

# ewi CONNECT

## CORPORATE EDITION

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### Letter from President



Dianne Luckett  
2015-2016 Corporate President  
Irby Electrical Distributor

#### EACH ONE BRING ONE AND RELYING ON OUR ROOTS

We've returned from an amazing LCAM in Tulsa, and I want to share the excitement with those of you who were unable to attend.

- *EWI of Tulsa hosted an informal gathering for any interested representatives to discuss absolutely anything....and we did. I want to thank Dana and the entire chapter for making it happen. You shared your concerns, asked great questions, and provided input as to what YOU would like us to do to help your chapters.*
  - *One great take-away was to know that you wanted the Membership Advisors back. I personally don't know exactly when or why that program went away, but I feel confident that the intention to make a change was to try and help. With that said, YOU want MAs back and we are already working to make that happen. If it will help us grow and give your chapters a better support group, then we're all for it. We'll have more information on this very soon....no not in months, but as soon as we can get the logistics worked out for you.*
  - *You told us that you'd like to see a place to share Chapter CONNECTS online. That request may take several weeks, but Brittany did confirm that the option is available on SharePoint. We just have to build it into the system.*
  - *We heard that you definitely do NOT want LCAM to go away. And neither do we!!! We are going to work closely with EWI of Spokane to make as many cost savings as possible and provide you with an awesome experience.*

*I want to thank each of you again, for the positive, open communication. That's what we all want and have to have. This is where the "Relying on our Roots" comes from for me. We want to bring back those things that worked so well, recognize what's not working, and make the necessary changes.*

- *We heard from Gail McWilliams on Thursday, and her VIP analogy had us all reinvigorated! Through seemingly insurmountable odds, she has remained steadfast and fostered in each of us the ability to laugh at ourselves amid our struggles and challenges. (If any chapter would like to show a presentation video of Gail's at a chapter meeting, I have one and would be happy to "loan" it to you.)*
- *The Drum Café was amazing and proved just how simple it really is to be a TEAM and to create something beautiful together. We are already a wonderful team and what we will "re"create this coming year will be exciting. I believe we all embraced "Each One Bring One." How's that for an awesome battle cry!!!*
- *Town Hall was one of the best I've ever experienced. We had open discussion about the State of EWI, where we are headed, and the steps we are taking to ensure continued success. Again, the openness was so positive. We shared about the funds in the foundation account and questioned "How can some of those funds be used to help grow EWI?" That is a question I will be asking our legal counsel and tax auditor within the next two weeks. There are very specific laws about how we can spend the funds on the 501(c)(3) side of the organization. We cannot and will not jeopardize the credibility there.*

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### Save the Date for Professional Development

**What Makes the Generations Tick  
and What Ticks Them Off**  
November 3, 3:00 pm MT  
[ewiconnect.com/webinars](http://ewiconnect.com/webinars)

*The August webinar hosted 65 participants. Congratulations to EWI of Honolulu for having the most attendees on the August webinar!*

### 2015-2016 Officers & Directors

#### President

Dianne Luckett  
Irby Electrical Distributor  
EWI of Jackson

#### Vice President

Benita Collins  
Dallas Area Rapid Transit  
EWI of Dallas

#### Secretary/Treasurer

Jill Gaffney  
Greenleaf Landscaping, Inc.  
EWI of Spokane

#### Director

Cortney Ihde  
ActionCOACH  
EWI of Milwaukee

#### Director

Darlis Vauble  
WoodmenLife  
EWI of Omaha

#### Director

Cheryl Hawkins  
American Clinical Laboratory Association  
EWI of Washington DC

#### Advisor

Darlene Banogon  
North Island Credit Union  
EWI of San Diego

- The breakout sessions on Friday were all extremely well done and offered something for everyone. While I could not personally attend each one, I've heard from many of you, how much you got out of them so we will continue to provide what you want and need to grow professionally.
- While the 2015-2016 Budget was passed at the Annual Meeting, the 2015-2016 Board is committed to cutting any and all costs that we can. The salary for the Executive Director position was still in the budget prior to the open position and could not be changed before the vote. Your Board will be doing a full due diligence of the costs for having a brick and mortar corporate office, options that may be available to us for a virtual one, and the possibility of assistance by a management association. **NOTHING** has been decided and won't be until we can research all possible scenarios. We are committed to providing our Chapters with the resources you need with the best possible use of our funds.

Your Corporate Board's pictures, positions, and contact information will be updated ASAP on the EWI website. It will also include each board member's chapter teams and what committees they will liaise so you'll know the right person to contact with any specific questions or concerns. It goes without saying; please contact any one of us or the Corporate Office for anything. We are all here to serve YOU.

I will leave you with a couple of initiatives that we want to try and implement to better focus on healthy growth for the coming year. **Membership is our top priority.** We are going to separate Retention and Recruitment and focus on the distinctive needs for each. The strategies for each are completely different so we will have a separate committee laser focused on each.

