



WomenInManagement

The Professional Women's Network

Member Spotlight



Name: Laurie Olson
Title: Vice President, Business Banking
Company: The Business Bank
Years at the company: 3 years (20 yrs banking experience)

I love my job because I am able to play a role in assisting local business owners grow and develop their companies. I work with businesses across a wide variety of industries so each day is different and unique. Being a trusted business advisor I have an opportunity to support and provide financial solutions to clients which is exciting and very rewarding!

Through networking with other women in management, I hope to form new personal and professional relationships from a group of professional women who face similar opportunities and challenges that I do. Managing families, careers and volunteerism is a balancing act for most of us and I hope to have a venue where each of us can share our unique experiences and perspectives in this area.

In my free time I enjoy spending time with my husband and two sons; Nick and Alex. We enjoy traveling, biking, watching movies and golfing.

My very first job was delivering newspapers for the Press Gazette. I will never forget having to wake up at 5:00 a.m. every weekend to load up my red wagon and complete the route; snow, rain or shine!

I love it when I see my kids do or say the right thing when it isn't always the easiest decision to make.

Letter from the President

March Madness – that's for sure!

I was out in Baltimore for a wedding last weekend and was amazed at how many people were talking politics. There were only five people there from Wisconsin, but it seemed like everyone knew what was going on in our state capitol and was curious to know what we thought as residents.

At the risk of turning this letter political, I want to ask some personal reflection questions instead:

- Is there anything in your life you feel strongly enough about to protest for (or against)?
- If your company were going to lay off staff, would you protest to the CEO?
- Do you believe in Wisconsin's "Employment at Will" status?
- If you are not union now, do you want to be?

These questions only scratch the surface of what's going on in Madison, but they raise some good questions about values. So, just for the fun of it, I took an on-line values quiz. (As you'll see in "Professional Development" this month, I'm all about quizzes right now!) Some of the results surprised me.

What drives you? Family? Career success? Relationships? What have you done in the last 24 hours to support or strengthen that value? That answer may surprise you.

I hope you let your values guide all you do.

Karen

Quote of the month . . .

"Hide not your talents. They for use were made. What's a sundial in the shade?"

-- Benjamin Franklin

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.

March 9

Topic: Dealing with Difficult Employees

Speaker: Beth Kirby

Beth Kirby of Aurora BayCare Medical Center returns this month to discuss Dealing with Difficult Employees (you may remember her from our September meeting where she spoke on marketing yourself in an employer marketplace). Back by popular demand, Beth will walk us through an all-to-common issue all managers must face: difficult employees. Beth will provide tips on managing situations before they get too difficult and what your rights are as an employer.

With more than fifteen years experience in Human Resources, Beth will share tried and true methods to ensure your most difficult situations are handled appropriately and with dignity.

April 13

Topic: Hormonal Haywire (Dealing with the effects on the workplace)

Speaker: Dr. Jolene Garvey

Women have a lot of hormones, there's no question about that. Then there are the spikes with menstrual cycles, pregnancy and menopause. Now take a female-dominant workplace and you've got chaos!

Dr. Jolene M. Garvey Pintar, owner of Garvey Chiropractic L.L.C., a family and wellness chiropractic center in Green Bay, will discuss hormones and how to keep the peace during hormonal haywire! Dr. Garvey is a Doctor of Chiropractic with a special interest in pediatrics, pregnancy and general wellness. She has studied methods and procedures with a number of other chiropractic clinics including the Alaska Wellness Center in Anchorage, Ballyclare and Glengormley Chiropractic clinics in Ireland, and a hospital in India.

In case you missed it...

In February, we welcomed Dr. Bonnie Nussbaum to speak about goal setting and attainment.

According to Dr. Nussbaum, 95% of a person's actions are controlled by their subconscious, and only 5% by their conscious mind. With a little work, conscious actions can become subconscious ones. Let the power of positive thinking work for you!

Another big takeaway is that people who focus on the past are generally depressed while those who focus on the future tend to be anxious. However, those few who focus on the present and their tasks at hand are *most productive*. Where do you spend most of your mental time?

Membership Corner

Wow what a deal!

WIMI-GB is moving to July 1-June 30 fiscal year to match the rest of the WIMI chapters.

This means you get one heck of a deal! If you have already signed up for your 2011 membership, you are actually paid up through June 30, 2012!

If you haven't signed up yet, do so now to take advantage of this amazing offer: \$85 "annual" dues, will pay you through June 30, 2012! That means if you pay today, you're getting 4 months FREE!

For more information, please contact Joyce Nelson, Member Chair, at members@wimigb.org

WIMIWI Green Bay Board

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* 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 . . .

Your Guide to Personality Traits and Quizzes

Ask any woman in the room what her weaknesses are and she can probably give you a 10-minute list. However, ask the same woman her strengths and she's more likely to tell you one or two things she does really well.

