

UCWBG's 2006 Women's Summit Positions Us Well for the Next Quarter Century

By Anne Kohler '91

Save the Date!!! You won't want to miss UCWBG's second annual groundbreaking event - "2006 Women's Summit- Creating a Shared Vision". UCWBG in partnership with Hewitt Associates and Lee Hecht Harrison is thrilled to announce this second annual event which was such a huge success for us in 2005. The Women's Summit, to be held on October 17th, 2006 at the InterContinental Hotel in Chicago, Illinois will position us well for the next quarter century.

This event will provide a venue for diverse leadership from corporations, entrepreneurial ventures, law, medicine, public policy, education, journalism, science, technology and nonprofit organizations in the Chicago area to join together. We will be celebrating the success of women and minorities and developing a collective vision for contributions to our community.

Event Details

In honor of this momentous occasion, Ms Cherie Booth, QC, noted British Attorney, Human Rights Advocate and wife of Tony Blair will be keynote speaker. In addition to our guest speaker, the event will include the following aspects:

Visioning Sessions to explore important topics for women today. Each session will have a thought leader with expertise on the topic and a professional facilitator. You are invited to share your thoughts and ideas and get involved. Our goal is for the community to come together, create a shared vision and shape our future.

Visioning Session I

"Community Outreach - Women Making a Difference"

Throughout its history, Chicago has benefited from the work of civic leaders who have reached beyond their business success to contribute to the community. Today, as women rise to prominence in the business sphere, they are stepping forward to find new ways to continue to make Chicago a vibrant community for all its citizens.

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Ms. Cherie Booth

Cherie Booth is a trailblazer in her professional life and a dedicated wife and mother in her private life.

The New York Times wrote: "Cherie Blair is viewed as something of a wonder woman for her ability to balance her high-powered professional life, high-visibility public life and intensely consuming private life." Her husband, Prime Minister Tony Blair, has given his wife credit for being "...an enormous source of strength and an extraordinary person in her own right. I never know how she manages with all the different things she does - the work, the family."

After studying Law at the London School of Economics (LSE), Cherie Booth was at the top of her class in her Bar examinations and was called to the Bar in 1976. She was the first (and still the only) person to earn an LSE law degree with a first class in all her subjects. She married Tony Blair in 1980 and in 1995 she became a Queen's Counsel, which is a title held by only 10 percent of English lawyers. Currently, she specializes in Public, Employment and European Community Law at Matrix Chambers law group in London.

Ms. Booth's speech topics include: Human rights for women and children, balancing family and career, charity, public service and legal issues.

Ms. Booth is President of Barnardo's; Trustee, Refuge; Vice-President, 4 Children; Trustee, Citizenship Foundation; Patron, Breast Cancer Care; Patron, Cancer Care for Children; Patron, Victim Support London; Patron for Education for SCOPE; Patron, Greater London Fund for the Blind; Patron, Loomba Trust; Patron, Islington Music Centre; Patron, Refuge; Patron, Community Foundation for Merseyside; Patron, Opportunity Now Awards; Patron, Write4 GOSH Awards; Patron, Home Start Islington; Patron, Mary Ward Legal Centre; Patron, Noah's Ark; Patron, Living Legends Awards; Patron, Downside Up; Patron, Age Exchange; Honorary Patron, Genesis Appeal; Patron, The Merlyn Trust; Patron, Chinese for Labour; Patron, Asian Women of Achievement Awards; Patron, Believe to Achieve; Patron, Michael Palin Centre Appeal for Stammering Children; Patron, European Federation of Black Women Business Owners; Honorary President, Plater College; Vice-President, Family Mediators Association and Ambassador, Weston Spirit.

Ms. Booth is the Chancellor and Honorary Fellow of Liverpool John Moores University (JMU), Governor and Honorary Fellow of the London School of Economics and the Open University, Fellow of the Royal Society of Arts, Honorary Fellow of the Institute of Advanced Legal Studies, a Doctor of Laws (Westminster University) and a Fellow of the International Society of Lawyers for Public Service. She is a Bencher of Lincoln's Inn London as well as honorary Bencher of Kings Inn Dublin.

Away from work Ms. Booth likes to spend as much time as possible with her children.

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Women's Summit
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A Committed Focus on Women Leaders: Hewitt Associates Women In Leadership Group

As the world's foremost provider of human resources outsourcing and consulting services, Hewitt Associates recognized it would take more than having a focus on gender diversity and women's issues to make a real business impact. Focused commitment inside and outside of Hewitt's walls--driven by a core team of senior women leaders--was the call to action, which is how Hewitt's Women In Leadership ("WIL") group came to be. First organized in October 2003 as a small informal group of senior women uncovering their challenges and opportunities, the now formally chartered group continues to aggressively push progress inside and outside of Hewitt's walls today.

WIL's mission is to advance the global success of Hewitt, its clients and the communities it serves by valuing, supporting and promoting women's professional contributions and creating an environment that enables women to achieve their full potential as leaders. "Partnerships with other organizations committed to developing and supporting female leaders are a key component of our mission," explains WIL Governance Council member and Hewitt's Global Communication Consulting Practice Leader, Suzanne Kenney. "To underscore our commitment to building synergies and creating opportunity on important issues that impact women in the workforce Hewitt is partnering with UCWBG by sponsoring The Women's Summit in October."

