



WomenInManagement

The Professional Women's Network

Member Spotlight

Name: Jennifer Christenson
Title: Senior Pastor
Company: St. John Lutheran Church
Years at the company: 2.5

I love my job because I get to be with people in the most important moments of their lives, whether it is the joy of a wedding day or the sorrow of losing a loved one. The best weeks are those where I spend most of my time with people helping them to see God at work in their lives in many and various ways.

Through networking with other women in management, I would like to learn from the expertise of those who are more skilled in the administrative aspects of my position. In seminary we delve deep into biblical and theological study, but aren't given a lot of guidance in the areas of staff and volunteer management, financials, etc., which are a big part of being a parish pastor. I am also looking forward to making new friends and possibly finding ways to connect the volunteer-power of St. John with opportunities in the community.

In my free time I...Free time, what's that? In my spare moments I enjoy spending time with my family, reading just about anything, working out, and...guilty pleasure alert...watching Dancing With the Stars. Now that summer is upon us, family time will include walks and bike rides as well.

Aside from babysitting, **my first "real" job** was working at McDonald's. To this day I have the utmost sympathy for the trainee fumbling around at the cash register. Be kind, it's harder than it looks!

The other day I was out shopping with my mother and our 19-month old son Marcus. To let him blow off some steam, we took him to the new "Jump On It!" play area/overstimulation zone in the mall. For 25 minutes he walked around the toddler area with a huge grin plastered on his face. He didn't really play with anything, just walked around and giggled. Now and again he'd stop, hold his head and just laugh as if to say, "I can't believe a place like this even exists!!"

Letter from the President

Last week I had the opportunity to "man" a booth with Women in Management information. The irony of "manning" a booth didn't escape me.

During the evening, I explained who we are and what we do to dozens of people and was amazed at how receptive the men were! Many of them took fliers and newsletters for wives, sisters and daughters.

Which got me thinking... How "real" is the oppression anymore? Is it in my head? Is WIMI more about camaraderie or about advancing women in the workplace? One quick Google search and I had my answer: Women are still a minority in the C-suite and still pulling in fewer dollars for equal work. The "Professional Development" section includes an article from the New York Times last fall and makes for interesting reading.

As you know, there are several board positions coming open in June. If we're going to make a change in the workplace, we need to work together. Through education and networking with other women in management, we can make a difference for our daughters and granddaughters. The change won't just happen, though. We need to work at it, just as our mothers did. Will you rise to the challenge? I hope so!

Karen

Quote of the month ...

*"Not everything that is faced can be changed.
But nothing can be changed without
being faced."*

- James Baldwin

Upcoming Events

All meetings are held at: Midway Best Western at
780 Armed Forces Dr. in Green Bay, from 11:30am - 1pm
Price: \$10 for members, \$13 for non-members.
Reservations required to members@wimigb.org.

June 8 – Special Time 7-8:30 am

Topic: Handling Life Changes

Speaker: John Nemick

If only we could plan out when life-changing issues would arise. Unfortunately, that's not usually the case. Join John Nemick as he helps us understand how to manage life-changing events and how to deal with employees as they work through theirs.

John Nemick, a Wisconsin Licensed Independent Social Worker, earned his masters Degree in Educational Psychology. He is employed by LifeSynch, a Dallas based Managed Behavioral Health company, and is primarily responsible for Employee Assistance (EAP) services to Humana Associates and their families. John is a member of the Employee Assistance Professional Association and has extensive experience in working with businesses as a trainer, consultant and in direct counseling.

Tuesday, July 12 – Special Date & Time 6-8 pm

Topic: Member Social and Membership Drive

Speaker: YOU!

Summer is a great time to get together with old friends and meet new ones. What better way to do that than with the Women in Management Annual Summer Social and Membership Drive?! Here are the details:

- Free Admission includes hors d'oeuvres; 2 drink tickets, great networking opportunities!
- Raffle prizes include great gift baskets and 50% off 2011-2012 membership dues!

In case you missed it...