Why? This month's book review is all about "Strengths Finder, 2.0." There are a dozen or more professional development quizzes that can help guide your professional development by teaching you your strengths and weaknesses to how to deal with other people and what they may find frustrating about working with/for you. Here are some common professional personality quizzes and how to use them:

Myers-Briggs Type Indicator

The purpose of the Myers-Briggs Type Indicator® (MBTI®) personality inventory is to make the theory of psychological types described by C. G. Jung understandable and useful in people's lives. The essence of the theory is that much seemingly random variation in the behavior is actually quite orderly and consistent, being due to basic differences in the ways individuals prefer to use their perception and judgment.

The identification and description of the 16 distinctive personality types that result from the interactions among the preferences."

www.myersbriggs.org/my-mbti-personality-type

True Colors Personality Test

One of the easiest and most popular personality tests is the True Colors Personality Test. This personality test asks a series of questions to rate your likes and dislikes. The test will then rate your personality as either a blue, green, orange or gold personality type. You may be a combination of two colors, but usually a student will exhibit one primary color.

There are many free on-line versions of the test, including this one:

www.truecolorscareer.com/quiz.asp

16PF® Fifth Edition

Since its introduction more than 40 years ago, the 16PF instrument has been widely used for a variety of applications, including treatment planning and couples' counseling and to provide support for vocational guidance, hiring and promotion recommendations. Traits include warmth, reasoning, emotional stability, dominance, liveliness, rule-consciousness, social boldness, sensitivity, vigilance, abstractedness, privateness, apprehension, openness to change, self-reliance, perfectionism and tension.

www.pearsonassessments.com

The Life Styles Inventory (LSI)

The Life Styles Inventory (LSI) identifies the underlying thoughts and motivations that guide an individual's behavior. Often referred to as personal styles, management styles **and** leadership styles, these represent the essence of an individual's effectiveness.

The quality of an individual's thinking and behavior contributes greatly to that person's work performance. Fortunately, your people have the power to change ineffective thinking and behavior - the kind that can paralyze an individual's effectiveness. But first they need to know if what they're doing now is supporting or detracting from quality performance.

www.humansynergistics.com

Strengths Based Leadership

Similar to Strengths Finder 2.0 (see Book Review on the next page), Strengths Based Leadership focuses on your leadership skills and how to make them work for you or how to recruit employees to compliment your weaknesses. Though you have to buy the book to get access to the on-line quiz, it may be worth the investment.

www.strengthsfinder.com

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.



Strengths Finder 2.0

By: Tom Rath
Summary by www.bizsum.com

The Big Idea

StrengthsFinder 2.0 is an effort to get the core message and language of its predecessor *StrengthFinder* to a broader audience. After the enthusiastic reception of the first book that was oriented more towards managers who discovered what their strengths were, this sequel now focuses on applying these strengths after you have discovered them. The book surveys hundreds of respondents and condenses these responses to 34 themes or key areas that can easily be translated into ideas and action.

The book also strives to be reader-friendly and tones down its vocabulary so that it can be accessible to people without any management experience. The 2.0 version gives you a talent profile so unique that you're unlikely to share even a sentence with someone else. This book helps readers apply their newly found strengths to any type of role, and gives them ideas to help them apply their talents in their daily life, no matter what kind of work they have and what their interests are.

Why You Need This Book

Work your maximum potential. Author Tom Rath will help you discover the strengths that best pertain to you. Rath and his team have done more surveys, more interviews, and more studies in the past decades. They illustrate in this book that there's a lot more to understanding human talent than most people know. Those who are familiar with the StrengthsFinder assessment know that it is designed to uncover certain key talents -- patterns of thought, feeling, and behavior that can be productively applied.

In this new version, those thoughts, feelings and behaviors are customized to your experience by giving you the basics of working on what you have and offering practical ideas to act and make the most out of them. After figuring out the top 5 themes that pertain to you, you will receive 10 "Ideas for Action" for each theme, giving you 50 specific actions to take. In addition, a personalized assessment over the internet is made available through an access code inside a packet inserted in the book.

Through this, you can explore your core strengths closely and allow you to maximize the potential for success in specific areas where you will most likely succeed.

Finding Your Strengths

We are raised in a society that loves underdogs, often convincing us to believe in the maxim that we can be anything we want to be if we try hard enough. While that may be a promising ideal for a lot of us, the truth remains that many of us have far greater potential for success in specific areas, and that the key for human development is building on these areas.

Research shows that people who aren't on their "strengths zone," or who don't build on the strengths they possess are six times less likely to be engaged in their job. They often hate going to work, have more negative interactions with their colleagues rather than positive ones, tell their friends of how miserable their company is, and generally achieve less on a daily basis. Beyond work, negative work attitudes have serious implications in one's health and relationships. Unproductive people are generally unfulfilled, leading to unhappiness and more stress,

As a result, popular psychology often tries to remedy these weaknesses by developing a vocabulary filled with negative depictions of human traits. Rath does the opposite by adopting Don Clifton's brand of Strengths Psychology, which focuses on building a more positive and strength-oriented vocabulary, measuring talent and ability as primary sources of strength. Rath has simplified the measurement of strength in the following formula:

TALENT X INVESTMENT = STRENGTH

Talent is your natural way of thinking, feeling or behaving, and investment is the time spent on developing your skills and building your knowledge base. The more you invest on your talent, the more you are able to harness your strength, providing consistent performance to achieve success each time.