

# ewi CONNECT

Chartered 1970

October 2016

## One Last Message



For those that were unable to attend Leadership Caucus and Annual Meeting (LCAM), it was not only well attended with over 270 attendees, but the seminars were focused on leadership development to foster better leaders of our EWI chapters.

Through the *Connect* and at our November meeting our members will get a small glimpse of what LCAM was like this year in Spokane, Washington.

This month we will install our new board of directors for EWI of

Wichita and while I am excited to have another share in this opportunity, I have greatly enjoyed serving as president this year. I have learned many things about myself, about many of you, and about our chapter holistically - *EWI of Wichita is a safe haven for professional growth and evolving your leadership style.*

Although we didn't reach our targeted strategic goals this past year for attendance or retention, the needle for moving our chapter to a more member-centric organization was moved in a positive way. There are small wins that excite me for our chapter. I believe that the chapter agrees - engagement is the key. We have brought on several new reps this year and have more in the pipeline that are being nurtured:

- Dana Taylor, second rep for Schaefer Johnson Cox Frey Architecture
- Dionne Johnson, rep for Total Printing Solutions
- Malena Anderson, replacement rep for United Way
- Cindy Todd, second rep for Wichita Metro Chamber of Commerce
- Terry Calloway, replacement rep for Wichita Children's Home, Kansas Leadership Center, Kansas Strong, and a replacement rep for Right at Home

Other small wins:

- We have updated the Standing Rules from a July 2010 date to May of 2016.
- We have updated our Chapter Bylaws to include the addendum of our boundaries.
- We have added language to our scholarship process that encourages recipients to use their funds within a 2-year time period
- We have added additional judges for the BCDP Investment and Scholarship Committee: Tracee Adams and Sheree Utash
- We have modified, created and updated Job Descriptions for the majority of our director and chair positions
- We are in the process of simplifying Sergeant at Arms and Treasury roles

### 2015-2016 Officers & Directors

#### President

Tracy Lucas  
High Touch Technologies

#### Vice President

Dawn Truman  
J.P. Weigand & Sons, Inc.

#### Secretary

De Nelson  
City of Wichita

#### Treasurer

Davna Gould  
HealthCore Clinic

#### Fundraising

Jenny Stephens  
Star Lumber & Supply Company, Inc.

#### Membership

Lisa Capps  
Envision

#### Director at Large

Karen Smith  
Westar Energy

#### Sergeant-at-Arms

Tami Barker  
The Hyatt Regency, Wichita

#### Programs

Pam Fullinwider  
Wichita State University Foundation

#### Communications Director

Stacy Cofer  
Butler Community College

#### Advisor

Kim Weprin  
Associated Integrated Marketing



## From Your EWI Wichita Officers & Directors



### **Jessica Emrick | Reading Rally Chair**



**OCTOBER  
27**

It has been brought to our attention by the lead teacher of Colvin Elementary that we are not able to host the event on Thursday, October 20<sup>th</sup>.

There is a conflict with the school. Brad Sneed our illustrator is able to come the following Thursday, so we have rescheduled the Reading Rally to Thursday, October 27<sup>th</sup>. MARK YOUR CALENDARS!

If you have volunteered to come help on the day of the event, please check your calendars...and let me know if you can still help. I am so sorry for any inconvenience. I can be reached at [jessica.emrick@wichitamarrriott.com](mailto:jessica.emrick@wichitamarrriott.com) or 316-462-3164 if you have any questions.

Thank you for helping the children of Colvin Elementary become better Readers and Leaders!

### *cont. from page 1, President's Message*

- We have settled the accounts for those members that were past due or were delinquent with charges; we have only 1 or 2 remaining in question
- We are in the process of creating an online depository of documents that are easily assessable for our members

None of these changes are monumental in nature, but combined it speaks to a devoted and passionate board; one that cares about EWI and our members. Through these change efforts, the board has been focused on ways to encourage and cultivate our new leaders to take on roles and provide a safe haven to lead EWI of Wichita into the future. *Your employer has invested in you to grow through your EWI experience, thank you for being engaged this year to move our needle in a positive way.* And finally in closing, having breast cancer this year did suck a little, but I believe it was all of you that helped me stay the course of positivity and be a better person on the other side of survivorship – thank you!

