

# THE EXPONENT



THE UNIVERSITY OF CHICAGO  
WOMEN'S BUSINESS GROUP

F A L L 2 0 0 1

## Linking Professionals to Non-Profit Boards

By *Trisha Rogers '82*

The alumnae of the University of Chicago Graduate School of Business have extraordinary technical, professional and interpersonal skills, honed by a world-class education and years of experience with Fortune 500 companies and top accounting, legal and consulting firms. These skills can be used to solve serious, sometimes intractable, problems faced by non-profit boards: strategic planning and partnering, fund raising/corporate sponsorship, finance, accounting, marketing, technology, project planning and legal issues. On Friday, November 16th, the members of the UCWBG will have the opportunity to give back to the community and to take on new challenges. . . challenges that will strengthen leadership skills and broaden networks. This event will create the bridge - board level positions can fill the needs of UCWBG members and help non-profit boards achieve their goals.

As keynote speaker, Maggie Daley, President of Pathways Awareness Foundation and Chair, Gallery 37 Committee, will provide her perspective on the enormous benefits dedicated and talented people can bring to non-profit organizations. A leader in her own right, Mrs. Daley is on the board of eight Chicago-area foundations and civic associations. She fulfills the promise of the UCWBG speaker series Leading Chicago Women.

UCWBG will be partnering with the GSB Club. Kellogg alumni, the Council of One Hundred and the Chicago Network have all been invited to attend as guests. The international law firm Sidley Austin Brown & Wood has generously offered to partially sponsor the event.

Important: The event structure. The luncheon will begin with a half-hour of introductions and networking between the non-profit board chairmen/directors and the attendees. Lunch will begin promptly at noon. There will be one or two non-profit board chairmen/directors at each table. The attendees will be seated at tables according to their interest in the non-profit organization. The luncheon meal will end at 12:45pm. and will be followed by Mrs. Daley's keynote speech. The luncheon will conclude with a twenty-minute question and answer session that shall be opened to the non-profit chairmen/directors. There will be a book of the curriculum vitae and contact numbers and addresses of each professional given to each non-profit board chairmen/directors to use for reference and for making future contact. There will also be a book of fundamental information about each attending non-profit organization, including mission statement, reach within the community, goals, past accomplishments, contact names and numbers, which shall be given to each attendee. More importantly, each non-profit organization will list areas of technical expertise needed and the level of commitment required (time and monetary obligations, if required).

*continued on page 2*

## Giving from the Bottom of our Hearts and Closets

By *Victoria Driver '99*

Many a professional women recognizes that feeling that her closet is bottomless -- a bottomless pit, that is! The Bottomless Closet is a not-for-profit organization that provides a means for women to help other women while finding a new use for all those perfectly good things they no longer wear. Founded in 1991, Bottomless Closet recently celebrated ten years of helping more than 10,000 women navigate the path to economic self-sufficiency from public assistance, incarceration or poverty level. At its inception, Bottomless Closet was the brainchild of four women in response to a radio story about a young mother and former welfare recipient frustrated in her job search because she didn't have the right clothing to wear for job interviews. The founders designed a pro-

gram where women could donate gently-used professional clothing to benefit those who lack the resources to have job-appropriate wear. Bottomless Closet began in Chicago and now has two branch locations in Lombard and Rockford. Additionally, nearly 50 similar programs across the country have been inspired by Bottomless Closet, including two independent Bottomless Closet locations in Milwaukee and New York.

Client referrals are received from approximately 200 agencies including the Chicago Urban League, Catholic Charities and the Department of Human Services. Once a woman is referred, she can make an appointment to "shop" in the Bottomless Closet showroom free of charge. She can assemble two complete outfits for job interviews, typically one suit and one set of career separates, with accessories including

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## Linking Professionals to Non-Profit Boards

*Continued from page 1*

**Keynote Speaker:** Maggie Daley, President, Pathways Awareness Foundation and Chair, Gallery 37 Committee

**When:** Friday, November 16, 2001  
11:30am to 1:30pm, a luncheon

**Where:** Woman's Athletic Club  
626 N. Michigan Avenue  
Chicago, Illinois 60611

**Co-Sponsor:** Sidley Austin Brown & Wood

**Event Co-Chairs:** Trisha Rogers, 312.317.7517  
Giselle McCrea, 312.953.5962

**Committee:** Gail Luxenburg, Barbara Stoltz, Michelle Smith and Sandy Blau

**Non-Profits:** For an updated list of attending non-profits, go to our web site UCWBG.org

**Registration:** Voicemail: 847.256.5804  
Fax: 847.223.0277  
Registration forms are available online.  
E-mail your CV/Resume to Giselle McCrea at [giselle.mccrea@morganstanley.com](mailto:giselle.mccrea@morganstanley.com) after you register for the luncheon.  
*Please register in advance, as no walk-ins can be accepted.*