In May, we welcomed Jayne McQuillan, CPA, MBA, to discuss "Bringing Your Business to the Next Level." Jayne used the book "Our Iceberg is Melting" to provide an outline for how to accept and learn from changes in the workplace. The key steps include:

1. Set the stage
2. Decide what to do
3. Make it happen
4. Make it stick

Jayne explained how data doesn't make change happen – there has to be an emotional tie for people to make/accept change. It may be difficult for some employees to accept change, so to help them out, find their emotional attachment and help them see/understand how this is a good thing for them!

Membership Corner

Board Member Openings

WIMI-GB is currently recruiting board members for 2011-2012. There are a variety of options for all interests/time commitments. Positions include:

- President
- President-Elect
- Newsletter
- Public Relations
- Program Co-Chair

If you or someone you know is interested in more information, please contact Joyce Nelson, Member Chair, at members@wimigb.org or Karen Kraus, President, at kjkraus@hotmail.com.

WIMIWI Green Bay Board

President / Karen Kraus | Secretary / Polly Kopke | Treasurer / Kelly Fitt
Membership / Joyce Nelson | Program / Vicki Perron
Publicity / Tami Pederson | Web / Gina Christenson

* We're looking for a newsletter chair and president elect. If you are interested, please contact Karen at kjkraus@hotmail.com.

Mission Statement . . .

Dedicated to the success of women, our three-fold purpose and mission is to:

- Further the professional development of managerial and entrepreneurial women currently employed in established careers, which include managerial responsibilities, through the association of its members, through educational and training opportunities, and through the exchange of knowledge and experiences.
- Promote higher standards and to increase the status, authority, and influence of managerial and entrepreneurial women.
- Establish new Chapters and maintain a liaison among the individual members, Chapters, and Organization

Professional Development . . .

Still Few Women in Management, Report Says

The New York Times

By: Catherine Rampell

Published: September 27, 2010



Women made little progress in climbing into management positions in this country even in the boom years before the financial crisis, according to a report to be released on Tuesday by the Government Accountability Office.

As of 2007, the latest year for which comprehensive data on managers was available, women accounted for about 40 percent of managers in the United States work force. In 2000, women held 39 percent of management positions. Outside of management, women held 49 percent of the jobs in both years.

Across the work force, the gap between what men and women earn has shrunk over the last few decades. Full-time women workers closed the gap to 80.2 cents for every dollar earned by men in 2009, up from just 62.3 cents in 1979. Much of this persistent wage gap, however, can be explained by what kinds of jobs the sexes are drawn to, whether by choice or opportunity.

The new report, commissioned by the Joint Economic Committee of Congress, tries to make a better comparison by looking at men versus women in a specific industry and in similar jobs, and also controlling for differences like education levels and age. On average, female managers had less education, were younger and were more likely to be working part time than their male counterparts.

In all but three of the 13 industries covered by the report, women had a smaller share of management positions than they did of that industry's overall work force. The sectors where women were more heavily represented in management than outside of it were construction, public administration and transportation and utilities.

Across the industries, the gender gap in managers' pay narrowed slightly over the last decade, even after adjusting for demographic differences. Female full-time managers earned 81 cents for every dollar earned by male full-time managers in 2007, compared with 79 cents in 2000.

This varied by industry, with the pay gap being the narrowest in public administration, where female managers earned 87 cents for every dollar paid to male managers. It was widest in construction and in financial services, where women earned 78 percent of what men were paid after adjustments.

Across the work force, the pay gap was also slightly wider for managers who had children.

Managers who were mothers earned 79 cents of every dollar paid to managers who were fathers, after adjusting for things like age and education. This gap has stayed the same since at least 2000.

The greater toll that parenthood appears to take on women's paychecks may help explain why, generally speaking, female managers are less likely to have children than their male counterparts.

In 2007, 63 percent of female managers were childless, compared with just 57 percent of male managers. Of those managers who did have children, men on average had more children than their women counterparts.

Female managers were also less likely to be married than male managers, at rates of 59 percent versus 74 percent, respectively.

