

Annual Meeting: "Be a Relationship Rainmaker"

By Ayo Falusi '90

On January 23, the University of Chicago Women's Business Group (UCWBG) held its Annual Meeting at the Gleacher Center. The keynote address entitled **The Principles to Achieving a Dynamic Career** was delivered by **Carrie Hightman**, Former President of AT&T Illinois, who has recently been named Chairman of the Illinois Board of Higher Education.



Gail Schoenbeck, Navneet Miglani, Carrie Hightman, Suzanne Kenney and Teresa Seipel at the Annual Meeting.

It was a great evening for the crowd of motivated, achieving women that gathered together in the warm atmosphere. Ms. Hightman who has had a dynamic and remarkable career took the time to connect with everyone who was present at the meeting. Her talk was inspiring, and it was fascinating to watch her at work in "relationship rainmaking" the words she prefers to "networking." The event was a wonderful way for our members to start out the year as they develop goals and action plans at work. Every seat in the top floor room overlooking the Chicago River was filled and there was high energy in the air. Members

Kathy Flanagan: Distinguished Service Award

By Ayo Falusi '90

At the Annual Meeting on January 23, the UCWBG honored Kathy Flanagan, who served as the 2004 UCWBG President, with the highest honor bestowed by the UCWBG Board of Directors - The University of Chicago Women's Business Group Distinguished Service Award. The award recognizes outstanding leadership, sustained service, and demonstrated achievements on behalf of UCWBG.

Kathy has played instrumental leadership roles and worn different service hats during her years of involvement with the UCWBG. She inspired many alumnae to become more involved with the UCWBG and personally recruited a number of the board members.

As 2004 President of the organization, Kathy instilled a renewed sense of optimism and teamwork to the Board. She worked closely with all Board members to discuss goals and activities. Kathy demonstrated exceptional leadership qualities, which revitalized the board and our membership. She arranged for outstanding keynote speakers as Susan Crown in 2004 and Pam Strobel in 2005. When Kathy recognized that the time was

Continued on page 11

and guests excitedly caught up with old friends and readily made new ones. There was a good mix of ages and professional careers represented, and that added to the meaningful exchange. We definitely want to see more of these warm connections as part of our strategic thrust for this year.

The evening started out with a welcome reception for new members. Both new and existing members met and greeted with the board members and one another. The conversations continued as they later sat down to a scrumptious dinner catered by Wolfgang Puck. It was a challenge to return from the dessert table as attendees kept connecting with those close by as they checked out the assorted spread of dessert.

In her opening remarks, UCWBG President Gail Schoenbeck welcomed everyone and reviewed what the organization accomplished in 2006. Gail thanked the outgoing 2006 Board of Directors for their efforts. Teresa Seipel, outgoing Immediate Past President, and Anne Kohler, outgoing VP-Internal Communications, who were in attendance received a warm applause for their dedication and service on the board. Next was the presentation of the Distinguished Service Award to a dynamic and well respected alumna, Kathy Flanagan. For more information on Kathy, please see related article below. Gail continued her address with a review of UCWBG mission and then shared the plans for 2007 - "Connecting through Leadership and Growth." See President's Letter on page 3 for details. The new 2007 Board of Directors was then introduced. Gail encouraged members to deepen their connection and make the most of their involvement with the UCWBG.

Following the business session, Gail introduced the keynote speaker Carrie Hightman.

Continued on page 10

CONTENTS

	Page
Annual Meeting: "Be a Relationship Rainmaker"	1
Distinguished Service Award	1
Calendar of Events	2
Lunch with Maggie Daley	2
President's Letter	3
Business is a Team Sport	4
Making Beautiful Music with Teams	4
When Was the Last Time You Did Something for the First Time?	5
Group Process Communications	6
Welcome UCWBG New Members	6
Meet the Board	7-9
Annual Meeting (Continued)	10
Distinguished Service Award (Continued)	11
Lunch with Maggie Daley (Continued)	11
Board Retreat: "You Don't Have to Do It Alone"	12

The Exponent is published
4 Times A Year

Call Ayo Falusi at
312-927-4419

To Discuss Submitting An Article

Design:

Bohringer Creative, Inc.
630.279.6635
www.bohringer.com

Contributors

Susan DeVito '93
Ayo Falusi '90
Susan L. Kane '91
Jane Ranshaw '72
Gail Schoenbeck XP-61

Editor

Ayo Falusi '90

UCWBG (voice mail)
847-256-5804
UCWBG fax
847-244-9813
www.UCWBG.org

Lunch with Maggie Daley: After School Matters

By Ayo Falusi '90

On Tuesday, February 27, the **UCWBG** joined with the **Rotary Club of Chicago**, **The International Women Associates**, and **Chicago Foundation for Women** for a special lunch with Maggie Daley, wife of Chicago Mayor Richard M. Daley. Mrs. Daley is the Chair of the Board of Directors of After School Matters, a City of Chicago initiative that offers Chicago teens hands-on job training in the arts, sports, technology, communications, and science. Mrs. Daley spoke on the topic **Impacting Change in our Communities: The development and Success of After School Matters**.

The history of After School Matters can be traced back to "Block 37", a vacant and valuable city block in the heart of downtown Chicago across the street from Marshall Field's (now Macy's) store. Chicago's First Lady Maggie Daley, and Commissioner of Cultural Affairs, Lois Weisberg, came up with the idea of utilizing the abandoned block for an exciting summer arts program for teens named Gallery 37.

The overwhelming success of Gallery 37 led to the expansion of the job-training program beyond the arts to creating Sports 37, Tech 37, and Words 37. Together these innovative programs formed After School Matters which has now expanded to hundreds of schools, libraries, parks, and community-based organizations throughout the city.