### 2016-2017 Officers

**Dawn Truman, President**  
J.P Weigand and Sons

**Tami Barker, Vice President**  
Hyatt Regency

**Davna Gould, Treasurer**  
(2<sup>nd</sup> year of 2 terms) – HealthCore Clinic

**De Nelson, Secretary**  
City of Wichita

### 2016-2017 Directors

**Debbie Pfingsten, Sergeant-At-Arms**  
Meritrust Credit Union

**Lisa Capps, Membership**  
(1<sup>st</sup> year of 2 terms) – Envision

**Jan Baggett, Programs**  
Wichita Chamber of Commerce

**Teresa Arthur, Director-At-Large**  
Commerce Bank

**Karen Smith, Communications**  
Westar Energy

**Mallory Minor, Fundraising**  
Star Lumber and Supply

**Tracy Lucas, Advisor**  
High Touch Technologies



### **Davna Gould | Treasurer**

Bank Balances at of 9/30/2016  
Commerce Operating \$10,182.85  
Meritrust Savings \$24,203.17  
BCDP Commerce \$8850.49  
BCDP TCK Trust \$53,964.45

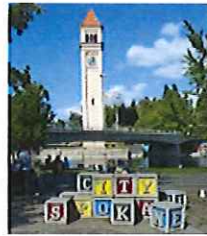
Remember to check out the EWI website for the current monthly treasurer's reports.



## 69<sup>th</sup> Leadership Conference & Annual Meeting – Spokane, WA

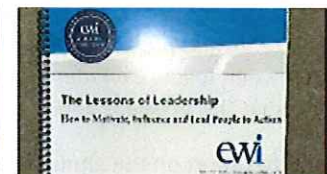


LCAM 2016 was an amazing experience. I felt there was a renewed energy regarding EWI and the commitment of Corporate and the individual chapters to the organization. From the Leadership Caucus to the closing gala the events and programs presented were stellar in that they were professionally organized with both individual and chapter growth content and opportunities.



*The city of Spokane was beautiful with many interesting amenities – and the Spokane chapter the perfect host of an amazing conference.*

Each of the Wichita EWI chapter attendees selected an event to share with you. I am reporting on the new Academy of Leadership (AOL) session that was presented by Lori Giovannoni. *The Lessons of Leadership: How to Motivate, Influence and Lead People to Action.*



The course objectives were:

How to use specific leadership language to create credibility, Ways to engage the hearts and minds of those you lead, Communicate an inspiring vision that moves people to action, Use techniques to prevent conflict before it arises, and Leverage your communication style for effective leadership.

Lori shared the three fold philosophy that the Academy of Leadership embraces: leadership can and must be taught; everyone possesses leadership potential; and there are stellar examples of leadership all around us – on the job, in our personal lives and in our volunteer work. I see this evident within our EWI Wichita chapter and each individual member.

There were several quotes that Lori shared which I thought were very valuable in our current business environment.

**Hire for behavior, train for skill.** She challenged us to think about the behaviors that we each have that allow us to create an environment of engagement and motivation.

**If people do not trust you, you cannot lead them.** We were taught how to build trust by modifying our language from language of conflict to language of engagement. The language we use engages the emotional needs of those we lead and impacts our leadership credibility. People want to know if they follow you is there safety and that they will also be made to look strong. Instinctively everyone wants safety.

**Have the courage to stand alone.** Leadership is a choice to look after others and many times that means you stand alone.

Lori instructed us on DISC testing and evaluation to determine our communication style as well as the style of those we will engage with to produce better communication. DISC testing is free and if you have further interest in this tool here is the link to allow you to access this testing solution <https://www.tonyrobbins.com/ue/>.



## 2016 EWI LCAM – cont. from page 3

### Leadership Sessions Cont. – Dawn Truman

One of the topics that Lori addressed that I felt extremely beneficial in my career was addressing the topic of conflict prevention strategy. She gave several tips to aid in conflict reduction: smiling reduces tension, move from a desk setting to going for a walk to reduce the flight or fight instinct, not standing face to face, and using we instead of I.

I have personally attended many training seminars in my career. This AOL module was excellent and Lori G did a great job of engaging attendees as well as relaying content. One of the additional benefits of attending LCAM is the ability to personally and professionally grow your leadership skills.

