

THE EXPONENT

THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP

S U M M E R / F A L L 2 0 0 4

Special October 2 Workshop Will Explore Moving through Management – A Woman's Perspective

Don't you wish you had a management mentor who could help you to chart your route to the top with less bumps and bruises along the way? Someone who could tell you how to avoid the pitfalls and how to find the shortcuts? Someone who would be honest about what you need to succeed and even give you some tips about how to do it with style and grace?

Then you can't miss the upcoming workshop on "Moving through Management – A Woman's Perspective" being offered on October 2 by The University of Chicago Women's Business Group. This professional development program is an opportunity to get a double dose of mentoring in just a half-day intensive session. Developed in response to requests by many members for leadership connections and insights, the program is part of our Personal & Professional Development series. The workshop will be presented by leading women with diverse backgrounds in mentoring, process improvement and organizational leadership.

Featured presenters include Christine Cantarino '92, senior director of operations and digital Six Sigma at Motorola; Dubravka Deppen XP-60, principal of The Deppen Group; and Barbara Flom '02, principal in the Corporate Securities & Tax Group of Goldberg Kohn, Ltd. Christine and Dubravka are past presidents of the UCWBG. Barbara has been nominated as president elect for 2005.

Lisa Burke '92, senior manager with Deloitte and Touche, will guide the discussion and facilitate interaction throughout the program.

Participants will learn the six major practices that women need to succeed in moving through management. The first, "know your organization," involves studying the business strategy, structure and value proposition of your company. The second, "build your network," isn't about friendship; it's about information. The workshop will explore how to make connections outside your immediate group.

In the third key practice, "speak up and step up," you will learn how to make your presence count. Practice four and five are "hone your communication skills" and "keeping your MBA up to date." Tips on how to do both effectively and efficiently will be explored with the group. And the workshop emphasis on practice six, "striving for continuous improvement," will include new ways to seek candid feedback from colleagues, customers and others.

The program, only \$75 for UCWBG members, begins with continental breakfast at 8:30 a.m. and runs until noon at the offices of Goldberg Kohn at 55 E. Monroe. Register at ucwbg.org by September 27.

Leadership Breakfast Series Co-sponsored by UCWBG

UCWBG is co-sponsoring the 2004-5 Women's Leadership Breakfast Series being presented by The Executives' Club of Chicago at the Mid-America Club. This means greater access to these popular events and savings for our members. The breakfast series drew more than 500 professional women and men to each session in its premiere season last year. This year the topics will include personal risk taking, how to get to the top, changing ideals, and the payoff for community service.

As a co-sponsor, UCWBG is pleased to invite our members to register for a fee of \$35, compared with \$55 for the general public or any of your guests. The special members-only rate can be obtained by mailing or faxing the registration form posted at www.ucwbg.com directly to The Executives' Club of Chicago. You may also find more information and register at www.executivesclub.org – just be sure to note your UCWBG membership on the registration form to receive the discounted price. Early registration is advised as these events may be sold out well in advance.

The first program on September 21 will tackle "Personal Risk Taking: How Much Should One Put on the Line." Linda Heagy, managing partner of Heidrick and Struggles, the largest search firm in the world, will moderate a panel comprised of Ilene Gordon, president of Food Packaging Americas Alcan Packaging; Hermene Hartman, publisher and CEO of N-Digo and Savoy magazines; and Polly Kawalek GSB '78, president of US Foods of Quaker Oats. Polly is a UCWBG member and has served on the UCWBG Advisory Council.

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THE EXPONENT IS PUBLISHED
5 TIMES A YEAR

CALL BELITA SMITH AT
312-255-8346
TO DISCUSS SUBMITTING
AN ARTICLE.

