

## UCWBG Women's Summit – We Did it Again!!!

By Anne Kohler '91



Ms. Cherie Booth, Keynote speaker at the Women's Summit

On October 17, 2006 the UCWBG did it again with the "2006 Women's Summit – Creating a Shared Vision". This second annual event, held in partnership with Hewitt Associates, attracted a sell-out crowd of 500 professional women from numerous organizations that serve women in a variety of leadership roles—from entrepreneurs to corporate executives—leading small businesses, not-for-profit organizations and large public companies. This event allowed the UCWBG to continue to spread its mission of leading, connect-

ing and growth as we move into our next 25 years. Once again, the excitement and energy that this event created was so large that you could actually reach out and touch it. The Intercontinental Hotel was a fitting venue, with its two-story circular grand ballroom, as it appropriately represented the grandeur of the event itself. At one point in the evening, I looked out over the audience and literally had chills as I watched the interaction and listened to the buzz.

This event provided 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 celebrated the success of women and minorities, while developing a collective vision for contributions to our community. In addition, the Girl Scouts of Chicago was the charitable beneficiary of this years event.

The first half of the Summit included five Visioning Sessions to explore important topics for women today. Each session was lead by a thought leader with expertise on the topic and a professional facilitator. Participants were invited to share their thoughts and ideas on the topic. The five topic areas were (see pages 6-9 for more detail on each session):

- Hone Your Skills: Negotiate!
- Pursue Your Passion: Empower Your Life
- Entrepreneurship: Being a Success Story
- The Triple Bottom Line: People Planet & Profits
- Community Outreach

Gail Schoenbeck XP-61, Chair of the 2006 Women's Summit and UCWBG 2007 President Elect, kicked off the second half of the evening by welcoming our guests. Gail graciously thanked our sponsors as well as Cherie Booth, our key note speaker. "As chair of the committee, I'd like to personally thank the members of the 2006 UCWBG Women's Summit committee. We have an outstanding group of women who have been committed to raising the bar to ensure that we have a great Summit!" Gail also noted, "We are proud to say that we

received a Proclamation from Mayor Daley." Gail shared a paragraph from that proclamation. In addition, Gail said, "Maggie Daley was not able to join us this evening, but sent her best wishes". Gail then introduced the 2006 UCWBG President, Barbara Flom '02.

Barbara expressed a heartfelt welcome to the crowd. Barbara's opening comments were a gentle challenge to the group. "Your energy, enthusiasm and willingness to engage – all very much on display today – are critical if we are truly going to build a society where women's perspectives and contributions are valued and encouraged. And I submit to you that the first challenge lies within ourselves. At the risk of revealing a gender secret, we women are our own harshest critics. No matter how many degrees or accolades or dollars we achieve, somehow we still find it hard to believe that we measure up." Barbara shared many examples of how women have evolved over the last 25 years. She closed her comments with these inspiring words. "So my message to all of you is: throw off the shackles of your own rigid expectations of what you "should have" accomplished. When I look out at all of you, I am in awe! You are incredible, and you have so much to contribute to our economy and society. Cherish who you are and what you have accomplished, and then, unleash it! If all of us do just that, the world will marvel at what we are able to achieve. The vision of the Women's Summit demands no less."

Suzanne Kenney, Global Leader, Communication Business,



Gail Schoenbeck XP-61 Chair of the 2006 Women's Summit

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The Exponent is published  
4 Times A Year

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To Discuss Submitting An Article

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## UCWBG Women's Summit – We Did it Again!!! (Continued)

Hewitt Associates, a global human resources firm and a key sponsor of The Women's Summit introduced our honored keynote speaker, Ms. Cherie Booth, QC, noted British Attorney, Human Rights Advocate and wife of Tony Blair.

Cherie Booth noted, "When you walk into a room of a lot of incredibly accomplished women, you understand why Girl Power is so important". Ms. Booth was the perfect keynote for an event where harboring "girl power" was the very essence of what this event was trying to accomplish. Cherie explained the challenges that women around the world are trying to overcome and how each of us can make a difference. Much of Ms. Booth's professional career has been spent as an advocate for women's equality. She notes, "What is good for women, is good for the world".

A special thanks to Dan Dry for his wonderful

pictures and the UCWBG Women's Summit committee for doing a phenomenal job. The committee chairs included Mary Dalakouras XP-71, Susan DeVito '93, Jennifer Dominiquini XP-74, Lorayne Dollet '80, and Joan McCullough XP-74 and Merle Tresser '81.



UCWBG President Barbara Flom '02 with keynote speaker Ms. Cherie Booth

## UCWBG Begins Mentoring Program

By Jane Ranshaw '72

On November 1, UCWBG launched 2Succeed!, a program for alumnae to mentor members and students nearing the end of their studies. The goal is to help others achieve personal and professional goals. Eleven pairs of mentors and protégées are participating in the six-month pilot program.

2Succeed! has several features to overcome obstacles often encountered by mentoring efforts. First is the structure. Co-chairs Jane Ranshaw '72 and Paola Lieto '03 worked for several months with the Leadership Committee chaired by board member Susan DeVito '93 to create clear guidelines and expectations for both mentors and pro-

tégées. They also developed a Mentoring Action Plan, a worksheet with specific objectives.

The second feature designed to assist the program's success was the "speed dating" event that took place on November 1 where mentors and protégées met to discover the all-important chemistry that occurs in good mentoring relationships. Matches between protégée and mentors were based on the choices made that evening.

Last, the whole group will meet at least twice during the pilot program to encourage more connections within the group. The first meeting will be in December and another will occur in spring.