It is difficult to determine why a wage gap exists between female and male managers, and to what extent these differences might be because of discrimination or other factors, like hours clocked. The new G.A.O. report, for example, does not try to control for hours worked, beyond broad categories like full-time or part-time status.

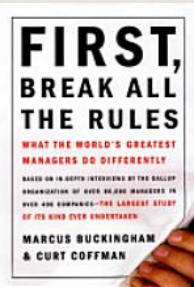
The report was prepared at the request of Representative Carolyn B. Maloney, Democrat of New York and the chairwoman of the Joint Economic Committee, for a hearing on Tuesday on the gender gap in management jobs. The findings were based on an analysis of data from the American Community Survey of the Census Bureau.

"When working women have kids, they know it will change their lives, but they are stunned at how much it changes their paycheck," Ms. Maloney said of the report. "In this economy, it is adding insult to injury, especially as families are increasingly relying on the wages of working moms."

During the recession that began in December 2007 and ended in the summer of 2009 — generally after the data contained in this new report — men generally bore the brunt of job losses because of the types of industries. It is still unclear how management positions might have shifted or whether women were affected differently by that.

Book Review

Want to read more, but don't have the time? Here's our Cliff's Notes version! Each month, this section will highlight a book for personal or professional development. If you have a suggestion or a book review you would like to submit, please send it to kjkraus@hotmail.com.



This book examines how the greatest managers build stronger, more profitable companies by hiring for talent and then developing and retaining that talent. Based on interviews with over 1,000,000 employees and 80,000 managers over a twenty-five year period by the Gallup Organization.

Central to the book is the notion of talent as "a recurring pattern of thought, feeling or behavior that can be productively applied". For the authors, talent is something innate, that for the most part cannot be created by education, training or hard work. Great managers and, in turn, great organizations attract, focus and keep the most talented employees by assuring that employees can answer a resounding "YES" to the following twelve questions:

1. Do I know what is expected of me at work?
2. Do I have the materials and equipment I need to do my work right?
3. At work, do I have the opportunity to do what I do best every day?
4. In the last seven days, have I received recognition or praise for doing good work?
5. Does my supervisor, or someone at work, seem to care about me as a person?
6. Is there someone at work who encourages my development?
7. At work, do my opinions seem to count?
8. Does the mission/purpose of my company make me feel my job is important?
9. Are my co-workers committed to doing quality work?
10. Do I have a best friend at work?
11. In the last six months, has someone at work talked to me about my progress?
12. This last year, have I had opportunities at work to learn and grow?

For these authors, these twelve questions are the simplest and most accurate way to measure the strength of a manager, and in turn, the workplace.

First Break All the Rules What the World's Greatest Managers Do Differently

By: Marcus Buckingham & Curt Coff
Reviewed by: Matt M. Starcevich, Ph.D.

Additionally, great managers know and adhere to the following mantra:

- People don't change that much.
- Don't waste time trying to put in what was left out.
- Try to draw out what was left in.
- That is hard enough.

The bulk of the book is spent describing how great managers achieve a positive "YES" to these twelve questions and implement this four point mantra. What is interesting is that they do this by breaking the rules--going against what the literature and intuition would consider as conventional wisdom. E.g., don't treat people as you would like to be treated--treat each person as he would like to be treated bearing in mind who he is--don't worry about consistency--treat people differently--help them feel unique.

The "Four Keys" of great managers are:

1. Select for talent... not simply experiences, intelligence or determination
2. Define the right outcomes...not the right steps
3. Focus on strengths...not on weaknesses
4. Help employees find the right fit...not simply the next rung on the ladder

Why be concerned with what great managers do? It has been documented that organizations will increasingly be in a "War for Talent". The authors conclude: "An employee may join a company because she is lured by their generous benefits package and their reputation for valuing employees. But it is her relationship with her immediate manager that will determine how long she stays and how productive she is while she is there".

This is a practical, how-to book that caused me to rethink what we are teaching managers. A must read for potential and current managers as well as those tasked with creating and maintaining a world-class organization.