DESIGN:
BOHRINGER CREATIVE, INC.
630.279.6635
WWW.BOHRINGER.COM

Contributors

Jinnie English '99
Kathleen M. Flanagan '82
Carmen Heredia-Lopez '97
Nyasha Nyamapfene '99
Belita Smith XP-69
Merle Tresser '81

Editorial Staff

Belita Smith XP-69

UCWBG (voice mail)

847-256-5804

UCWBG fax

847-244-9813

www.ucwbg.org

Great Gatherings: First Friday Lunch Series

The phrase "ladies who lunch" has new meaning these days. On the First Friday of each month, energized UCWBG women and their guests meet at The Midway Club on the 5th floor of the Gleacher Center for a stimulating one-hour conversation on various topics. We leave refreshed by new friends, new insights, an all inclusive \$12 lunch and a relaxing view of the Chicago River. Recent topics have included women's ambitions, getting organized, and career planning with motherhood in mind. Join us on October 1 or November 5. Special thanks to Peg Swanton '80, JoEllyn Prouty McLaren '94, and Barbara Flom '02 of the Hospitality Committee for organizing these events. For more information, go to www.ucwbg.org.

Be Sure to Vote for 2005 Board Slate

An email including a ballot was recently sent to all members of The University of Chicago Women's Business Group requesting their vote on the slate of candidates for the 2005 Board of Directors. The deadline for returning your ballot to Maura Mitchell '89, VP – Administration, is September 30, 2004. If you did not receive a ballot, please contact Maura at mauramitchell@hotmail.com or Kathy Flanagan at kathymflan@aol.com.

The Slate of nominees, which was approved by the 2004 Board of Directors on August 14, includes Barbara Flom '02, Kristin Snowden Lerner '95, Sheri Paleka '99, Anne Kohler '91, Margaret Kirkham-McCoy '83, JoEllyn Prouty McClaren '94, Belita Smith XP-69 and Merle Tresser '81.

Save the Date!

The University of Chicago Women's Group Annual Non-Profit Board Event to Feature Susan Crown Thursday evening, November 18

Planning is underway for this year's Non-Profit event. This year, the event will be held in the evening to allow attendees more time for interacting with the Non-Profit organizations and with each other. Keynote speaker will be Susan Crown, named one of top women in philanthropy by *Chicago Sun-Times* and *Crain's*. Please see our website for more details: www.ucwbg.org

CALENDAR OF EVENTS

September

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		

September 3

First Friday Lunch

September 11

UCWBG Board Meeting

September 18

Part-Time/Flex-Time Career Options
(9:30-11:30am)

September 21

Personal Risk Taking: How Much Should One Put
on the Line (Breakfast)

October

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

October 1

First Friday Lunch

October 2

Moving Through Management Workshop
(9am-12pm)

October 9

UCWBG Board Meeting

October 12

Women In Funds Management (evening event
with panel discussion)

October 21

N/NW Networking Group Event in Skokie

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	31			

November 3

Line or Staff: Are There Two Roads to the Top?
(Breakfast)

November 5

First Friday Lunch

November 5-7

Chicago GSB Alumni Weekend

November 13

UCWBG Board Meeting

November 18

Non-Profit Board Networking Event
(panel discussions 4pm; keynote at 6:30pm)

President's Letter



Kathleen M. Flanagan '82

Dear University of Chicago Women's Business Group Members:

"Just connect!" Some days it seems to me the world has gone mad with this rallying cry. In any given week there are dozens of different networking opportunities listed in the calendars in the business sections of the newspapers. The weekly bulletin of alumni events for Chicago GSB alumni offers a full array of choices. Most weeknights there are

two or three events from various women's groups vying for my attention. Doesn't it sometimes just make you tired?

If we are not meeting and greeting and collecting business cards, we are made to feel somewhat inept, out of touch, missing out on the opportunity to be part of the great human web of influence that should be boosting our careers into the ether zone. Yet many of these brief encounters of the networking kind may result in nothing more than a clutter of cards in a corner of a desk drawer — and a lingering sense of guilt that we can't match a single face to the names we've collected on all these bits of paper.

