

THE EXPONENT

THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP

S P R I N G / S U M M E R 2 0 0 4

High Tea at the Ritz!

By *Belita Smith, XP-69*

On March 21st a distinguished group of women gathered for The University of Chicago Woman's Business Group (UCWBG) Annual High Tea at the exquisite Ritz Carlton. We came to the Tea for a variety of reasons most notably to recognize the distinguished service of women to our organization, to meet and hear a dynamic speaker, to fellowship with one another, and to continue a UCWBG tradition.

Kathy Flanagan, President UCWBG, offered greetings and words of reflection on the role of women role models in the business community. The UCWBG offers access to successful women and programming that both educate and provide opportunities to build leadership connections. Kathy acknowledged GSB students in the audience and invited all to use the afternoon to know more about one another.



GSB students at the High Tea included: Victoria Soriano, '05, Rong Zhang '04, Wen Jin '04.

Dana Damyen, VP-Programs, introduced Joyce Simon, Chief Financial Officer, John G. Shedd Aquarium and keynote speaker. Ms. Simon was received with enthusiasm as she shared her story and some guiding principles that have served her. While she didn't recall many specifics from her college experiences, she reflected briefly on her first personal exposure to discrimination. Ms. Simon had the opportunity to train in economics and earn a

PhD from the University. However, she recalls being strongly discouraged from pursuing the highly valued PhD because of her gender. This experience shattered her assumption of parity with men and solidified her personal commitment not to back down in the face of discrimination.



Joyce Simon, Keynote Speaker

Ms. Simon earned both her AB and MBA from The University of Chicago. Her early work was in social services. When she realized that social worker skills were not perceived as transferable, she switched fields and returned for her MBA. She joined the career track as a public accountant and achieved great successes with Ernst and Young. As her interests and needs changed she reevaluated what she wanted from her career. Through her reputation, network and the alignment of her interests the opportunity at the Shedd was revealed. Ms. Simon clarified her intentions with those of the Shedd and a mutually beneficial match was made.

Ms. Simon shared the following guiding principles:

1. Remember your career is important and treat it accordingly (annual audit)
2. Be honest about what makes you happy (dig deeper)
3. Have fun (or go)
4. Make contacts outside of work and family (business follows)
5. Do not eat lunch at your desk - get out, eat with peers (learn).

The John G. Shedd Aquarium is the world's largest aquarium. Opened in 1929, it is one of the oldest public aquariums in the world. The High Tea was planned, organized and promoted under the direction of the VPs of Programs, Dana Damyen and Nancy Wall.

Celebrating Exceptional Women with Distinguished Service Awards

By *Belita Smith, XP-69*

Cheryl Francis, '78, Linda Stone, '00, and Eva Ziegler, '97, each received a Distinguished Service Award from The University of Chicago Woman's Business Group (UCWBG) at the High Tea on March 21. The award is the highest honor granted by UCWBG, determined and bestowed by the UCWBG Board of Directors. The award recognizes outstanding leadership, sustained service and demonstrated achievements on behalf of UCWBG. In presenting the awards, UCWBG President Kathy Flanagan expressed gratitude for the service of these members and highlighted some of the many accomplishments and contributions that formed the basis for the awards.



Eva Ziegler, '97, Linda Stone, '00, and Cheryl Francis, '78

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Calling Lois Lane, Perle Mesta, Penny Marshall, et al.

By Kathleen M. Flanagan '82

Just a couple of hours here and there could be your key to greater involvement in the UCWBG and a chance to make more connections through your membership. We need volunteers for a few special assignments that are particularly interesting.

Reporter

There's no better way to keep abreast of the latest breaking news than to be the star reporter. We are looking for a volunteer reporter to write articles for our website and *The Exponent* about UCWBG activities. Assignments may range from reporting on a speaker to gathering information about upcoming events to writing personal profiles of our diverse and interesting members.