## CALENDAR OF EVENTS

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

**Wednesday, January 3, 2007**  
Leads Group

**Friday, January 5, 2007**  
First Friday Lunch

**Saturday, January 8, 2007**  
Board Meeting

**Wednesday, January 17, 2007**  
2Succeed Mentoring Program Update

**Tuesday, January 23, 2007**  
UCWBG Annual Meeting

February						
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			

**Friday, February 2, 2007**  
First Friday Lunch

**Wednesday, February 7, 2007**  
Leads Group

**Saturday, February 10, 2007**  
Board Retreat

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

**Friday, March 2, 2007**  
First Friday Lunch

**Wednesday, March 7, 2007**  
Leads Group

**Thursday, March 8, 2007**  
Linking Professionals to Non-Profit Boards (tentative)

**Saturday, March 10, 2007**  
Board Meeting & Welcome 2007

## President's Letter - A Year of Themes and Transitions

By Barbara Flom '02



In 2005, UCWBG celebrated its 25th anniversary with the first Women's Summit, a showcase event designed to gather women from throughout the community to discuss important issues affecting women's participation in our community and society, and to identify concrete action steps that we, as businesswomen, could take in order to improve that participation. That first Women's Summit gave rise to several initiatives and projects that UCWBG advanced during 2006.

First, the Visioning Session on mentoring led to our renewed interest in creating a UCWBG mentoring program – and, after a great deal of thought and work by a dedicated committee, our new program, 2Succeed, was launched this fall. We kicked off a pilot project of mentors and proteges in November; in six months, we will evaluate the experiences and results, perhaps fine-tune the concept or elements, and roll it out more broadly (no pun intended) to our membership.

Second, the caliber, talent and energy of the 300+ women who attended the first Women's Summit also spurred us to ask ourselves, "How can we, as businesswomen, support each other in our career aspirations? What are the barriers to creating an "old girls' network" to promote our mutual success the way men traditionally have promoted each other?" These questions are garnering widespread attention lately, with various researchers and journalists positing that competition among women is (a) an evolutionary survival strategy encoded in our genes, which will take conscious effort to ignore; (b) a regrettable relic of the days when businesswomen were "tokens" and the hiring of a second woman in an office meant that the first woman's job was in jeopardy, or even (c) still critically important to an individual woman's success, because tokenism continues to exist at the highest levels of business.

At UCWBG, we don't (yet!) have the answers to these questions – but we are starting an exploration of the issues with a new group of programs, "Embracing Sisterhood." In 2007, with the able facilitation of RoyEtta Quateka-Means, formerly a senior executive with BlueCross BlueShield of Illinois, we will explore this subject and begin to build a supportive community where all of us can succeed.

Third, a word on the lips of many Summit participants in 2005 was "transitions." Whether it's to care for children or for elderly parents, or whether it happens because of downsizing, the move of a spouse or partner, or deep-seated dissatisfaction with the corporate grind, it almost doesn't matter: women make more job transitions than men, and if we take time out of the workforce, we stand to lose significant ground quickly. Many of you are familiar with the Hewlett study about "on-ramps and off-ramps," which provided concrete data about the career and life challenges women face as they navigate repeated transi-

tions. Knowing that this issue bedevils our members and friends, UCWBG offered a program in May: The Wisdom of Transition. With the assistance of Ann Fisher, a talented coach, we explored the complex psychological and emotional stages of transition, and learned that there is much wisdom and insight to be extracted from the transition process, if we approach it actively and thoughtfully. Moreover, we discovered that transitions can be highly beneficial, if we use them to find a job.

The transitions theme was also strongly evident in our 2006 Management Conference panel, "The Advantages of a Flexible Workforce." Techniques such as job-sharing, flextime, part-time and temporary work all can help women balance conflicting demands on their time and allow them to pursue a career in stages. Our distinguished panelists outlined the demographic factors leading more businesses to explore and offer flexible work options, and showcased the experiences of particular businesses that have employed these techniques. Although it seems that we aren't likely to see a part-time CEO any time soon, there is much reason for optimism that women are beginning to have realistic, attractive career choices besides full-time work or full-time caregiver.

Last, but certainly not least, the enthusiastic reception of the 2005 Women's Summit encouraged us to hold another Women's Summit, which took place on October 17th. Once again, UCWBG members and the business community responded with tremendous enthusiasm and support – we had a plethora of generous sponsors, numerous organizations participating as Friends of the Summit, and nearly 500 ebullient attendees! Once again, we fielded several provocative and energetic Visioning Sessions highlighting issues both personal (Negotiations, Pursuing Your Passion, and Entrepreneurship) and communitarian (Community Outreach, and Social Entrepreneurship). Our delightful keynote speaker, Cherie Booth (wife of British Prime Minister Tony Blair), spoke eloquently about the inequalities faced by women throughout the world and the responsibility that all of us have to use our talents, time and resources to improve our community and ameliorate injustices wherever we find them.

So, what's ahead for UCWBG? Stay tuned! Another Women's Summit is in the works, and we are finalizing plans to hold our perennially popular "Linking Professionals to Nonprofit Boards" event in early 2007. Our strengthening relationships with the GSB, the broader University of Chicago community, and the Friends of the Summit are bearing fruit in the form of enhanced networking and other opportunities for all of our members and friends. And in our constant striving to provide thought leadership to our members, UCWBG will continue to explore some of the big questions and themes facing businesswomen, including transitions, sisterhood, leadership, and community.

And remember, we couldn't have done it without you! Thank you all for your support, attendance, and volunteer efforts – you have helped make 2006 an impressive and memorable year, a worthy inauguration of UCWBG's second quarter-century. Keep up the good work!

