningful way. Celebrate success.
- Good posture changes the body chemically.
- Start a conversation with something positive and meaningful.
- Fact check a situation to build positive engagement
  - Isolate a stressful thought
  - List the known facts
  - Present new information
- Send a 2 minute email praising or thanking someone.
- Start your day with positivity.

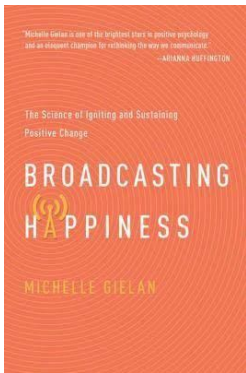
Additional detail is available by sending an email to: [start@broadcastinghappiness.com](mailto:start@broadcastinghappiness.com). Leave the subject blank. Within one minute a response will be sent, which will include multiple resources for you to use and share to help you broadcast happiness!

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## Recommended Reading

### ***Broadcasting Happiness: The Science of Igniting and Sustaining Positive Change***

**Author: Michelle Gielan**



If you missed this year's [2016 Fusion Event](#), you can still read Michelle Gielan's book and be on your way to broadcasting your own happiness. Following is brief summary of the book:

In *Broadcasting Happiness*, learn the seven keys of communicating more effectively to influence others and drive measurable results. Gielan, a happiness researcher and expert on positive communication, will teach you how to:

- Inoculate your brain against stress and negativity by fact-checking challenges
- Drive success by leading a conversation or communication with positivity
- Rewrite debilitating thought patterns and turn them into fuel for resilience and growth
- Deal with negative people in a way that lessens their power
- Share bad news more effectively to increase future social capital
- Create and sustain a positive culture at work by creating contagious optimism

Changing your broadcast can change your life, your success, and the lives of others around you. *Broadcasting Happiness* will show you how!

[Click here](#) to read the complete book summary, read reviews and exploring all buying options.

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## Calendar of Upcoming Diversity Events

### 1. **Tuesday, October 25, 2016 | Questions That Leaders Ask Themselves and Others**

#### **[Women's Leadership Coaching Webinar](#)**

**Godfrey & Kahn S.C. | 100 West Lawrence Street, #210 | Appleton, WI 54911**

The best leaders do more than give direction. They ask great questions—thought-provoking questions that inspire themselves and others to think creatively, get engaged, be accountable, and take action. [Click here](#) to register!

**Guest Speaker:** Jo Miller, CEO, Women's Leadership Coaching, Inc.

### 2. **Tuesday, December 6, 2016 | 9 Types of Courage for Emerging Leaders**

#### **[Women's Leadership Coaching Webinar](#)**

**Grant Thornton LLP | 2501 E. Enterprise Avenue, Suite 300 | Appleton, WI 54913**

Transforming yourself from high-performing employee into an emerging leader can be a challenge. It takes strength, moxie, resilience and courage. If you aspire to lead, here are nine types of courage you'll need. [Click here](#) to register!

**Guest Speakers:** Nithya Ruff, Director of OpenSource Strategy Office, SanDisk Corporation, and others, to be announced.

## 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



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While some event topics are geared toward women, men are welcome to attend and participate.