Hospitality

Our program and hospitality committees are also looking for people to help in welcoming members to our events and making them feel connected to others in the UCWBG. This is a good excuse to meet a lot of people while being helpful to others. Even shy people are encouraged to apply.

Visual Presentation Production

At our Annual Meeting in January 2005, we will kick off our 25th anniversary celebration with an exciting presentation of the UCWBG vision for the future, our strategy and activities. If you are good at working with photography, Powerpoint presentations, or video production, we would love to begin to brainstorm with you now about how to create a program that will capture everyone's attention.

Contact Us Now

If you are interested in these opportunities or if you would like to serve on one of our board committees, such as Marketing, Programs or Professional & Personal Development, please contact Kathy Flanagan at 312-659-2789.



Congratulations!



New baby Abigail accompanied Amy Rogowski to the strategic planning session. Amy has her hands full with three young daughters and a demanding career as senior manager with Deloitte and Touche while serving as VP-Finance of UCWBG.

CALENDAR OF EVENTS

June

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			

July

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

August

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				

May 27

The Road to Entrepreneurship Roundtable, Gleacher Center 6:00-8:00 pm

June 12

UCWBG Board Meeting
Final date to apply for open UCWBG board positions

July 10

UCWBG Board Meeting

August 14

UCWBG Board Meeting

President's Letter



Kathleen M. Flanagan '82

Dear University of Chicago Women's Business Group Members:

One of the most difficult challenges we face as leaders today is the challenge of authenticity. The world is in dire need of leaders who set strategies and make decisions based on profound honesty and integrity. Yet 50 years of research have shown that authentic communication at the top of most organizations is rare. The sad result is a

silo mentality that dims shared vision, undermines commitment, weakens decision making and depletes our capacity to learn. It is not surprising that we see dramatic examples of losses and scandals, as well as the more common daily drain on enthusiasm and energy caused by poor leadership.

The Challenge for Women: Authenticity

As women in business, we face a particularly acute challenge to authenticity because the dominant concept of leadership is often based on a male model. This makes it difficult to be recognized and advanced for other styles of leadership. Many mid-career women tell me that they are puzzled when they are praised for their business expertise and for their relationship building skills — and at the same time they are advised to become more aggressive or even combative as the way to gain greater influence.

Although this advice may be well intended, it just won't work. For one thing, women who demonstrate higher levels of aggressiveness and competition often do not get a favorable response from their colleagues. Running counter to our society's gender expectations, a woman's aggressive behavior is unfortunately more likely to be rejected rather than admired. Even more important, women are likely to feel disempowered and ineffective if they adopt artificial behaviors that are not aligned with their own core values.

Negotiating an Authentic Presence

Many women who rise to the top report that their success has hinged on the ability to find ways to make male executives feel comfortable in their presence. Often this means moderating an aggressive approach so they do not raise hackles while at the same time avoiding female stereotypes that inhibit leadership impact. Not easy! Try negotiating this path while juggling rapidly increasing management responsibilities, long hours, family and home commitments, and self-development! But many of the speakers at UCWBG events have provided inspiring and unique examples of success — from Sheila Penrose, Cheryl Francis, Susan Annunzio and Deb DeHaas, to Linda Ginzel and Joyce Simon.

Not long ago, the authors of *Women Don't Ask* spoke to UCWBG members. Linda Babcock and Sara Laschever identified the difficulties women face in asking for what we need. Negotiating on our own behalf often goes against the grain of our upbringing and the expectations of others, who react more negatively to demands from women than from men. At the same time, the authors found that women are good negotiators — on behalf of others! And women are better negotiators for themselves when they have more information.