Workforce diversification is certainly critical to success in today's business environment and Hewitt is committed to becoming a premier destination for the best female talent. In order for more women to move into higher ranks of management, a dual commitment

is needed. Business leaders must build diversity into their leadership pipeline, and women must continue to be the architects of their own careers while actively supporting other women.

The members of WIL are involved in a number of projects, including leadership of and active participation and sponsorship of nationwide forums concerning women in the workplace; exposing women across the company to Hewitt's three women Board of Directors during Women's History Month; developing three all-day workshops for associates on serving on nonprofit boards; and spearheading significant efforts in Atlanta through the Atlanta 100 program, and in Chicago through the Mentium program, to connect "leaders in the wings" with outside mentors. In fact, WIL complements Hewitt's other activities in leadership development and succession planning; global diversity and inclusion; and corporate social responsibility. Planned activities such as mentoring; skill building (negotiations, speaking, etc.); panel discussions and guest speakers; client events across the country; and community outreach strengthen Hewitt's inclusion efforts, add value to the business, and significantly impact future women leaders through formal and informal leadership opportunities and capability development.

Simply put, women are critical to Hewitt's continued success in the workplace and marketplace. As stated by Hewitt Chairman and CEO, Dale Gifford, "Becoming an increasingly diverse organization is critical to our own good health—and to maintaining our status of trusted advisor to our clients, whose workforces are becoming increasingly diverse."

Calendar of Events

CALENDAR OF EVENTS

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		

Wednesday, August 2, 2006

Leads Group

Friday, August 4, 2006

First Friday Lunch

Saturday, August 12, 2006

Board Meeting

Saturday, August 12, 2006

UCWBG West Group

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

Friday, September 1, 2006

First Friday Lunch

Wednesday, September 6, 2006

Leads Group

Saturday, September 9, 2006

Board Meeting

Saturday, September 30, 2006

UCWBG West Group

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				

Wednesday, October 4, 2006

Leads Group

Friday, October 6, 2006

First Friday Lunch

Tuesday, October 14, 2006

Board Meeting

Tuesday, October 17, 2006

The Women's Summit

Thursday, October 19, 2006

North/Northwest Networking Group

President's Letter: A Circular Musing About Circles

By Barbara Flom '02



Symbols are powerful, evocative, a marvelous shorthand for concepts and things that take much longer to explain. If a picture is worth a thousand words, a symbol can support volumes.

Take the simple circle. An elegant geometric form, but also used throughout history to symbolize the Sun, the Earth, the entire universe (remember "music of the spheres"?), at one extreme, or an egg, an eye, a city (dots on a map), or a moth-

er's enfolding arms, in the human scale of life. When we developed the new logo for UCWBG in late 2004, we saw the circle as describing a community of women, connected, supportive. And in that context, it occurred to us that if the circle was complete, it could also be viewed as "closed" to non-members and outside influences. Since isolation was not our intent, we created a circle with openings, to symbolize that our group was open to the wider community.

Looking back a year, I realize that this choice of symbol was even more meaningful than we appreciated. We undertook the rebranding project, in part, because UCWBG's 25th anniversary was approaching. And similarly, to mark this important milestone, we held the Women's Summit, which celebrated 25 years of women's advancement in the business world while at the same time observing how much farther there remains for us to travel than the path we have already worn. For UCWBG, one of the novel features of the Summit was how we collectively stretched out our hands to other groups in the community to encourage them to participate in the event. With over 325 registrants, the Summit was the biggest event we have ever held. If we needed proof that our own circle was open, and that the result of openness was a valuable, exhilarating experience for everyone, the Summit provided that proof.

Another reason we incorporated the circle into our logo is that our Leadership Circles have been an important part of UCWBG's identity and outreach to the community for several years. Each year, anywhere from ten to 20 members have gathered to discuss short readings on leadership, their own leadership challenges and experiences, and the advantages of different styles of leadership. Participants in these groups forge new friendships and deepen their connections to the UCWBG community, while learning skills and techniques that will serve them in all of life's leadership roles.

This year, we have begun discussing what other types of "Circles" we could offer our membership, on topics that lent themselves to multiple meetings, sharing experiences, and solid learning. At our May 1 event, "The Wisdom of Transition," we explored and discussed all kinds of transitions that women make in their lives: between jobs; in and out of the workforce to care for children or aging parents; from big corporations to entrepreneurial adventures; and so on. Participants were so energized by the topic and its relevance that many of them requested that UCWBG offer a series of events focused on this subject. "Transition Circles" are on our drawing board, and we hope to bring them to you next year. (If any of you are in coaching businesses, please note that we will be seeking qualified individuals to lead the Circles. Feel free to email me at President@ucwbg.org if you are interested.)

Circling back to the Women's Summit, I submit that this event, which we are holding again this year on October 17th, at the Intercontinental Hotel, can be symbolized by multiple, intertwined circles representing the coming together of many different communities. UCWBG is at the center, reflecting its role as organizer and catalyst for

the event; we are often told that we're the group that "makes it easy to make connections," and that is one of the goals of the Women's Summit. Surrounding and intersecting that center are circles representing our several sponsoring companies and the many community groups who are signing up as Friends of the Summit. And all of us collectively are encompassed within yet larger circles, representing the various communities in which we pursue our careers and live our lives.

For the members of UCWBG, one important, larger circle is our alma mater itself. We are justifiably proud (though we don't like to brag) of having been accepted for study at such a prestigious institution, and of having worked hard to achieve our MBA degrees. Yet many of us admit that we don't always feel very connected to the GSB, let alone the wider University of which it is a part. When the Admissions Office asked us, earlier this year, to make calls to new admits to encourage them to attend the GSB, many of us were willing to help but a bit tongue-tied on what to say. We didn't feel sufficiently conversant on the current faculty, or atmosphere, or course offerings to be able to convince these women to take a chance on the GSB.