We are also developing a Social Media Committee that will be the umbrella for our website (that needs to be more user friendly) Facebook, Twitter, Public Relations and any and all avenues that will make it easier for our chapters to get EWI's name, brand, mission, and vision available across North America. (While keeping cost-cutting opportunities uppermost in our minds.)

Continuing with our Business/Career/Development Program (B/C/DP) will be our monthly webinars, on-line learning opportunities, and community involvement initiatives.

There is an Annual Meeting Recap included in this CONNECT. You can get the stats there. Together, we will grow our membership. We **will have more members** to report at LCAM 2016 than we do now! Let's roll up our collective sleeves and make this happen.

**Let's Do This!**

## Annual Meeting Recap

Below is a recap of our attendance as well as the results of the business conducted at the Annual Meeting.

- 226 - Convention Registrants
- 72 - Accredited Delegates
- 41 - Alternate Delegates
- 72 - Number of Votes
- 37 - Number of Votes needed for a Majority Vote
- 48 - Number of Votes needed for a 2/3 Vote
- 54 - Number of Votes needed for a 3/4 Vote

2015-2016 EWI Corporate Budget - **Passed**

Corporate and Chapter Bylaw Revisions - **Passed**

For complete information on the passed bylaw revisions and other passed items, speak to your Chapter Delegate or view the [2015 Annual Meeting Materials](#).

## Professional Development Article

### Generations in the Workplace = What defines Work Ethic?

A commonly heard complaint at nearly every C-Suite gathering of executives goes like this, "Young people today have no work ethic." The funny thing is that every generation believes, wholeheartedly, "We have a good work ethic." The problem is that the definition of work ethic is different for each generation.



**JOIN THE CONVERSATION!**



## Chapter Anniversaries

### EWI of Birmingham

October 1960  
Celebrating 55 years

### EWI of Kentuckiana

October 1960  
Celebrating 55 years

### EWI of Lethbridge

October 1996  
Celebrating 19 years

### EWI of Memphis

October 1957  
Celebrating 58 years

### EWI of Milwaukee

October 1965  
Celebrating 50 years

### EWI of New Orleans

October 1952  
Celebrating 63 years

### EWI of Tacoma

October 1986  
Celebrating 29 years

## Corporate Office Serving EWI Membership

The Corporate Office deepens its commitment and level of service to EWI. We commit to a 24-hour turnaround in email responses and answering voice messages, unless the office is closed or the person you need to reach is out for the day.

**Brittany Jones**  
Operations & Events Administrator

**Kristen Harmston**  
Office Administrator

**Bonny Steele**  
Webmaster

**Office Hours:** 9:00am-5:00pm MT  
**Email:** [ewi@ewiconnect.com](mailto:ewi@ewiconnect.com)  
**Phone:** 801.355.2800  
**Address:** 3860 S 2300 E, Ste 211



For Traditionalist workers, a hard day's work was a matter of honor, and their work ethic was driven by a commitment to leaving a legacy. Our Boomers measure their work ethic in hours worked, both billable and non-billable. They worked eighty-hour, face-time-centric work weeks and slowly climbed the corporate ladder. Boomers put a premium on having a lot of face-time in the office. They take note if you arrive before office hours begin and stay long after "business hours" are over. Work for Boomers was proof of their life accomplishments and they lived to work.

Gen Xers pride themselves in getting the work product delivered on-time, as promised. Xers based their work ethic on quietly doing quality work in dedicated and focused periods of time that allowed for the most freedom to spend time as they wish, and established security for their families. Xers give 100% to the organization while they are there, but they are aware that loyalty is no longer a two-way street, so they don't define themselves exclusively by their work accomplishments. Xers see work as a means to an end. And unlike their Boomer predecessors, they work to live.

And Millennials... well they don't want to measure their hours at all; they want focus on the outcomes and experience. Millennials see work as just ONE PART of their full and active lives. Millennials want to have fun, achieve amazing results quickly, be celebrated for them, and then move on to the next adventure--all in about 6 -18 months. For Millennials, work ethic is measure by doing a SOLID job for the short time they are working for your organization. Now when a Millennial believes in you they will put in CRAZY hours and untold DISCRETIONARY EFFORT to get the job done--and then some! But if they DON'T feel you are worth it as an organization, they have no problem just putting in the minimum hours and marking time till their next option opens up. Like Xers, they work to live.

So, while every generation may define "work ethic" a little differently, what they do have in common is they agree it's important, and leaders today cannot expect each new team member or employee to inherently or IMPLICITLY know or even agree with what they mean by having a "good work ethic". Instead of believing it's self-explanatory and being ticked off when someone violates your CODE of "Work Ethic", leaders must be EXPLICIT about what they measure and prioritize. Thinking that saying, "We expect you to have a good work ethic" is enough is a generational CODE misunderstanding waiting to happen. So we must employ one of the Generationally Savvy Tools of being EXPLICIT about our expectations, NOT IMPLICIT.

**Register today** for the November professional development webinar and join Anna Liotta, MA, to discover the growth opportunities available in a multi-generational workplace mix.