We can all certainly benefit from perfecting our 15-second elevator introduction, learn to overcome our natural shyness and recognize opportunities for mutual business advantage. But does this kind of networking have any connection with the profound human experience that E. M. Forster had in mind when he first offered this advice about connection?

"Just connect!" I believe the resonance of these words with so many people, over so many years, arises from a deeper desire and potential for connection. There is something more meaningful at stake when we think of connection in terms beyond the workaday world. The days following the attacks on the World Trade Center come to mind. For a brief period, humanity, vulnerability and compassion were evident in the faces of everyone you passed on the street. At all times, true connection entails a holistic view of the world, a view that is expansive, challenging and powerful. Fortunately, for us and for the world, this is a perspective that is often closely aligned with the insights of women.

What do I mean by expansive? I mean the ability to reach out and understand the concepts, emotions, ways of living and motivations of people beyond our immediate commercial contexts. Being expansive means thinking of people and communities as more than a marketplace, an audience, a career springboard or a safety net.

This expansive way of thinking is natural for many women who often make the deepest connections between work life and home life in immediate visceral ways. Whether we are arranging for daycare for an aging parent, or participating in our neighborhood watch group, or campaigning for a bond offering to improve the quality of our local schools, or pumping breast milk at the office between business meetings, as women we tend to find our personal and business lives intimately intertwined. As a result we are often in a position to see the broader implications of business decisions in a more interconnected social context.

Why is this challenging? Because seeing and thinking in a holistic way can challenge the status quo. When we understand broader connections, we can ask meaningful questions about the robustness of business strategies, the soundness of business

investments, the boundaries of ethical conduct, the drivers of customer satisfaction and the motivators of outstanding performance. And these are the levers of power.

How powerful would you like to be? If you would like to influence the context of your world, if you believe you have questions or ideas that can lead to a better way, if you see opportunities that others are overlooking — then you need to connect! Connection with this kind of motivation and potential reaches far beyond our usual notion of networking. To me, it is the only kind of networking that is worthwhile and enduring. Recently, Crain's Chicago Business identified the 100 most influential women in Chicago and beyond. The editors noted an important similarity among women of influence. They are connectors. They are women who "form groups to get support and make things happen."

Through UCWBG programs we have the opportunity to meet women who can help us to connect to a more expansive, challenging and powerful role in our world. The UCWBG gives us opportunities to connect on all these levels. We can reach out for support from women who share our experiences and perspectives. We can reach back to women on the way up who will re-inspire our efforts and benefit from our experiences. We can reach up to senior women who have achieved the highest rungs of corporate and civic leadership. In all these ways, we can learn how to make and use connections that are enduring and powerful.

On the First Fridays of each month, we have a casual low-cost luncheon at The Midway Club where the primary goal is sociability — energized by discussion of timely topics. In September, we have a Saturday breakfast meeting about flexible career options, sponsored by The Mother's Network of UCWBG. In October, there will be a workshop on moving through management and a panel of leading women in money management. And November will feature our fourth annual Nonprofit Board Networking Event, bringing professional women in contact with more than 60 nonprofit organizations who are seeking board candidates.

These UCWBG programs are not the typical "old boy network" recast in a "new girl" garb. These UCWBG programs are genuine opportunities to expand your horizons, challenge your thinking, and increase your power and influence in all aspects of your life.

I hope you'll join us. I look forward to seeing you at upcoming UCWBG 2004 events.

Best wishes,

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



The Art of Balance: Excelling Personally and Professionally

Part Three

By Jinnie English '99

As we move forward in our topic of balance we continue to address the questions: What is balance? Why do you need it? How do you get it? When do you use it? Having covered the areas of work and home in the first two parts, we now continue our four-part series with covering the art of balance in relationships. We will end our four part series of the art of balance by achieving your sense of self.

Keep in mind that you are tailoring a plan for balance that will fit your lifestyle and personality. When developing your plan for balance, remember to be mindful of your responses to yourself and those around you. While creating your plan, it is possible to become either overwhelmed or encouraged by the exercises. Remember, if you begin to feel overwhelmed, seek out professional help and assistance to work through personal issues that may arise.