Against that background, would you be surprised if I mentioned that all graduates of The University of Chicago are eligible to be members of UCWBG? It's true, and it's probably the best-kept secret about the UCWBG. Over the years, a few hardy or inquisitive souls from outside the GSB community have joined our ranks, but as an organization, we have never made a point of communicating the openness of our circle to the University community. Until now.

And why now? Because if we're reaching out across Chicagoland to find Friends of the Summit, we shouldn't overlook our own backyard. After all, "Connecting" is the first word of UCWBG's tag line – wouldn't it be odd if we didn't try to connect within our own alma mater? We all know talented, educated women who received their degrees from other parts of the University; and we know that the programs UCWBG offers, from the Women's Summit, to Leadership (or Transition) Circles, to Linking Professionals to Nonprofit Boards, to First Friday lunches, would only stand to benefit from their participation. And because the University offers a wealth of events, activities and resources that all of us can enjoy, and we can help promote. And maybe, at the end of the day, we are reaching out now because after 25 years, we are confident of the value UCWBG can bring, both programmatically and through our diverse and impressive membership, to the broader platform of the University.

Our discussions with the University are ongoing, but we can already tell that there is tremendous energy around the idea that UCWBG – with its focus on connections, leadership, and personal and professional growth – is open to all University women. Some early but concrete results of our dialogue (in particular, with the Alumni Association and the Law School Alumni Office) are very exciting: both groups have offered to subsidize certain students who attend the upcoming Women's Summit. (Details are on our website at www.ucwbg.org.) As time goes on, we hope that actions like this will increase our visibility in and outreach to the student community, building a pipeline for membership and participation in UCWBG activities.

And what do you get when you take a cross-section of a pipeline? Why, a circle! At the risk of dimming the pun-averse, I believe we've come full circle, connected the dots, and shown that we have incorporated a powerful symbol into the UCWBG identity, one that will continue to assist us in extending our reach and relevance in the larger circles of our great community. Come, join the circle!

Barbara Flom
2006 UCWBG President

UCWBG's 2006 Women's Summit Positions Us Well for the Next Quarter Century

(Continued from page 1)

Inspired and motivated by a prominent community leader, the goal of this session is to create, develop and implement 3-4 community projects that will pull together a committed group of women by making a change in the lives of those to whom we commit. The session will introduce participants to these projects and stimulate discussion and ideas on the projects to be taken forward after the Summit.

Visioning Session II

"Negotiations - What You Need to Know"

The fine art of negotiation is necessary when you want something you can't just buy. The anticipated introductory comments and following discussion will look at three significant elements of negotiation.

- Know what you want and what you have to "trade" for it
- Communicate clearly and appropriately
- Know what the other party wants and what they may be able to trade to get it.

Visioning Session III

"Pursuing Your Passion - Doing What You Love"

Women go through many transitions in life. Learn how to identify and pursue your passion. The purpose of the session will be to explore ways in which passions and interests can be used to engage in one's life's work. The session will address ways to:

- Identify passions (the whispers you hear, what you're good at, what you enjoy)
- Identify the obstacles that get in the way (i.e. fears, family obligations, society's expectations)
- Create a plan to get from where you are today to whom you want to be

Visioning Session IV

"Entrepreneurship - Being a Success Story"

You are now living the entrepreneurial dream of running your own show. Congratulations! Business is risky, so don't let this dream turn into a nightmare for you. Why do new businesses fail? How do you grow and sustain your business in an increasingly competitive and global market place? Many women with a passion for excellence and smart business models are winning, thank you. This visioning session will address key issues, challenges and opportunities that women business owners face at different stages of their business cycle and offer practical solutions to help them succeed. We will discuss how to create your own road map with an action oriented and dynamic business plan, how to successfully take your business to the next level of growth, and how to remain relevant and profitable well into the future through strategy regeneration, marketing plans, and new business development. We will also address local resources for your business such as securing MWBG status amongst others.

Visioning Session V

"Socially Responsible Organization - Not Just a Trend"

Hear about how some organizations care about the 3 Ps - people, profit, and the planet and how it can benefit the community. The triple bottom line of people, planet and profits as a transformative principle: What does it take to change an existing, history-bound industry (like coffee purveyors and coffee plantations had been for centuries) into one which lives the 3 P's, simultaneously providing a template for others to become more socially responsible businesses?

Participation plan - At the end of the event, we will share ideas resulting from the visioning sessions to give participants an opportunity to take action and begin making this collective vision a reality.

Networking - The visioning sessions will be followed by a networking cocktail reception, dinner and Ms. Booth's keynote speech.

Sponsorships - To increase the success of this event, we are extending an invitation to prominent Chicago businesses to join other leading organizations in taking a more deliberate role in support of this thought-provoking afternoon and evening by becoming a Summit Sponsor. Sponsor support plays an instrumental role in making this event successful now, and in the future.