## Attending Non-Profits

<i>America's Second Harvest</i>	<i>Goodman Theatre</i>
<i>Art Institute of Chicago Auxiliary Board</i>	<i>Junior Achievement</i>
<i>Bottomless Closet</i>	<i>Museum of Contemporary Art</i>
<i>Chicago Children's Museum</i>	<i>Old Town School of Folk Music</i>
<i>Chicago Foundation For Women</i>	<i>Streetwise</i>
<i>Court Theater Fund</i>	<i>United Way</i>
<i>Dominican University</i>	
<i>DuSable Museum of African American History</i>	
<i>Girl Scouts of Chicago</i>	

Refer to UCWBG.org for an updated list of attending non-profit organizations.

# CALENDAR OF EVENTS

### November

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

### December

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9		11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

### January

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

#### Friday, November 16, 2001

Linking Professionals to Non-Profit Boards  
(details appear above)

#### Happy Holidays!

#### Monday, January 28, 2002

Annual Meeting  
Keynote address by Cheryl Francis and a special appearance by Dean Snyder

# President's Letter



Susan L. Kane '91

Dear Chicago Women:

Several months ago, when *The Exponent* schedule for the year was considered, we never could have known that the planned theme for this issue, "Success and Giving Something Back," would be so timely. For despite all the horrific details we've been exposed to since Sept. 11th, there are countless examples of good deeds done for the benefits of others. We've heard the heroic stories of the firefighters and other rescue workers, of classroom of kids who've raised thousands

of dollars for relief efforts, of the kindness of the small towns of Canada who accepted diverted international flights, for example. Many of us have responded to the Sept. 11th attacks with financial contributions, donations of blood, patriotic expressions and in many other ways.

Why is it that we choose to help others we don't know? One reason is these actions help us create a sense of control to the degree possible in these uncertain times. Another is reassessment of our priorities: we realize that whatever our life challenges may be, someone else has it tougher. Our complaints become insignificant in the grand scheme of things.

Even in times far less turbulent than today, we contribute our precious time and resources to worthy causes for many reasons. They include the self-satisfaction that comes from:

- *Giving back in appreciation for the gifts we've received.*
- *Helping others from the hard lessons we've learned. (If we can make the road just a little bit easier for those who walk behind us, then perhaps the challenges of the past were not in vain.)*
- *Learning something new.*
- *Meeting someone new.*
- *Pursuing a passion.*

If the world's events have made you want to get more involved, to find an outlet to contribute your skills and talents to help make our world a better place, the UCWBG's upcoming program, "Linking Professionals to Non-Profit Boards" offers the perfect forum for you to consider your options.

Our November program has been the pet project of our VP—Programs, Trisha Rogers, in the making for over a year. (Trisha is supported by our second VP—Programs, Giselle McCrea and a terrific committee.) Current events make this program especially apropos.

Maggie Daley, President, Pathways Awareness Foundation and Chair, Gallery 37 Committee, will be the keynote speaker, addressing the benefits received from giving. Directors of a number of Chicago area charitable organizations will be in attendance to discuss their organizations purposes and needs. The intent is to match our members with organizations that would interest them and which could, in turn, benefit from our members' contributions.

Our world is full of benevolent organizations that support a multitude of worthy causes. A great deal of concern currently exists that many charitable organizations will not have the needed revenue streams to support their operations this year. The generous donations Americans are making to aid September 11th victims, cancellations of local fund-raising events to show respect to the those hurt by the tragedy and the overall economic slow-down all negatively impact the fundraising activities of our local charitable organizations. You can support worthy Chicago area organizations by attending the November 16th event. Find an organization that meets your needs and reap the benefits of giving. Now, more than ever, it will make you feel better. You'll feel like your contributing to make our world a better place during these challenging times.

