

THE EXPONENT

THE UNIVERSITY OF CHICAGO
WOMEN'S BUSINESS GROUP

W I N T E R 2 0 0 4 - 2 0 0 5

UCWGB Annual Meeting Kicks Off 25th Anniversary with Forward Focus



Strategist Susan Gallagher to Give Keynote on Jan. 27

Susan Gallagher, managing director in charge of Strategic Development with the Huron Consulting Group and founder of the Senior Businesswomen's Forum, will be the keynote speaker at the January 27 Annual Meeting of The University of Chicago Women's Business Group. The meeting will kick off a yearlong celebration of the 25th anniversary of the founding of UCWBG by a group of dynamic, forward thinking women in 1980. Also, the 2005 UCWBG board will be installed at the meeting and 2004 board members will be acknowledged.

"We are excited to kickoff our 25th anniversary with the insights and perspectives of one of Chicago's leading women," said Kathy Flanagan, 2004 UCWBG president. "We know Susan Gallagher's insights, gained in a noteworthy consulting career that spans the history of the UCWBG, will inspire us with a new sense of the opportunities and challenges women face today."

"We want this anniversary year to be notable for the connections, leadership and growth that UCWBG will create for our members and our organization," said Teresa Seipel, incoming 2005 UCWBG president.

Festivities will begin with a reception at 5:30 p.m., followed by a buffet and keynote address beginning at around 6:30 p.m. To register, please go to www.ucwbg.org.

Susan was formerly the head of Client Relationship Development at the 250-partner Chicago office of Arthur Andersen LLP. She was also the partner in charge of the professional services and government services industry sector. She has more than 20 years' experience consulting on complex financial matters, with a national reputation in legal markets. She led the investigation team that uncovered one of the largest paper trading schemes in the U.S. She also restructured the \$34 million marketing function of the Chicago Office, increasing results while reducing costs by 50 percent.

As one of the founding partners in Andersen's initiative to attract and retain women, Susan has fostered the development of women in many ways. She is the founder of the Senior Businesswomen's Forum, an organization of Chicago's leading businesswomen. She has served as a member of UCWBG's Advisory Council since 2001.

Recently elected new members of the 2005 board who will be

Continued on page 5

Global "Women's Principles"

Launched by Calvert Funds

In June 2004, the Calvert Group partnered with UNIFEM, the United Nations Development Fund for Women, to launch the first global code of conduct for corporations focusing exclusively on empowering, advancing, and investing in women worldwide.

As a socially responsible investment firm, Calvert seeks to invest in and advocate for greater corporate social responsibility in many arenas. "We do have a role—a very important role, we think—that we can play in advancing the status of women: by impacting corporate conduct," said Barbara Krumsiek, president and CEO of the Calvert Group, in announcing the Women's Principles.

The principles provide companies a set of goals they can aspire to and measure their progress against, while offering investors a set of tools they can use to assess corporate performance on gender

equality issues. They are intended to serve as a concrete set of indicators for tracking the progress of gender justice in the corporate community.

Why did Calvert decide to take the lead in introducing these principles at this time? "Because corporations need to be persuaded to do this. Because the financial community needs to get involved.," said Barbara. "Because investors need to be mobilized to support women's empowerment. Because the socially responsible investing community needs to make women's empowerment a priority."

The Calvert Women's Principles address seven ways of empowering, advancing and investing in women worldwide:

Disclosure, Implementation and Monitoring. Corporations will employ proactive gender equity policies that are publicly disclosed, monitored, and enforced.

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Global "Women's Principles" (cont.)

Employment and Income. Corporations will implement wage, income, hiring, and promotion policies that eliminate gender discrimination.

Health, Safety, and Violence. Corporations will initiate policies that secure the health, safety, and well-being of women workers.

Civic and Community Engagement. Corporate policies will help promote and protect women's full participation in civic life.

Management and Governance. Corporate policies will ensure women's participation in corporate management and governance.

Education, Training, and Professional Development. Corporations will implement education, training, and professional development policies benefiting women.