Summit Sponsors may participate to varying degrees, for platinum, gold, silver and table sponsorship levels. Attractive benefits are offered for each level. Based on our unique membership and affiliation with the Chicago GSB, the following benefits are available to all levels of sponsorship:

Opportunities for All Sponsorship Levels

- Recruitment opportunity through offering a portion of your table tickets as "scholarships" to current female or minority students at The University of Chicago Graduate School of Business
- Opportunity to network with other business/community leaders in the breakout sessions, reception and dinner discussions as you contribute to a shared vision of community leadership
- Visible demonstration of community commitment in an event that will have press coverage and a high profile

In addition to directly affecting the amount of our contribution to Girl Scouts, Summit sponsorship entitles organizations to a unique opportunity to participate first hand in this and other future UCWBG events. We welcome the opportunity to discuss what works for your organization and secure your support and leadership position in this groundbreaking event. For more information regarding sponsorship opportunities for the Women's Summit, please contact Gail Schoenbeck at president-elect@ucwbg.org or Lorayne Dollet at loraynem@msn.com.

We hope everyone will save this important date and find a way to participate in this very special event. Please visit www.ucwbg.org/files/womensSummit.html for more information, or contact Mary Dalakouras directly at (773) 510-5676 or via email at mdalakou@comcast.net if you have any questions.

“Mom’s the Bomb”

“Mom’s the Bomb” is a new editorial column of *The Exponent* where our members who also play the role of “Mom” will have the opportunity to share their experiences with all of us. If you would like to be a contributor to this new column please contact Anne Kohler, UCWBG, VP Internal Communications at VPCcommunications@ucwbg.org

Brave New World – Recruiting the Work Force of the Future

By Peg Swanton '80

I recently attended the UCWBG-sponsored panel discussion titled Cultivating Talent Through Alternative Frameworks at the 2006 University of Chicago Management Conference. One of the panelists talked about how demographics would affect hiring in the future. He noted that Baby Boomers, people with birth years from approximately 1943 to approximately 1964 were already starting to retire and that companies will have to focus on recruiting younger workers. Those younger workers would be from Generation X – those born between approximately 1964 and 1980 and called Gen-Xers — or Millennials — those born between 1980 and 2000. He noted that Baby Boomers, Gen-Xers and Millennials as groups have different characteristics, attitudes and work ethics. He explained that companies would have to consider those differences to recruit and retain employees. One comment in particular caught my attention. The panelist talked called the Millennials the most “parented” generation in history.

As the panelists discussed how their organizations recruited and managed employees, I thought about an article I read comparing the “parenting” experiences of Millennials with those of the Gen-Xers. The article noted that the Gen-Xers were often latchkey children, with divorced parents, living with two-career couples who left them to fend for themselves, while the Millennial’s parents focused on them, coaching their soccer teams, driving them to piano lessons and other events, helping them with their homework and encouraging them to succeed. I thought about Gen-Xers I knew and they were indeed latchkey kids. But what did they have in common except for their birth years and the way they were raised? I saw some with Baby Boomer parents and others whose parents were older. I even knew Gen-Xers who had Millennial siblings. Yet, even when they were part of the same family, the Gen-Xers were left to fend for themselves and the Millennials were driven to soccer practice. I wondered how this happened.

As I listened to the panelists, I thought about my own experiences. Before I had children, I thought that I could have a baby and immediately return to my career without missing a step. I worked long hours thinking that I had to work harder and accomplish more than my male colleagues. I thought I could do that and have children, too. I remembered sitting in an early UCWBG panel discussion of balancing work and family (funny how that topic does not go away). Merton Miller, along with his wife Kathy, was among the panelists. Professor Miller asked how many of us were married and many attendees raised their hands. He asked how many had children and all the hands went down; not one woman in attendance had a child. As the only obviously pregnant woman in attendance, I stood out and Professor Miller came up to me after the presentation. Although it is difficult to remember his exact words, he said something like “You’ll find

out.” We did. One day, when our oldest was still quite young (she is a Millennial), after working a long hard week, I realized that I had not seen my daughter awake for the whole week. Day after day, she had been asleep when I left for work and in bed when I got home. My husband and I also started noticing children (Gen-Xers) and what we saw disturbed us. We saw five year olds walking to kindergarten alone on busy streets because both parents had already gone to work and housekeepers who fed the kids breakfast, lunch and dinner, and had them ready for bed before the parents got home from work. Even worse, the teenage son of a colleague committed suicide while his parents were away on business. My husband and I decided that we wanted to raise our own children – not hire someone to do it for us. My husband and I both reduced our work hours. He gave up his second job and I started my own business. I had no other option; there were no shared jobs and no flexible hours. I took our second baby and later the third to work with me. My husband sometimes took children to work as well. Our oldest daughter at age three attended a meeting with a delegation from China. We shared child care with friends — sometimes their kids were with one of us and other times our kids were with one of them. There were times when my husband would come home from work, coach a soccer team, and then go back to work. There were times when he stayed home with a sick child. I lost clients – a couple of them male Baby Boomer U of C MBAs — who objected to the fact that I brought a baby with me to work, but I had other clients — frequently the WW2 generation — who enjoyed seeing a baby in the office. I suspect that, like us, a lot of people saw the price paid by those Gen-X kids — and decided to do things differently — even when it meant raising their younger children differently than they raised older children. Maybe that is why the Millennials got so much more attention than the Gen-Xers.