The luncheon room at the Union League Club was filled to capacity and you could feel the warmth and goodwill in the air. In her talk, Mrs. Daley provided an update on the program and reported that she was pleased with the success of the program. It was obvious from her effective and down to earth manner of presentation that Mrs. Daley spoke from the heart on an issue she is passionate about, and the audience listened intently to her message. She said most of us got where we are at in life "because someone bent down to help us." After School Matters is an opportunity for

Continued on page 11

Calendar of Events

CALENDAR OF EVENTS

April						
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					

May						
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		

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

Monday, April 9, 2007
Mentoring Pilot Update

Wednesday, April 11, 2007
PWCC Event: Progressive Connections

Saturday, April 14, 2007
Board Meeting

Wednesday, April 18, 2007
UCWBG and HBSCC: Heart Health Event

Thursday, April 19, 2007
North/Northwest Networking Group

Tuesday, May 1, 2007
Executive Club of Chicago: Women's Leadership Event

Friday, May 4, 2007
First Friday Lunch

Saturday, May 12, 2007
Board Meeting

Sunday, May 13, 2007
Y-ME Race with Chicago GSB Women

Friday, May 18, 2007
Management Conference - UCWBG Panel

Friday, June 1, 2007
First Friday Lunch

Tuesday, June 5, 2007
Sisterhood Series: "Secure in Business"

Saturday, June 9, 2007
Board Meeting

Thursday, June 21, 2007
North/Northwest Networking Group

To Be Determined
Mentoring Pilot Completion Celebration

To Be Determined
Wine, Women and Chocolate Event

President's Letter - A Fresh Look at 2007!!

By Gail Schoenbeck XP-61



As we take a fresh look at the University of Chicago Women's Business Group, 2007 promises to be a great year for its members. We have an active Board that is energetic and filled with innovative ideas. As graduates of the University of Chicago, not only are our Board members highly intellectual and sophisticated but they also have a personal side that is interesting and fun. I invite you to take a look at the personal side of the UCWBG Board

members by visiting Ayo's column "Meet the Board." It is also my pleasure to introduce you to the new 2007 Board members:

Leisa Aiken, VP – Finance

Lori DeCicco, VP – Administration

Ayo Falusi, VP – Internal Communications

Esther Laspisa, VP – Marketing

Dina Ross, VP – Programs

It is our vision to implement the 2007 UCWBG theme of "Connecting through Leadership and Growth." We as a Board are committed to connect our members by providing opportunities to both build relationships and enhance leadership capabilities. Building relationships and enhancing leadership capabilities will lead to the growth of both our members and the organization. It is our goal to elevate the organization and its members to new heights. Let's take a closer look at the UCWBG tag line: Connecting, Leading, Growing:

Connecting: Building off the tremendous success of the 2006 Women's Summit with Cherie Booth Blair, the UCWBG kicked off 2007 with our Annual Meeting featuring Carrie Hightman as the keynote speaker. Our immediate past and upcoming events include:

- Lunch with Maggie Daley as partners with the Rotary Club
- Linking Professionals to Non-Profit Organizations featuring Deborah Card, President of the Chicago Symphony Orchestra Association
- Celebrating International Women's Day at the Union League Club with Mardge Cohen and also partnering with Union League Club of Chicago, International Visitors Center of Chicago, and International Trade Center of Chicago
- "Progressive Connections" with the Professional Women's Club of Chicago
- "What Smart Women Need to Know about Heart Health" with Dr. Annabelle Volgman at Rush Heart Center; partnering with Harvard Business School Club of Chicago
- "After the Tsunami: The Departure of the Baby Boom",

2007 Board of Directors

President

Gail Schoenbeck XP-61
312-377-2299
President@ucwbg.org

President-Elect

Margaret McCoy '83
630-790-4676
PresidentElect@ucwbg.org

Immediate Past President

Barbara M. Flom '02
312-949-9544
PresidentPast@ucwbg.org

VP-Administration

Lori DeCicco '91
847-345-1738
VPAdmin@ucwbg.org

VP-Finance

Leisa Aiken '83
847 471-4835
VPFinance@ucwbg.org

VP-Internal Communications

Ayo Falusi '90
312-927-4419
VPCommunications@ucwbg.org

VP-Leadership Initiatives

Susan DeVito '93
630-904-4328
VPLeadership@ucwbg.org

VP-Marketing/Public Relations

Esther Laspisa '85
847-612-1479
VPMarketing@ucwbg.org

UCWBG Panel at the University of Chicago's 55th Annual Management Conference

- "Secure in Business", a Sisterhood Series featuring author Robin Weidner
- Yes, we will be hosting the 3rd Annual Women's Summit which is well under way with its planning

Note that we are hosting a mixture of large and small, educational and fun events so that we can meet and network. We hope to inspire, as Carrie Hightman states, the "relationship rainmaking" needs of all our members.

Leading: Staying true to the University of Chicago's spirit, the UCWBG provides leadership opportunities for Board members and their respective committees. Special projects that have our focus in 2007 include a Board Process Review, a Technology Website Update, and the development of a Membership Directory. We also continue to grow and develop the Mentoring Program. Committees are being formed for both the events mentioned above and these projects and program. We invite you to get involved... Contact the respective Board members that are leading these events/programs, functions and projects:

(See their email addresses below.)

Administration: Lori DeCicco

Finance: Leisa Aiken

Internal Communications: Ayo Falusi

Linking Professionals to Non-Profit Organizations: Barbara Flom

Management Conference / UCWBG Panel: Maggie McCoy

Marketing: Esther Laspisa

Membership: Terry Gapp

Process Review: Peg Swanton

Professional Development: Franchee Harmon

Programming: Joan McCullough & Dina Ross

Strategic Partnering: Jennifer Dominiquini

Technology: Mary Dalakouras

UCWBG Directory: Ellen Partridge

Women's Summit / Mentoring Program: Susan DeVito

Growing: With all the activities that have been planned, 2007 does promise to be a year of growth for the organization and its members. While each of us explores our professional and personal development, we will embrace the UCWBG mission of enriching women's initiatives and making a difference in both our professions and communities at large.

Come join us... Be part of UCWBG in achieving our goals and in raising the bar of high standards.

Together we will make a difference!