## Welcome New UCWBG Members!! Save the Date!!!!

The 2007 UCWBG Board cordially invites you to an informal "Meet the Board" get-together on March 10, 2007, 10 a.m. – 12:00 noon, at a location to be determined.

Please come and hear first hand what we have accomplished in 2006 and what's planned for 2007. You will have the opportunity to meet and greet with Board members and to talk with leaders representing Marketing, Finance, Special Events, Technology, Communication and

Leadership to name a few. Whatever your interests, come and talk to the current leaders and hear what we are doing and how you can become involved.

**We look forward to seeing you on March 10th.**

## Mom's the Bomb!!!!

"Mom's the Bomb" is an editorial column of "The Exponent" where our members who also play the role of "Mom" have the opportunity to share their experiences with all of us. If you would like to be a contributor to this column please contact Ayo Falusi, UCWBG, VP Internal Communications at [VPCcommunications@ucwbg.org](mailto:VPCcommunications@ucwbg.org)

## More on Transitions...

By Anne Kohler '91

We've heard a great deal about transitions this year; transitioning in and out of the workforce, transitioning from corporation to entrepreneur and even transitioning from employee to retiree. The transition I personally experienced this year was that of sending my first child, David, off to college. I have heard others talk about this particular life stage and I never really thought it would happen to me; primarily, because I never thought of myself as being old enough to actually have a child in college. Well it came, just the same, and it hit me right between the eyes. While I was excited for David and all the exciting new experiences he was about to enjoy, I was also very concerned about how I was going to be able to handle this particular transition. I actually consider myself pretty good at managing transitions – in fact I do a great deal of change management consulting for a living BUT I was clearly not prepared for this particular transition. I started to worry about everything – Will he eat right? Will he be able to handle school? How will his laundry get done? How will I be able to manage without my third driver and helpful errand –runner? I was driving myself CRAZY!!!

I think what surprised me the most about this transition was that each and every family member was impacted, but each in a very different way. This, in and of itself, was interesting to watch and even more interesting to deal with. My 11 year old, Kevin, really missed his big brother. I guess I didn't realize just how much they talked. David happens to be a resident expert on everything sports, seconded only by Kevin. Every time there is a change in the Cubs lineup or a Bulls or Bears trade, there is a flurry of activity in my house – David and Kevin trying to one-up the other on having the very latest news. David's absence has left a huge void for Kevin. He no longer has his brother across the hall to compare notes with when something "really big" happens in the sports world ("really big" is a daily occurrence by the way). This has actually required the rest of us to pay a little more attention to Kevin and his needs. It has also caused a significant increase in email traffic and cell minutes so the brothers can still stay in touch. As a side note, every time the Bears play (as they are as I am writing this article) and they score – our phone rings and everyone yells – "It's David!!!" and sure enough, it is.

Nicholas, the sixteen year old, actually moved in a different direction. He and David barely spoke to each other because David did enough talking for everyone. In fact, Nick was quite annoyed by David's constant chatter. But Nick did not realize that this very chatter was "life" in the Kohler house. The absence of that chatter made our home feel awkward and created an emptiness that was difficult for all of us to handle. As a result, Nick found himself in need of a lifeline to David that he created through email and nightly IM activity.

Kobe, our Newfoundland, also had a difficult time. She spent weeks sleeping outside David's bedroom door waiting for

him to come home. Now when he does come home, she is not quite sure how to act.

David's transition has been interesting as well. I never realized that High School does not prepare our children to handle the simplest things in life. My son did not know how to make a bank deposit or write a check. He did not know how to keep track of a checking account as I discovered when his account was overdrawn. While he did some grocery shopping for me, he had no idea what it took to stock a kitchen. He still does not know how to do laundry. When he comes home his clothes are "gray" and I need to wash them two or three times to make them recognizable.

My husband and I felt the transition in so many ways it is hard to describe. There are many instances on any given day that remind us that our family is slowly shrinking; setting the dinner table for just four, walking by his bedroom and finding his bed always made (which it never was), much much less laundry, turning around to share a thought or a story and he is not there etc. One night we were out to dinner with Kevin when he noted that soon Nick would also be away at college and it would just be the three of us. When I reflect on that night, it scares the heck out of me.

This story is not all doom and gloom. On the other side of the coin, I have a wonderful son who is doing well at school and starting a new phase of his life. As a result of this transition, we have all discovered the good things in our lives that we took for granted. We appreciate one another and relish the limited amount of time we have together. I actually look forward to the 20 extra loads of laundry when David does come home. Instead of being sad, I look forward to all the transitions my family will go through, and welcome all the learning that those transitions will bring for each of us.

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# HARRIS

## Non Profit Profile: The Harbour, Inc.

By: Lindsey J. Whyte '00

The holiday season is a time to take personal inventory and to be thankful for the strength and guidance we have enjoyed over the years that has helped us to achieve success in our lives and careers. It is also a time to think about those in our community who are less fortunate and do not receive the support and encouragement we have benefited from.

Nestled in the heart of Des Plaines is a house where at-risk youth in the suburbs can go to receive that which is lacking at home. Harbour House is a 1920's farmhouse that has been converted to a shelter providing short-term housing and services to adolescent girls in crisis. The shelter is part of a broader community based program under the auspices of The Harbour, Inc., a not-for-profit organization based in Park Ridge. The Harbour was founded in the early 1970's by community members incited to action after a Wilmette girl disclosed that her father had been sexually abusing her. She was locked out of the house and, lacking another safe option, the police were forced to bring the girl to a detention center for juvenile offenders for temporary housing.