Business, Supply Chain, and Marketing Practices. Corporations will apply proactive, non-discriminatory business, marketing, and supply chain policies and practices.

In partnering with the Calvert Group to create these principles, UNIFEM hopes that "the dialogue and recommendations that stem from the integration of the Principles will exert a significant impact on corporate behavior, encouraging concrete actions that remove barriers to women's equality," said Noeleen Heyzer, Executive Director of UNIFEM, at the June launch.

This landmark initiative made headlines around the globe. *The Wall Street Journal*, *Business Week*, *CNNfn*, *Associated Press*, and *Investor's Business Daily* carried the news.

"We know we don't have all the answers and that we are at the beginning of something, not at the end," said Barbara. "We recognize that some corporations will be better positioned than others to implement these principles, and that some of the specific principles may be problematic or difficult to implement. We have designed the principles with these realities in mind, and have structured each section in a way that generally proceeds from the more elemental to the more difficult. It is our hope that this approach will allow companies to determine where along the continuum they are most comfortable, and that they will then be induced to build upon their commitments and their successes over time. ... (T)here really is a strong business case for promoting women's economic development, entrepreneurship and enterprise."

For the complete text of The Calvert Women's Principles and more information about this initiative go to <http://calvertfunds.com/womensPrinciples.html>.

C A L E N D A R O F E V E N T S

January

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Friday, January 7, 2005

First Fridays
Lunch at the Midway Club

Saturday, January 8, 2005

Board meeting

Wednesday, January 19, 2005

Women's Leadership Breakfast Series

Thursday, January 27, 2005

UCWBG Annual Meeting

Monday, January 31, 2005

Advisory Council Meeting

Friday, February 4, 2005

First Fridays
Lunch at the Midway Club

Saturday, February 12, 2005

Member Welcome Event

Friday, March 4, 2005

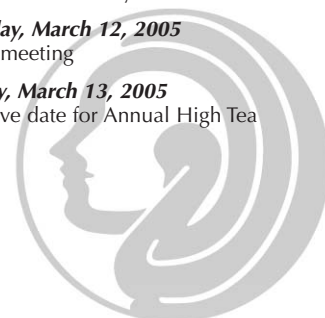
First Fridays
Lunch at the Midway Club

Saturday, March 12, 2005

Board meeting

Sunday, March 13, 2005

Tentative date for Annual High Tea



President's Letter



Kathleen M. Flanagan '82

Dear Members of The University of Chicago Women's Business Group:

Like many of you at this time of year, I am reflecting on what I learned, what I accomplished, and what I can use as a foundation for the future based on my experience in 2004.

For me, of course, a defining experience has been my term as president of UCWBG. Several past presidents of UCWBG told me that this would be a

very demanding year and that I would get out of it more than I put in. This has certainly proved true.

The year was full of intense activity, and it was a time of discovery and joy. It has been a real gift to meet so many of you. Every time I heard one of our leading women speakers, I learned new ways to think about my own career decisions and leadership style. And through it all, the friendship of committee leaders and board members has been a great source of satisfaction and support.

TIMELY EVENTS THAT BRING US TOGETHER

Our events provided many opportunities for connecting—at breakfast, lunch and dinner; on weekdays, Saturdays and Sunday; in downtown Chicago and in the suburbs.

Our major speakers gave unique insights on the theme of "Building Leadership Connections," including Chicago GSB Professor Linda Ginzel at our annual meeting in January, Shedd Aquarium CFO Joyce Simon at the High Tea in the spring, and leading philanthropist Susan Crown at our 4th annual event "Linking Professionals to Nonprofit Boards" in November.

Our networking lunch in April continued our alliance with the Professional Women's Club of Chicago. We also partnered this year with the Financial Women's Association to present "Peak Performance," a panel of top women in funds management in October. And we are proud to be a co-sponsor of the women's leadership breakfast series with The Executives' Club of Chicago, featuring outstanding women leaders in two panel discussions this fall.