VP-Membership

Theresa Gapp '93
(847) 753-9595 x32
VPMembership@ucwbg.org

VP-Professional & Personal Development

Franchee Harmon '93
312-335-1590
VPProfDev@ucwbg.org

VP-Programs

Dina Ross '87
708-848-3665
VPPrograms1@ucwbg.org

VP-Programs

Joan McCullough XP-74
630-898-1830
VPPrograms2@ucwbg.org

VP-Strategic Partnering

Jennifer Dominiquini XP-74
312-266-7700
VPDirector2@ucwbg.org

VP-Technology

Mary Dalakouras XP-71
773- 444-0244
VPTech@ucwbg.org

Director-At-Large

Peg Swanton '80
773- 538-7613
VPDirector1@ucwbg.org

Director-At-Large

Ellen Partridge '04
312-681-2840
VPDirector3@ucwbg.org

Business is a Team Sport

By Susan DeVito '93

Business is a team sport, and teams are all about people. There is nothing quite like a fabulous team experience where dynamic people come together and enjoy a creative and magical experience. And oh, by the way, achieve tremendous results. Teams can be dedicated, large, and cross-functional in nature or as straight forward as an independent contractor working with her client.

Here are some important aspects a team leader should consider to build a wonderful team:

Share and discuss the team's purpose and mission. Many times team members assigned to an initiative have not been involved in the project's conception and formation. It is critical for the leader to address the purpose and mission to bridge the understanding to gain buy-in and unleash motivation. People are enthusiastic when they understand how they can apply their skills and interests to a particular effort.

Develop shared goals, objectives, and metrics with the team. While you have the end result in mind, I suggest you be open to the team developing the specific game plan. The team leader guides the process, but is flexible to team choices that get to the same result. At the end of the day, everyone should be able to answer the question, "how do we know when the project has been a success?"

Express respect for each person's talents and expertise. Share with the team why each person is on the team and how they can contribute to the success of the project. This helps the

Making Beautiful Music with Teams

By Jane Ranshaw '72

Why do some teams perform like a world-class orchestra, while others produce only meaningless noise? The answer may be in the word itself: **ORCHESTRA**.

O is for ownership. Nearly all projects or even day-to-day processes can be divided up so that everyone owns a certain part. As with a beautiful symphony, when everyone plays together, the whole is greater than the sum of its parts.

R is for results. Successful teams focus on outcomes rather than bureaucratic processes. Some of us are quick starters; others are driven by deadlines. If a co-worker owns a task and the results fit the needs of the team's goals, do we care how she accomplishes it?

C is for Clear vision. The vision usually begins with the leader, but success requires everyone sharing the same vision.

H is for Heart. We don't have to be best friends with every team member, but we can try to accommodate, within reason, the needs of others. If a member needs her morning caffeine as part of her tuning up, can't we check our e-mail while she makes a fresh pot of coffee?

E is Encourage feedback. Regardless of how carefully we prepare (whether for a day or year-long project) no plan is perfect. If a team is to succeed, it must be open to everyone's ideas.

S is for Standards. We should avoid undermining our outcomes by lowering standards for one or a few team members. If

team clarify their roles and responsibilities. Avoid the pitfall of confusing roles which can lead to a duplication of effort and overall frustration. Make sure you assign measurable responsibilities to one owner versus giving a task to multiple people.

Be generous in sharing information. Communications is a two way street. People need information to do their jobs and deliver great results. Leaders need information from their team to help with managing complex decisions, dealing with troubled areas, and expressing successes to key stakeholders.

My approach is to constantly share information and cast a wide net. I find some of the more "remote" stakeholders can catch potential issues and provide solutions.

Consider how you communicate information to your team, and know that the team leader's message is weighted heavily with team members. A positive approach for difficult issues can help a team stay positive and persevere towards finding a solution.

Provide a safe haven. Perhaps one of the most important responsibilities of a team leader is providing the team with a nurturing environment within which to work. The goal is to build trust and respect so team members can raise differing and difficult ideas, present good and bad news, and ask all sorts of questions. Members need to listen to one another and engage in open dialogue and discussion. It is true that the team as a whole develops better ideas and solutions than the individual.

Taking these factors into account when launching your project can lead to great satisfaction and success!

someone is overwhelmed by work, the team should reassess how to adjust. Perhaps he needs additional training or a helping hand.

T is for Tools. We wouldn't ask a violinist to "make do" with a cello, and each team member must have the tools needed to succeed. Not everyone needs a Stradivarius, but he does need the right instrument!

R is for Roles. Every team member must have a clearly-defined role, and all team members should know how they fit into the team as a whole.

A is for Attitude. More teams succeed because of a winning attitude than superior talent. While ability does matter, the finest orchestras contain many musicians who excel at playing well in an ensemble rather than as soloists.

So, as you approach your next team project, consider the beautiful music members can make together.

Jane Ranshaw is president of Jane Ranshaw & Associates, Inc. Thousands of business people have benefited from her seminars and consulting. She is a member of the adjunct faculty at DePaul University where she teaches graduate courses on consulting and change management. She is a graduate of the GSB and Indiana University.

When Was the Last Time You Did Something for the First Time?

By Susan L. Kane '91

Think about it. When did you last try something new? Set a fresh goal? Break the routine? We get so busy with our lives—family, career, obligations—how often do we shake up the status quo?



Team Danskin® Training

When was the last time you did something for the first time?

These words are one of the mottos for the Danskin Women's Triathlon Series®. Each year, over 20,000 women, ½ of them first timers, cross the finish line of an all women's sprint distance triathlon, having swum a ½ mile, biked 12+ miles and run or walked a 5k (3.1 miles). Many of these women are unlikely athletes—but, for varied reasons, have taken on the challenge of completing a triathlon.

My Story

In 2000, at the age of 42, I completed my first Danskin triathlon. Now, none of us Chicago GSB alumnae are slackers—or we wouldn't have gotten that MBA in the first place. But setting a goal of completing this triathlon, with only 8 weeks to train, was a real stretch for me. At the time, I was the UCWBG President-elect. I was working, taking care of the family and dealing with another bout of the autoimmune disease that affects my kidneys. Yet, I was drawn to this challenge, in part to prove to myself and others that I would not be a victim of my kidney disease.

The night before the triathlon, I was really nervous and scared. "What was I thinking? I had never set an athletic goal before in my life. Sure, I had accomplished things like passing the CPA exam the first time and getting my MBA after having my third child when I was half-way through the program, but a triathlon?"

