

WomenInManagement

The Professional Women's Network

Green Bay Spotlight



Name: Tammy Karcz

Title: Senior SOX Analyst

Company: Intergrys Energy Group

Years at the company: 5

I love my job because I'm a very social person and my position allows me to work with many different people throughout the organization.

Through networking with other women in management, I would like to I would like to build relationships with others who face the same struggles as I do (work/life balance, climbing the corporate ladder etc.), I feel that we can share the lessons we've learned and work together to be the best that we can be.

In my free time I love traveling, scrapbooking, and spending time with my 7 year old daughter. The most recent trip I took was to Bretton Woods, New Hampshire where I ghost hunted with the Syfy channel's Ghost Hunters cast. After 5 years of school, I just graduated from UW Oshkosh with a masters of business administration so I will have a lot more free time..

My very first job was working for my mom and grandma who ran the concessions at the Brown County Arena and catered the Green Bay Packer parties at the Hall of Fame. The strangest souvenir I have from that time is a toothpick used by Don Majkowski.

I love it when my boss gives me the opportunity to work on projects that expand my knowledge of the company and allow me to work with people that I haven't had the opportunity to work with in the past.

Letter from the President

Welcome to our guests and members! We are so pleased to have you with us, and encourage each of you to contribute with your skills and talents. One reason we exist is to learn and grow with each other through the 'vehicle' of motivation.

Motivation is like an accelerator in a vehicle. A vehicle keeps moving at the pace decided by its accelerator. The moment accelerator is reduced, vehicle's speed reduces and it may come to a standstill if there is no further acceleration. Alternatively, if brakes are applied, there will be an abrupt reduction in the speed of the vehicle and it may come to a standstill.

This is true to human beings as well. As long as they are motivated they keep working and producing extraordinary results. The moment there is a drop in their acceleration (motivation), results start diminishing. Of course, applying brakes (dissatisfaction/demotivation) certainly bring them to a halt. The only difference is that unlike a vehicle, human beings have different types of accelerator and brake.

Women in Management as a group creates the synergy of a group that results in motivation of an individual. Our growth is a direct result of your voice and contributions.

Always thankful,
Joyce White Nelson

Quote of the month . . .

"I think the key is for women not to set any limits."

-Martina Navratilova

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@wimigh.org

January 11, 11:30-1p.

Topic: Speech vs. Presentation

Speaker: RJ Foster; Wordsmithing by Foster

In today's multi-media million-message marketplace, people are very skilled at tuning- out anything that doesn't grab their attention and hold their interest. Whether you're building businesses or relationships, success begins with your ability to share an interesting message in a way that is concise yet clear, professional yet comfortable, and above all – engaging.

This lively interactive discussion provides a unique perspective on message delivery by illustrating some of the fundamental differences between a speech and a presentation, and providing tips for using those fundamentals to tailor your delivery style and help you connect with listeners like never before!

Seminar topics include...“Show & Tell” vs. “Show & Share”, “Statement” vs. “Message”, Creating connection through contact Avoiding “PowerPoint paralysis” and other speech-induced-ailments

From 60-seconds to 60-minutes, great speakers get applause.
Great presenters get results!

February 8, 11:30-1p.

Topic: JA Graduation Pathways

Speaker: Jennifer Maier, Brown Co Junior Achievement

Agenda: 11:30-11:45 Networking & registration; 11:45-Noon Announcements
& introductions; Noon-12:30 Lunch & keynote speaker; 12:30-1:00 Q&A / Networking

In case you missed it...

In December, as a networking exercise, each member and guest in attendance practiced properly introducing another person by getting to know one another and then announcing that person to the group.

Barb Jordan came to speak to us about business etiquette. She also gave away a copy of her recent book, “Acheive Success In Spite of Stress.”

The event was also very festive with a holiday gift raffle. There were several items up to win in a silent auction. Congratulations to all of the winners!



For more information or for a membership application email:
membership@wimi.org

WIMIWI Green Bay Board

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* We're looking for a 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 . . .

10 New Years Resolutions- Career Style

By: Kathryn Jackson, *careerbalance ltd.*

1. Resolve to learn a new skill – One of the best ways to insure your career is to make sure that you're up there at the top with the latest knowledge and ability in your profession. It makes you more valuable to your current employer and more marketable to a future one. So when was the last time you invested your time in ensuring that you were ahead of your game at work (or at least at the front of the pack)? Could you benefit from a computer course, or another language? How about time management or conflict resolution skills? Are you a great public speaker or do you need fantastic editing skills in your job? Whatever you're planning to develop there are many options available to you in addition to the traditional training course at work. Consider online training or e-courses, part time study with a local university, evening courses run through your local schools or economic development agency or even a good old fashioned book.

2. Resolve to anticipate change – how are things looking in the industry that you work in...? Is your company still reporting the same profits as this time last year? Any plans afoot to explore a company restructure? The best advice you could ever take is to just be ready. Expect that things are going to change – and then adapt accordingly. Read 'Who Moved my Cheese' by Spencer Johnson (1998); the New York Times bestseller for a light-hearted look at coping with change at work.

3. Resolve to get feedback – Take a deep breath and ask people just how good you are at doing your job. Your manager is usually the best person, but you'll also get great feedback from your peers and team members. Finding out about your strengths will give you a real boost to your confidence and help you to identify what you're great at (always useful when updating your resume!)

4. Resolve to take control of the bucks – when was the last time you took a good honest look at your personal cash flow? Make this the year that you face up to what's going on in your bank accounts. Seek professional support with planning your repayments more effectively and set yourself a goal to increase your income by a specific amount. Look for a part time job to boost your earnings for a few months, or have a garage sale to clear the clutter in your life and make some money in doing so.