Today, The Harbour provides comprehensive services to runaway, homeless, neglected and abused girls in the north and northwest suburbs of Cook County, thanks to the tireless efforts of dedicated community members, volunteers and staff. Services are offered through four major programs:

**Safe Harbour Emergency Shelter** - provides emergency shelter, crisis intervention, and comprehensive services for 12 – 18 year-old girls who are homeless, runaway, or locked out of their homes.

**Transitional Living Program (TLP)** - provides longer-term housing to girls ages 16 – 21 who are homeless. TLP provides services and support while the girls complete high school, work part-time, learn independent living skills and plan for their future.

**Independent Living Program (ILP)** - gives homeless youth, ages 17 – 21, who may be parenting, a secure base and a "boost" toward self-sufficiency. Youth in this program live in their own or shared apartments, and receive start-up funds and a decreasing rent subsidy while they are working toward economic independence.

**Foundations of Living for Youth** - provides pregnant and parenting youth ages 17 – 21 with financial assistance and intensive social services targeted toward their unique needs. Youth receive counseling, training in independent living skills and child care, educational and vocational support and case management while they are learning skills to achieve economic self-sufficiency.

Many people associate a need for an organization like The Harbour with a more urban setting where diversity of income, crime and other factors contribute to a higher incidence of domestic problems. Nevertheless, the north and northwestern suburban Chicago area, despite its affluence, high education levels and neighborhood safety is not without many of the problems of the city such as drug and alcohol abuse and domestic violence. Rather, these problems are often better hidden, making it more difficult for educators and law enforcement to intervene on a timely basis.

Take Meghan, for example. Her father was an alcoholic who would verbally abuse Meghan and her younger brother and sis-

ter during rage attacks. Meghan's brother suffered from a bipolar disorder and would regularly beat her and her sister with a baseball bat. Meghan's mother suffered from an eating disorder and could barely take care of herself, let alone her children.

When Meghan was 10, she was raped by a neighbor. Living under these circumstances for so long finally took its toll – at the age of 17, Meghan could no longer take care of herself and was in and out of hospitals with her own eating disorder.

Fortunately, The Harbour could provide the stability she was not able to find at home.

Meghan's story is not uncommon. The girls who come to The Harbour are typically not discipline problems or drug users. They are often trying to find refuge from dysfunctional family environments. The signs they show of their troubles are often ignored or overlooked by untrained or inattentive teachers who focus more on troublemakers and underachievers.

At the shelter they find structure. They live under a strict set of rules, share a bedroom, have responsibilities to do chores, attend school and they always have access to a staff member to help them through a difficult time. If they cannot return home or live with other family members, they will move to the transitional living program as soon as they are ready. In the TLP and ILP, participants continue to work with counselors as they build skills and prepare to live on their own.

The astute reader might wonder who pays for all these services? The Harbour has been recognized for providing exemplary services in the community by the Juvenile Justice Department, the U.S. Children's Bureau, the Beatrice/Esmark Foundation, the Child Welfare League of America and the United Way. The accolades, while appreciated, unfortunately do not pay the bills. When the furnace goes out at the shelter (as it did in November) or a new apartment needs furniture, we rely heavily on the generosity of our community, and on the fundraising efforts of our Board and a small development staff (1 full time employee).

In addition to fund raising, Board members play an active role in the decision-making process at The Harbour. For example, the Illinois Department of Children and Family Services has recently increased its contract for services with The Harbour necessitating a detailed budgeting, hiring and expansion process. The Board, directly and through its various committees, works closely with the agency's Executive Director, Randi Gurian, as she guides The Harbour through this process.

Most importantly, though, Board members channel their desire to contribute in a meaningful way to the community into their efforts on behalf of The Harbour. While the agency benefits from the knowledge, expertise and commitment of its Board members, the Board members, too, benefit from the satisfaction of knowing that they have helped create stability for girls who desperately need it.

To learn more about The Harbour and about pursuing a position on The Harbour's Board of Directors, please contact Lindsey Whyte, Harbour Board President, at 847-284-4946, or [mlwhyte@chicagogsb.edu](mailto:mlwhyte@chicagogsb.edu). To make a donation to The Harbour, visit [www.theharbour.org](http://www.theharbour.org) or call our office 847-297-8540.

## UCWBG Summit: Visioning Sessions

By Susan DeVito '93

Hundreds of women gathered to participate in the visioning sessions at the UCWBG Summit. The energy and buzz from our speakers and participants fueled lively and interactive discussions at our five sessions. The goal of our visioning sessions is to create a program around an important women's topic and invite women to come together, collectively develop thought leadership around the topic and move ideas forward.

As a result of last year's Summit, the UCWBG has launched a pilot mentoring program, 2Succeed! This six month one-on-one mentoring program provides community building amongst UCWBG members. This year, we have five community outreach opportunities for our participants!

Our collective success comes from the hard work of talented and dedicated thought leaders, facilitators, and committee chairs. Thank you to the following visioning session chairpersons: **Peg Conway, Ayo Falusi, Susan Kane, Maggie McCoy,** and **Merle Tresser**. These women have passionately created these sessions and are a huge asset to the UCWBG organization. Additionally, **Franchee Harmon** and **Suzanne Keers** provided some special assistance around the visioning sessions. Thank you to our thought leaders and facilitators. Please read about these fabulous people on our website, [www.ucwbg.org](http://www.ucwbg.org).

Thank you to **Jane Ranshaw** and **Paola Lieto** for developing the 2Succeed! Mentoring Program.

Our team has developed session summaries to provide you with key tips and insights!