The strategies and initiatives of the UCWBG are positively impacted by the support and advice of our Advisory Board members who are distinguished business women or have an expertise of value to the UCWBG. The next issue of *The Exponent* will include further information regarding our Advisory Board. We asked these busy women why they were willing to devote a portion of their time to the UCWBG Advisory Board. One of the strongest themes that resonated through their varied answers was that supporting women's success through UCWBG involvement was a way of giving back, of making it a little easier for those following in their paths. To our Advisory Board members, we appreciate your contributions.

The continuation of the UCWBG is entirely dependent of the volunteer efforts of so many members over the years. Our 21 year history speaks volumes as to the strengths of volunteerism. To the many volunteers that have previously contributed to the UCWBG, I thank you. To those who are now looking to get involved, you're needed and welcomed. A special thanks to those who have been nominated for positions on the Board of Directors beginning in 2002. The time and efforts that goes into your hard work will be valued and rewarded.

In late September, I was privileged to have the opportunity, along with four other UCWBG Board Members, to meet with Dean Snyder, the new Dean of the GSB. He is a personable and thoughtful leader who readily offered ways to support the UCWBG. He is planning to attend the UCWBG Annual Meeting which will be held on January 28, 2002. This will be a great opportunity for you to meet him, too. Please mark your calendars so you don't miss this event. I am confident Dean Snyder will be a strong and positive leader to the GSB in the years ahead.

As I mentioned in a recent email, providing support during life's challenges has always been one of the fundamentals of the UCWBG. If you feel the need for further support from the UCWBG during these challenging days, please share your ideas and suggestions with me.

With hopes for peace in our world and in our hearts,

Susan L. Kane, President

## The University of Chicago Women's Business Group 2001 Board of Directors

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## Summer Swings with the UCWBG

It was a beautiful afternoon at Westmoreland Country Club in Wilmette for the Summer Swing family event on August 26th. UCWBG members were joined by their husbands, children and friends as they enjoyed sumptuous catering, cool drinks, ice cream sundaes and kid's activities. As the pictures show, a good time was had by all!

**Photos by: Lisa Wiese '98**



*It was a "family affair" for members, their families and guests.*



*Future UCWBG members*



*A bubbling fountain was a festive hub of activities under an open tent.*



*The ice cream sundae bar was hit, and not just with the kids!*



*The Kid's Activity Table provided a focal point for all that youthful energy.*



*UCWBG President Susan Kane enjoys a cool drink with members.*



*Westmoreland Country Club's gorgeous grounds on a perfect summer afternoon*



*Flower Power!*



*Dad lends a helping hand while member moms get a chance to relax.*



*Another future CEO?*



*Organizer and VP-Programs Trisha Rogers ensured that all arrangements were "up to par."*

**Giving from the Bottom of our Hearts and Closets**  
*Continued from page 1*

shoes, stockings, a handbag and jewelry. Once she has gotten a job, she may return for three more complete outfits. This provides each client with one full week of clothing for her new job, plus ideas on how to mix and match to make the clothes go further.

In 1994, Bottomless Closet added services to complement the clothing program, assisting women to meet greater success in the working world. These services are centered around training, career development and image consulting. All clients must complete a core curriculum including resume writing, interviewing skills and job retention. Additionally, they may choose to attend a variety of seminars such as communication skills, time and money management, and credit repair. Bottomless Closet clients make three to five times more than a woman on public assistance receives. They make an average of \$2 more per hour (\$3000 per year) than women from similar situations who have not gone through the Bottomless Closet program. Approximately 85% of BC clients are single mothers, and 65% of all clients credit their employment directly to the assistance they received from Bottomless Closet. However, it is important to note that Bottomless Closet is not an employment agency; instead, they show women how to interact with employers. Bottomless Closet seeks to build clients' confidence and "change lives from the inside out."

Last year, over 26,000 clothing items were donated to Bottomless Closet in the greater Chicago area, and approximately 2000 clients were served. Clothing intake occurs on the second Saturday of each month from 10 AM to 1 PM. Bottomless Closet requires that all clothing donations be clean and in excellent condition so that clients can wear them immediately. Volunteers receive and sort the items by size and type in the storeroom, screening out clothing with stains, tears or other signs of wear. Items which are too worn or are not job-appropriate (i.e., blue jeans, tee shirts, etc.) are usually donated to other not-for-profits who serve a different clientele, such as the Cathedral Shelter.