Two Saturday morning workshops supported personal and professional development. One program featured Marilyn Moats Kennedy, who took a holistic look at wealth management with a line-up of financial experts led by Denny Cummings of The Cummings Group. Part-Time/Flex-Time Career Options was the focus of another session organized by the Mothers' Network in Elmhurst.

KEEPING IN TOUCH IN SMALL GROUPS

Informal gatherings proved popular through the year—and a great opportunity for individuals to find out more about each other and to learn how to benefit from UCWBG involvement. We started with a Welcome Event in February as an opportunity for new and renewing members to meet each other and the board. At The Midway Club, lunches on "First Fridays" brought together some 30 women each month for lively conversation. Our popular discussion group, Leadership Circles, met for five sessions to share perspectives on leadership. And special interest groups met through the year in the suburbs and downtown to enjoy camaraderie and support.

CONNECTING WITH THE CHICAGO GSB COMMUNITY

It has also been rewarding to see our relationship with the The University of Chicago Graduate School of Business grow stronger. Dean Ted Snyder joined us for the annual meeting, sharing some of his thoughts regarding progress at the Chicago GSB. Once again, UCWBG created a well-attended panel at the GSB Management Conference, this year on the topic of building global entrepreneurial connections.

In addition, as an outgrowth of the GSB Alumni Engagement Taskforce, we have strengthened our communication with the Chicago GSB Club and Roundtables. In the past year, several UCWBG board members also worked eagerly to open communications with student groups and recent graduates.

USING OLD AND NEW MEDIA TO COMMUNICATE

While we continue to reach members through mailings and regular issues of The Exponent, we have been excited to see the increased connections that we can build through the Internet. Monthly email bulletins from UCWBG and weekly messages from the GSB alumni organizations now provide an efficient way to keep you informed of upcoming activities. More important, our website has become the hub of our community. [Wwww.ucwbg.org](http://www.ucwbg.org) is at once the town hall, community center, bulletin board and portal for all our activities and programs.

APPRECIATIONS AND AN INVITATION

The board worked together diligently through the year to build on the strengths of our past accomplishment and to prepare for the next 25 years. Listening to members, reviewing survey data and reflecting on our strengths and opportunities as a community, we have identified three themes that seem to have significant resonance with our members: connecting, leading and growth. We see UCWBG as

- a path-breaking GSB alumnae group, celebrating its 25th anniversary in 2005
- dedicated to leading, connecting and supporting Chicago GSB women
- organized to address the professional, personal and career development needs of women
- a vibrant, passionate community of women who create connections on multiple dimensions throughout their life stages.

TIME FOR RENEWAL

Please join us as we celebrate 25 more years of connecting, leading and growing. Why not renew your membership today by going to www.ucwbg.org, or by returning the membership form that was sent to you by mail? If you would like to join us on the board or in important committee roles, please contact me. As chair of the Nominating Committee in 2005, I am eager to hear about your interests. As always, I look forward to seeing you at our upcoming events.