As panelists talked about how both the Gen-Xers and the Millennials demand flexibility in the work place and balance between work and private life, I remembered another article about how great the Gen-Xers are at raising their children. They make financial sacrifices for family time and there are more stay-at-home dads than at any point in history. The number of stay-at-home moms has also risen. I also thought about a discussion I had with one of my daughters about Phyllis Schlafly’s talk on her college campus. Phyllis Schlafly talked about how parents must place the needs of their children first. My daughter added that after her talk, the students discussed how their parents had done that for them and how they — both the men and the women — expected to do the same for their own children. As a Baby Boomer, I was shocked — Phyllis Schlafly, the women who made a career of fighting equal rights for woman, was talking to college students. But I thought the message that the students

Continued on page 9

Nonprofit Place

"Nonprofit Place" is a new column of "The Exponent" where we will profile one of the Nonprofit organizations that has made our Linking Professionals to Nonprofit Boards networking dinner so successful. This column will give the profiled Nonprofit organization an opportunity to highlight the value they provide while giving our readers more detail on a potential Nonprofit Board to pursue. We will profile a different Nonprofit in each issue of The Exponent.

Nonprofit Profile: LifeSpan

By Anne Kohler '91

As we manage our busy lives in this era of unprecedented concern about and attention to "homeland security," it may come as a surprise that a woman is still, without question, at greatest risk of harm within her own home or intimate relationship. Nearly one-third of American women, 31%, report being physically or sexually abused by a husband or boyfriend at some point in their lives. More than half of these victims have children under age 12 in their households. Sadly, the trauma of abuse carries forward, often with increasing momentum, in the lives of these sons and daughters who grow up witnessing the abuse of their mothers.

Life Span has, since its inception in 1978, responded to the needs of domestic violence survivors and their children, throughout Chicago and its suburbs. Life Span's mission is to assist women and children suffering the effects of domestic violence, and to reduce acceptance and tolerance of domestic violence. Last year alone, Life Span's counselors, advocates, attorneys and volunteers helped more than 5,000 clients.

Life Span provides free, confidential services to victims and their children from three sites: a counseling and administrative office in Des Plaines, the Center for Legal Services and Advocacy in the Loop, and a neighborhood office in Jefferson Park on Chicago's Northwest Side. Life Span also provides services from two suburban courthouse offices and from an office in Chicago's new Centralized Domestic Violence Court. Life Span's services include:

- Counseling for victims
- Counseling for children witnesses of domestic violence
- Outreach, education & counseling for teens, including boys
- 24-hour crisis line
- Criminal court advocacy
- Legal representation in order of protection and family law cases
- Immigration assistance
- Employment readiness and job placement assistance
- Outreach, education and training for service providers who work with domestic violence victims

In developing a strategy to work toward eradicating domestic violence, "it is crucial to recognize that domestic violence occurs across all age, class, race, religious and education boundaries," states Denise Wolf Markham, Life Span's Executive Director. "As we serve the racially, ethnically and economically diverse region of Cook County, we work to meet clients' needs by having a diverse staff who deliver culturally competent and sensitive services." The majority of Life Span's highly trained staff is bi-lingual and includes Latinas, Asians, African Americans, and recent Polish immigrants.

Establishing multiple service sites and hiring bilingual and bicultural staff makes it possible for ever-increasing numbers of survivors to get often lifesaving help. Once clients link up with Life Span for services, Life Span's service delivery design further guarantees improved safety and self-sufficiency for clients. By combining crucial legal services with comprehensive support services for survivors and their children all in one agency, clients can receive counseling throughout their arduous litigation and get help establishing the necessary components of a stable, violence-free life.

Indeed, "the inability to survive financially is the primary reason women return to and stay in abusive situations," explains Ms. Markham. At a minimum, victims need a safe place to live with their children and access to basic necessities. Life Span has recently implemented an Employment Service Project, with the aim of facilitating economic independence for clients. The Project addresses the barriers that domestic violence creates for victims seeking and retaining employment and places victims in jobs when they are returning to work or entering the workforce for the first time.

For the past year, Life Span has also focused on community outreach and growing their Board of Directors. The goal of the Board and Life Span management has been twofold. Susan Troester, Life Span's Development Director, explains, "Ultimately, our programs and clients will benefit from expansion of the Board to include more people and people of diverse backgrounds. We also have been focusing our efforts on heightening the professionalism of the Board and have developed a formal orientation program and a committee structure that we expect will create more substantive opportunities for Board members to help the agency effectuate our mission."

Joining Life Span's Board of Directors at this exciting time of growth and development offers a unique opportunity. While the agency is financially stable and nationally recognized for its experienced staff and unique service delivery design, the Board transformation offers a chance for people who are committed to addressing the issue of domestic violence to really make a difference in the lives of victims. Ms. Troester concludes, "For Life Span, it's not about selling tickets to black-tie events. We need Board members from the corporate world to establish effective ways for the Board to be constructive and valuable and to access crucial resources to move the agency forward in our effort to help greater numbers of survivors."

To learn more about Life Span and about pursuing a position on Life Span's Board of Directors, please contact Anne Kohler, Life Span Board President, at **847-858-5004**, or annek@thepowergroup.com. To make a donation to Life Span, visit www.life-span.org.

Exclusive Sponsorship Offer to Business-Owner Members

By Gail L. Schoenbeck, XP-61

UCWBG business-owner members are being offered a unique opportunity to reach some of the most sophisticated, highly compensated and best educated women in Chicago – as recognition for their sponsorship of the annual UCWBG Women's Summit. Created by Kathy Flanagan, '82, for the UCWBG 25th Anniversary, this program has proven to be a great success for business owner members.

"We're excited about this opportunity to provide an expanded recognition package for business-owner members who want to support the UCWBG," said Barbara Flom, UCWBG president.

