



The Exponent

MAY, 1987

An Official Publication of the University of Chicago Women's Business Group

UCWBG April Event: MARJORIE LANGE LUCCHETTI

by Phyllis Ezop

Managing your relationships with other people is the key to business success, according to Marjorie Lucchetti, Senior Vice President for sales at R.R. Donnelly. Lucchetti, who addressed UCWBGers on April 21, provided several practical suggestions for managing your career and dealing with corporate politics.

Lucchetti currently supervises a division with \$140 million in sales. Five vice presidents report to her. At that level, her primary responsibilities entail maintaining high level contact with customers, developing strategic policy and planning for expansion.

Although she believes in career planning and strongly encouraged UCWBG members to use it to take charge of their careers, Lucchetti admits that she established her career path by luck. Her original goal was to become a college professor and, to help achieve it, she obtained a PhD in English. When the job market in academia suddenly turned bleak during the early 1970s, Lucchetti entered the business world as the first female sales representative at R.R. Donnelly. At the time, she had expected to remain with the company just long enough to show that she was capable of making the transition from academia to business. Although that was 1974, Lucchetti is still with Donnelly today and she has progressed from her entry level position to upper management.

Lucchetti explained that as you advance higher in the organization, the supervisory element of your job changes considerably. At lower levels, supervision entails giving specific instructions to your staff. The higher you go, however, the more you must rely on your staff to use their judgement in determining what needs to be done. Your role at that level is to know who you can count on to work independently and whose judgement you will not be able to trust.

Managing by walking around is a technique that Lucchetti uses. She believes that it is essential to find out what the people in your organization think. For example, she likes to take sales representatives in her organization to lunch rather than relying only upon the sales vice presidents reporting directly to her for information about what is going on in the troops.

Lucchetti emphasized the importance of building good relationships with one's peers. She feels that the ability to reach compromises is critical. Only with good

peer relations, will you come to higher levels with a solid power base. When dealing with middle aged men, Lucchetti first identifies men who are most receptive to a woman executive. She cultivates them and does favors for them.

Lucchetti stressed the fact that you can never afford to ignore your boss. You should determine what his or her priorities are. You must figure out whether you are perceived as a threat or as a rising star that he can sponsor. You should adapt your style to his—for example if he has a verbal style you should present recommendations verbally, but if he has a detailed style you might give him detailed written reports.

Lucchetti views the trend toward mentors as dangerous due to the many power shifts now occurring in these days of corporate restructuring. She believes it is best to have several mentors, rather than being associated with just one.

On the topic of career planning, Lucchetti said that the first step is to decide what you want. This should not be based only upon your talents, but also upon what makes you happy. After you have outlined your objectives, you cannot just sit back. You must make your objectives known to those who can help you attain them.

Lucchetti recommended the book *Dearest Amanda, An Executive's Advice to her Daughter*. The book is in the format of a series of letters from a woman executive to her daughter.

When asked how to develop political sense, Lucchetti replied that it comes with experience. In her particular case, being in sales helped since sales involves reading signals that come from people. She said that you learn from your mistakes. For example, after getting burned by failing to keep your mouth shut, you begin to develop an understanding of when to keep quiet.

Note Upcoming UCWBG Programs Mark Your Calendars Now

Great networking opportunity!
Special invitation from the **Sloan School (MIT)** alumni association.

Save the evening of **May 28th**.
Watch your mail for more details!

PRESIDENT'S MESSAGE

by Helen I. Hodges

At the April 21st meeting Merilyn Hackett and Kathy Price were made Honorary Members of the UCWBG. Both tremendous assets. I personally find them to be:

- Excellent role models,
- A wealth of business knowledge, and
- Outstanding networking resources.

Both were honored because of their past support of the UCWBG and their outstanding business successes. In addition, Merilyn is a champion of the University and now serves on the U of C Woman's Board and the Visiting Committee to The College, and is an integral part of fundraising activities.

Both women have "made it" in environments that were less-than-encouraging for women; both are working mothers; and both are entrepreneurs, but in different ways. Merilyn is the founder, owner and president of Word Algebra—one of several startup companies she has brought to life. Word Algebra,

which provides information products for the total computer environment, is nine years old now and has recently gone national.