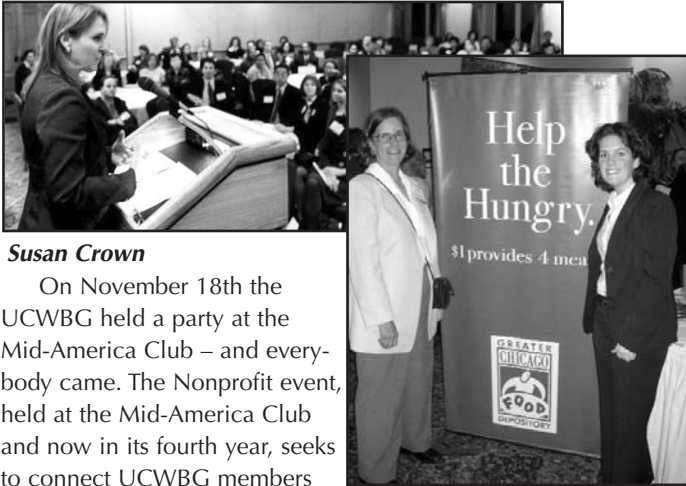
Best wishes,

Kathleen M. Flanagan
2004 President

The University of Chicago Women's Business Group

Linking Professionals to Nonprofit Boards

By Danielle Palmer '92



Susan Crown

On November 18th the UCWBG held a party at the Mid-America Club – and everybody came. The Nonprofit event, held at the Mid-America Club and now in its fourth year, seeks to connect UCWBG members and guests to worthy nonprofits who are looking for qualified board members and high-level volunteers. In previous years, the networking event had been held over lunch. In response to feedback that more time to interact was needed, the Nonprofit Committee decided to move the event to the cocktail hour. The jump in participation may have reflected the wisdom of this change— sixty-eight nonprofit organizations up from fifty-three and more than 300 in total attendance up from 253 in 2003. Even the number of “no-shows” was surprisingly low. The room was bursting at the seams and charged with energy and enthusiasm.

Exit and survey comments were all exceedingly positive. A large number of participants told us that they had either joined boards as a result of attending in previous years, or in the case of nonprofit groups, had successfully recruited new board members.

An enhancement for 2004 was the addition of two breakout panel sessions preceding the main activities. The two panel sessions ran concurrently from 4:30 p.m until 5:30 p.m. One, *The Good Board Member*, addressed the expectations of responsible board service. The other, *Advancing Your Career Through Nonprofit Board Experience*, explored how board participation might enrich and enhance a career. Panelists included executive search consultants, governance and strategic planning experts, experienced board members and legal and accounting specialists. Attendance for both sessions was standing room only.

Following the panels, the main event began with a networking hour during which attendees circulated among the nonprofit displays and chatted with organizational representatives; munched on the tasty appetizer buffet served by the Mid-America Club; and socialized with friends old and new. At 6:30 the group moved to an adjacent area for the evening’s highlight – the keynote address. An additional hour of networking was provided following the remarks.

Susan Crown, our keynote speaker, is Vice President at Henry Crown and Company, a privately held firm, with diversified manufacturing operations, cellular phone, real estate, and home furnishings. She also serves as the President of the Arie and Ida Crown Foundation, established in 1947. Susan holds degrees from Yale and New York University and serves on numerous corporate and civic boards.

In her talk, she illustrated her more general observations on board service and volunteerism with her personal experience. She stated, “The decision to invest your time in nonprofit work is, in

essence, assigning yourself. Conventional wisdom theorizes that people serve on nonprofit boards for three reasons: to do good, to look good, to feel good; or some hybrid of the above.”

“I believe that this theory oversimplifies - service is much more than looking, feeling, or doing good. It offers a rare opportunity to broaden your lens on the world, to become energized about new things, and to put your values into practice in a very tangible way.”

“Our values are the elements deep within our belief system that make us ‘tick.’”

She continued, “That’s why I believe that as you contemplate nonprofit work - you begin with a good look at your own value system. Reflect on what really matters to you—**WHAT DO YOU FEEL PASSIONATE ABOUT.**” She asked, “**Where do you want to make a difference?**”

She suggested that as you explore your options, to keep three things in mind: Expand your definition of success, know the differences between *Good Boards, Bad Boards, Great Boards*; and, realistically assess your available time against that REALLY needed by the board. **READ SUSAN CROWN’S FULL REMARKS AT WWW.UCWBG.ORG.**

As in previous years, individuals were encouraged to post their resumes on a confidential page on the UCWBG website. The participating nonprofits were given a password to access the resumes to find potential board members fitting their current needs. The site will be available to the organizations through the end of June to increase value received for their participation.

Joining our group were forty associates and clients of Hewitt Associates, our primary sponsor for the event. They held an earlier related session, also held at the Mid-America Club, which subsequently folded into the UCWBG event.

Many thanks to Suzanne Kenney of Hewitt Associates for initiating and guiding Hewitt’s participation in our event; to Kathy Super, Executive Director of the Starlight Children’s Foundation, and to Boardroom Bound, our two supporting sponsors. Thank you to the staff at the Mid-America Club. Kudos and thanks to the UCWBG Nonprofit Committee for their hard work and dedication, and to our nonprofit participants without whom this event would not take place. Most important, thanks to all our members and their guests who care enough to place their time and energy at the service of their community.