5. Resolve to make more friends – Use the quieter start of the New Year as an excuse to catch up with all the people that you know through work and in life – these people are your informal networks. Also, try increasing your networks by joining a couple of new clubs or societies. You never know when your networks are going to be handy – according to Robyn Henderson (www.networkingtowin.com.au) over 87% of business opportunities are obtained through networking.

6. Resolve to update your Resume – if you lost your job tomorrow, how long would it take you to dust off your resume and get right back into the job market? If it would take you longer than a couple of days you need to take action RIGHT NOW!

7. Resolve to develop your interview skills – how would you fare if you had to apply for your own job right now? Would you breeze in and give the performance of your life, or would you sweat it out and say all the wrong things? An easy way to polish up your interview skills is to have a couple – apply for an internal promotion at work, drop in to a recruitment agency and find out whether they are hiring people with your skills or contact a career coach in your area to arrange a practice with feedback. Obviously I'd be delighted to help out... www.careerbalance.co.nz. Alternatively, visit the many websites that exist to help you prepare for an interview – you never know when they might come in handy.

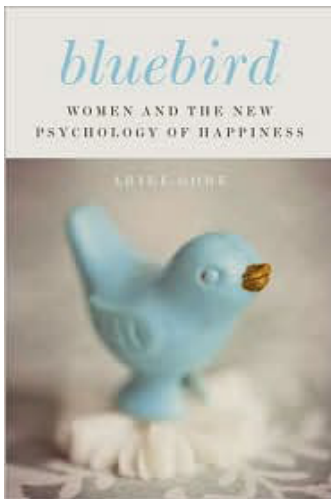
8. Resolve to love your job – make this the year that you FINALLY want to go to work on a Monday morning! Too many people are wasting their lives stuck in jobs that don't motivate them, waiting to be asked to apply for something new. Use some of the many tools that are out there – my Online Career Centre, the government website (www.careers.govt.nz), the stack of books designed to help you...just DO SOMETHING to find out what motivates you and then make a plan that allows you to do more.

9. Resolve to check progress through the year – don't just make all these wonderful resolutions and then reach the end of the year in exactly the same way that you've reached the end of this one. Make a note in your diary to check progress a few times during the year. If things have changed and you have new resolutions, that's totally OK...just make sure that things are still heading in the direction YOU want them to go.

10. Resolve to call in the professionals – the employment market is likely to change significantly in the next 12 months, with more redundancies, more people on the market looking for work and fewer employers offering opportunities. As a result, you're going to need to really stand out above the other people who are looking for work. If you do find yourself on the job market (whether deliberately or accidentally!), then it would be worth your while to work with a career coach, career counsellor or recruitment agency to increase your chances of success. Look in the Yellow Pages for your local area, or ask for a referral from somebody that's used the professionals themselves. It will be totally worth it.

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 dynamicamber@netnet.net



Bluebird

Women and the New Psychology of Happiness

by Ariel Gore; Book Review by Amy Benfer

Ariel Gore is not the first person one might expect to write a book on happiness. As a “grumpy Goth” teen, the child of “low-income intellectuals,” she believed that happiness was “uncool.” She writes: “At best, happiness meant you were shallow and disconnected. More likely, it meant you were dumb.”

And yet Gore was intrigued when she heard, a few years back, that “happiness studies” -- a.k.a. positive psychology, a field largely pioneered by Martin Seligman -- had become the most popular course with Harvard undergraduates. Back in the late '60s, Seligman became famous for his experiments in “learned helplessness; by the '90s, he was studying the opposite: if we could “learn” helplessness, might it be possible to learn optimism and resilience?

Intrigued, Gore looked up the syllabus and decided to read along with the kids. But almost immediately, she noticed a problem: “Everyone in this strange and smiley land, it seemed, was a guy....It was like the Bohemia Club of Academia.” Things became even weirder when she ran into a study first published in 2006 that claimed contemporary women in “traditional” marriages -- breadwinner dad, stay-at-home mom -- were happier than married women with feminist values and that women today were less happy than they were a generation ago.

That study alone was enough to launch a dozen editorial page responses when it was freshly -- and rather tardily -- unearthed this past spring and fall. But by that time, Gore had long since written the book on women and happiness. *Bluebird* -- named after a tiny glass bird bequeathed to Gore by her wealthy maternal grandmother, who claimed she asked too many questions -- blends memoir, interviews (with Gore's “council of experts” -- a group of “artists, mothers, service workers, scholars, psychologists and health care providers”) with a cultural history of the art and science of happiness, the latter taking a number of illuminating byways, such as the development of psychiatric drugs in the middle of the last century. Seen as a whole, the book is an attempt to understand the trouble women have separating true happiness from false cheerfulness (“a pretty girl is one with a smile on her face!”).

In her previous work, Gore, a former teenage mother, author of six books, and founder of the magazine and Web site *Hip Mama*, has interrogated the politics and privileges that go into our conventional notions of parenting. Not surprisingly, her most distinctive, and much needed, contribution to the admittedly hoary question of what women want is a sharp and canny understanding of the way politics and privilege shape our ideas of who is even granted the luxury of desiring a good enough life in the first place. She skewers the magical thinking that can allow us to tangle up virtue with good fortune: “If we are to believe that we all create our own realities, we'd...have to take a look at the hierarchy of the world and assume, too, that white people are better visualizers than people of color, and that men are more astute when it comes to manifesting their dream jobs than women.” When she finally concludes that even those who have a hard time getting the groceries at the end of the month might still wish for fulfillment, and that we can choose happiness as “an act of will,” it has the ring of hard-earned truth -- no sugar-coating, saccharine, or trust fund required.