The Answer: Building Leadership Connections

That's why The University of Chicago Women's Business Group is devoted to helping our members build leadership connections for all stages of our lives. We support authentic expressions of leadership by

enabling our members to realize that they are not alone. We have a wide range of members who are trying to negotiate authentic responses to many different paths. Some members are starting their careers with great enthusiasm but with some trepidation. They wonder if they can stay true to themselves and still fit in to a corporate culture that may reflect quite different values. Some members are concerned about the alignment of their values with the choices they are making regarding time spent away from family and friends. They want to understand how others have made tradeoffs, how to set boundaries, and how to thrive with the consequences.

Some members have put their careers on hold or in slow motion while they devote more time to raising a family or caring for a parent. They wonder how they can continue to foster their career aspirations and prepare for re-entry in the business world or in civic leadership. Some members have ambition to be an important influence on the direction of their companies at the highest levels. They want to find ways to gain the recognition they need to advance in a world that more readily recognizes male talent and accomplishment. Some members have "been there, done that" and now are looking to realize dreams of new careers, long postponed. Some members have fought the good fight and won! Now they want to celebrate successes and offer a helping hand to the next generation.

An Invitation: "Come On!"

I'm one of the many members reaching out a hand to you. I don't reach out with a sense of duty or with the weight of experience, but rather with the eagerness and optimism that I have learned from my toddler grandson. If I am involved in a conversation or some household task, he comes running up to me with his hand out, opening and closing his fist impatiently. "Come on!" he says excitedly. "Come on!" And then he leads me to see a rock or a flower or a view through a window. And when I look through his eyes, I am awakened to the wonder and potential of the moment in a whole new way.

In that spirit, I want to say to you, "Come on!" Be an active part of the UCWBG and you will discover the power of authentic leadership that lies within you. At the UCWBG we create spaces and places where you can connect for validation, support, energy, education, career advancement — and fun! We learn from each other, from our speakers, and from our shared networks. We discover that there is more than one style of leadership that can be effective.

In coming weeks and months there are many opportunities for you to connect. Go to www.ucwbg.org for the latest news of upcoming events and activities. Join a committee, participate in the strategic planning focus groups that we will conduct this year, help us plan for our 25th anniversary in 2005, be a reporter for our website and newsletter, help us to welcome members to our events. I can assure you a greatly increased return on your investment in your University of Chicago education — and the opportunity to develop your own authentic style of leadership in the bargain. Come on!

Sincerely,

Kathleen M. Flanagan
2004 President
312-659-2789
kathymflan@aol.com



Board Recruiting in Progress!

By Nancy L. Scott '91

Are you interested in joining The 2005 University of Chicago Women's Business Group (UCWBG) Board of Directors? Applications are now being accepted until June 12, 2004. (Thank you to those of you who have already submitted an application! The application deadline has been extended, since the technical glitch we encountered with The Exponent publication delayed notification to all potential applicants.)

Board of Director Positions

The positions listed below are open for the 2005 Board of Directors. Each of these positions has a two-year term, with the exception of President-Elect.

President-Elect – This position is a three-year commitment starting with President-Elect, moving on to become the President, and finally acting as Immediate Past President. While serving as President-Elect, she determines the goals and objectives for her year as President. She chairs a Strategic Planning Session to review and set direction for the UCWBG. In addition, she assists the President with special projects as needed.

Vice President - Administration – This position keeps and reports adequate records of all meetings of the Board of Directors and administers yearly balloting. She monitors the Management Company performance and monthly invoices. She reviews and updates the Management Company contract annually. She also reconciles UCWBG bank accounts.

Vice President - Finance – This position prepares and maintains the financial records of the UCWBG, including copies of year-end statements, federal tax returns and records, etc. She prepares the consolidated annual budget for the UCWBG, submits monthly financial reports, program level profitability reports, and quarterly financial projections. This position keeps full and correct account of

receipts and disbursements of the UCWBG. She coordinates receipts with the Management Company and makes disbursements in accordance with the UCWBG Expense Policy.