For a list of participating nonprofit organizations and more information on this and other UCWBG events, please visit our website at www.ucwbg.org.



UCWBG Annual Meeting Kicks Off 25th Anniversary with Forward Focus (cont.)

installed at the meeting are Anne Kohler, Kristin Snowden Lerner, JoEllyn Prouty McClaren, and Margaret McCoy. Board members continuing their service are Kathy Flanagan, Barbara Flom, Carmen Heredia-Lopez, Irene Márquez, Teresa Seipel, Belita Smith, Merle Tresser, and Nancy Wall. Members who are concluding their board service in 2004 after greatly appreciated contributions are Sarah Danielson, Maura Mitchell, Danielle Palmer, Amy Rogowski, and Nancy Scott.

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Where are you @?

By Irene Márquez '80

Have you been receiving UCWBG e-mails? Since this spring, many of our communications to members have been through the Internet. Each month we e-mail to you the latest UCWBG news, brief descriptions about our upcoming events and other events in Chicago, and any other information that we think will be of interest to you.

Make sure we have your preferred e-mail address.

Send it to us:

- In an e-mail to ucwbg@ucwbg.org
- Through the Web site, www.ucwbg.org
- In a note to

UCWBG-Member Info Update

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Gurnee, IL 60031-1877

- By fax to **(847) 244-9813**

To distribute our e-mails we use an administrative support company, Overload Business Services. You may need to add their email address to your address book: DeeFarris@lb.bcentral.com. Check with your ISP on how to make sure that UCWBG e-mail can get through to you.

In the meanwhile, the latest monthly update is available through our Web site at www.ucwbg.org.

Leadership Connection with Student Groups

By Carmen Heredia-Lopez '97

Future leading women of the corporate world, and future members of UCWBG, are active today among Chicago GSB student leadership and recent GSB grads. To build relationships with these women, UCWBG is making special efforts to connect with students and their leaders, with great success in 2004. Students have been invited to and welcomed at all our events, sometimes with reduced fees. In addition, the GSB Alumni Office supported student attendance at our Annual High Tea. Also, increasing numbers of women students are coming to the "First Fridays" lunches, which brings a special vitality to these events.

There are three women's groups that provide special opportunities to build bridges with specific groups of GSB women.

Graduate Women in Business (GWB) represents students from the evening and weekend program. The mission of GWB is to provide a forum for professional development, mentoring and networking both within the school and in the community at large. President April Massey leads an officer corps that includes Tracy Pavlishin, Amanda Simmons, Chris Sanborn, Kristina Lau, and Christina Gouglev.

UCWBG board members met several times this year with GWB leaders. As part of their speaker series, UCWBG President Kathy Flanagan spoke to the group in November about authentic leadership. She used this opportunity to encourage student membership in UCWBG. To foster greater student involvement in UCWBG prior to and following graduation, we are offering a special half-price membership rate to GWB members for 2005.

Chicago Women in Business (CWIB) represents the campus women students. The group's mission is to aid its members in developing professional and personal skills and building relationships with corporate recruiters, faculty, alumni, and other women students.

Boasting over 200 members, the group hosts career development, community service, and social events, and holds monthly meetings. Co-chairs of the group are Tiffany Bissey, Pallavi Verma, Mara Melamed, Neeleshwari Beri and Kap Pitarys.

We were pleased to support the CWIB annual leadership conference on November 5 by identifying women for a panel about advancing your career through nonprofit service. Additionally, Kathy Flanagan moderated another panel on work-life balance. We will work with CWIB to promote membership in UCWBG in 2005.

Chicago Women in Business Alumnae Network (CWIBAN) is a dynamic group of recent women graduates from the University of Chicago GSB campus program. This is a worldwide organization with members from Shanghai to Miami. The group takes advantage of electronic communications to build the CWIBAN network. The mission of the group is to support admissions, recruiting, and student life; to facilitate a global communication network for GSB women; and to promote women in business worldwide through community service. The founder and leader of the group is Zina Markevicius '02. Other members of the Steering Committee for CWIBAN are Kelly Gilligan '03, Elizabeth Hager, Neeleshwari Beri, Julia Martin '02, and Jennifer Gunion Nichols '01.