Despite my fears, I showed up at the start line the next morning. Two hours and two minutes later, I "flew" over the finish line. It was one of the most emotional and empowering moments of my entire life. I sobbed uncontrollable tears of joy.

What I Learned

"Doing the Danskin" taught me lessons that are far more reaching than the physical accomplishment of crossing the finish line. For example:

You can't win if you don't take a risk. Too often, fear—such as fear of failing for us MBA over-achievers—prevents us from taking on a risk. We need to acknowledge the fear, face it, and move forward. If I hadn't set the goal of completing the triathlon or showed up to the finish line for fear that I might fail, I would have missed one of the most important, redefining moments of my life.

Success is how YOU define it. That first year, crossing the finish line in whatever time it took was success to me—it didn't matter that it took me twice as long to finish as the elite athlete who won the race—because I defined success as finishing. In subsequent years, I redefined the goal in terms that made sense for me, given all the competing demands on my life. As a triath-

lete, I will always be a "middle of the packer", and that's OK with me. This personal definition of success applies to other aspects of my life as well.

Put appropriate support networks in place. We all need a little help from our friends. Ask for what you want and get the support you need. Perhaps it's a work-out buddy or team to motivate you to train on the days you don't feel like it. Similarly, connections like those provided through the UCWBG sustain you through the challenges in the workplace or in finding the appropriate work-life fit for you—don't go it alone!

There's a place for women-only events. Whether first-timers or seasoned athletes, over and over I hear that there is nothing like the positive, encouraging environment of a Danskin triathlon. As a former UCWBG board member, the question continued to surface over the years—do we still need a women's only organization? The answer is a resounding yes. Use women only events as a place to learn, to get support, to try something new, to build community.

Over the years of my involvement with the UCWBG, I've heard a number of high-profile, successful business women share these same messages. After completing a triathlon or two, I was finally able to truly embrace these messages.

New Beginnings

My involvement with the Danskin triathlons has evolved over the past (almost) seven years. I have uncovered an unexpected way to pursue a passion in my life—which is empowering women. Though I keep my fingers in business as a part-time CFO, I now spend a significant amount of time writing a book on what women have learned about life by completing an athletic goal like a Danskin triathlon. I plan to publish *Flying Over the Finish Line* in 2007. I am also leading a first-timers triathlon training team, Jill B. Nimble Team Danskin Training®, the official training program of the Danskin Women's Triathlon Series.

If you're ready to do something for the first time, start training with me in May. Reach me (847) 823-9690, couragetotri@aol.com or check out my website/blog, www.couragetotri.com. There are two Chicago area Team Danskin Training locations. I will be leading one based in the Northwest Suburbs. Another will be based on the north side of the City. You can also get more information about the training program at www.jillbnimble.com.

There's one last thought I'd like to share with you, another motto of the Danskin Women's Triathlon Series:

The Woman Who Starts the Race is Not the Same Woman Who Finishes the Race.

I hope to fly over the finish line with you!

UCWBG Women's Summit Sponsor



Team Danskin® Training

Welcome New Members: November - March

Charlotte (Betsy) Biern
CCS

Rose Brintlinger

Catherine Canman
Walgreen Company

Rima Franklin
Axiom Consulting Partners

Karen Gramigna-Warren
Aksys, LTD

Erika Grinius

Loleta Knight

Bonnie Krensavage Smith
Abbot

René Ristau
Ashley Capital, LLC

Nadia Vandalen

Morningstar, Inc.

Cathy Rena Williams
Cityfront Capital Partners

Group Process Communications

By Susan DeVito '93

It's invigorating to convene a diverse team to launch new products or solve complex issues. If done well, the team process is truly rewarding and exciting.

Using a Facilitator

In my experience, the most successful meetings and sessions have had a facilitator leading and managing the process. In addition to being experienced in the facilitation process, I find it helpful for the person to not be vested in a specific solution as it may limit open discussion. For this reason, it may be helpful to have a separate project management team leader or bring in a third party to facilitate.

Designing the Logistics

Face to face meetings with team members are important in the early stages of a project. It provides networking opportunities as well as stresses the importance and focus of the project. It is hard in today's environment to get everyone together given time constraints and disperse geographical locations. However, it is important to meet face to face. 93% of the meaning of a person's message is communicated through body language and tone. Place priority on the effort and develop a business justification leveraging efficiencies gained in quicker decision making and fewer overall meetings.

Brainstorming

Brainstorming has been around for many years and carries different meanings for different people.

Merriam-Webster's definition of brainstorming is "a group problem-solving technique that involves the spontaneous contribution of ideas from all members of the group." One key element of this definition is the contribution from all members.

I view brainstorming as a tried and true tool that empowers, raises enthusiasm and energy.

Hearing from Everyone

If everyone speaks and feels heard, you can build incredible team alignment and support for a solution or decision. Some

people are more vocal than others. It is necessary to create an environment where everyone is heard and provides input.

If a particular meeting is filled with strong individuals who dominate the discussion, the facilitator can systematically go around the room person by person for input. If folks jump in during the brainstorming, the facilitator can actively table items for later discussion.

Make sure you record people's input with the exact words and phrases the individual provides. This demonstrates that the facilitator has listened and heard the participant. If the words and ideas posted are different, the participant can feel dissatisfaction, disengagement, or skepticism. The facilitator can combine, consolidate, and rephrase ideas once brainstorming is over.

It is fine to ask clarifying questions during brainstorming to ensure there is a good understanding of an individual's contribution. This part of the process is not for judging or deciding, it is for listening and collecting.

Providing some structure

I'll never forget one team session where we were designing a new system cutover. Upon asking for people's input, I was met with a lot of blank stares. This is common for brand new processes or solutions. A useful tool is to ask questions around the issue. How would a person use the system? What expectations would an end user have for this product? Are there other projects which have addressed a similar issue? This helps general discussion and drawing people out to talk about their ideas. It is okay to sit in silence for a period of time. Discussion will eventually occur and ideas will flow.

Group process can be a rewarding process to develop top notch business solutions. With great team communications, team members develop a strong foundation from which to operate and be successful.