## Hone Your Skills: Negotiate!

By Sue Matson '82

- When do we negotiate and what for?
- How can you "turn" a negotiation in a more productive direction?
- How do you know when to stop negotiating?

People often find themselves with these kinds of questions when they are faced with a negotiation. A Visioning Session called, "Hone Your Skills: Negotiate!" addressed these issues and others in a lively interactive discussion that drew over 70 participants. Led by Dr. Stephanie Scharf, partner with Jenner & Block LLP, and moderated by Sue Matson with planning assistance from Maggie McCoy, the discussion introduced a framework for understanding negotiations and leadership. The team also drew upon many concepts originally developed by Carol Frohlinger and Deborah Kolb, Principals, Negotiating Women.

### Importance of Relationships

The group began by looking at the need to consider both long-term and short-term goals in any negotiation. No matter what the immediate purpose of the negotiation, it is also critical that you preserve or enhance a positive relationship with the other party. Even if you leave your current firm, you are likely to encounter many of your colleagues again in the future. Therefore, there is a need for every negotiation to end with the relationship intact.

### Preparation

It's important to prepare carefully for any negotiation. Some of the steps identified by the group included:

- Be clear on your goals
- Know what's non-negotiable for you
- Anticipate both your own and the other party's acceptable alternatives
- Consider the importance of maintaining a positive relationship with the other person
- Be aware of the "music" of negotiation: tone, pacing, timing, method of communication and non-verbal behavior
- Practice your conversation ahead of time with a friend or colleague

### Strategic Turns

One of the most spirited parts of the discussion introduced a framework of moves, countermoves and "turning" a negotiation. Dr. Scharf showed that moves and countermoves are conversation "stoppers" because they are essentially "yes/no" exchanges. For example,

Move: "You're not ready for this assignment." (NO)

Countermove: "I think I am." (YES)

Strategic moves called "turns" provide an alternative to this yes/no situation. Turns keep the conversation going so that you can continue to work toward your goals in the negotiation. They invite further discussion and may open up new alternatives. They also help you to understand the other party's obstacles so that you can work to overcome them.

### Four types of "turns" were illustrated with examples.

- Interrupt the move.
  - "Let's each think about this and get together again tomorrow."
- Name the move.
  - "I can tell you feel strongly about this."
- Question the move.
  - "Tell me more about what you see as the stumbling blocks."
- Divert the move.
  - "Let's take a look at some information I've prepared so you can see that I have the technical expertise for this assignment."

### When to Stop Negotiating

By using negotiation tools skillfully, you can keep a conversation going until you achieve many if not all of your goals. However, it's also important to know when to stop negotiating, and the audience identified some ways to determine when to stop.

- When progress is no longer being made, i.e. the same issues keep resurfacing
- When the relationship may be negatively affected by continuing the negotiation
- When diminishing returns have been reached, i.e. the time, energy and possible damage to a relationship by continuing to negotiate is not worth the potential additional gain
- When acceptable outcomes have been achieved
- When the other partner's responses (verbal or non-verbal) tell you that they are done negotiating

*Continued on the next page*

## UCWBG Summit: Visioning Sessions (Continued)

### Lessons Learned

Visioning Session participants identified a number of key lessons that they can take back to both their professional and personal lives.

- There are many different styles of negotiation. Work with a style that genuinely fits you.
- Prepare in advance by knowing your goals and acceptable alternatives, as well as what you believe the other party will accept
- Use strategic turns to keep the negotiation going
- Practice! Practice! Practice!
- Don't give up easily or avoid difficult conversations. Negotiation is a process. Stick with it.

### Additional Resources

- Her Place at the Table (Kolb, Williams, Frohlinger)
- Everyday Negotiations (Kolb and Williams)
- [www.negotiatingwomen.com](http://www.negotiatingwomen.com) (individually paced learning)
- "Breakthrough Bargaining" (Kolb and Williams), Harvard Business Review, February 2001
- Getting to Yes (Fisher, Ury, Patton)
- Difficult Conversations (Stone, Patton, Heen)

## Pursue Your Passion: Empower Your Life

By Susan L. Kane '91

"Pursue your Passion: Empower your Life" was one of the break-out sessions offered at The Women's Summit. With over 60 attendees, living a life driven by passion is clearly a hot topic for a wide range of women.

The discussion began with an introduction from former UCWBG President Susan Kane, the session creator. Susan explained how her own pursuit of passion has evolved from being a CPA/finance professional to her current activities of writing an inspirational book about how everyday women's triathlon experiences transform and empower their lives and leading a triathlon training team in the spring of 2007. In pursuit of living a life based on passion, Susan met the session coordinator Courtney Parks, MA, a life coach focused on helping women bring their passion into their daily lives, and Cheryl Francis, a GSB alum with an amazing record of accomplishment who lives her life based on passions.

Courtney and Cheryl participated in an interactive Q&A session, sharing their advice on how to live a life fueled by passion. Specific ideas and recommendations included:

- The process of pursuing your passion is unique for each individual: everyone has their own path. It's about "who you are" more than "what you do"
- Pursuing a passion takes determination, confidence and stamina
- When you're passionate, you feel alive. Paying attention to this feeling helps you navigate the path so you know you're in the right direction. Trust your gut
- You don't need a plan as much as a direction. Take the first step and see where it leads. Be open to the discovery and learning

- Allow yourself to "vision" an idea, trusting it will work is a powerful way to release your creativity and move forward
- The process is usually one of experimentation... pay attention to what excites you, take action, see how that feels, take your next action, etc.
- There is power in action: share your passion with others, engaging it or creating something from it is as important as feeling it
- Pursuing a passion is a bold act that can be scary and can have impact on our relationships with ourselves and others. Recognize that fear (our own and other's) is a natural part of the process of change and is a good indicator that we are close to our passion
- Surround yourself with as much support as possible

Obstacles can lead to growth and insight - look for the silver lining. Imagine how the world would be if everyone was doing what they love and sharing their gifts with the world.