In the past year, through the outreach of Sarah Danielson, VP Marketing, UCWBG and CWIBAN have promoted one another's events through email bulletins.

True to its mission, the UCWBG supports Chicago GSB women in all phases and stages of life. The board of UCWBG has been eager to increase communications and programs with students throughout the past year. We look forward to strengthening our alliances and partnerships with these groups in the future.

Top Women in Funds Management Reveal Key Industry Trends and Career Strategies

By Nancy E. Wall '01



Julia Antonatos, Colette Wallner, Jane McCart and Barbara Krumsiek

On October 12th, the UCWBG and The Financial Women's Association of Chicago hosted a panel discussion to a group of over 60 men and women. Julia Antonatos, CFA, Vice President, Investment Services Development for Nuveen Investments, moderated the event and led the panelists through an informative discussion. The panel was comprised of very distinguished women: Barbara J. Krumsiek, President, Chief Executive Officer, and Co-Chairperson of Calvert Group, Ltd.; Colette M. Wallner, President and Chief Executive Officer of Johnson Asset Management; and Jane McCart, Senior Vice President, Northern Trust Global Investments. Following an hour of networking, the group settled in to listen to the discussion.

Each of the women had insights to share. Barbara Krumsiek talked about the philosophy of Calvert with respect to their employees and the work that they do. Calvert uses a holistic approach to doing business. Calvert looks beyond the numbers and seeks out companies for investment that are in business "for the common good." As a result, more than 60% of their investors are women. Barbara suggests that as women evaluate a potential new employer that they understand first the mission of the organization and second, what it is that the organization celebrates. These questions hold the key to revealing the true culture of the organization.

Colette Wallner spoke of people who had the greatest impact

on her career. Overall, those she held in the highest regard demonstrated passion and a belief in what was right. She noted that they were willing to put aside their personal agenda to insure that compassion for their co-workers always shined through. Colette cautioned the group that individual accomplishment may open the door to success but only the success of the team will insure ongoing success.

Jane McCart shared with the group those things most helpful in advancing her career in the field of investments. She stressed that having credentials, an MBA and a CFA, opened doors and created opportunity for her. Jane shared how she thrived in an environment whose culture is based on teamwork and partnership, where individuals are empowered to make decisions. As more women begin taking part in the decision making process, there is more awareness of the strength and position of women in the world of investing.

The event was an outstanding success. The UCWBG offers appreciation to Julia Antonatos, Barbara Krumsiek, Colette Wallner, and Jane McCart for their participation and dedication to educating and mentoring the women. We also thank our partner, the Financial Women's Association of Chicago, for their help in promoting this event.

Women's Leadership Breakfast Series

"Thanks but No Thanks. You're My Role Model but I Don't Want to Be You."

Women to Discuss Role Models at January 19 Breakfast Meeting

Changing role models for women will be explored under the theme "Thanks, but NO Thanks: You Are My Role Model, but I Don't Want to Be You" on January 19. Lynn Martin, former U.S. Secretary of Labor; Catherine Brune, SVP and Chief Technology Officer of Allstate Insurance Company; and Monica Haslip, Founder of Little Black Pearl will be panelists. Laurel Bellows, Principal/Attorney with Bellows and Bellows will moderate the panel, which is part of the Women's Leadership Breakfast Series of The Executives' Club of Chicago.

Co-sponsored by UCWBG, this event is offered at a sizable discount for UCWBG members: just \$35 per person vs. \$55 for

guests and nonmembers. Sign-in starts at 7:00 a.m., with a seated breakfast at 7:30 a.m. The panel will run from 8:00-9:30 a.m. at the Mid-America Club at 200 E. Randolph.

To register online, go to www.executivesclub.org. Login as 'nonmember' on this site and indicate UCWBG membership in the Notes section of the registration form. Even though the price shown does not change, you will be charged the reduced rate if you have indicated UCWBG membership. Registration by January 5 is requested, though later reservations will be accepted if space is available. This exciting series is cosponsored by UCWBG and The Executives' Club of Chicago.