### Annual Meeting Recap – Tracy Lucas

If you have never attended a Leadership Caucus and Annual Meeting (LCAM), I highly recommend you attend next year when it will be located in Dallas. While there are fun social events to attend, and professional development seminars, the bonding between fellow EWI members is indescribable. But, that is not what this article is about....

I was asked to report on the annual meeting. The annual meeting is conducted in an efficient and parliamentary style setting and is something that should be experienced by all.

When viewed with an open mind one could look at it as, "there is no other way to manage" a large number of women with varying opinions about topics that could elicit conflict among the ranks. To be honest, the process is fascinating and has been orchestrated down to a science.

This year the annual meeting had no surprises or conflict and was likely one of the shortest annual meetings conducted in recent years (1 hour and 47 minutes). I think this speaks to the corporate leadership and the way they have managed the conversations and high intensity issues over the year.

The meeting was called to order, introductions were given and then business followed in an orderly fashion. On the agenda was the review of the prior year minutes, approval of the Corporate Budgets for 2016-2017, and the election of the nominating committee for the 2017-2018 board. Following was the installation of the new corporate board members. During the installation ceremony, Patty Damien asked each board member: What characteristic do you think is most important for a leader to possess:

### Annual Meeting Recap Cont. – Tracy Lucas

- **Kim Weprin:** Listen and hear what people say in order to be a leader.
- **Christina Casiano:** Conviction is most the valuable leadership characteristic.
- **Darlis Vauble:** Delegation is the top quality to help find the strengths of each board member - (WOO) Winning Others Over.
- **Christine Healey:** A navigator to help develop the roadmap to achieve goals.
- **Cheryl Hawkins:** Committed and following through.
- **Jill Gaffney:** Servanthood, to serve others not self. Connect with others and show they have value.

In closing, the following is a paraphrased message that the outgoing President, Dianne Luckett shared in her CEO Report: Quit focusing on where we aren't, but where we are. It starts with one person engaging existing members, growing the membership will follow.

### Leadership Caucus– Tami Barker

Leadership Caucus was a day full of information and great idea sharing. From Board Conduct and Board Roles to Team Building ideas, we learned about the important financial side of Budgets and B/C/DP Funds and got really great ideas from Houston on Fundraising and Philanthropy. Of course retention and recruitment were a big focus as well. Dawn and I took away so many great ideas on what we would like to see for our chapter moving forward.



Key items from the day:

- **Is our Chapter Relevant – Are we competitive for membership when compared to other organizations in the city?** This made me think back to the exercise Tracy had us do with our speed dating exercise this year when we found out from you what was important about your EWI membership. Moving forward this will continue to be a big focus for the Board.
- **Recruitment strategy – Everyone bring one - Create a program once a year where each representative brings someone from their firm (or outside their firm) to encourage joining.**



## 2016 EWI LCAM – cont. from page 4

### Cont. Leadership Caucus– Tami Barker

- Some chapters now have a Retention Director separate from a Recruitment Director – Clear distinct focus for each of these individuals. ACTIVE membership committee peppered with a past president or 2 helped many chapters grow.
- Fundraising – For executive night many of the chapters conducted a Live Auction / Silent Auction and raised big \$\$ with executives there. Wine tasting events were also very popular
- B/C/DP – The evening that scholarships were awarded to the current year's winners– past winners were invited back to share their experiences about the awards they received and where they are now.
- Programs – Keep focused on the 3 C's of EWI – Connections, Careers and Community

While this is a very small snapshot of the day, it was very informative and helps motivate me for the new year and my role as Vice President.

### Town Hall Meeting– Helen Nicoli

This session was held Friday afternoon from 3:30 to 4:50 pm, after all other leadership training and chapter operations meetings. All LCAM attendees were encouraged to attend. Dianne Luckett, 2015-2016 Corporate President, led the meeting from the podium, with her Corporate Board of Directors seated on stage beside her.

#### Year in Review

Member advisors: were reinstituted with eight advisors, and the advisors will continue next year.

Renewal process: the pilot period for Chapters that want to take back renewals and dues payments to the chapter level has been complicated by the transition from the previous member database to MemberZone.

Statistics: On October 1, 2015, there were 1,425 member firms. On August 31, 2016, the number of active representatives for purposes of the "delegate count" was 1,470. Three Chapters closed in the past twelve months – Boise, Lethbridge, and St. Paul. Ten chapters had net growth, and there was a 91% average retention rate overall.

