

WomenInManagement

The Professional Women's Network

Green Bay Spotlight

Name: Tina Dettman-Bielefeldt

Title: Broker

Company: DB Commercial
Real Estate, LLC

Years at the company:

Started business with husband in 1999



I love my job because it is fun to get at the heart of small businesses. With every business I list, I get an inside look at what makes the business successful or not. There is also the challenge of trying to link buyers and sellers of commercial properties and hanging tough through all of the issues.

Through networking with other women in management, I would like to build relationships and make business connections where I can promote other members and they can hopefully reciprocate.

In my free time I...walk, do yoga, volunteer at Green Bay Community Church, write a weekly newspaper column for SCORE, counsel small businesses, study Scriptures, make big meals for my big family, and have the best time ever with my two little grandsons.

My very first job was cleaning hotel rooms and I still make one heck of a bed.

Something I want others to know about me is I am a Christian and trying to make it evident in my life.

Letter from the President

Dear Friends,

Please join me in welcoming three brand new board members: Amber Christian, Debbie Prosser and Janna Turner – we're thrilled to have them "on board"! (Thanks, Janna, for that one). You can learn more about them and their roles in the "Membership Corner" section on the next page. With their skills added to our existing board, it's going to be a fantastic year! I can't wait to see what great things we can come up with!

I'd also like to extend a welcome to Joyce Nelson as your next Chapter President. It has been my pleasure to serve you for the last year and a half, but it's time to hand over the reigns to someone who can take us to the next level. I know that she will lead us well! There's still time for you to get in on the action, too. We are still actively recruiting a chapter President-elect.

I'll still be around, though, you can't get rid of me that easily. As of this month, I take over my new role, as Past President and Membership Chair. I hope you'll join us at the annual member social and membership drive on Tuesday, July 12, 6-8 pm at the Urban Frog. Please bring a guest (or 2) to this fantastic and FREE event!

See you there!
Karen

Quote of the month . . .

"Character is not made in a crisis, it is only exhibited."

-Robert Freeman

Upcoming Events

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

Tuesday, July 12, 6-8p

Topic: Summer Social and Membership Drive

Speaker: YOU! Venue: The Urban Frog, 163 N Broadway, GB

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

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

Wednesday, August 10, 11:30a-1p

Topic: Personalities in the Workplace; The About Me Card

Speaker: Chris Elliott, About Me International

Chris Elliott is Managing Director of About me International, a Servant Leadership company that promotes Servant Leadership practices within organizations through programs, tools and actions.

The About Me Card program allows leaders to identify the legitimate needs of those they lead. This one simple program allows organizations to hire better, retain good employees, reduce conflict, improve communication, and develop leaders. Join us as Chris speaks on the subject of personalities in the workplace and how to implement the About Me Card in your workplace.

Incase you missed it...

John Nemick spoke on the topic of family change or crisis and how "nobody leaves their personal life in the car". Everybody knows at least one person in their office who is dealing with a personal situation; divorce, family death or illness, unruly teenagers, etc... and that situation, whatever it may be, comes to work with them, sits down next to them, and competes for attention all throughout the day.

John provided helpful suggestions on how to approach employees who are struggling, ways to engage them and the importance of a general awareness of Employee Assistance Programs.

Membership Corner

**Welcome to our NEW
Board members!**

Co-Program- **Debbie Prosser**, Sentry Insurance

Public Relations- **Janna Turner**, OBI

Newsletter- **Amber Christian**, Dynamic Designs

WIMIWI Green Bay Board

Secretary / Polly Kopke | Treasurer / Kelly Fitt | President / Joyce Nelson
Past President / Karen Kraus | Membership / Karen Kraus |
Co-Program / Vicki Perron; Debbie Prosser | Publicity / Janna Turner
Web / Gina Christenson | Newsletter / Amber Christian

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 experience
- 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

* We still have the Bylaws and Pres. Elect board positions open. If interested, please email members@wimigh.org.

Professional Development . . .

Delegation as a Leadership Style

By: Susan M. Heathfield; Tips for Effective Delegation, About.com Guide

Your leadership style is situational. Your leadership style depends on the task, the team or individual's capabilities and knowledge, the time and tools available and the results desired. In a recent article, I reviewed the tell, sell, consult, join and delegate leadership style model.

As a supervisor, manager or team leader, you make daily decisions about the appropriate leadership style to employ in each work situation. You want to foster employee involvement and employee empowerment to enable your team members to contribute their best effort at work. These tips for successful delegation of authority will help you help your reporting staff members succeed when they are most empowered.