Bottomless Closet runs lean with a full time staff of three, depending on volunteers for a wide array of the services provided. Volunteers man the clothing intake and storeroom sorting, teach the seminars and workshops, assist clients in the showroom as "personal shoppers," and serve as board members, committee members and fund raisers. Bottomless Closet relies on funding from corporate and individual donors, with 51% of its entire budget coming from individual contributors. For each \$1000 raised, approximately fifteen more women can be served.

Theresa Daniel joined Bottomless Closet as the Executive Director in May 2001, with a background in management in both nonprofit and corporate settings. Although she recognizes that working for Bottomless Closet is less financially rewarding than other positions for which she is qualified, Theresa appears to thrive on the personal reward of a job well done and a true sense of making a difference in others' lives. Theresa relocated to Chicago two years ago from Maryland with the intention of being a full-time

graduate student, after having spent several years in administrative management for law firms. Very quickly, she realized that she missed a certain sense of connection with the community. A part-time position with Chicago Cares quickly segued into a full-time role. Then, she heard about the opportunity with Bottomless Closet. Despite spending the early years of her career in the not-for-profit arena, Theresa has found her role at Bottomless Closet to be one of her greatest learning experiences. This role and this organization have required her to build new skills -- and quickly! -- in public speaking, grant writing, fund raising and financial management. Due to a six-month staffing gap in the Executive Director position, Theresa realized very quickly that she had joined Bottomless Closet at a crucial financial juncture -- a cash crisis reaching its nadir in August. By a focused effort, they managed to

turn the corner, but Theresa knows that ensuring financial survival is her key mission at Bottomless Closet.

In addition to Theresa, Eriabee Chiles has been with Bottomless Closet for eight years as Director of Programs. Eriabee oversees the service offerings, as well as maintaining the website, and pinch-hitting with clients as needed. Client Services Coordinator Mignonne Barnes has been with Bottomless Closet for two years. She takes the lead in scheduling clients, training volunteer "personal shoppers," and working with referring agencies. Mignonne's sparkling personality helps to set clients at ease,

but there is more to her affinity with clients than that. She has a true understanding of the challenges these women face, as she was a client herself some five years ago.

Bottomless Closet can use our help. More than additional donations of clothing, Bottomless Closet needs volunteers and financial contributions. Volunteers are needed at the Chicago (River North), Lombard and Rockford locations on weekdays and Saturdays for client "personal shopping" assistance and clothing restocking. Weekend volunteers are needed for intake and sorting on the second Saturday of each month. Additionally, volunteers are needed to fill board and committee positions, and people with special areas of expertise can volunteer to lead seminars, or provide technical assistance (i.e., website maintenance, data base management, etc.) Additionally, Bottomless Closet always has a need for donations of professional clothing in sizes 14 and larger. Perhaps you could act as a liaison with a local Jenny Craig or Weight Watchers group to obtain larger size clothing donations.

Contact details for each location are provided below. Please see the Bottomless Closet's website, [www.bottomlesscloset.org](http://www.bottomlesscloset.org), for additional information, heartwarming client success stories, volunteer opportunities, or to make a direct donation.



*Director of Programs Eriabee Chiles, Executive Director Theresa Daniel and Client Services Coordinator Mignonne Barnes in the River North showroom of Bottomless Closet*

<b>Chicago</b>	<b>Lombard</b>	<b>Rockford</b>
Bottomless Closet 445 N. Wells, Ste 301 Chicago, IL 60610 312-527-9664	Bottomless Closet 312 S. Westmore Rd Lombard, IL 60148 630-691-1445	Bottomless Closet 127 N. Wyman, # M1 Rockford, IL 61101 815-489-6772

**[www.bottomlesscloset.org](http://www.bottomlesscloset.org)**

# Leadership in Troubled Times

By Susan Harper Ph.D.

We are facing troubled times and this has its effect on the workplace. Employees are concerned about the September 11 tragedy and its aftermath. Some are concerned about their physical safety at work. Ongoing concerns about the economy, job security, and the stock market have been heightened. These are not short-term issues. We are likely to continue to face them in the months ahead.

On October 11 Susan Harper, Ph.D., business psychologist, led a Leadership in Troubled Times forum with UCWBG members to discuss how business leaders can help their employees do their best, given the current uncertainty in our environment.