Vice President – Internal Communications – This position coordinates the production and distribution of The Exponent, setting the yearly schedule for publications and submission. She manages relationships with publisher, printer, and mailer. She arranges for coverage at UCWBG programs and events and arranges with the Vice-President Marketing/Public Relations to obtain usable prints from program/event for *The Exponent* photos. She solicits articles from Board members, other members, and outsiders for publication in *The Exponent*. She also solicits and coordinates advertising in *The Exponent*.

Vice President – Leadership Initiatives – This position develops and executes specific leadership initiatives of the UCWBG that are intended to foster the advancement of UCWBG members into leadership positions, representation of women's leadership issues within the Chicago GSB, and increased leadership by women within the business community at large. She also forms and manages an informal leadership initiatives committee as needed to address initiatives.

Vice President – Marketing/Public Relations – This position defines, develops, and executes long range strategic marketing plan. She plans, manages, and executes all UCWBG market research activities. She develops and manages PR strategy, and coordinates external publicity. She identifies projects to enhance organization's visibility, including alliances, partnerships, and / or "cause marketing" programs. She also assists in identifying corporate sponsorship opportunities.

Director-At-Large – There are a maximum of three positions for Director-At-Large in any one year depending on the work requirements of that year. These officers create and coordinate special projects depending upon the goals and initiatives of the current Board and their interests. They also assist the other Board members as needed with important programs or events.

The University of Chicago Women's Business Group 2004 Board of Directors

PRESIDENT:

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630-850-7108

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PRESIDENT-ELECT:

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The Application Process

Applications and more detailed position descriptions are posted on our web site, www.ucwbg.org. Please send (via email) your completed application to Nancy L. Scott, Immediate Past President and Nominating Committee Chairperson at NLScott@aol.com by June 12th. **Note:** You must be a current UCWBG member to apply for a Board position.

The Nominating Committee will review all applications received. Applicants will have two to three interviews with members of the Nominating Committee. The Nominating Committee's proposed slate will be presented to the current Board of Directors for approval.

Once approved, the proposed slate is subject to UCWBG membership approval via balloting. This is scheduled to be complete in the fall. Incoming Board Members are requested to attend the October 9th, November 13th, and December 11th meetings of the 2004 Board of Directors.

Board Member Expectations

Serving on the UCWBG Board of Directors is a privilege and requires a significant commitment of time and energy to fulfill the duties and obligations of its positions. If you feel that you do not have the time to devote to a Board position, we would like you to consider joining a Committee or Subgroup as a way to become more involved. If this is of interest to you, I will be glad to provide your name to the appropriate committee chairperson to further discuss this option.

For Further Information

Thank you for your interest in the 2005 Board of Directors. If you have further questions, please contact Nominating Committee Chairperson, Nancy L. Scott, at (708) 287-1718.

Confusion Is Progress (Breaking the Chains of Mental Habits)

By Karen Staib Duffy '78, Executive Coach

Are you overwhelmed? Do you find that you have taken on too much yet again? Is your life off balance between the demands of your career and the expectations you have for your personal life? Have you been told by your manager that you cannot take on any more responsibility and therefore are not being considered for the next promotion? Confused? Congratulations! Confusion is progress.

We live in a world that prizes certainty. We feel safe when we know exactly what is going on and can predict what is going to happen. Our cultural heroes are portrayed as always knowing the answer. Yet, living with ambiguity is not only necessary, it is an extremely valuable skill. In fact, it is a trait most highly prized among top executives. How can we capture this leadership skill for ourselves and use it in making decisions and recapturing balance both in our careers and our personal lives?

We can start by recognizing that our confusion is, in fact, progress. It is not just an uncomfortable feeling, to be moved through as quickly as possible. It is the beginning of a new understanding and the opening for enhanced learning.

As we engage the world, we have certain working assumptions or beliefs about how it is supposed to be. When the world, for whatever reason, does not line up with these beliefs, our understanding of unfolding events becomes insufficient and we become confused.