Kathy, one of two women at Sears to hold the position of National Merchandise Manager, is what I would call a corporate entrepreneur. Starting in advertising/marketing as a catalog copywriter, she came up through the ranks setting "firsts" as she advanced. One of her "firsts" was to be the first woman Assistant National Manager of Radio and TV Advertising. Now Kathy manages a 74 person staff that buys and markets products for all of Sears' retail stores, catalogs and direct marketing programs nationwide.

Welcome Merilyn and Kathy. We are proud to have you as members.

PROGRAMS COMMITTEE MEETING

The next Programs Committee meeting will be on Wednesday, May 13 at 5:30 at Korn/Ferry International, 120 S. Riverside Plaza. We'd like your input, so please plan to attend. Any questions, call Lorena Blonsky at 726-1841.



**THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP**

UCWBG • P. O. Box 637 • Chicago, Illinois 60690

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Sharing news of events of interest . . .

SMALL BUSINESS DEVELOPMENT CENTER BUSINESS ASSISTANCE CALENDAR OF EVENTS

May - June

- 5/14/87 **Small Business Workshop**, Dirksen Building-Chicago. Sponsor: SCORE - Chicago Chapter. Contact: (312) 353-7723.
- 5/15/87 **Franchising: Just the Facts**, Decatur. Sponsor: Richland Community College. Contact: (217) 875-7215.
- 5/18/87 **Business Insurance**, Dirksen Building - Chicago. Sponsor: SCORE - Chicago Chapter. Contact: (312) 353-7723.
- 5/19/87 **World Trade Week Program**, Harper College. Sponsor: International Trade Association of Greater Chicago. Contact: Roy Dube, (312) 397-3000.
- 5/20/87 **Chicago World Trade Conference**, Chicago Hilton and Towers. Sponsor: Chicago Council on Foreign Relations. Contact: Anne McIntosh, (312) 726-3860.
- 5/21/87 **Opportunities for International Business**, Chicago. Sponsor: Department of Commerce/MBDA. Contact: (312) 353-0182.
- 5/21/87 **Opportunities for International Business Conference**, Chicago. Sponsor: Agency for International Development. Contact: Bree Fary, (703) 875-1551.
- 5/28/87 **Introduction to Starting Your Own Business**, CSU-Chicago. Sponsor: Chicago State University SBDC. Contact: Esther Crawford, (312) 995-3945.
- 5/28/87 **Telecommunications for the IBM PC**, Palos Hills - MVCC. sponsor: Moraine Valley Community College SBDC. Contact: (312) 371-2210.
- 6/8/87 **Financing and Financial Management**, Dirksen Building Chicago. Sponsor: SCORE - Chicago Chapter. Contact: (312) 353-7723.
- 6/11/87 **Small Business Workshop**, Dirksen Building, Chicago. Sponsor: SCORE - Chicago Chapter. Contact: (312) 353-7723.
- 6/22/87 **Management**, Dirksen Building - Chicago. Sponsor: SCORE - Chicago Chapter. Contact: (312) 353-7723.
- 6/23/87 **"Opportunity '87"**, Springfield. Sponsor: Small Business Administration. Contact: Valerie Ross, (217) 492-4767.
- 6/24/87 **How to Forecast Profits and Cash Flow**, Dirksen Building - Chicago. Sponsor: SCORE - Chicago Chapter. Contact: (312) 353-7723.

(For Additional Information - Contact the Illinois
Small Business Hotline . . . 1-800-252-2923)

Women Health Executives Network

June Program Announcement

6/9/87 **Women and the Anxiety of Change: Confronting the Contradictions in Today's World**. Speakers: Carol Becker, Ph.D. and Anne M. Seiden, M.D. Reception 5:00 PM, Program 6:00 PM. \$30. Contact Ann Chipman 492-7716.

BACK BY POPULAR DEMAND . . .

NEGOTIATING SKILLS WORKSHOP By MOTIVATIONAL SYSTEMS

This course is designed for managers who want to improve their performance in this key requirement for career success. Enhance your personal and professional power through effective negotiations with bosses, peers, subordinates, clients, and customers.

