

A Message From Your President



Tami Barker
Hyatt Regency Wichita

Ladies;

I hope you are enjoying your summer thus far and have the opportunity to enjoy the beautiful sunshine (without getting over heated!)

My message this month is deeply personal and I KNOW that many of you have probably been in the same place where I am today.

Have you been in a position where you are just not sure you are in the right place during your career? That years of dedication and sacrifice seem to no longer matter? I am at this place and to be honest it feels awful. I've been having a bit of a pity party for myself for a few weeks now and I'm ready to move forward. Now comes the hard part.....actually doing something about it. So how does an almost 50 year old woman start looking for a new opportunity when for the last 20 years she's done the same thing? So much self doubt creeps in as I start looking at job requirements for other jobs. "Can I do that?, Have I done that? Will anyone even consider me?" I listened to a Ted Talk over the weekend (which I am a HUGE fan of) What stuck out to me during this specific talk is the difference between men and women when they are looking for jobs. Men will look at the qualifications of a job and if they meet 60% of them – they will apply. While women on the other hand will read the qualifications and only apply if they meet 95-100% of them. I laughed out loud because that is ME!! Here is that self doubt again right.....

Moving forward - I choose to be brave and take risks. I am going to find my way again. Here is my declaration – I declare that the next 6 months of 2018 will be filled with soul growth, positive change, healing, love and breakthroughs. I know I have a beautiful army of women who stand WITH me in my journey. If you are at this place in your career and want to talk about it with a confidant – I'm here for you. Let's hold each other up and make the rest of our lives – the best of our lives!

2017-2018 Officers & Directors

President

Tami Barker
Hyatt Regency Wichita

Vice President

Jessica Emrick
Wichita Marriott

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High Touch Technologies

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HealthCore Clinic

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Karen Smith
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Programs

Jan Baggett
Wichita Metro Chamber
of Commerce

Communications Director

Pam Dinwiddie
Textron Aviation

Advisor

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

Committee Updates



Tracy Lucas | Treasurer

The financial position of EWI of Wichita is:

Chapter Operating Account:

05/31/18 Opening Balance \$22,147.52

06/29/18 Reconciled Bank Balance
\$23,031.67

Deposits

- 1.\$250.00 – posted 06/14, Meeting fee payments
- 2.\$630.00 – posted 06/25, SquadUp (June)
- 3.\$1,731.91 – posted 06/26, Fundraising (wine pull and silent auction)

Chapter BCDP Account:

05/31/18 Opening Balance \$4,985.63

06/29/18 Reconciled Bank Balance \$5,875.63

Deposits

\$890.00 – posted 06/28, deposit was made in error. This amount will be transferred to Operating.

In addition, on May 21 the chapter received notice from the corporate office asking all chapters to change their tax id for the EWI B/C/DP to reflect the corporate office tax id. This effort is to reduce the number of filings submitted at the end of the year. This request came from corporate legal and accounting advisors as a way to reduce costs. With the help of member firm Commerce Bank and Teresa Arthur, this request has been done and will be filed with corporate before the due date of September 30.



Karen Smith | Director-at-Large

Scholarship recipients have been chosen and will be announced at Executive Night. I'm so excited for you to hear about them. Thank you to Jeanetta Bolin and Sonja Seidel for leading the charge this year. Reading Rally committee has met and the author and book have been chosen. Now we're just waiting for school to begin so we know how many students we'll have and then will get the t-shirts ordered. Nancy Umholtz is leading the Reading Rally Effort so reach out to her if you have any questions, time or money to donate.

At the end of this month I will retire from Westar Energy and thus I must resign from the board of directors. I am very proud to have been a part of this dynamic group of women. (cont'd)



Jessica Emrick | Vice President

I hope that you and your families had a very festive Holiday! I was lucky enough to create some memories with my sister and her daughter that live out of state....I hope you too were able to create memories with your friends and family that last a lifetime!