The typical reaction to confusion is to immediately move back into certainty. Consider, instead, lingering in this space of uncertainty and exploring its possibilities. Indeed, we can deliberately seek it out, especially when we are searching for new and creative approaches to the same old "problems" or situations.

We all have habits. Habits are useful. They are efficient ways of dealing with the world that allow us to move more easily through life. With mental habits, we have a preset worldview that we apply without reflection. This is convenient, as we do not have to constantly review every little aspect of what is happening. At the same time, this means we stop paying attention to what we are doing and what we are thinking. It becomes automatic and transparent to us. Therein lies the danger.

Unquestioning certainty in our current worldview prevents us from understanding or even considering any other perspective or

possibility. Mental habits leave us with unexamined blind spots, limiting our ability to move forward. They become mental chains that inhibit quick learning.

The gift of confusion is an opportunity to break the chains of these mental habits. Welcome confusion like a trusted friend with a message. Declare that you need a new understanding. Question your assumptions about what is happening. Look for another viewpoint.

Let us contemplate, as an example, feeling off balance and being continually overwhelmed. Deliberately stay with the confusion. Now, add another viewpoint and consider the situation from the perspective of Yes and No.

Yes and No are declarations that work together. Yes creates connection and gets you moving forward. No creates boundaries and gives you space. Yes, without the ability to say No, is weak. It leaves you overwhelmed and often resentful. No, without the ability to say Yes, leaves you isolated and unapproachable. We need to be able to say No, in order for Yes to be meaningful. We also need to be able to say Yes, for No to be meaningful.

In reviewing your particular situation, what are you always saying Yes to? Are you saying Yes to fixing the work of your direct reports when they give you incomplete assignments? Do you automatically take on the responsibility to follow through on a project? Are you saying Yes out of habit? Could you, should you, perhaps say No?

Conversely, what are you usually saying No to? Are you saying No to a ten-minute work break or a thirty-minute evening walk? Are you saying No to a challenging assignment by not volunteering? Are you saying No to your own power, by not speaking up with your own observations about a situation? Is this when you might want to say Yes instead?

Reconsider your dilemma and question each instance. Whatever you are not changing, you are choosing. What do you want to start doing? What do you want to stop doing? What do you want to continue doing? Try mixing in a few No's where you would typically say Yes, and vice versa. Little changes can make a big difference.

You are now managing the space of confusion with questions, rather than answers. The questions offer a different perspective. A new path will begin to emerge and your focus will be clearer.

Certainty and order are a temporary condition. When you find yourself feeling confused, embrace it and linger! See it as a signal that it is time to expand your understanding and learn anew. Break

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Confusion Is Progress Continued from page 5

the chains of current mental habits. Approach confusion with questions and make it a space of possibility.

Confusion is progress!

About the author:

Alumna, executive coach, and founder of Quantum Development Coaching, Karen Staib Duffy '78, honed her skills as a manager and strategic coach in the corporate arena. An innovative leader and people developer, her experience includes over 25 years in management, capital markets, sales and

marketing, risk management, and business and product development. Karen received her B.A. from Northwestern University. She is certified as an Ontological Coach through Newfield Network - Coaching for Professional and Personal Mastery and is an Associate Certified Coach with the International Coach Federation. Karen is also a partner coach and Regional Managing Director - Illinois with Korn/Ferry Coaching and Executive Development and one of a select group of coaches working with executives at the Chicago Mercantile Exchange. She coaches both individual and corporate clients. Karen may be contacted directly at 312-664-6979 or kesduffy@hotmail.com.

Meet One of Our Members:

Colleen Wunderlich '03, "A Restless Spirit"

By Kathleen M. Flanagan '82

In a roomful of people, the first thing you notice about Colleen Wunderlich is her striking appearance with her strawberry blond hair and stylish clothes; then you focus on her engaging smile; and finally you are drawn by her intense involvement in the conversation. She generates energy around her, whether she is chatting with a new friend she has just met or joining in a lively group discussion. After a few minutes you will notice her Seeing Eye dog Hallie resting patiently at her feet.