Course Objectives

- Identify key aspects of the negotiation process
- Understand how to move opponents objectives closer to your goals
- Learn how to develop and execute negotiation strategies
- Hone negotiating skills through practical exercises.

**SATURDAY
MAY 30, 1987**

190 East Delaware
3rd Floor

8:45 a.m. - 4:30 p.m.
Box Lunch Provided

\$40 Members
\$45 Guests

Registrations will be accepted on a first come/first served basis: limit of 40 participants.

All registrations must be received by Friday, May 22nd. After that date reservations will be accepted by telephone as cancellations are received. For questions or late reservation information, please call Loretta Sanford at 248-3678.

RSVP for Saturday May 30, 1987 "NEGOTIATING SKILLS WORKSHOP"

Name _____

Daytime phone _____

Guest(s) _____

Amount enclosed _____

Send form with check payable to University of Chicago Women's Business Group. Check should be received no later than Friday, May 22, 1987 Send to:

Suzanne Klein
1355 N. Sandburg Terr. #2608
Chicago 60610

FIRST CAREER PLANNING CONFERENCE BIG SUCCESS

The idea for this conference originated last year during Sue Weeks's term as president of the University of Chicago Women's Business Group. In Early 1986 we conducted the first in-depth survey of our members. The survey objective was to identify how our organization could contribute to our member's professional growth.

The survey results indicated that members were extremely interested in subjects directly related to career assessment and advancement. Because we felt the subject of Career Planning would have importance to all alumni, the idea for the conference was born.

This conference provided a forum for discussing strategies for managing your career by managing change in today's competitive business environment. The speakers and panelists represent a wealth of talent and expertise in business, executive search and clinical psychology.

In addition to **Sue Weeks**, other UCWBG members that contributed to the success of this conference are:

Marge Waterstreet and **Sally Hughes**, Publicity & Brochures. **Julie Virgo**, Panel Coordinator for Changing Careers. **Kitty Voss**, and **Kathy McCagne**, Panel Coordinators for Changing Jobs Within Your Field. **Kathleen Holoubek**, Panel Coordinator for Assessing Your Situation: Fine Tuning. **Ann Cothran**, Panel Coordinator for Starting Your Own Business.

Dotti White and **Debbie Harrold** from the Graduate School of Business also served on the Conference Committee.



Workshops fostered group forums

Assessing Your Situation: Fine Tuning

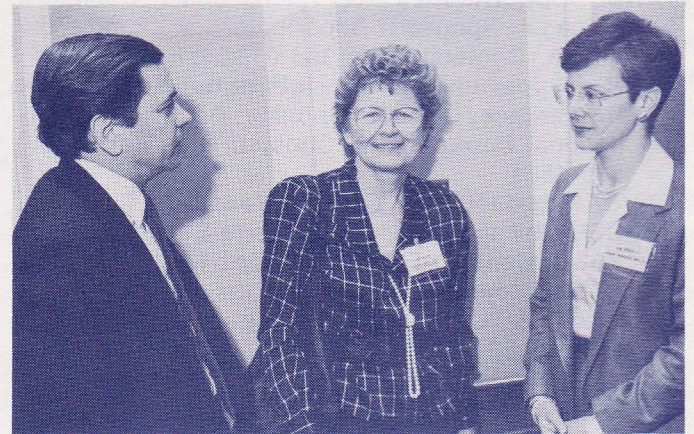
by *M. Waterstreet*

How do you know if you are in the right spot in the right company? Panel leader Louise O'Sullivan, President, Groen, and panelists Richard Medland Vice President of Human Resources, First National Bank of Chicago, and Bill Meyer, Ph.D., Chairman and Chief Executive Office, Rohrer, Hibler & Repogle urge you to candidly assess your company, your industry, and yourself.

O'Sullivan suggested you first analyze your industry. Is it bureaucratic or action oriented? Is it growing?



Over 425 people attended the annual Career Conference



Jack Gould, Dean of the GSB, and Sue Weeks, conference chair talk with speaker Jean Allard

How about foreign influences? Is your industry dominated by a few giants or many small firms? Are managers recruited from within or outside your industry? What are the customer trends? Ask similar questions about your own company. Do you like its corporate culture? Are you with a good company in a stagnant industry or vice versa?