It's not too late to sign up for LCAM hosted in Raleigh, NC on September 19th -22nd, if you're interested in 2.5 days of Leadership Training Sessions. At this time, we have 4 members of the Wichita Chapter attending and would love to have you join us! LCAM provides a wonderful chance from our local membership to be introduced to national speakers, gain chapter insights from other regions, and to develop some lifelong friendships. If you have any questions, please don't hesitate to ask me and I can give you the details. Let me know if you decide to go!

Look for more information on the LCAM and its speakers which is listed in our July Connect.

I met with the Nominating Committee, and I have been focusing on Board Assignments & Committees. I spoke last month about Board service being a form of volunteerism that can have a huge impact on the organization. An organization simply can't function without those volunteers making the effort. The board makes sure that the organization is well managed and that its financial situation remains sound.

*Serving on a board or as a committee chair is a wonderful way to support a cause **that you care about**. But it also can be a powerful way to build your own skills and expertise. I look forward to getting to know you better over the next year through our service together. At the July meeting, I will have sign up sheets for the various committees. Please be sure to sign up for your first and second preferences. There's a fabulous Identity Theft program at the next meeting and I hope to see everyone here at the Wichita Marriott on July 25th for the lunch meeting! It's going to be fabulous!*



Karen Smith | Director-at-Large (continued)

EWI Wichita has a bright future ahead and you, the representatives, are the reason. To keep this chapter viable each representative must be involved and invested. Thank you ladies for the opportunity to grow and thrive! Blessings to each of you, thank you for the memories!!



Karen Smith retires from Westar Energy effective July 31, 2018. She's looking forward to all the wonderful time relaxing, helping her church and of course attending EWI meetings. Congratulations Karen!

She has asked that we share her contact information with everyone.



We will have a business meeting on July 25 and will need a quorum so please plan to attend.

Please be aware that our September monthly meeting date has changed due to LCAM. Our meeting date will be Wednesday, September 12.



Professional Development

Why People Lose Motivation – and What Managers Can Do to Help

By Dan Cable – March 2018

At some point, every leader has dealt with a person — or, worse, a group of people — who has lost motivation. It's frustrating, isn't it?

As much as we've been there ourselves, sometimes it's hard to sympathize with others who are disengaged from work and unproductive as a result. Sometimes, we view their unhappiness as a bug in their mental makeup — and, therefore, we think they should be able to suck it up and snap out of it.

Although it's easy to fall into this mindset as a leader, this type of thinking is counterproductive and it ignores the underlying reasons why people lose their passion for what they do (or never find it to begin with).

In order to get at the crux of the problem, it's crucial to understand that as humans we want to feel motivated and to find meaning in the things that we do. It's part of our biology. In fact, there's a part of our brains called the [seeking system](#) that creates the natural impulses to learn new skills and take on challenging but meaningful tasks. When we follow these urges, we receive a [jolt of dopamine](#) — a neurotransmitter linked to motivation and pleasure — which make us want to engage in these activities even more. And, when our seeking systems are activated, [we feel](#) more motivated, purposeful, and zestful. We feel more alive.

Exploring, experimenting, learning — this is the way we're supposed to live and work. The problem is, too many workers aren't able to partake in these activities because the way our organizations are run is preventing them from doing so.

Take Tom, a website developer whom I met on a consulting assignment at an accounting firm. When Tom was hired, fresh out of college, he was excited because he had been told that there were opportunities for learning and growth. But the honeymoon didn't last long. "I soon found out my supervisor had no time or patience for experimenting," he told me. "He was more concerned with protocol than personal development. It's like he's afraid of me trying new things because it might not go exactly as planned. It doesn't leave me much room for learning."

At first, Tom wasn't deterred. He worked to improve some processes and tried to inject some personality into his work. But since Tom's boss was under pressure to meet a number of website metrics, she didn't have the flexibility to implement his ideas. As the weeks turned into months, Tom's work became routine and boring, and he shut off as a result.