SAVE THE DATE • FRIDAY, MAY 18, 2007

UCWBG Panel at the University of Chicago's 55th Annual Management Conference

"After the Tsunami: The Departure of the Baby Boom"

The Boomer generation has had a Tsunami-like effect on each economic life stage as they have come upon it. Now that this generation is transitioning out of prime consumption into a "conservation" stage, what might we, as people trying to run and grow profitable businesses, expect because of this transition? **Challenging Everyday Thinking.** Planning is underway for this year's Management Conference. Don't miss it!

For more information go to www.UCWBG.org or contact Maggie McCoy at PresidentElect@ucwbg.org

Meet the 2007 Board of Directors

By Ayo Falusi '90

We are a community. And we want to connect with you better. It's a great pleasure to present our 2007 UCWBG Board of Directors. These professional women are smart, responsible, and engaging. Since I was invited to join the board, it's been fun getting to know and work with these remarkable ladies who graduated at different times from various GSB programs. We all share a commitment to provide the support Chicago GSB alumnae need for their professional, personal, and career development. As you can imagine, our board meetings are never boring. We try to leverage our collective talent and make the most of our diverse backgrounds, work experience, and skills set. Constant intellectual stimulation is part of what makes our interactions so energizing and enjoyable.

I encourage you to tap into this supportive network and develop more meaningful relationships. I met one of my closest friends today on my very first day on campus as a GSB student. We were both foreign students but we came from different parts of the world. Perhaps that was the reason we were placed in the same orientation cohort. On the surface, it didn't seem like we had anything in common. We soon discovered we both missed the close-knit families we left back home and constantly traded anecdotes about the cultural differences we observed in the US. Since then, our friendship has grown even though she lives in Menlo Park, California and I reside in Chicago. Back then in our GSB days, we were focused on getting straight A's and acing our consulting case studies. Now, we are more concerned about work-life balance, children's education costs, and parents' healthcare. Seasons change. And it's refreshing to have friends that span multiple seasons of your life.

As University of Chicago graduates, we are all too familiar with the impressive résumés and biographies. You will find them on our website along with other interesting details about our UCWBG community. There is so much Internet content competing for everyone's attention these days that we want to try and make our electronic publication easier to read in one seating. In this section, I've put together some icebreakers for you to get to know a more personal side of our leadership team. Feel free to create your own opening gambit when next you see any of these pleasant alumnae. You could walk up to a board member at our next event and say to the appropriate lady "So, tell me more about that Inca trail in Peru." You just never know where that conversation may lead. Strategic planning? Connect, engage, and enjoy the experience.

To learn more about UCWBG Board, go to www.ucwbg.org. and click on "Our Leadership".



Leisa Brown Aiken

GSB '83 Full Time

VP - Finance

Email - vpfinance@ucwbg.org

Leisa is a personal financial planner and works at Timothy Financial Counsel, Inc. as Financial Planner. **Memorable GSB Moment:** Encountering then-

Professor Roger Ibbotson on Michigan Avenue in 1985 and being able to report that I was "practicing" what I learned in the Finance Case Study course. **Favorite Food:** Spanish Tapas and almost anything with dark chocolate. **Hobbies:** Taking Spanish classes at Instituto Cervantes (currently on hold while I'm on the board!), reading literature and listening to live classical music – CSO subscriber with fellow UC alumna Eleanor Nadbielny '83. **First Job:** Cashier at a grocery store, the "Big 10 Warehouse", at age 16. **Advice to Business Women:** Set goals that are meaningful to you and pursue them relentlessly. **The world would be a better place if** every child worldwide had the economic and cultural resources to reach his or her potential.



Susan DeVito

GSB '93 Evening

VP - Leadership Initiatives

Email - vpleadership@ucwbg.org

Susan is a strategic marketing & sales, leadership, and teamwork consultant. She works at The DeVito Group, LLC, as President. **Memorable GSB Moment:** Taking the midterm and

final exams in Huizinga's Economic classes. **Favorite Food:** Lasagna and pickles (not together) **Hobbies:** Pilates, psychology, reading, photography, singing. **First Job:** Worked in the mail-room at AT&T International while in high school. **People may not know:** I grew up on Long Island, NY living 10 miles from my future husband, and yet met my husband at work in Chicago. I've also walked a portion of the Great Wall of China. **Advice to Business Women:** Bring your own style of leadership to business and help other women grow and succeed. **The world would be a better place if** we had more work/life balance and considered the long term view.



Jennifer Kelly Dominiquini

GSB XP-74

VP - Strategic Partnering

Email - vpdirector2@ucwbg.org

Jennifer is a strategy and innovation consultant and works at Strategos as Principal. **Memorable GSB Moment:** Travel to Singapore and Barcelona with my XP-class. **Favorite**

Food: All kinds of Italian food. **Hobbies:** Running, cycling, exploring the world. **First Job:** Bakery clerk and "jelly donut stuffer" at age 14. **People may not know:** I met my husband on the Inca Trail in Peru. **Advice to Business Women:** Always look to meet new people and learn new things but don't stress yourself out trying to do so – enjoy! **The world would be a better place if** people could put their differences aside.



Ayo Falusi

GSB '90 Full Time
 VP - Internal Communications
 Email - vpcommunications@ucwbg.org

Ayo is a financial planner and wealth manager. She works at Ameriprise Financial Services, Inc. as Financial Advisor. **Memorable GSB Moment:** Acting in the GSB Follies. It

was a thrill to experience the lighter side of our intense GSB campus program. The band, the cast, and the crew had a blast!! **Favorite Food:** Yoruba Nigerian dishes- *Iyan and Efo* with *Egusi and Panla*, *Ewa* with *Dodo* (have fun pronouncing these!!); assorted fruits; cake and ice cream. **Hobbies:** World travel, sight seeing, reading, cooking, tennis, yoga-aerobics, theater, and singing (especially classical sacred music). **First Job:** Engineering summer internship as a university student at age 17 with a major oil company. **Advice to Business Women:** Cultivate and nurture good relationships. Help other women succeed, don't be resentful. Maintain your integrity. Be willing to learn. **The world would be a better place if** we lived by the Scriptural Golden Rule: Treat others as you would like to be treated.