Medland concentrated on self-assessment — evaluating your own intellectual powers and style, emotional nature, values, interpersonal skills and insights, work pattern, education experience and management style. When you predict your probable paths of promotion, which of these areas need further development?

Panel leader Meyer suggested you think of yourself as a company supplying a service to your current employer. What services do you supply? Who is your customer and how does he rate you? What are your boss's expectations? How do you rate your boss? What is the growth potential of your current job? What are your probable career paths? Do you have your replacement in place?



POSITIONS

When responding to any of these positions, let the contact person know that you saw it in JOBLINES!

DIRECTOR OF FINANCIAL PLANNING AND ANALYSIS. \$300M supplier of aviation products and services located in metropolitan Chicago. Position reports to Vice President, Operations and Finance, Treasurer. Responsibilities include development of financial plan, plan administration, design of required information systems and supervision and management of staff. A minimum of 10 years of experience in controllership or financial analysis positions required. MBA and CPA would be a plus, light travel required. Contact Diane McGough of Lauer, Sbarbaro Associates, Inc., (312) 372-7050.

MARKETING DEVELOPMENT MANAGER for specialty chemical and paper coating company located in suburb of a major midwestern city. Position will report to Vice President of Sales with dotted line to President. Responsibilities include new product development, venture analysis, market analysis and acquisition analysis. Requires minimum of 7 years experience in industrial marketing and/or marketing research. Marketing and sales skills would be very helpful. Travel required. Contact Diane McGough, of Lauer, Sbarbaro Associates, Inc., (312) 372-7050.

MANAGER FINANCIAL PLANNING. Fortune 500 company based in Chicago. Position will supervise staff of 4 financial analysts, develop long and short range financial planning, review of capital requests, operations analysis and financial modeling. 4-5 years financial planning and 1-2 years supervisory experience required. Salary: high 40's. Contact, Kevin Foley, Foley Associates, 241 Gingerbrook, Bartlett, IL 60103, (312) 830-2977.

SENIOR FINANCIAL ANALYSTS. Chicago-based Fortune 500 company. Position would involve financial planning, cost accounting, reviewing, divisional performance and special projects. Requires 2-3 years financial analysis or cost accounting experience. Salary: mid 30's. Contact: Kevin Foley, Foley Associates, 241 Gingerbrook, Bartlett, IL 60103, (312) 830-2977.

PRODUCT MANAGER - Several positions available with consumer package goods companies throughout the midwest. Send resume to: Karen Bloom, Plaza, Inc., 55 E. Monroe, Suite 3834, Chicago, IL 60603.

The following 5 positions are available through John Grantham, 727 Eastowne Dr., Suite 100A, Chapel Hill, NC 27514, (919) 489-1991.

MANAGER OF MATERIAL PROCESS DEVELOPMENT. \$450M year packaging corporation. Location in northern suburbs of Philadelphia. Corporation deals with plastic packaging containers for food. Base salary: \$58-59,000.

SENIOR APPLICATION ENGINEER. \$450M packaging corporation located in northern suburbs of Philadelphia. Responsibilities include understanding package requirements of major food corporations and leading development team to create products.

TOOLING DESIGN ENGINEER. \$450M packaging corporation located in northern suburbs of Philadelphia. Responsible for designing thermoforming and multilayering extrusion tooling. Salary: \$42-48,000.

MACHINERY DEVELOPMENT DESIGN ENGINEER. \$450M a year packaging corporation located in northern suburbs of Philadelphia. Design package filling machinery. Salary: \$42-48,000.

PROCESS ENGINEER for South Carolina plastic package R&D center of Fortune 300 company. Salary: low to mid 40's.

For the following 5 positions contact Sue Reyman, Reyman & Associates, Ltd., 20 N. Michigan Ave., Suite 520, Chicago, IL 60602, (312) 580-0808:

SR. FINANCIAL ANALYST: Major corporation. 5 years experience in accounting with at least 2 years as a financial analyst in manufacturing or service industry. Operating Division would be preferable to Corporate experience. Degree in accounting or finance. Must have a strong background in Lotus. Travel 15-20% throughout the country working with the various operating units. Based in downtown Chicago. Must be able to work in a fast paced, unstructured environment. Opportunity for advancement is excellent.