Special members-only sponsorships are available at four different contribution levels, ranging from \$1,000 to \$250. At the \$1,000 Platinum level, the recognition package includes a sponsorship space in four issues of the digital *Exponent*; an opportunity

to submit a one-page *Exponent* article with company recognition, by-line, photo and reprint permission; UCWBG website listing through June 2007 including logo, link, contact information and short description; and listing in any printed program handouts through June 2007. Also two free tickets to a Speaker Series event will be provided as a special Thank You gift to sponsors at the Platinum level.

All recognition packages provide visibility in the digital *Exponent* and on the UCWBG website, which are viewed by an expanding audience of women, both members and non-members, who are interested in UCWBG programs.

See detailed sponsorship packages at www.ucwbg.org. For more information, call Gail Schoenbeck at 312-377-2299 or email her at Gail.Schoenbeck@lhh.com.

2006 UCWBG Women's Summit *Creating a Shared Vision* Committee Involvement

By Gail Schoenbeck XP – 61, Event Chairman

There's excitement in the air with the confirmation of Cherie Booth, QC, noted British attorney, human rights advocate, and wife of Tony Blair, as our keynote speaker for the 2006 Women's Summit! The July 8th Kick-Off Committee Meeting was a great success; a good 20 committee members were in attendance... The committee is now at 35 strong! There is still time to get involved in one of the exciting sub-committees. Committee Chairs and contact information are:

Logistics & Programming

Joan McCullough XP-74

VPPPrograms1@ucwbg.org

Create themes & programming
Select event specialties & gifts
Help with event logistics

Visioning Sessions

Susan DeVito '93

VPLeadership@ucwbg.org

Developed "5" Visioning Sessions
Identified & Secured Thought Leaders & Facilitators
Help with logistics of the Visioning Sessions

Sponsorships

Lorayne Dollet '80

loraynem@msn.com

Identify potential sponsors
Initiate contact with potential & new sponsors
Follow-up with sponsors via calls/visits

Marketing & Communications

Mary Dalakouras XP-71

VPTech@ucwbg.org

Manage marketing collateral print and electronic
Co-ordinate cross marketing activities w/sponsors & partners
Create promotional materials

Strategic Partners

Jennifer Dominiquini XP-74

VPDirector1@ucwbg.org

Develop & Sustain existing partner relationships
Determine potential new partners & develop relationships
Make follow-up calls/visits with Summit Partners

Post Summit Activities

Merle Tresser '81

merle@srosenstein.com

Move forward ideas from Visioning Sessions
Promote & Facilitate Post Summit Activities
Develop team and work subject matter

This is an event "not to be missed!"... Do get involved and share in the excitement of "Making a Difference" while participating in the 2006 UCWBG Women's Summit!! If you have any questions, do not hesitate to contact me at Gail.Schoenbeck@lhh.com or the appropriate Committee Chair.

Go West!

By Nancy L. Scott, '91

The West Group, comprised of University of Chicago Women's Business Group (UCWBG) members who live and/or work in the Western Suburbs of Chicago, will meet for a Dutch treat lunch at Papagus Greek Taverna in Oakbrook Center at 11:30 a.m. on Saturday, August 12th. All UCWBG members are welcome to attend!

The West Group was formed in 1995 as a networking and mentoring special interest group. The meetings, typically held on Saturdays for breakfast or lunch in the Oakbrook area, are a great opportunity to

get to know one another better. The only investment required is time.

Another meeting will be held on Saturday, September 30th at The Clubhouse in Oakbrook. On Saturday, December 2nd, The West Group will join in the Annual Subgroup Holiday Luncheon at Season's Restaurant in Long Grove.

To RSVP for an upcoming meeting and/or to be added to the West Group email list, please contact Nancy L. Scott at NLSScott@aol.com.

Cultivating Talent through Alternative Frameworks: Advantages of a Flexible Workforce

By Susan DeVito '93

The UCWBG made a strong showing at this year's GSB Management Conference by sponsoring a panel on cultivating talent through flexible work arrangements. The idea for the topic arose from last year's Women's Summit where participants were talking about the increased need for flexibility in their work environment. In the current multi-generational workforce, we are seeing different demands and trends among the different generational groups; however, flexibility is still very much a unique issue for each person. While this work-life balance issue has been around for a long time, companies are taking action to address employee needs.

Our highly talented panel consisted of **Dave Carlquist**, Vice President, Americas Central for IBM Corporation, GSB '87; **Cindie Jamison**, Partner with Tatum LLC, GSB '85; **Suzanne Keers**, COO of Innoveer Solutions, GSB '88 and Past UCWBG President (1995); and **Jeff Sidler**, Senior VP of Career Management Services of Lee Hecht Harrison. We kicked off the panel by identifying flexible work environment as the following:

- Flexibility in time during the workday
- Flexibility in an arc of a career
- Reduced work hours
- Connecting with people during times of leaves or sabbaticals
- Providing outlets for altruistic work

Workforce Profile

Jeff provided an overview on the current trends in the US workforce and multigenerational demographics and psychographics. Experts have predicted a skilled labor shortage in the next 5-10 years where the age 35-44 worker segment, a significant management talent group, is shrinking and the workforce is made up of multiple generations. Companies are placing a high priority on building and keeping talent within their organizations.