#### October 19, 2015 Ad Hoc Committee Report

Dianne Luckett raised the subject of the Ad Hoc Committee Report on the options for future operations and/or disposition of EWI. After the Report had been sent to the membership, a

### Town Hall Meeting Cont. – Helen Nicoli

follow-up survey was sent, and only 300 representatives responded. Many of the respondents added an option to, "keep going and focus on growth."

Jill Gaffney, incoming Corporate President for 2016-2017, has appointed a new task force led by past corporate presidents and including representatives with strong financial and business skills. The task force will meet within the next three months with EWI's legal counsel to formulate policies for the future direction of the organization, particularly in case of a continued downturn in membership. Regarding the task force, Jill said, "I'm building this bridge."

#### B/C/DP One-year Grants to Chapters

Dianne Luckett said that, in this first year of the \$1,000 grants, twenty-six Chapters had applied for and received them. The future of the grants will depend on year-end financial reports.

#### Proposed Corporate Bylaw Changes

Dianne Luckett opened the floor for discussion. The Tulsa and Salt Lake Chapters had submitted, and then withdrawn, proposed changes to the voting and election processes for the Corporate Nominating Committee and the Corporate Board of Directors. Tulsa Chapter President Felicia Senter presented the proposed changes from the floor, and participated in subsequent discussion and questions from the floor. Since the issues are still not well focused, Jill Gaffney concluded the discussion by saying she is, "ready to form a special committee," to get legal counsel to ascertain the feasibility of the desired changes, then to present them to the Bylaws Committee.

Dianne Luckett fielded a few other questions from the floor.

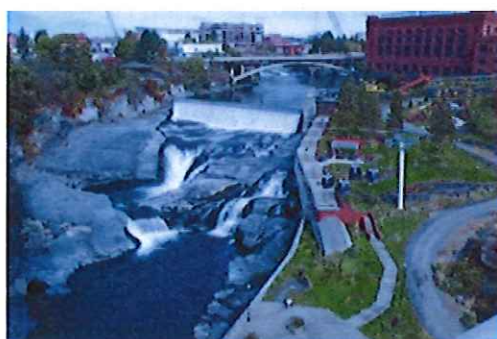
Nashville Chapter President Carolyn Ermey thanked the corporate office staff, Kristine Pepin and Kristen Harmston, for doing an amazing job of being reactive, proactive, responsive, gracious, and patient whenever she called on them. Her expressions of appreciation drew much applause.

Dianne Luckett concluded the session by saying every suggestion and comment is welcome, and, "I'm so excited for Jill!"





## 2016 EWI LCAM – cont. from page 5



### LCAM Overview – Candace Parry

After you complete 4 EWI Academy of Leadership modules you become an AOL Alumni. September 22<sup>nd</sup> was a day of tours for the alumni group, starting with a tour of the Avista power plant, followed by a visit to the Duncan Gardens and Roberts Mansion, which is now a B&B.

It was a great day for sightseeing and being with a wonderful group of ladies. Spokane is a beautiful city.

I also attended the career track, Dealing with Change and Transition with Jason Swain. He talked about the differences of change and transition. Change is a moment in time; it is external and situational. Transition is about experience and psychological. There are 3 phases in transition:

- It is an ending, about losing, letting go. What are you losing? He defined four possible ways to offset what those losses are by replacing, redefine, reinvent or relinquish them and then move on.
- The neutral zone, no going back. The neutral zone is where you try to make it feel less chaotic. Think about a new purpose, new opportunities; picture what the change will be like; plan – what will it take to reach the outcome you envision and who will you need to reach your outcome.
- New beginnings – stay on track with your new plans and be willing to make adjustments as needed.

### Awards Ceremony:

There were a number of awards presented for outstanding achievements.

Chapter of Excellence Award – EWI Honolulu

Chapter Communication Award – EWI Richmond

Lucille Johnson Perkins Award:

Large member firm – Avista (EWI Spokane)

Small/medium member firm: - Kirkee Financial (EWI Des Moines)

Nonprofit member firm – Providence Healthcare Foundation (EWI Spokane)

Member representative- Debra Padden (EWI Tacoma)

Recognition certificates for outstanding retention went to 26 chapters:

10 chapters for net growth

4 chapters for 100% retention

12 chapters for 90-99% retention