Terry Gapp

GSB '93 Evening
 VP - Membership
 Email - vpmembership@ucwcbg.org

Terry is a small business manager and works at Diversified Metal Products, Inc., as Controller. **Memorable GSB Moment:** The day Kathy Flanagan, an Immediate Past President of the

UCWBG, invited me to be on the board. I was so completely surprised and humbled because I had just come out of a Leadership Circle experience and felt that I did not have the skills to be a leader. After a year of experience, I now see some of the leadership ability that Kathy saw, but it is evident alongside my weaknesses. Before serving on the board, I saw only my weaknesses, not my strengths as a leader. Now I see them both. **Favorite Food:** The Eucharist, the bread of life. **Hobbies:** I love to walk outside and observe the beautiful changes in nature during the seasons, and I love to travel. I have been asked to accompany Francis Cardinal George and fellow members of the Lumen Cordium (Light of Hearts) Society to the Vatican in April 2007 to celebrate the cardinal's ten year anniversary as Archbishop of Chicago. **First Job:** I earned my first wage as a babysitter, but my first job (complete with paycheck and tax deductions!) was at a fast food restaurant. I still serve the fast food and convenience store industry through my company with the Dispense-Rite™ product line of restaurant equipment. **Advice to Business Women:** The world cannot define success for you because worldly perfection is a moving target. Your Creator has a unique purpose and plan for your life. Ask God how to define success given your natural talents and other gifts. **The world would be a better place if** we recognized that it is already a better place because of the saving work of the Lord Jesus.



Esther Laspisa

GSB '85 Evening
 VP - Marketing/Public Relations
 Email - vpmarketing@ucwbg.org

Esther is a business consultant and works at TPI, Inc. as Change Management Practice Leader.

Memorable GSB Moment: Going through the graduation ceremony and

receiving my diploma. **Favorite Food:** Chinese. **Hobbies:** Reading, hiking, going to the theater, ziplining (only did it twice, once in Honduras and once in Hawaii, but it was a blast.) **First Job:** Babysitting at age 14. **People may not know:** I collect bobbleheads (those little figures where the head moves). I currently have over 70 ranging from political figures to historical figures to movie and cartoon characters, including all the Wizard of Oz characters and even a personalized bobblehead of myself. **Advice to Business Women:** Take the time to get connected with your personal purpose and then align to it to bring out your energy and tap into your talents. When facing a choice, ask yourself "How do the alternatives align with my purpose?" When spending time on something ask yourself "How can I best connect this with my purpose?" When facing a change, whether or not you have control over it, ask yourself "How can this change be good for me in the context of my purpose?" **The world would be a better place if** we would each invest the time and energy to create innovative solutions built on a broader and deeper understanding of the perspectives, concerns, and ideas of others.



Maggie McCoy

GSB '83 Evening
 President-Elect
 Email - presidentelect@ucwbg.org

Maggie is an insurance & finance expert and works at McCoy, Scott & Company as Partner. **Memorable GSB**

Moment: Running up the stairs to class at the 190 Program's East Delaware

building and wondering if I would graduate before it fell down or burned down! **Favorite Food:** Anything fresh-caught off the coast of Maine, on the grill. **Hobbies:** Playing piano, cooking. **First Job:** Tracking and logging farm commodity futures for my Dad at age 8. This should have been my clue to skip the music degree and go straight to the MBA! **Advice to Business Women:** Know your stuff and don't let other people get in your head. **The world would be a better place....**alas, if I knew what would actually work around the globe, I'd be running for office!



Gail Schoenbeck

GSB XP-61

President

Email - president@ucwbg.org

Gail is a career management consultant and works at Lee Hecht Harrison as Vice President, Senior Consultant. **Memorable GSB Moment:** Having the honor of being elected

President of the XP-61 class. **Favorite Food:** Pasta **Hobbies:** Travel, especially to the beaches of the world and European countries. **First Job:** After baby sitting, I ventured into sales at a major department store at age 16. **Advice to Business Women:** Know Yourself; Be True To Yourself; Go For Your Dreams; Set Goals; Be Flexible and Willing to Change! **The world would be a better place if** people see the possibilities; e.g., the glass as half full instead of half empty.



Margaret (Peg) Swanton

GSB '80 Full Time

Director-At-Large

Email - vpdirector1@ucwbg.org

Peg is a management consultant, CPA and Certified Fraud Examiner. She works at Tactics, Inc. as President.

Memorable GSB Moment: Running into my future husband (whom I knew

vaguely) at an LPF — he asked me to join him for dinner. I said “Yes, but I have to go home first and walk my dog.” He said “That’s OK – I have to go home and feed my cat.” So we got married. We have lived happily ever after; the dog and cat have not. **First Job:** I was a babysitter at age 11, a lifeguard at 15, and in college worked for a local garbage company — we told people “Satisfaction guaranteed or double your trash back.”

Lori DeCicco

GSB '91 Evening

VP - Administration

Email - vpadministration@ucwbg.org

Lori is a management consultant and works at Lighthouse Analytics, Inc. as President. **Memorable GSB Moment:** An earthquake struck during a final exam (at the old 190 E. Delaware Building.) **Favorite Food:** English Toffee or anything from Deerfield’s Bakery. **Hobbies:** Tennis, reading, puzzles, movies. **First Job:** Waitress at A&W, at age 15. **People may not know:** I attended the US Open and sat in the first row court side watching Maria Sharapova. **Advice to Business Women:** Carpe diem (Seize the day!) Dare to make your life extraordinary! **The world would be a better place if** people practiced random acts of kindness.