## Entrepreneurship: Being a Success Story

By Ayo Falusi '90

Close to 50 business owners and entrepreneurs attended the dynamic Entrepreneurship Visioning Session facilitated by GSB alumna Ayo Falusi. The Thought Leader, Susan Annunzio started the session by asking "What challenges are you facing that made you walk into this room?" This question jump-started a highly interactive visioning session in which participants shared their business problems. Issues ranged from sales stagnation, rebuilding business after loss of key clients, transitioning from products to a service business, financing growth opportunities, improving profitability, maintaining focus amidst multiple demands, to balancing doing versus selling the work. Ideas were generated and practical solutions developed to help participants overcome their business challenges.

The wealth of experiences in the room (participants from diverse industries with different business models and at different stages of their business cycle) facilitated an engaging discussion with the following key takeaways:

**Focus on your strengths.** Successful entrepreneurs identify their core competencies and weaknesses and shore up their weaknesses by hiring people with complementary skills. Trade skills through partnership with other professionals. Also explore the talent of younger Gen-Xers who are more entrepreneurial and value independence. Smart people are better at most things than others but they still need to focus on what they do best to be effective. The ability to prioritize will help you focus your energy to get desired results.

**Take calculated risks.** Women need to take more calculated risks. Explore alternative options. Consider buying an existing business instead of starting from scratch. A successful entrepreneur challenged fellow participants to not just settle for sole proprietorships but think big and buy profitable businesses. She

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## UCWBG Summit: Visioning Sessions (Continued)

core competence. According to her, "what most women consider reckless, the average man thinks is normal business risk".

**Be accountable to someone.** It's helpful to still have a "boss", mentor or advisor that can provide needed perspectives so you don't see things only from your point of view. It can be dangerous if no one can question your decision.

**Develop a flexible business plan.** Create a customer-oriented plan that can be easily adapted in rapidly changing business environments. Entrepreneurs need to be proactive. Being in a reactive mode is a recipe for failure.

This session promised much and delivered on all aspects – empowering participants, exchanging stimulating ideas, and forging a network of energized entrepreneurs. Having attended visioning sessions in the past, a participant said she usually left with great ideas but then, what next? "The unique feature of this session was walking out of the room not only with an "a-ha" moment but also knowing exactly what to do next". Practical, actionable strategies for individuals and their businesses ensured that every participant at this visioning session knew what to stop doing, start doing, or continue doing to take their business to the next level of growth.

## The Triple Bottom Line: People, Planet & Profits

By Peg Conway '88

What if we had concrete steps instead of wishful thinking for making the world a better place? Attendees at the Triple Bottom Line session thought about targeted, local actions, fueled by a bracing discussion that Suzanne Keers facilitated with our two excellent speakers, Ellen Shepard and Noam Frankel.

Suzanne, a past president of UCWBG, is personally committed to the Three Ps, being involved in Local First Chicago. Suzanne led off on by noting recent press on the triple bottom line, around such things as "green MBAs", ISO26000 and corporate responsibility officers.

Ellen is Executive Director of the Andersonville Chamber of Commerce and the Andersonville Development Corporation. In addition, she contributes as a board member of the Business Alliance of Local Living Economies or BALLE, plus its Chicago affiliate, Local First Chicago. She is constantly balancing bottom-line business demands against responsible neighborliness. In her intrepid way, she's nudged this topic to the fore, including presenting some alternatives to the Mayor of Chicago – at his request – after he ended a recent dialogue on corporate social responsibility by vetoing the Big Box ordinance. During her talk with us, Ellen delighted in sharing statistical data from a recent study, showing that economies prosper more when they cater to locally-nurtured businesses rather than mega chain stores. Later, Ellen's BALLE lapel pin caught Ms. Cherie Booth's eye, and Ellen was only too happy to share its meaning with an interested Ms. Booth, who asked for more details!

Noam provides customers with a way to put their monies where their mouths are regarding our planet, as. He's founder

and owner of the Chicago-based cleaning business, The Greener Cleaner, which he grew from an EPA-requested demo site for environmentally-friendly, wet-cleaning technology into a thriving business. It's an alternative to the chemical-heavy traditions of an industry rife with legendary environmental concerns. He described some of his choices and day-to-day struggles, in achieving success and profits. For example, during our Q&A, he revealed that Tax-Increment-Financing (TIF) money is not available to a business like his, unlike big corporations moving to town.

It was a thought-provoking session, and we all came away with great ideas!

## Community Outreach

By Mary Cay Murray

Merry Dee opened the Community Outreach visioning session with an inspirational discussion of her views of community service and what it has meant in her life. She stated that one can live a life worth living every day. Volunteers should hold their heads up high and stand tall and know that they are making a difference.

Meryl Tresser introduced the presenters for the five volunteer programs. Participants were encouraged to sign up for the program of their choice and to volunteer for more than one if they wished.

**Girl Scouts of America** was presented by Leticia Villanueva, Associate Director of Volunteer Services, Girl Scouts of America. The Girl Scouts are the world's pre-eminent organization dedicated solely to girls ages 7-17, helping them develop strong values, social conscience, conviction about their own potential and self worth, and the skills to serve in leadership positions with self-confidence.