PERSONNEL MANAGER AT LARGE Major Corporation 3-5 years experience as a personnel generalist preferably within the service industry: i.e. retail, rental, telecommunications, where there are various operating units. Travel 50% around the country to various operating units helping them in all areas of Human Resources (hiring practices, EEO, labor contracts, etc). Opportunity for advancement excellent. Ability to work with many different managers. Fast paced, unstructured environment. Bonus up to 20%. Company car. Located downtown Chicago.

TAX ACCOUNTANT: Located in Near North Suburbs. 1-3 years experience in a corporation in real personal property tax compliance. State and local income tax compliance experience.

TAX MANAGER: CPA/4-6 years exper in state and local taxes. Big 8 or major corporate exp. 2-3 years supervisory exp. Tax audit and research exp. Must have experience in a multiple location company in manufacturing. Located near north suburbs.

STAFF ACCOUNTANTS Several openings available due to promotions with one of nation's leading and largest full service real estate investment and management firms. 1-2 years experience in accounting. Degree in accounting or finance, knowledge of Lotus 1-2-3. Audit skills would be a plus. Knowledge of work papers and financial statements, and previous work with computerized general ledger system needed. Located in Chicago O'Hare area. Salary: \$24,000 with substantial benefits. Persons will be responsible for compiling financial information to monitor partnerships performance, reconcile operating statements, work w/general ledger, preparation and review of financial statements and work papers, tax returns, working closely with FCC, tax loss forecasts, cash and tax basis budgets, and assist in real estate closing process.

For the following two positions please contact Joyce C. Knauff & Associates, P.O. Box 624, Wilmette, IL 60091 (312) 251-7284.

SENIOR INFORMATION CENTER CONSULTANT - Leader in the consumer products field is seeking an individual with 5+ years experience within MIS and/or the information center. The consultant must be able to consult to various business units in the use of personal computers and office systems technology plus mainframe timesharing. Must have a strong business orientation in order to recommend the use of technology to solve business problems. MBA, excellent oral and written communication skills, IBM mainframe experience and a consultative approach. Compensation to the mid-50's.

SYSTEMS SUPPORT ANALYST/PROGRAMMER - Will act as an internal technical consultant to applications development team and interface with the production centers. 3 years systems development experience in both programming and systems analysis plus OS/MVS, JSL, TSO/SPF and IBM utilities skills. Knowledge of IDMS, CICS and VSAM desirable. Must have COBOL. Compensation to the mid 40's.

CONSULTANT - STRATEGIC PLANNING: Unusual opportunity for consultants who have 1 to 3 years experience with one of the national management consulting firms recognized for their conduct of assignments dealing with strategic business issues. Contact Gordon B. Edwards, Edwards & Sowers, Inc., 150 N. Michgian Ave., Chicago, IL 60601, (312) 781-7370.

INDUSTRY MARKETING MANAGERS for Computer Manufacturer. Ideal candidates will have 10+ years in marketing, major account management, MIS department managing, or systems consulting. Duties include analysis of industry data to determine market size, share, and revenue and to identify major opportunities. Looking for many professionals with any of these industry segments knowledge: Banking/Insurance/Real Estate, Brokerage, Travel, Newspaper/Broadcasting. Salary to \$70K. Excellent opportunity. Please respond by sending your resume and current salary to: Kathy Pease, Brad Gillis, Inc., 5 Eversley Avenue, Norwalk, CT 06851, (203) 853-1122.

REGIONAL SALES MANAGER for computer manufacturer. Looking for an individual who has experience in managing a staff and selling to Fortune 500 companies. Must have a stable job history and demonstrated management skills. Base salary to \$80K. Please respond by sending your resume and current salary to: Kathy Pease, Brad Gillis, Inc., 5 Eversley Avenue, Norwalk, CT 06851, (203) 853-1122.

ALLSTATE INSURANCE AGENT Consider becoming a neighborhood office agent for ALLSTATE Insurance. It's like having a major franchise without outrageous franchise costs.