"I like to be out in the world and doing things. I'm very adventurous — a restless spirit. If I want to do something, I have to do it. I'm a very resourceful person that way," she said. "I also know that I can involve other people — and that involvement can turn into other things that can help other people. I see myself as someone who opens doors."

And that is how she would like you to see her and other people with disabilities — as unique, interesting and resourceful individuals who bring a wide range of talents and opportunities to the business world. She credits the Chicago GSB with helping her to recognize that she can achieve this goal through a business enterprise.

Colleen gained a lot of experience in developing nonprofit resources and services for the blind. As the first blind student in the pre-med program at Purdue University, she realized that the textbooks were inadequate for scientific studies. She was instrumental in the startup of TAEVIS, a special laboratory that Purdue developed to produce textbooks in braille with technical diagrams. She also worked with the university's Adaptive Learning Program to develop a case-based review program. By using cases, the professors and staff would brainstorm about ways to address specific student needs. As a result the university developed creative ways to adapt courses to accommodate students with disabilities. Later, when Colleen worked for four years at the Chicago Lighthouse for People Who Are Blind or Visually Impaired, she was the manager of program development. She conducted market research and led strategic planning with the teams that developed service programs.

Colleen started her MBA studies at The University of Chicago with the idea of strengthening her strategic planning and project management expertise. But she soon was drawn to courses in economics and entrepreneurial business. "The Chicago GSB teaches you how to turn ideas and opportunities into money making ventures.

Coming from a nonprofit orientation, I wouldn't say that I turned into a capitalist exactly. It's more like I began to see how to spin my skills into something the market will buy," she said.

She is combining her insights from psychology and economics with her knowledge about resources available to people with disabilities to help corporations increase their utilization of and marketing to those with disabilities. She began to realize the possibilities for consulting with corporations when she appeared in a recent training video created for McDonalds.

"Companies have an idea of diversity that does not usually extend to people with disabilities. We are an untapped part of the population that is generally under employed and under served in the marketplace," she said. "People need to be more educated and comfortable with people with disabilities so they can reach out to this population."

"I want to help people be more comfortable with us and accept us even though it's apparent that we have differences," she said. She believes if corporate managers were less apprehensive about the needs of people with disabilities they would recognize more opportunities to utilize their skills and talents to benefit their organizations and develop better services for people with disabilities as customers. The result for people with disabilities will be further integration into society and increased independence.

Colleen herself is a good example of what is possible, having actively pursued her educational and career interests while living on her own for 10 years. "One of the most important facets of my life is independence," she said. She feels like "one of the lucky ones" to live in this time when so much adaptive technology is available. Voice output software on her computer makes her fully capable of working with email, websites and other computer programs. A scanner can scan books and screen-reading software can then read them to her.

And of course there is her dog Hallie. Colleen has had a Seeing Eye dog for five years. Many people don't realize that The White Cane Law provides that Hallie can have access to all places open to the public, even restaurants and theaters. "When she is in harness she's working," said Colleen, so people shouldn't feed Hallie or pet her without asking. Even eye contact with a working dog can be a distraction. However, when she's home, Hallie is just a dog —



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Celebrating UCWBG Woman of Distinguished Service Continued from page 1

"We are pleased to recognize Cheryl Francis for her many path breaking efforts to support the advancement of women in leadership, both within the UCWBG and in the community at large," Kathy said. She also cited Cheryl's leading role in the development of the Women's Leadership Forum, a program initiated by the Executive Education department of GSB Chicago in 2002 at the urging of UCWBG. Formerly Executive Vice President and Chief Financial Officer of R. R. Donnelley and Sons, Cheryl serves on the Chicago GSB Council and on the Advisory Council of UCWBG. She has spoken at the UCWBG Annual Meeting, inspiring members to further their leadership contributions. She also participated on the GSB Management Conference panel sponsored by UCWBG in 2001.