Jeff provided insight into Baby Boomers, Generation X'ers and the Millennial Generational profiles. The data provides some trend information while recognizing that each person is unique and no one can generalize a specific person. An organization's challenge comes from having associates within an organization be able to communicate with each other and understand a person's motivations which are influenced by their backgrounds. For example, many Baby Boomers are independent and overachievers, work long hours, and see their jobs as a career. A Gen X'er tends to be more entrepreneurial, feels there are no guarantees and is not interested in working her way up in an organization, and may jump from job to job. How would a Baby Boomer and Gen X'er connect on a particular team? How would a Gen X'er manage a Baby Boomer? Meeting the unique needs of each generation and connecting multigenerational teams are challenges facing organizations today.

Technology has Enabled Virtual Offices

All of the panelists discussed how technology has enabled people to establish virtual office arrangements whether it be a home office or virtual office on the run. High speed internet connections, virtual private networks, email, instant messaging, and wireless capabilities have enabled this shift. During a downturn in the market, Suzanne and the Innoveer management team decided to vacate owned office space and actually close the Chicago office. Suzanne is the only Chicago-based

employee and has a virtual office set up in her home. She travels each week, however, is able to stay connected to her home town of Chicago. Dave expressed that IBM has adopted a policy where more and more employees are home based which saves significantly on IBM's real estate costs. Cindie shared that Tatum LLC is 100% virtual office with over 500 partners and principals across the United States. At one point Tatum had considered moving folks to offices which was met with great resistance, and the change was never implemented.

A tremendous benefit to home office arrangements is that people save time commuting and socializing around the water cooler, and this time can be used towards themselves or family. However, there is a challenge in building a work community and this becomes a leadership issue. Dave Carlquist suggested creating opportunities for teams to get together. Some companies have created group events around altruistic causes or professional development or mentoring sessions. Virtual office arrangements have continually grown and are a major factor in business environments today.

Flexibility good for business

Innoveer's hiring process is extremely rigorous where each candidate interviews with seven different company associates to ensure the company recruits only top talent. Retaining the hard-sought-after talent is a top priority for the company, and changing employees' needs have facilitated more flexible arrangements. Suzanne shared that a valued employee moved to a part time work arrangement to accommodate balancing work with a new family, and stated "we started out small and tried some different work arrangements." It worked out extremely well as this employee can get more done in four days than many employees accomplish in five. Dave shared too that IBM offers part-time and sabbatical arrangements for its employees.

Tatum LLC has a unique business model whereby it staffs CFO and CIO positions on a part-time, permanent, or interim basis for clients. Partners at Tatum stay a part of the company whether they are on a current assignment or have taken some time off. This allows people to be connected with the company during an off-work period.

The panelists remind us that some flexible work arrangements do not necessarily equate to fewer work hours or less travel. It is important to think about your individual needs and design a position or work situation which can offer you the flexibility you desire.

Test out some ideas and be clear with requests

For organizations interested in introducing flexibility into the work environment, it is recommended that you start out small and test some ideas. For those individuals interested in working in a flexible program, the panelists recommended specifically writing down what you are looking for and highlighting the benefits for the company with the proposed work arrangement.

It was a great session to further share thoughts and ideas on the topic of flexibility. The issue continues to be a hot one as our labor environment changes.

We would be interested in hearing your specific stories on how you have created flexible arrangements. Please email them to vpleadership@ucwbg.org.

You will find a copy of Jeff's demographic slides on our www.ucwbg.org website.

UCWBG Town Hall Meetings

By Susan DeVito '93

Approximately twenty-five dynamic women gathered earlier in May to participate in two Town Hall meetings. In partnership with Hewitt Associates, the UCWBG led a discussion around four topics raised at last year's UCWBG Women's Summit. The group chose mentoring as the topic to further develop and expand upon as we get ready for this year's Women's Summit. We are interested in mentoring programs to help our UCWBG community as well as reaching out to the community to mentor others.

As Jane Pigott shared at last year's visioning session, mentoring increases the likelihood of success in one's career, and is a great retention tool for organizations. Key factors for a success-

ful mentoring program include setting clear expectations, ensuring good compatibility between participants, and educating people about the mentoring process. The mentoring team will think through how best to structure a program looking at protégé/mentor and peer networking approaches.

Jane Ranshaw, long time UCWBG member and past board member, is leading this effort and is building a sub-committee. For those who missed the Town Hall meetings but would like to get involved, please send an email to vpleadership@ucwbg.org. More information on our mentoring program will be shared at the 2006 Women's Summit. Join us and make a difference.

Brave New World – Recruiting the Work Force of the Future (Continued from page 5)

heard was not the same as her message from long ago. My daughter and her friends had not heard that it was the mother's responsibility to stay home with the kids but rather that child-rearing was the responsibility of both parents.

As the session wrapped up, I thought parenting is going to be the real issue for the workplace of the future — not how workers were parented but how they expect to parent their own children. Both the Gen-Xers and the Millennials want their children to be raised the way the Millennials were — no latchkey kids for either of these generations. The oldest of the Millennials are now just starting to have children but the attendance at Phyllis Schlafly's talk shows that many more of them are thinking about it — and it appears that they are thinking about how to

raise their not-yet-born children before they make decisions about professional degrees or careers. How will this affect their decisions? Will the women Millennials like my daughters follow us in earning U of C MBAs and other expensive professional degrees — or will they decide those degrees are not cost-effective? Will they pursue careers that offer chances for advancement or ones that offer flexible hours, shared jobs, or part-time employment? How will the world change — will more men like my husband take bigger roles in raising children? How will the corporate world change — will there be separate career paths for parents and one for non-parents? Will companies find ways of helping employees achieve work-life balance without jeopardizing their careers? Whatever happens, it will be interesting.