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Today, insurance is becoming a more sophisticated part of the complex financial marketplace and as Allstae responds to again lead the way with our new Neighborhood Office Agent Program, they offer an extraordinary opportunity: the chance to start up a business with you running the show.

Set up your own office without huge set-up costs. Allstate will help you select a site and set up your office. They will pay for your furniture and standard office equipment and continue to provide a reimbursement fund to help defray operating expenses. Guaranteed income while you start to build your business so you avoid many of the cash-flow problems of most business start-ups. Be your own boss, earn what you want to earn, with our new compensation structure, your earning power is virtually unlimited. It's your chance to go as far as you want to go!

Train in a program that has set standards for the industry and we pay you a salary while you're learning. Even while you enjoy the autonomy of running a business, you'll receive full benefits as an Allstate employee.

Call (312) 460-3665 or send for more information to: Allstate Insurance Company, 9031 W. 151st Street, Suite 105, Orland Park, IL 60462. Tell them you saw this notice in the Joblines.

DATABASE MANAGER for Major corporation. Firm now has IMS with CICS. Plans to establish DB/2 environment. Ask for John Collins 298-4100.

Changing Jobs Within Your Field

by Carin Stemer

James J. Drury, III moderated a panel discussion featuring Frederick B. Rentschler, President and CEO of Beatrice U.S. Food, Michael E. Murphy, EVP and CFO of Sara Lee Corporation and Robert C. Eimers, Ph.D., VP—Human Resources of Household International.

Drury, the Managing Director of the Chicago office of Spencer Stuart, an executive search firm, led off the discussion by presenting two ways of looking at career strategies:

- 1) **pull strategy.** One is pulled along by the force of his/her own accomplishments.
- 2) **push strategy.** One is constantly pushing to explore new opportunities in search of a new direction.

He also offered two principles of aggressive career planning: careful risk taking and trial and error.

Rentschler delighted the audience with anecdotes describing his rather quick ascent to the top of the corporate world. He stressed that he started out as an Armour—Dial salesman and planned to remain a “company man” and retire once he attained the position of national sales manager. His career progression up through Armour—Dial, over to Hunt—Wesson and eventually to Beatrice was largely a matter of both being in the right place at the right time and a willingness to take risks.

When asked whether an MBA “made a difference” in his career, he explained that basically an MBA serves two purposes:

- 1) others perceive you as having that knowledge drawn from an MBA program; and
- 2) gives you insight on how different business disciplines interact with one another.

Rentschler concluded with two basic tenets to career success: 1) do what you feel comfortable doing; and 2) always reach for something new and exciting.



Lively interaction

Murphy set forth the following seven observations about career success that he has accumulated during his career with General Foods, Ryder Trucks and Sara Lee Corporation:

- 1) Work hard.



Mingling over coffee

- 2) Get as much experience as possible in your functional field of interest.
- 3) When changing jobs, learn as much as possible *in advance*.
- 4) If someone offers to be a mentor in your organization, do it!
- 5) Make sure the chemistry is right between you and your prospective employer.
- 6) Rely on your intuition—also consult with your spouse.
- 7) Be lucky!

Murphy firmly believes that by following the above action plan, you can mitigate those risks involved in changing careers.

Eimers approached the concept of career change in a more psychological context. He pointed out the following three major difficulties one faces when changing a job or career:

- 1) You lose your identity in a career change and therefore will need large amounts of self-esteem and support.
- 2) Things can look tougher than they actually are when considering a career change.
- 3) It is always tough to leave your first job.

He went on to explain that once you decide you want to make a move, you don't have to rush right out and try to change at once — making the actual decision to change is a very important first step.

All of the panel members then participated in a lively question and answer period covering topics from personal values to mentoring.



Old friends — New friends



DIXIE BAR & GRILL
 225 West Chicago Avenue
 Chicago, Illinois 60610
 312 642.3336

SPECIAL DINNER MEETING
Wednesday, June 24, 1987

The Program Committee, in response to member requests for more informal opportunities for interaction, has planned a June dinner meeting in the private banquet room of the popular Dixie Bar and Grill, a Creole-Cajun restaurant.