Relationships are at the core of what we need in order to survive and flourish as an individual. We rely on others to give us purpose, inspire thought and push us to become better than who we are today. Interacting with others, we naturally become aware of our strengths and our weaknesses and subconsciously begin to assess how to develop our strengths and shore up our weaknesses. However, the natural act of interaction is avoided and underused by many because it exposes our vulnerabilities and weaknesses which can feel uncomfortable and defeating.

The following are a few things everyone can do to bring balance to all of their personal and professional relationships:

Become aware of the areas where you are having difficulty maintaining an even perspective both rationally and emotionally. An example of this would be when you know someone (your boss

or friend) has something urgent that needs to be taken care of yet you still feel slighted because you feel less important. Then make it a point to work on either reducing or increasing certain behavior to level the playing field. Allow people to talk uninterrupted and then ask clarifying questions before you give advice or share your "true" thoughts.

Let people know how you feel in a non-threatening, matter-of-fact way that conveys your thoughts, feelings and desires regarding the situation and/or behavior. Being painlessly honest and approachable is important to maintaining a respectful and trusting relationship. Keep in mind that people want you to share your thoughts and to tell them the truth. It is not what you say that usually upsets people, but how you say it; your tone of voice and body language is 'louder' at times than the words you speak.

A well-trained psychotherapist or psychoanalyst can help to identify and work through unconscious issues. The most successful professionals and homemakers have a sounding board and support to maintain their relationships.

I wish you all the best in your journey to find balance. *Jinnie English, LCSW is a psychotherapist and management consultant in Chicago. She has worked with over 500 private clients and companies and specializes in working with women and minorities in the areas of depression, power and control, survivors of abuse and trauma and improving interpersonal skills. She has conducted numerous trainings and been a consultant to Senior Executives. Ms. English is a graduate of The University of Chicago School of Social Service Administration and is a Ph.D. student at the Institute for Clinical Social Work.*

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

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Kathleen M. Flanagan '82

630-850-7108

kathleen.flanagan@leadershipcom.com

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847-705-1003

tmseipel@comcast.net

IMMEDIATE PAST PRESIDENT:

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312-895-2534

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VP-ADMINISTRATION:

Maura K. Mitchell '89

847-384-0284

maurakmitchell@hotmail.com

VP-FINANCE:

Amy Rogowski '98

312-242-9461

arogowski@deloitte.com

VP-INTERNAL COMMUNICATIONS:

Belita L. Smith XP-69

312-255-8346

mbsmith@gsb.uchicago.edu

VP-LEADERSHIP INITIATIVES:

Merle Green Tresser '81

312-266-7700

merle@srosenstein.com

VP-MARKETING/PUBLIC RELATIONS:

Sarah A. Danielson '01

312-879-4088

sarah.danielson@cgey.com

VP-MEMBERSHIP:

Carmen A. Heredia-Lopez '97

312-621-6112

heredia-lopez@jjpopp.com

VP-PROFESSIONAL & PERSONAL DEVELOPMENT:

Lisa M. Burke '92

847-573-1941

lburke@deloitte.com

VP-PROGRAMS:

Dana Damyen '02

312-286-1079

dana@danadamyen.com

Nancy E. Wall '01

773-248-6520

newall@solutia.com

VP-TECHNOLOGY:

Irene Márquez '80

847-657-7818

sliptrip@earthlink.net

DIRECTOR-AT-LARGE:

Barbara M. Flom '02

312-201-3904

barbara.flom@goldbergkohn.com

Danielle Palmer '92

312-316-5281

daniellepalmer@earthlink.net

UCWBG New Members May – August 2004

Lisa Bartkus

Azisti Dembowski

Ben May Institute for Cancer Research

Elaine Dillon

Denise Duffy

The Federal Reserve Bank of Chicago

Kitayun Ghista

Cathy Goodman

Hewitt Associates

Ricquel Harper

Valerie Marshall

ARAMARK Facility Services

Kristin Peters

PepsiCo Beverages and Foods

Paula Rogers

Institutional Capital Corporation

Kristan Rowland

William Blair & Company, LLC

Laura Sanchez-Greenberg

V&V Supremo Foods Inc.