The Girl Scouts are requesting Summit volunteers willing to serve as "cookie consultants." Successful business women from the Summit will pair with Girl Scout troops/groups during the annual cookie sale to improve the girls' business skills, provide guidance on the development of innovative selling techniques while serving as mentors to young girls on issues related to entrepreneurship, reliance on others, trust and teamwork. This kind of effort offers tremendous benefits to the girls and should be very rewarding to volunteers. "We have a place for you in Girl Scouts."

**The Greater Chicago Food Depository** was presented by Kate Maehr, recently appointed Executive Director after working for 3 years as the Director of Development and leading a very successful capital development campaign. The GCFD is a model for food depositories nationally and needs our help in continuing to assist over 500,000 hungry people annually. Hunger disproportionately affects women and children and is an enormous problem in the greater Chicago community. During the fiscal year 2005-2006 the Food Depository distributed more than 40.5 million pounds of food to the community. At the GCFD warehouse, donated food is inspected and repackaged for distribution through over 600 food delivery programs, mostly faith-

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## UCWBG Summit: Visioning Sessions (Continued)

tion through over 600 food delivery programs, mostly faith-based and grass-roots efforts staffed by volunteers. But for all its breadth, the GCFD program is only as strong as its weakest food pantry.

To help these programs, the Food Depository runs a “pantry university” to assist food pantries in developing the structures and staffing they need to be successful. Volunteers from the 2006 Summit can help by teaching a class at Pantry University or by consulting with a food pantry on the many aspects of running a successful program including financial management, strategic planning, fund-raising and resource development, marketing and public relations, and board development.

**Fox Valley Habitat for Humanity** was presented by Susan DeVito, President of The DeVito Group, LLC. Habitat for Humanity’s mission for the past 30 years has been to eliminate poverty housing and homelessness throughout the world. To date, Habitat for Humanity has built over 200,000 houses around the world, providing more than 1,000,000 people in more than 3,000 communities with safe, decent, affordable shelter. Fox Valley Habitat for Humanity is a local affiliate which provides affordable houses to families in need in the Greater Aurora area. Established in 1989, Fox Valley Habitat for Humanity has provided 35 families with their first home. Families are selected based on need, willingness to partner, and ability to afford the interest-free mortgage. Not only is Habitat for Humanity the 18th largest builder in the US, but it also operates a bank that provides the mortgages. Homeowner’s mortgages fuel additional building to help out more families in the area.

Summit volunteers can assist the Fox Valley program in providing input to the funds development strategy, and volunteering their time building on site in the spring. Fox Valley Habitat for Humanity provides a hand-up for partnering families, not a hand-out.

### Rush University Health Center for Women

Although heart disease affects both women and men almost equally, women often have different symptoms and respond differently to treatment than men. Dr. Annabelle Volgman, Medical Director at the Rush Heart Center for Women, shared how

women with heart problems are diagnosed and treated with great sensitivity and innovation by a team of cardiologists, internists, nurse practitioners, nurse, nutritionists and cardio-thoracic surgeons at the Center.

Women without overt heart disease are assessed and advised on how to prevent heart disease and stroke.

For Summit participants, the Rush Heart Center for Women proposes a project that would begin with participants taking a questionnaire on their habits and heart health. Then Rush Heart Center for Women professionals will review the answers, do the statistical analysis of the results, and have a meeting with the women to discuss the results, compare their results with the general population, and suggest changes to their lifestyle practices.

### Scholarship Chicago

Karen Foley, President of Scholarship Chicago, provided a moving summary of how Scholarship Chicago creates opportunities for children. Since 1996, Scholarship Chicago has been creating opportunities for more than 1,200 talented, high-need college-bound students (65% female) who dream of earning a college degree. The cornerstone of the 5-years College Bound program—aimed at local high school students—is mentoring. In addition, students attend college preparatory workshops and programs; participate in summer internships and career networking; and receive “gap” financial scholarships of up to \$10,000 (\$2,500/year). All of the scholars demonstrate financial need: more than 54% come from families with annual incomes below \$20,000. Approximately 90% of scholars are the first in their families to attend college and more than 60% are from single parent homes.

Scholarship Chicago would like Summit participants to help with the workshops and programs that are scheduled throughout the year. Workshops have already been developed that address such topics as goal-setting, budgeting skills and public speaking. Summit participants can volunteer to speak at those programs. More significantly, Scholarship Chicago would like the committee of Summit participants to suggest and help develop 12 additional workshops that would help these young scholars fit into the business world and thereby obtain summer jobs.

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## Kicking Off a New Year: UCWBG Annual Meeting 2007!

By Anne M. Kohler '91

On January 23, 2007, come join us at Gleacher to reflect on our accomplishments from 2006 and start planning for 2007. To kick off the 2007 UCWBG programs will be Keynote Speaker, Carrie Hightman, President AT&T Illinois (2001-2006). Ms. Hightman will focus on The Principles to Achieving A Dynamic Career.

Carrie Hightman served as president of AT&T Illinois and its predecessor companies for five and a half years and was responsible for all regulatory, legislative, government and external affairs activities, as well as community and industry relations throughout Illinois. Ms. Hightman helped achieve several major milestones for the company, including:

- Securing unanimous regulatory approval of a landmark agreement to deregulate local phone service and offer competitive pricing in the metropolitan Chicago market.
- The \$197 million settlement of litigation related to SBC's merger with Ameritech.