UCWBG - New Members: February - May

Glenna Anderson
Gabrielle Cederlund
Katie Das
Laura Dederick Alter
Harris Investment
Management, Inc.

Susan Gaastra
SEI
Gina Gatlin
LaSalle Bank
Rachael Hopkins
Masterfoods USA

Stella Moy
Henderson Global Investors
Ada Nielsen
BP America, Inc.
Paige Rodgers

Michelle Sargent
Fortis Clearing Chicago, LLC
Sarah Slaughter
Yanping Wang
Debra Winiarski
Anita Wu

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Don't Eat Lunch At Your Desk: Why You Should Attend First Friday Lunches

By Peg Swanton '80

Job seekers are often told the most effective means of finding new position is by using their own networks. Unfortunately, for too many of us, we think about those networks only when we need them — and then we discover that our networks are not particularly robust. We neglect our networks because we have too much to do. One piece of advice I have heard regarding building and maintaining networks is simple: "Don't eat lunch at your desk." The First Friday lunches are an easy way to implement that advice.

The First Friday lunches are, first and foremost, networking opportunities. The groups are small. You have the opportunity to get to know the other attendees instead of just exchanging business cards. The attendees are interesting people. Most but not all attendees are GSB alumnae. Other attendees include MBAs from other business schools (Harvard has been represented several times), a few male GSB graduates, and other professional women. They come from a variety of backgrounds and sometimes different countries. Some graduated years ago; others are current students or recent grads. Some work in finance or accounting; others work in marketing, sales, property management, technology and other fields. A Harvard Business Review article about networking said that too many of us network with people like ourselves; we know the people we work with and we know other people in our own fields. The article also discussed the drawbacks of that kind of networking. The First Friday lunches are an easy way to network "outside of the box."

The lunch discussions are interesting. I can't take credit for the quality of the discussions although I select the topics. First Friday attendees are people with ideas and opinions and often the discussions take directions I never anticipated. For example, an attendee proposed the topic "Does Your Blackberry Rule Your Life?" I think that she was concerned about how being available 24/7 would interfere with her personal life and that she would never "escape" her office. However, she did not attend that lunch and the attendees had other ideas about Blackberries and cell phones. For the most part, the attendees felt that easy contact with their offices gave them the confidence to pursue other interests. They knew that they would be immediately informed about any situation requiring their attention and that they could handle it promptly before it became a crisis. They did not worry about what would be waiting for them when they returned to the office. One attendee told us about getting a phone call while out hunting with her dog. The dog had already pointed when the phone began to vibrate. She calmly handled the call while the dog continued to point. She ended the call quickly — and then they got the bird. Another topic that did not go the way I expected it to go was a discussion about business ethics. Given the number of U of C MBAs in financial positions, I expected the discussion to focus on accounting issues — being pressured to record questionable revenues or hide expenses. However, the attendees talked about business gifts. Many of them said that their companies had no restrictions regarding gifts from vendors. One attendee reported that she was actually encouraged to accept gifts. Another told us about

being asked to make calls for her boss seeking free tickets to a sporting event from the organization's contractors. I wondered how those companies expected employees to make decisions in the best interests of the company when the vendors were giving them gifts. A third topic that surprised me was the discussion of "Freakonomics." The discussion focused on names; Stephen Leavitt, the author of the book, talked about the class implications of the names given to children. That First Friday group included several people — men as well as women who were either born outside of the U.S. or who were first-generation Americans. They believed that Stephen Leavitt had failed to consider ethnic naming customs and how changing immigration patterns could affect names and the apparent "class" of those names. There have been many other very intriguing discussions over the last couple of years. First Friday lunch topics have included conversations about articles from Harvard Business Review and Fast Company and a special First Friday discussion led by author Franchee Harmon about her book Making Purpose Work. (And please be aware that the First Friday groups, are discussion groups, not lectures. We often discuss articles or books but the authors generally do not attend the lunch.) The discussions are so interesting that attendees often appear to be unwilling to end their conversations at 1:00 p.m. when lunch officially ends. Attendees often linger over coffee continuing their conversations. Luckily, Puck's has not yet thrown us out. I try to remember to announce that it is ok to leave at 1:00 p.m. even if no one else leaves promptly at 1:00 p.m.

If the networking opportunities and interesting conversations are not enough to convince you to attend the First Friday lunches, here are some additional reasons. First, the food at Puck's in the Midway Club is excellent. Puck's creates a special lunch including coffee and desserts just for us. Of course, those sweets always include chocolate. Second, the Midway Club is a wonderful setting. We often sit in the dining room overlooking the Chicago River. The view is spectacular; in the warm weather we can see boats going by on the river and often the fountain to the east of the Gleacher Center. Sometimes the size of our group makes it easier for us and for Puck's if we are seated in one of the Midway Club's conference rooms. The conference rooms are also very nice and we can have lively discussions with 12 – 15 people without fear of disturbing the other Puck's guests. Third, it is relatively inexpensive — the member price is only \$15. Last, The UCWBG First Friday group has a special relationship with Puck's; we are the only group allowed to meet at Puck's for lunch. You won't get an offer like this from any other group.

Why should you attend the First Friday lunch? There are many reason but primarily because attending is an easy, relatively inexpensive means of building, rebuilding or maintaining your network. In addition, the discussions will be lively, the food good and the setting attractive. Remember, "Don't eat lunch at your desk" — at least not on the First Friday of each month.