While much attention is rightly given to making sure employees feel physically safe, Susan stresses that two other risk factors need to be considered: financial and psychological. During the forum, participants learned how people are likely to perceive risk differently based on their own psychological make-up and perceptions about risk, and how this may contribute to a heightened sense of "perceived" risk vs. real risk.

Companies can provide support to employees in a variety of ways. Many good ideas came from UCWBG members, including:

- *Physical Risk: Employees have a heightened awareness of their mortality, fear regarding future attacks, and a particular concern with living in or working in high rise buildings and flying. Companies can help provide security by developing disaster plans and evacuation plans, omit extra space communicating that security is being taken seriously and allowing employees to work from home whenever possible.*

- *Financial Risk: Companies are reluctant to spend, which has a long-term impact on both suppliers and customers. This may lead to continuing decreased profits and further lay-offs. Companies should continue to buy products and services and invest in their future. While business plans may need revision, get employees involved in new projects or have them work on all those projects that you always hoped to do "someday." Be honest with employees about the business' financial health and help employees think about adjustments they may need to make in 401K plans or personal financial plans.*
- *Psychological Risk: Employees lack a sense of control or stability, and are distracted, less productive, and less enthusiastic. Many are questioning their lives and career choices. The media is heightening our sense of vulnerability. Companies are encouraged to provide structured discussion forums and manage rumors. Encourage managers to coach employees effectively and provide additional flexibility with time off. One important suggestion from participants -- don't forget to share some good news along the way.*

Leadership in Troubled Times is offered at no charge to Chicago-area companies. For more information about these 1.5 hour forums, please contact Susan Harper, Ph.D., Synergy Consulting LLC, [www.synergyconsultingllc.com](http://www.synergyconsultingllc.com), (773) 725-2750.

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## UCWBG New Members July, August and September 2001

**Ms. Lorayne Maxine Dollet**  
*Hay Management Consultants*

**Cheryl Francis**

**Lorraine Heffernan**  
*Hull Trading Co.*

**Terri Browne Kutzen**  
*IBM Corporation*

**Leslie Pratch**  
*Leslie Pratch, Inc.*

**Gail Evern Williams**  
*Chicago Housing Authority*

**Elizabeth A. Bleakley**

**Michelle D. Dufault**  
*Chicago Board of Trade - Investigations*

**Doreen E. Korn**  
*William Kritt & Company*

**Mary Napier**

**Deborah L. Samson**

## Defining Success

*An Update By Anita R. Brick '81 - Director,  
Office to Advance Career and Corporate  
Alliances*

"What Is Success and How Do I Have It On My Terms?" This is a question that I have been asking myself (and others) long before I even chose to go to the GSB. Over a year and a half ago, I decided to "formalize" the process and began interviewing individuals about how they define success, how satisfied they are, and how they are preparing for their future success, both personally and professionally. I have talked to alumni from various part of the world as well as Evening, Weekend, and Executive MBA students in the U.S. and abroad. As I documented more than 101 wonderful stories about their challenges, aspirations, and accomplishments, I began to notice some specific patterns:

The vast majority of individuals who rated their current success above the mid-point choose a "success role model" who they personally know or at least knew in the past. Many of the people interviewed actually chose a parent or close friend.

The qualities that were most highly valued by participants spanned a wide range - everything from intellectual challenge to wealth and prestigious jobs to family orien-

tation and the spiritual.

Nearly everyone I interviewed, even those who had experienced major setbacks, were optimistic. Overall, they had strong positive expectations for their future - short and long term.

Most who aspired to more success in the future had specific strategies and action steps with timelines for implementation. They weren't merely fantasizing about their future accomplishments, they were actively doing some things about it.

Interviewees had strong powerful networks to support their goal achievement and overall success.

It is refreshing to see how many different types of people are defining and achieving success in meaningful ways, on their own terms. In addition, these patterns have led to a phase 2 of this project - namely - how do business professionals develop networks to facilitate their goal achievement and overall success - personally and professionally? My goal in this next phase is to create a framework and assessment that will be used to help business professionals maximize both material and emotional satisfaction in their lives. If you are interested in participating in phase 2, please contact me [anita.brick@gsb.uchicago.edu](mailto:anita.brick@gsb.uchicago.edu) or at 312-464-8691.



THE UNIVERSITY OF CHICAGO  
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## Leading Chicago Women

### "Success and Giving Something Back"