"Linda Stone's strategic vision of what is possible and her capacity to bring this vision to reality has contributed immeasurably to one of our primary goals—building leadership connections," Kathy continued. Linda served as the VP - Technology of UCWBG from 2002-2003, greatly expanding the capacity and content of our website and creating an essential platform for member communication and connection. Linda is

Meet One of Our Members Continued from page 6

playing ball with Colleen, chasing her tail, and having to be told to stay off the furniture.

Colleen's appreciation of people in her life is one of her most engaging qualities. She is grateful to many people who have played key roles in her independence today. Her supportive parents sought out services at the same time as they pushed her to gain the skills she needed to be independent. Through their efforts she had a special teacher who enabled her to attend Catholic grade school. Also, as part of a program now offered by all public schools in the United States, Colleen received training in daily living skills from grades K through 12. She had additional training in orientation and mobility. As a kid, she didn't always welcome the after school hours spent in training. But now, she appreciates the independence that she achieved.

Other people have also been an important part of her development. Her younger sister who is sighted helped her through her high school years in many ways. Colleen credits her sister with her ability to pick out clothes that are in style and for helping her

founder and principal of Serif Consultants, a versatile and creative management consulting firm specializing in strategic web platforms and technology strategies.

Commenting on the final award recipient, Kathy said, "Eva Ziegler has been a significant leader, a voice of reason and compassion, a peacemaker and wise counselor in her many years of service as an officer and as President of the UCWBG." Eva served as VP - Membership in 1999-2002, as President Elect in 2001, as President in 2002, and Past President in 2003. She continues to serve currently as Co-Chair of the Advisory Council. Eva is Senior Manager of PriceWaterhouseCoopers.

In accepting the award, each of these dedicated women took a few minutes to share her insights regarding a successful career. They left us with the following nuggets of wisdom: 1) Own your gifts which include your perspectives formed by experience, 2) Exercise your gifts, 3) Bring your voice forward – it takes courage and 4) Power is built one connection at a time.

The UCWBG is pleased to highlight these achievements and to support the advancement of all of our members through programming and various community forums. Please see our website www.ucwbg.org for more detailed information on the Distinguished Service Award selection criteria and nomination process.

relate to her sighted peers. While studying in college, she often had help from readers. Currently, she goes weekly to the Blind Service Association in the Loop, where volunteers provide reading and recording services.

It was through a friend at Blind Service Association that Colleen met her fiancé, Jim Ciarlette, a vice president at Northern Trust Bank. They grew up less than two miles apart in the Joliet/Plainfield area. They knew many of the same people, but they had never met until a year ago. Colleen is in the midst of the final dress fittings, wine and food tastings, and other preparations for their wedding on May 15.

Does Colleen have advice regarding how to interact with people with disabilities? "Overall, I find people to be very kind and helpful and friendly," she said. "We just want to be treated like anyone else — to be included," she said. "Sometimes people are hesitant to introduce themselves or offer assistance. The important thing to know is that you don't need to be afraid, because we aren't afraid."

If you know someone in your organization that would be interested in Colleen's consulting services, please contact her at cowunder@earthlink.net.

Leadership **Communication**

lead (v) produce **change**, create **vision**,
set **direction**, generate **good decisions**,
inspire **action**, achieve **success**.

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High Tea at the Ritz!



Peg Swanton '80 and Jinnie English, MA '99
at the High Tea



Front table clockwise: Gail Schoenbeck, XP-61;
Mary Cipriano, '77; Nancy Dschida '94; Jinnie
English, MA'99; Nicole Lev '97



Nancy Wall '01 leads the buffet line at the High Tea



Suzanne Morgan, '78, past director of UCWBG
and Nicole Lev '97, in vintage hat

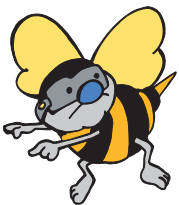


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