Alyson Tesler

Retail Concepts

Shannon Zheng

Catherine Zimmerman

Jinnie English, LCSW

Offices in Chicago and South Suburbs

708-489-2265

jinnie@consultant.com

Peak Performance: Top Women in Funds Reveal Key Trends and Career Strategies

October 12, 2004

Mid-America Club, 200 E. Randolph St.

Schedule of Events:

5:30-6:00 Networking, cash bar

6:00-6:30 Buffet

6:30-6:45 Introductory comments

6:45-8:00 Panel discussion/Q & A

8:00-8:30 Networking

Cost:

\$40 Members / \$50 Non-members through October 1st

\$45 Members / \$55 Non-members after October 1st

Participants:

Barbara Krumsiak, Calvert Funds, *CEO*

Jane McCart, The Northern Trust, *Senior Vice President*

Colette Wallner, Johnson Asset Management, *President*

Moderated by:

Julia Antonatos, *CFA and Vice President*, Nuveen Investments

Women are increasingly breaking through to the top ranks of the mutual fund industry. What are the career possibilities for women in this fast track, brass tacks world paced by quarterly performance rankings and assets under management? What social trends are influencing the investment portfolios and market positioning of successful fund groups today? How are governance and regulatory changes affecting investor expectations of fund managers? With women eventually owning or directing investment decisions for nearly 80% of household assets, what role do women play in the strategic thinking of fund managers? Women in funds management are bringing new perspectives, social capital and intellectual firepower to the management and marketing of the most popular investment vehicles of our times — an industry managing more than \$3 trillion. Our panel of top performers will share their insights.

Panelists will speak informally for 10-15 minutes each regarding career experiences, such as keys to success, how being a woman in funds management has helped or hindered personal advancement, lessons learned, impact of women investors on the funds business, trends in funds management and career opportunities.

Questions regarding this event should be directed to Nancy Wall, VP Programs, 773-248-6520.

Are you connected?

We send monthly email news bulletins about all upcoming events to UCWBG members. In addition we send emails on occasion about special programs of merit. If you are not receiving these bulletins, please contact kathymflan@aol.com immediately so we can get you connected.

Management Conference Panel Focuses on Building International Connections

By Merle Tresser '81

Thinking of going global? Go for it! That was the resounding advice of the experienced panel of entrepreneurs gathered for the UCWBG-sponsored panel, "Building Leadership Connections in Entrepreneurial International Business," at the 52nd GSB Management Conference on May 14th.

The large and diverse audience in attendance learned that our common U.S. heritage can sometimes blind us to the most obvious affronts to sensitivities in other countries; that most of the facts and figures necessary to build an international business plan are right at our fingertips through government services and websites; and that adaptability does not mean tolerating practices that stretch our own moral values.

For more than a decade, UCWBG has sponsored a panel at this event — identifying topics of great appeal, shaping concepts for a meaningful discussion, and recruiting outstanding panelists. For the second year, the UCWBG panel was developed by Merle Tresser, VP Leadership Initiatives of UCWBG and executive recruiter with Susan Rosenstein Executive Search Limited. As panel moderator, Waverly Deutsch, Adjunct Assistant Professor of Entrepreneurship at Chicago GSB, raised insightful questions that challenged the participants to reveal all.

Speaking from her experience in developing a market for U.S. snack foods in Asia and consulting to other global start-ups, Laurel Delaney, founder of Global TradeSource Ltd., encouraged participants to take the leap and learn along the way. She shared her own lessons learned, including her advice to have distribution

in a foreign company thoroughly developed before beginning to stockpile product for shipment. She advised having a customer before quitting a day job. And she identified the three keys to success in international trade: knowledge, mastery and trust.