Joan W. McCullough

GSB XP-74

VP - Programs

Email - vpprograms2@ucwbg.org

Joan is a sales and marketing professional and works at IBM as Marketing Manager. **Memorable GSB Moment:** Walking to receive my diploma, and realizing that my family and I did it - we really did it...and if we could do this, there is so much more that we can do. **Favorite Food:** This is hard...I have lots! But I think it is lobster...and ice cream...and fish...and caesar salad...and tomatoes and mayonnaise...and fresh melons in the summer...and champagne (yes, I consider this a food!) **Hobbies:** Travel (don't do it enough), exercise, cooking, school (could be life-long, full-time student), want to learn to play golf (may not have the patience!), would like to learn photography. **First Job:** Babysitting at age 12. **Greatest Desire:** Raise huge amounts of funds to help cure cancer. Help my family achieve their goals. **Advice to Business Women:** Ask questions, interrupt, speak your thoughts and insights, always maintain integrity, and spend time with yourself and your family. **The world would be a better place if** all of us in this world honored each other, helped each other and no child was hungry.

Ellen Partridge

GSB '04 Evening

Director-At-Large

Email - vpdirector3@ucwbg.org

Ellen is a transit advocate and works at the CTA as Project Consultant. **Memorable GSB Moment:** Professor Thayer’s rule that “you can never be happier than your spouse.” **Favorite Food:** Chocolate mousse. **Hobbies:** Winter camping. **First Job:** Shoveled snow at age 10. Kindly passers-by stopped to help when I landed the corner house with the huge lot. **Advice to Business Women:** I find the song that begins “Tis a gift to be simple...” to be worthy of reflection. But so deterministic! **The world would be a better place if** we better understood the role that experimentation plays in our economic and community life.

Dina Ross

GSB '87 Full Time

VP - Programs

Email - vpprograms1@ucwbg.org

Dina is an attorney with Dina B. Ross Law Offices. **Memorable GSB Moment:** Producing the Follies, 1987. **Favorite Food:** Anything chocolate. **Hobbies:** Reading, cooking, travel, entertaining and annoying my kids. **First Job:** My first “real” job was at a magazine publisher in NYC right after the GSB at age 24. **Advice to Business Women:** Aim for “good enough”. It really is good enough. **The world would be a better place if** we all worked less and lived more.

Annual Meeting: "Be a Relationship Rainmaker" Continued

In her talk, Ms. Hightman shared the story of her dynamic career as a series of events, preparations, and opportunities that helped shape the career principles she developed. Following are the guiding principles she presented as, in her own words, "Rules of the road for a successful and rewarding career."

1. **"Be open to opportunities."** Ms. Hightman's career rarely ran in a straight line but through twists and turns. She has worked in both private and public sectors. According to her, "You can't really plan your career path. You never know what is going to happen." She went to law school and then landed a legal position in Florida Public Service Commission. She litigated electric, gas, water, sewer, and telecommunication cases. A Chicago native and a graduate of the University of Illinois with a major in Finance, Ms. Hightman had relocated to Florida with her husband because of his job.
2. **"Know your stuff."** Ms. Hightman had to be proficient in an arcane area - regulatory electric & gas work. She learned what she needed to know. Her efforts paid off because her regulatory lawyer experience helped in subsequent assignments and she could better position herself.
3. **"Gain new skills."** It helps you develop a broad perspective. Ms. Hightman returned with her husband to Chicago having expanded her skills set and knowledge base. Now she was more deliberate in her job search. She joined the private law firm of Schiff Hardin in Chicago because at the time the firm's major clients were in industries she had done a lot of work. Illinois Power Company was the biggest client and they were working on the construction of nuclear plants. Ms. Hightman's prior experience paid off as she worked with the big clients.
4. **"Never compromise your professional standards."** Ms. Hightman learned this from her law firm experience. At least one client expected her to present a court case as a woman. She argued the case like any other professional instead of exploiting feminine stereotypes. She won the case and gained even more respect for sticking to her professional standards. She was elected general partner at her law firm and named head of her Energy, Telecommunications and Public Utilities practice group.
5. **"Be a relationship rainmaker."** There is great value in relationship rainmaking or networking as some people call it. Master the skills of developing relationships that will open doors and opportunities for you. Even though Ms. Hightman loved working at the law firm, she actively networked to reach new heights. The AT&T opportunity came up as a result of networking.
6. **"Take Risks."** There is no greater risk than turning your back on what is familiar and comfortable to accepting a new and different job. It was a risk to leave the successful legal practice she had built over many years with clients and a firm where she had earned partnership. When Ms. Hightman accepted the position as President of AT&T, she now had to deal with the media, be responsible for corporate philanthropy, meet with presidents and dignitaries, and

have the business acumen to grasp the financial aspects of running a company - then the third largest private employer in Illinois.

7. **"Share your experience."** Successful women should share their experience with other women. If you are not a mentor, be a mentor. If you don't have a mentor, find one. Everyone can benefit from a good mentor.
8. **"Define success on your own terms."** For Ms. Hightman, it meant expanding her horizons, exploring other opportunities, and choosing the location where she works. She took ownership of her own career. Value the opinions of others but in the final analysis, you have to stay true to your own values and define success in your own way.
9. **"Interrupt."** If you've got a good idea, interrupt! Don't wait to be polite and then miss a great opportunity to present your idea. Ms. Hightman joked that she was never known to be shy. If you are preoccupied worrying about other people's opinions instead of providing your input, you may wake up one day not happy with your life. Don't miss the opportunity to say what you need to say at the right time and the right way.
10. **"Develop patience."** Be willing to spend the time and make the sacrifices that are needed to succeed at what you do early on in your career. Recognition and reward may come much later than you want. If you are patient, early effort pays off in later years.

Ms. Hightman certainly left her audience wanting more. She expanded more on her ideas during the Question & Answer session, and long after the meeting officially ended, members were still chatting with her one-on-one. Exit comments after the event were overwhelmingly positive. Ms. Hightman's message resonated with the audience and it became obvious from subsequent conversations that for most attendees their favorite principles were "Be a relationship rainmaker" and "Interrupt."

You know it's a successful gathering when long after the meeting officially ended, members were in no hurry to leave but were busy meeting and connecting with one another. Plan now to attend the other programs we've lined up for this year and connect with more members of our community of smart women. Practice makes perfect. Connect and stay connected.

Thank you, Ms. Hightman, for your time and wise words.

Are You Connected?