## Embracing Sisterhood

By: Franchee Harmon '93

When we conducted our membership survey in April, most respondents said "Building Effective Networks" was a key development issue for them. I too faced this issue when I returned to the U.S. from England four years ago. After graduating from the GSB, I received an assignment in London two years later. For the next six years, I built my career and relationships in the European market. When I returned, I felt like a foreigner. Most of my GSB friends had moved on to other cities and bigger jobs or gotten married and had children. People with whom I previously had business relationships also moved on, changed professions, or retired. Basically, I came home without a network. Worst of all, I had decided to start my own business. If I wanted to build a business from scratch, I needed business relationships, and I needed them fast. What did I do? I turned to the many women in business who understood that transitions in life happen, and we need to be there to support each other through them.

Women understand the issues that women go through. We listen, we learn, and we help. To do this, however, we need to be able to get past the superficiality that describes most relationships and get to the heart of what we each really need. But developing relationships at that level is not always easy nor is it necessarily quick. Yet, if we can do it, the benefits are amazing. I feel that over the past four years, I have been fortunate enough to get to that level. Now, I feel that I have a network of sisters (from all walks of life) supporting me (as I support them) in everything I do. As the UCWBG VP of Personal and Professional Development, it is my mission to help every member of the UCWBG create a network of sisters who can help them do the same.

Next spring, we will be offering a workshop titled "Embracing Sisterhood." This session is unique to the UCWBG, or any other organization for that matter. It is not led by a "big name" consultant; so you will not be "sold to." The workshop will be led by RoyEtta Quateka-Means, a woman who only cares

- AT&T's return to the long distance market after a twenty year absence
- Reforming the state's network leasing rules.

Prior to joining AT&T in April 2001, Ms Hightman practiced telecommunications and energy law for more than 17 years. An active member of the community, Ms Hightman serves on the boards of a number of civic and charitable organizations, including the Lyric Opera of Chicago and Chicago Urban League. She is also vice chair of the Telecommunications Committee of the Public Utility, Communications and Transportation Law Section of the American Bar Association.

New members are most welcome and encouraged to attend!!! This is a perfect opportunity to meet old friends and form new relationships. Everyone should bring your questions, your ideas, and your energy and dreams, and come help us continue to build the future of UCWBG.

about how women relate to other women. Her goal is to help you learn how to quickly cut through the issues that stand between you and meaningful relationships with other women that can help you create a "sisterhood" network that supports your developmental needs. She is a theology student in the last year of her dissertation, as well as an accomplished business professional who decided her life mission is to help others. I met RoyEtta while promoting my book. She came up to me at a book signing and said, "I don't know you or what your book is about, but this is to support you." Without hesitation or asking one question about the book, she purchased it. Right then, I decided that this is a woman I wanted to know more about. Over the next several months, I have done just that, and I am very thankful I took the time to connect with her. When you attend her workshop, you will be, too.

It was great to see so many of you at the Women's Summit. That was a terrific starting point for coming together as sisters, so let's embrace Cherie Booth's message. Together, women can do amazing things to change the world. Attending this workshop is an effective way to take action. I encourage, no I challenge, each of you to use two hours of your time to build your network by attending this workshop. Rarely do you have an opportunity to connect and grow in an environment that's focused on you! Don't miss the chance to take advantage of this opportunity.

See you there in the spring '07.

**UCWBG New Members: June to November 15, 2006**

**Jaime Black**

**Celiza Braganca**

*Sterling & Skater P.C.*

**Suzanne Brown – Peters**

*Microsoft*

**Jennifer Childe**

*Bear Stearns & Co. Inc.*

**Margaret Coleman**

*The Staubach Company*

**Mary Corrigan**

**Nicole DeFalco**

**Patrice DeCorrevant**

*JP Morgan Securities*

**Sandra Delgrado**

**Debbie DeSalvo**

**Denise Duffy**

*The Federal Reserve Bank of Chicago*

**Carolann Gemski**

*US Securities & Exchange Commission*

**Suzanne H. Gilbert**

*SHG Consulting*

**Sonia Golden**

*Equity Office Properties*

**Mary Lou Gorno**

*A.T. Kearney Executive Search*

**Rebecca S. Hudecek**

**Cynthia Jamison**

*Tatum LLC*

**Jacqueline Kaweck**

*Carefree Garage*

**Tiffany Knecht – Greenhouse**

*Deutsche Bank*

**Christine Kusher**

*Orren Pickell Designers & Builders*

**Liliana Lang**

**Amber LaRue**

*BMO Capital Markets*

**Esther Laspisa**

**Bret Levy**

*Retail Credit Solutions*

**Ann Catherine Logue**

*Freelance Communications*

**Sharmi Madaboosi**

*Blackwell Consulting Services*

**Karen Malak**

**Audrey Mathews**

**Lynda McKay**

*Campbell and Company*

**Michele Minarik**

*Merrill Lynch*

**Kendra Mirasol**

*IOR Global Services*

**Julie Miska**

*Equity Office Properties*

**Marguerite Moore Callaway**

**Leslie Muir**

*Hewitt*

**Carol O'Reilly – Winfrey**

*Tecta America Corp.*

**Charlotte Poindexter**

**Deborah L. Pool**

**Leslie Recht**

*Defrees & Fiske*

**Janet S. Roemer**

**Deepali Sachdeva**

**Helene Slowik**

**Elizabeth Smith**

*Somax Consulting*

**Stephanie St. Clair**

*Ameriprise Financial*

**Victoria Stein**

*Victoria Heineman Stein Business  
& Marketing*

**Cynthia Swanson**

**Irma Tan**

*Levi Little Herbst & Co. LLC*

**Sheryl Terril**

*The AddVantage Group*

**Lisa G. Thomas**

*The Clement Group*

**Michele Uddin**

*The Claro Group*

**Nancy Wall**

*Solutia Inc.*

**Shari Young**

*Connecting. Leading. Growth.*



**UCWBG Women's Summit 2006**



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