Anita Tang, managing director of Royal Roots Global Inc., helps American companies do business in China and provides advice to foreign companies entering U.S. markets. She pointed out that trust develops differently in different cultures. She noted that people in the U.S. are immediately friendly, but that goodwill may fall off fast. In contrast, in Asian cultures people may take longer to form trusting relationships but the relationships tend to last longer. Tang entertained the audience with her quick wit, demonstrating first hand the bravura and tenacity required to overcome cultural barriers and deal with government agencies.

JoEllyn Prouty McLaren '94, an international business development and marketing consultant, shared her experiences in the launch of the Chicago GSB Asia Campus and the Executive M.B.A. Program in Singapore. In reviewing proofs of a critical advertising campaign, she recognized the negative response that would be generated abroad by a photo of a young blue-eyed blond boy symbolizing the power of the future. The photo was changed and the result was a successful campaign worldwide.

Despite the challenges, international business is well worth the effort, according to the panel, for personal as well as commercial reasons. "At the end of the day, I'll remember the experiences," said Prouty. Her parting advice: Enjoy it.

GSB Black Alumni Network Takes Off

By Nyasha Nyamapfene '99

The key value of the Chicago MBA lies in the access it provides to a global network of elite professionals and leaders. The GSB produces some of the world's top business leaders, entrepreneurs, and community leaders. The UC-GSB Black Alumni Network connects individuals of African descent to share information, ideas and opportunities, and to expand the success of the collective membership. According to GSB records, there are currently over 1000 GSB alumni of African descent, 400+ of whom are in the Chicagoland area. The GSB Black Alumni Network seeks to develop an alumni 'family' that grows and returns to each member for a lifetime, helping to maximize the value of the Chicago MBA.

Vision and Mission:

The UC-GSB Black Alumni Network believes that one's network is key to maximizing success and expanding influence. We seek to create a cohesive, supportive, strategic, global network among the leadership within communities of African descent. This leadership emanates from the University of Chicago Graduate School of Business and shall be utilized by its members for professional, personal, and community advancement.

The Chicago Black Alumni Network seeks to help alumni of African descent maximize the value of the Chicago MBA by providing a vehicle through which members share information, ideas, and opportunities.

Goals:

- Provide a platform for the establishment of lifelong relationships among Chicago GSB black alumni through the development of a cross-generational family.
- Provide education, discussion forums, networking, and socializing opportunities for members.
- Facilitate career development, entrepreneurship, and community influence.
- Welcome young black professionals into an elite professional community.
- Encourage an ongoing relationship between members, the GSB, and other Alumni groups.
- Assist the GSB in reaching its goal to become the #1 Business School in the world.

If you have an interest in receiving more information on the group or on the upcoming schedule of events, please contact Nyasha Nyamapfene at 773-548-8711 or nnyamap@gsb.uchicago.edu.

Mother's Network Presents: Part-Time/Flex-Time Career Options for Professional Women

Saturday, September 18th, 2004

9:30-11:30 a.m. at the Elmhurst Public Library

Cost – \$10 includes continental breakfast

Today's organizations are recognizing the need to offer employees, especially women, more flexibility in the workplace. They are beginning to realize that creating a workplace culture that provides a work-life balance is a win/win for everyone and, as a result, contributes to the bottom line.

Join us for an informative presentation by Katie Turner and Gayle Pervos, Directors of Flexible Resources, Inc. Flexible Resources is a unique staffing and consulting firm, specializing in the policies and practices of workplace flexibility.

In this dynamic presentation, Katie and Gayle will address timely issues such as:

- Why workplace flexibility makes sense
- How to achieve flexibility as an employer/employee
- How to find flexible positions
- What to expect and possible pitfalls with flexible positions

Founders of Flexible Resources, Inc., Nadine Mockler and Laurie Young are authors of the recently published book, *The End of Work as We Know It*, available at Barnes and Noble and Ivillage.com. Flexible Resources, Inc. shows why the traditional workplace continues to fail families and is dangerously out of touch with current psychographics, demographics, technology and the global economy.