Line or Staff – What’s Your Road to the Top?

By **Kathleen M. Flanagan '82**

Are there two roads to the top? One line and one staff? Or is line management the only route, as traditionally believed? How can a person in a staff position cross over to a top line position?

Various answers to these questions were proposed by panelists at the Women’s Leadership Breakfast on November 3, co-sponsored by UCWBG with The Executives’ Club of Chicago at the Mid-America Club.

Desiree Rogers and Donna Zarcone, two prominent women in top corporate positions in Chicago, shared their personal stories and insights. Kevin Connelly, managing director for Spencer Stuart commented on research his firm has conducted regarding successful executives. Jonathan Ward, chairman and CEO of The ServiceMaster Company moderated the panel.

“Times are changing. It’s our time to dream, to wish and to succeed,” said Desiree Rogers, who was recently named president of Peoples Gas and North Shore Gas after a successful career in marketing and communications positions. She first joined Peoples Energy in 1997 as vice president of corporate communications. In 1999, she was named chief marketing officer and later became senior vice president over Customer Support.

Rogers found that she was able to make the switch from staff to line by looking for ways to add value and having the courage to be honest and open. She offered several tips on getting to the top: 1) Know yourself and what you really want; 2) Recognize that complete control is not always a good thing—you need the involvement of others; 3) Understand what you are good at and be sure to knock the ball out of the park; 4) Don’t be afraid to be vulnerable and to honestly communicate with others in your organization; 5) Be ready to accept responsibility for an area that may not be in the best condition, because that’s where you can add value.

“Both line and staff jobs can lead to the top...but it’s up to you

to make it happen,” said Donna Zarcone, president and COO of Harley-Davidson Financial Services. She acknowledged that since she started in a staff position as a CPA for KPMG 25 years ago, she has faced some bumps in the road. She compared her journey to a motorcycle ride and suggested that there is more than one road to any destination. Her advice: 1) Know when it’s okay to take risks; 2) Be sure to have a road map—plan ahead; 3) Ask for directions—help from others; 4) Select a supportive environment and corporate culture; and 5) Take an entrepreneurial, line approach to managing the business regardless of your staff position.

According to the Spencer Stuart research on successful executives, it is not line or staff background that determines success. “It is at the same time neither and both,” said Kevin Connelly. The higher you go, the more the hiring decisions are about soft skills and risk taking. “The most important soft skill is leadership,” said Connelly.

The Women’s Leadership Breakfast Series will continue in 2005. The next event is titled “Thanks, but No Thanks. You’re My Role Model but I Don’t Want to Be You” on January 19. For more information about registration at reduced rates for UCWBG members, check the GSB Alumni Weekly Email or www.ucwbg.org.

Leadership | Communication

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

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**UCWBG New
Members:
Sept. - Nov. 2004**

Tina Buhelos
*WSI Internet Consulting &
Education*

Joy Guttschow
Fitch Ratings

Jennifer Kelly-Dominiquini
Strategos

Linda Lam
Liberty Hampshire Company

Michelle Maguire
Chicago Equity Partners

Peg Melberg
*Covenant Emergency
Management Services, LLC*

Kathy Morrissey
The Morrissey Group, Inc.

Leslie Park
Stephanie Ropp
Jane Jimmy
The NPD Group

Tania Sahai
The Richmark Group



Carmen Heredia-Lopez, Barbara Flom, Sheryl Martin, and Karen Staib Duffy enjoy First Fridays Holiday Reception in December

Time to Renew

Don't forget to ring in the New Year by renewing your UCWBG membership. Our 25th anniversary year will provide many special opportunities to make new friends and cement long-term friendships. Don't miss out on any of the fun. To renew, just go to www.ucwbg.org – or return the membership form that was mailed to you, enclosing your check or credit card authorization. Act by January 15 to reduce our campaign costs.



THE UNIVERSITY OF CHICAGO
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