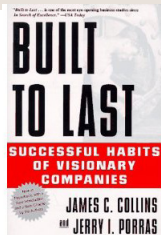
Delegation Tips

- Whenever possible, when delegating work, **give the person a whole task to do**. (If you can't give the employee a whole task, make sure they understand the overall purpose of the project or task. If possible, connect them to the group that is managing or planning the work. Staff members contribute most effectively when they are aware of the big picture.)
- Make sure the staff person **understands exactly what you want them to do**. Ask questions, watch the work performed or have the employee give you feedback to make sure your instructions were understood.
- If you have a picture of what a successful outcome or output will look like, **share your picture with the staff person**. You want to make the person right. You don't want to fool the person to whom you delegate authority for a task, into believing that any outcome will do, unless you really feel that way.
- Identify the key points of the project or dates **when you want feedback about progress**. This is the critical path that provides you with the feedback you need without causing you to micromanage your direct report or team. You need assurance that the delegated task or project is on track. You also need the opportunity to influence the project's direction and the team or individual's decisions.
- Identify the **measurements or the outcome** you will use to determine that the project was successfully completed. (This will make performance development planning more measurable and less subjective, too.)
- Determine, in advance, how you will **thank and reward** the staff person for their successful completion of the task or project you delegated.

Successful delegation of authority as a leadership style takes time and energy, but it's worth the time and energy to help employee involvement and employee empowerment succeed as a leadership style. It's worth the time and energy to help employees succeed, develop and meet your expectations. You build the employee's self-confidence and people who feel successful usually are successful.

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.



Built To Last Successful Habits Of Visionary Companies

by James C. Collins and Jerry I. Porras; Book Review by Matt M. Starcevich, Ph. D.

"This is not a business book but a book about building enduring, great human institutions of any type—volunteer, schools, churches and governments". I found this to be an exciting, groundbreaking book. Valuable for individual contributors, consultants, line managers and executives.

This is not a book about visionary leaders it is a book about 18 visionary companies—that are the crown jewels—in their industries. They studied the companies throughout their entire history and...

The findings shattered twelve myths:

#1. It takes a great ideas to start a great company. The concentration was primarily on building an organization. Bill Hewlett and David Packer decided first to start a company and then figure out what they would make. Waiting for the great idea shifts your attention away from seeing the company as your ultimate creation.

#2. Visionary companies require great and charismatic visionary leaders. A high profile, charismatic style is absolutely not required to successfully shape a visionary company. The continuity of superb individuals atop visionary companies stems from the companies being outstanding organizations, not the other way around.

#3. The most successful companies exist first and foremost to maximize profits. Visionary companies pursue a cluster of objectives, of which making money is only one—and not necessarily the primary one. They are equally guided by a core ideology—core values and sense of purpose beyond just making money. Yet, paradoxically, they make more money than the more purely profit-driven comparison companies.

#4. Visionary companies share a common subset of "correct" core values. The crucial variable is not the content of a company's ideology, but how deeply it believes its ideology and consistently lives, breathes and expresses it in all that it does.

#5. The only constant is change. A visionary company religiously preserves its core ideology—changing it seldom, if ever. Yet it also stimulates progress, everything else is open to change. Preserve the core and stimulate progress.

#6. Blue-chip companies play it safe. The authors chronicle the "Big Hairy Audacious Goals"—the bold and risky commitments judiciously used by visionary companies to stimulate progress and blast past the comparison companies. E.g., GE—to become #1 or #2 in every market we serve, Boeing—bet the pot on the B-17, 707, 747.

#7. Visionary companies are great places to work, for everyone. Only those who "fit" extremely well with the core ideology and demanding standards of a visionary company will find it a great place to work. It's almost cult like. There is no middle ground either fit and flourish or you will likely be expunged like a virus.

#8. Highly successful companies make their best moves by brilliant and complex strategic planning. Visionary companies make some of their best moves by experimentation, trial and error, opportunism and quite literally accident.

#9. Companies should hire outside CEOs to stimulate fundamental change. In seventeen hundred years of combined life spans across the visionary companies, they found only four individual incidents of going outside for a CEO—and those in only two companies. Home grown management roles at the visionary companies.

#10. The most successful companies focus primarily on beating the competition. Visionary companies focus primarily on beating themselves. They continuously ask themselves: "How can we improve ourselves to do better tomorrow than we did today?" Good enough never is.

#11. You can't have your cake and eat it too. Visionary companies believe you can have both A and B at the same time and refuse to think that you can have either A or B. e.g., investment for the long-term and demands for short-term performance—a relatively fixed core ideology and vigorous change and movement.

#12. Companies become visionary primarily through "vision statements". Creating a statement can be a helpful step in building a visionary company, but it is only one of thousands of steps in a never-ending process of expressing the fundamental characteristics they identified across the visionary companies. In the paperback edition the authors present a conceptual framework that defines vision, adds clarity and rigor to the vague and fuzzy set of concepts swirling around that trendy term, and give practical guidance for articulating a coherent vision within an organization.

I would recommend this book for those who are looking for timeless, fundamental principles and patterns that might apply across eras. Secondly, read the paper back edition for the "how to" chapter on values which is adapted from the authors Harvard Business Review article.