A stand-up cash bar will be followed by a formal dinner of soup, salad, and choice of entree served to seated members and guests. After entree service the group is invited to mingle and visit a dessert bar featuring favorites from the Dixie menu. Following dessert and coffee, a panel of experts will address your questions on creative and business issues in the Restaurant Industry. Be sure to invite guests (tables of 6-8 can be reserved for your group).

5:50-6:00

CASH BAR

6:00-6:45

DINNER SERVED TO SEATED GUESTS

Seafood Gumbo Salad

Choice of Entree: Please indicate your choice when reserving:

- A. VOO DOO CHICKEN a boneless breast served over Boudin stuffing (pork, creole vegetables, and rice)
- B. GROUPER WITH PECANS lightly breaded and pan fried fish served with roasted pecans

6:45-7:15

DESSERT BAR with Coffee, or Tea

7:15-8:00

PANEL DISCUSSION

"The Creative Business of The Restaurant"

Roger Greenfield, owner, Dixie Bar and Grill

Nancy Warren, architect, restaurant designer

Ralph Pausina, executive chef, Dixie Bar and Grill

ROGER GREENFIELD, studied psychology at the University of Chicago and developed his first Chicago restaurant ten years ago when he opened the successful La Rendezvous. When this popular spot burned down, Roger left for California to pursue another interest, writing screen plays. In 1983, Roger returned to Chicago and opened The American Grill in Glenview. Dixie Bar and Grill followed in 1985, Coyote and Cucina Cucina in 1986. Following reorganization in early 1987, Dixie remains the home base for Roger's creative business plans.

NANCY WARREN is an architect with degrees from both the University of Illinois and the University of Michigan. Her innovative work in restaurant design has been featured in "Metropolitian Home", "Inside Chicago Magazine" and "Chicago Magazine." Her most recent solo project is The Ice Cream Studio on Chicago Avenue. Other projects include Coyote Grill, Cucina Cucina, and McMahon's.

RALPH PAUSINA came North to Dixie Bar and Grill from New Orleans where he was born and reared by a down-home family that has been cultivating 2,200 acres of oyster beds in the Bayou bottomland for 70 years. Ralph worked for Chefs Paul Prudhomme and Gerhardt Brill at Commander's Palace in New Orleans.

RSVP For WEDNESDAY, June 24, 1987

Dinner at the Dixie Bar and Grill
 Members \$23 Guests \$25

NAME _____

DAYTIME PHONE _____

GUEST(S) _____

AMOUNT ENCLOSED _____

ENTREE CHOICE:

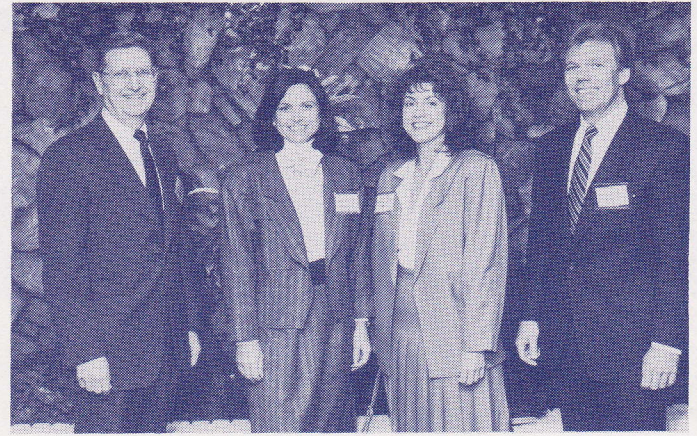
A. VOO DOO CHICKEN

B. GROUPER WITH PECANS (fish)

★★★NOTE: If you make no entree choice we will order chicken for you.★★★
 Please note the choice of your guest(s) as well as yourself.



Thought provoking questions



Successful team of panelists and coordinators

Changing Careers

by Carin Stemer

This session was structured as a workshop led by Dianne Carter, Ph.D., a licensed clinical psychologist and Beatrice Barnes Young, Sr. VP and Operating Head of the Chicago area division of Harbridge House, a human resources consulting firm.