"The reason work doesn't work anymore is that our workplace remains hopelessly out of step with our service economy. We are still basing the workplace on the 100-year old Industrial Revolution model that put everything in the same place at the same time," says Ms. Mockler. "One dramatic finding illustrates the failure of family-friendly policies: Nearly 60% of the women who leave their jobs to seek flexible work arrangements in any given year never bother to ask if a flexible arrangement could be worked out. This shows the stigma still attached to those who want flexibility and the employee's lack of faith in her employer to deliver on 'family-friendly' promises. Costly turnover is the result."

Today's professional women are longing for this type of work arrangement. Flexible Resources, Inc. has been consulting with organizations nationwide for over 14 years to create effective, long-term work-life initiatives based on a simple philosophy – "Value output over face-time." And to help them understand that the result is a more productive workplace that contributes to the bottom line and positively impacts employee lifestyle and attitude.

Flexible Resources, Inc. has also contributed to many articles published in *Enterprising Women*, *Working Mother*, *The Wall Street Journal*, *Harvard Review*, *Business Week*, *The Chicago Tribune*, and *Connecticut's The Advocate*.

UCWBG Invites Recent Grads

by Carmen A. Heredia-Lopez, '97

UCWBG's goal is to attract GSB graduate women early on in their careers. We believe that the UCWBG provides a great network of professional women in all areas of business. Why not share this wealth of knowledge and experience with younger women? Many 2004 graduates took advantage of the opportunity this summer to join.

If you have joined our group for only one year, please remember that we do offer a two or three year membership option

for \$130 or \$195 respectively. Lock in the lower annual membership fee (\$65/year) by selecting one of these options!

We are gearing up to start our membership drive for 2005! If you are interested in helping our membership grow, please join the Membership Committee by contacting Carmen Heredia-Lopez at heredia-lopez@jppopp.com or by visiting our website at www.ucwbg.org.

Leadership | **Communication**

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

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The University of Chicago Women's Business Group

North/Northwest Networking Group

Date: Thursday, October 21st, 2004
Place: Maggiano's Restaurant
175 Old Orchard Shopping Center
Skokie, IL 60077
847-933-9555
Time: 6:30 p.m.
Contact: Patti DeFarno, '86
847-441-5552
RSVP: Needed by Monday, October 18th to:
Patti DeFarno, '86
847-441-5552 or pattidefarno@aol.com

You're invited to join the group at Maggiano's Restaurant on Thursday, October 21st for some great food and conversation with the North/Northwest Networking group members. All members of The University of Chicago Women's Business Group and guests are welcome.

The North/Northwest Networking Group meets bimonthly, usually on Thursday or Saturday of the third week of the month. Mark our next meeting dates on your calendar, and plan to attend. These gatherings provide an opportunity for informal networking among new acquaintances as well as with old friends.

Date	Meeting Location	Time
Thursday, October 21	Maggiano's Restaurant Skokie, IL (Old Orchard Shopping Center)	6:30 p.m.
Saturday, December 4	Season's Restaurant Long Grove, IL	11:00 a.m.

If you are considering attending a North/Northwest Networking Group meeting and would like to receive a reminder via e-mail, contact Patti DeFarno with your e-mail address: pattidefarno@aol.com. RSVP's may also be sent to this address.

How to get to Maggiano's Restaurant:

The restaurant is located in the Old Orchard Shopping Center off Skokie Boulevard between Old Orchard and Golf roads in Skokie, and is easily accessible from the Edens Expressway by taking the Old Orchard exit.

NOTE: Reservations will be under "North/Northwest Group".



THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP

5250 Grand Avenue
Suite 14, PMB 288
Gurnee, IL 60031-1877

Forwarding Service Requested

BUILDING LEADERSHIP CONNECTIONS