Each month we email to you the latest UCWBG news and information, brief descriptions about our upcoming events and other events in Chicago that we think will be of interest to you. Make sure we have your preferred email address. Send it to us today:

By email to VPtech@ucwbg.org

Through our website at www.UCWBG.org

Don't forget to update your email spam filter so that UCWBG communications can reach you wherever you are. Meanwhile, check out our latest monthly update now available on our website www.UCWBG.org. Connect and stay Connected!!

Kathy Flanagan: Distinguished Service Award (Continued)

right for a new UCWBG logo and marketing look, she promptly initiated the activities that got this accomplished in 2005. Kathy also



2007 Directors celebrating with UCWBG honoree Kathy Flanagan. **Top Row:** Gail Schoenbeck, Ayo Falusi, Lori DeCicco, Esther Laspisa, Joan McCullough, Dina Ross, Maggie McCoy, Susan DeVito **Bottom Row:** Kathy Flanagan, Jennifer Dominiquini, Peg Swanton.

worked with the VP Marketing and then President-Elect to start the revamping of the website which facilitated on-line registration.

As Immediate Past President, Kathy was a vital member of the first Women's Summit Planning Committee. She obtained sponsorship from Hewitt Associates for the Women's Summit. Thanks to Kathy's efforts, Hewitt was a true partner on the event and continues to be a reliable UCWBG sponsor. Kathy led changes in 2004 which resulted in a 15% increase in our mem-

bership. During her tenure in 2004 and 2005, the UCWBG also experienced an increased attendance by non-members at its events because of Kathy's efforts to forge partnerships with other women's organizations.

As VP Leadership Initiatives, Kathy was actively involved in the University of Chicago creating its Women's Leadership Forum within the Executive Education program. Under her leadership, Kathy also implemented the UCWBG Leadership Circles which continued for five years and has helped many members with their professional and personal development.

Kathy owns her own business, Leadership Communication Partners. She is an executive consultant specializing in shared leadership and decision making. She helps corporate executives, leadership teams, and boards produce change, and achieve success through powerful communication and interaction. In more than two decades of experience in corporate communications she has worked with CEOs and presidents in aligning management, gaining commitment, and increasing innovation and empowerment in their organizations.

After receiving her award from President Gail Schoenbeck, Kathy expressed her thanks to the UCWBG Board and membership. "Service is its own reward," said Kathy. She said she enjoys her involvement with the UCWBG, and according to her, "It's somewhere else you can go. It's not home or work". UCWBG indeed has its own refreshing niche in alumnae's lives.

Kathy has our admiration. Her leadership was evident in all the visionary projects she spearheaded as she helped translate UCWBG vision into reality. Congratulations, Kathy, and thank you!

Lunch with Maggie Daley: After School Matters (Continued)

Chicago teens to engage in meaningful activities after school.

According to Mrs. Daley, "After school is critical for teenagers. This is when they get into trouble. But most young people don't go looking for trouble. They just get bored." Mrs. Daley challenged her audience to help kids before they get into trouble. "If adults help and engage teenagers before the kids find trouble, then there won't be a need to deal with the resulting problems." Program apprentices are learning and they are being provided with the tools they need to become agents of social change.

Mrs. Daley shared compelling videos showing the teens at work in their different apprenticeship programs and club activities. She continued with her talk that after only six years, the program has really grown, harnessing the talents, energies and possibilities of our city's teens. The success of this pioneering work has caught the attention of many other cities in the US and around the world where the program has now been replicated. Support for the program has come from individuals as well as organizations that have provided money, supplies, facilities, instruction, and other resources. One of the new programs is Science 37 with the support of Abbott Laboratories.

Mrs. Daley continues to work on increasing awareness of the program and encouraging others to help touch more lives as they expand the program to more schools. The challenge is to increase its reach and impact and give more teens the opportunity to shine and take care of their future.

In closing, the City of Chicago First Lady challenged the audience with the words of Mahatma Ghandi "Be the change you want to see in the world."

To learn more about **After School Matters** and how you can contribute to its continued success, go to www.afterschoolmatters.org Your personal involvement matters.

What's New with You?

Has a special event occurred in your life? Write to us today about it so we can help you update our UCWBG community. Contact Ayo Falusi by email aFalusi@ChicagoGSB.edu or call **(312) 706-6816**.

Board Retreat: "You Don't Have to Do It Alone"

By Ayo Falusi '90

UCWBG board members enjoyed a few hours of board retreat convened by the President, Gail Schoenbeck, on Saturday, February 10, at the Gleacher Center. Richard Axelrod, a fellow GSB alum and co-author of *You Don't Have to Do It Alone*, facilitated the board discussion. Richard is founder and principal at Axelrod Group, Inc., a consulting firm that pioneered the use of employee-involvement to effect large-scale organizational change. Dick shared his insights on the value of teamwork and how to involve others to get things done.



Special Welcome on Board

UCWBG VP of Strategic Partnering, **Jennifer Kelly Dominiquini** and her husband welcomed their first child, a beautiful baby girl with a good head of hair, on Wednesday February 28th. Emilia Kelly Dominiquini weighed in at 8.5 pounds. "We are all doing fine," Jennifer reports. Hearty Congratulations, Dominiquinis!!

SAVE THE DATE SUNDAY, MAY 13 AT 7:30 A.M. IN GRANT PARK

Chicago GSB Gals Team up for the Y-ME Race to Empower

In the spirit of collaborative teamwork and relationship rainmaking, the GSB women's groups are organizing a joint team to participate in this year's Y-ME Race. A Mother's Day tradition in Chicago for 16 years, the walk or run race will raise funds that will benefit Y-ME National Breast Cancer Organization. Y-ME provides free-of-charge programs and services to individuals and their loved ones living with the disease. No one should face breast cancer alone. If you are unable to participate in this event, consider donating to the great cause. This is a wonderful opportunity to connect with more GSB female alums and students, burn off some calories, and provide support to those who cannot wait for a cure. Happy Mother's Day everyone!!

For more information go to www.UCWBG.org
or contact Gail Schoenbeck at
Gail.Schoenbeck@lhh.com

Women's Summit 2006 Sponsors

PLATINUM SPONSOR

GOLD SPONSOR

GOLD SPONSOR

Silver Sponsor

Silver Sponsor

FOCUSED ON FINANCE®

Silver Sponsor