The workshop focused on determining the job characteristics you desire in your career. Through various exercises, both individually and within small groups, participants were able to compile a "Career Components Summary" consisting of the following lists:

- 1) general interests
- 2) values, both personal and work-related
- 3) talents
- 4) abilities
- 5) transferable skills
- 6) personality characteristics
- 7) occupations suggested by above career components

The initial exercise provided the group an opportunity to identify with one or more of the following occupational interest groups:

- 1) **Realistic** - technical; prefers concrete to abstract problems; likes working with hands.
- 2) **Conventional** - prefers highly ordered activities; most efficient at well defined tasks.
- 3) **Enterprising** - enjoys persuading others; prefers ambiguous social tasks.
- 4) **Social** - enjoys helping people; prefers solving problems through discussions or rearranging relationships.
- 5) **Artistic** - prefers problems that can be dealt with through self-expression and artistic media.
- 6) **Investigative** - scientific; curious about things; prefers to think through problems rather than act them out.

The final exercise of the session required everyone to complete a "Contract with Myself." With this contract, you were to set up a course of action relating to changing careers and accomplish this action by a certain date. Also included in the contract were the following questions to be answered:

- 1) Who else needs to be involved or informed?
- 2) How much am I willing to invest in the change?

- 3) How might I prevent myself from achieving my goals?
- 4) How will I know when my goal is accomplished?

Career Management Conference

Anyone interested in working on the Career Management Conference for 1988 please call Kathleen Holoubek 875-1679.

AWARDS AND HONORS

Your help is needed in identifying candidates for Honorary Membership and Distinguished Service Awards. Please submit your suggestions to Kathleen Holoubek (875-1679) or Linda O'Bryant (477-4929) by June 15, 1987.

Honorary Member

An Honorary Member has usually supported the UCWBG in the past and would be an individual possessing one or more of the following:

- Prominence in the business or academic community.
- Provides an unusually effective role model or business contact for UCWBG members.
- Unusually strong ties with The University.
- Substantial contributions to the growth and success of the UCWBG.

Distinguished Service

Distinguished service awards are given to members that have devoted extraordinary time, effort and/or creativity to the UCWBG. Service generally, but not always, has occurred over a number of years.

Their service is marked by eminence, distinction and/or excellence and has had a clear, positive impact on the organization.

On assignments, this individual executes duties with an excellence which is unprecedented and sets a new standard for that position.

Current Honorary Members Distinguished Service

Kathy Price
Merilyn Hackett
Hanna Gray

Agnes Roach



THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP
 UCWBG • P.O. Box 637 • Chicago, Illinois 60690

**FUTURE
 ENTREPRENEURS
 LOOK FOR
 UPCOMING TOPICS:**

Next month the Exponent will cover the career planning panel on Starting your Own Business along with a feature article about our own entrepreneurs.

CAREER CONNECTIONS

Nancy Grab, '85, Campus: Changed jobs and moved. Nancy is now Vice President, MD Resources, 7385 Galloway Road, Suite 200, Miami, FL 33173 (800) 327-1585. New home address is 9255 SW 125th Avenue R-305, Miami, FL 33186 (305) 595-2054

Kathleen Voss, '80 Campus: was promoted from Managing Associate to Vice President, Executive Assets Corporation, a professional corporate outplacement firm.

CAREER CONNECTIONS

Please let us know if you have **moved** or **made any changes** in your career lately. Send information to CAREER CONNECTIONS, Loretta L. Sanford, 3900 N. Lake Shore Dr., #25-H, Chicago, Illinois 60613, or call (312) 248-3678, with the information.

NAME _____ CLASS YEAR _____ CAMPUS
 DAY PHONE _____ AGE* _____ 190 XP _____
 *Crain's Chicago Business requires age

- TYPE OF CHANGE: (Include old and new title, company, and other background information.)
- DID JOBLINES HELP?
 - CHANGED JOBS
 - PROMOTED
 - APPOINTED TO BOARD OF DIRECTORS
 - RECEIVED AWARD/RECOGNITION
 - OTHER (moved, started a new company, etc.)

Please indicate any changes to home or business address/phone.

HOME _____ PHONE _____
 WORK _____ PHONE _____