We shouldn't blame Tom for his reaction — because he reacted the way we're all *designed* to react. Shutting down is our body's way of telling us that we were meant to do better things. To keep exploring and learning. This is our biology — it is a part of our adaptive unconscious to know that our human potential is being wasted.

The key for leaders is to find ways to activate employee's seeking systems. But how do you do it? If you're like Tom's boss, there are likely organizational roadblocks in the way — many of which are probably beyond your control. It's not often possible to ignore performance metrics or overcome policies and bureaucratic red-tape.

Professional Development (cont'd)

Despite these difficulties, it is possible for leaders to activate their employees' seeking systems without a large overhaul to organization-wide policies and culture. And, in my experience working with leaders across the globe, you can reach business objectives while improving the lives of employees. There are three small but consequential nudges that trigger employees' seeking systems: encourage them to play to their strengths, creating opportunities to experiment, and helping them personalize the purpose of the work.

Self-Expression

Philosophers have been telling us for millennia that people have an innate drive to show others who they really are, yet somehow organizational life often runs afoul of the human desire for self-expression. Even today, when we extol the virtues of creativity and innovation, we still see bureaucratic job titles, inflexible roles, and standardized evaluation systems that generate anxiety instead of excitement and self-expression. None of us wants to just perform pre-programmed behaviors again and again. We have a deep desire to use our unique skills and perspectives to make our own decisions about how to help our teams succeed. When people are prompted to think about their best traits, their seeking systems are activated. Research shows that when people identify and use their unique strengths, they feel more alive.

Leaders can help employees be their best selves without changing the frames of their jobs. For example, in a [study](#) I conducted with colleagues, we found that asking new hires to write down and share stories about times they were at their best made them feel more comfortable about being themselves around co-workers, and that their unique strengths were valued. Results showed that newcomers onboarded this way made customers happier and were much less likely to quit in the future.

Employees want to be valued for the unique skills and perspectives they bring to the table, and the more you can re-enforce this, and remind them of their role in the company at large, the better. And it doesn't take much. At both Make-A-Wish and Novant Health, for example, leaders encouraged employees to create their own [job titles](#), a move which prompted people to highlight their unique contributions to their teams.

Experimentation

A second way to activate people's seeking systems is to create an experimental "safe zone" that includes play and supportive social bonding. Play not only stimulates the seeking system, it also pushes anxiety and fear back into its place.

Positive emotions are important in their own right, of course. But it's not just that play "feels good." Experimental safe zones create intrinsic motivations, which are much more powerful than extrinsic motivations because they unleash creativity. Firms are more agile when they encourage employees to think up new approaches and try them out, and then get feedback about how the environment responded to their ideas.

[The research](#) is clear that framing change and innovation as a chance to experiment and learn is better than framing it as a performance situation, which makes people anxious, risk-averse, and less willing to persist through difficulty. For example, employees in a white-goods manufacturing plant in Italy learned about lean manufacturing by playing with Legos rather than cooktops. They then experimented with transforming their own production line using the new techniques. In two weeks, the production team made lean manufacturing their own, reducing internal defects by 30% and improving productivity by 25%.

Professional Development (cont'd)

Purpose

The feeling of purpose doesn't only come from curing diseases and improving the world. The feeling of purpose also ignites when we can see the cause and effect between our inputs and our team's progress. For example, sense of purpose soars when we can offer insights to our team about the environment and what might work better. Likewise, we feel a sense of purpose when we can experience firsthand how our unique contributions help other people and allow the team to progress.

For example, when leaders brought scholarship students into a call center to thank the fundraisers for the money they raised, the fundraisers became more persistent and made a lot more calls on their shifts. And, because they were more [personally connected](#) to the why of their work, each call was substantially more effective — they raised an average of \$9,704.58 versus \$2,459.44 for fundraisers who did not talk to a scholarship student.

Keep in mind that instilling a sense of purpose doesn't work when it is a "one-off." It can't just be a speech by senior leaders who speak during town hall meetings about why their products help customers. Purpose works best when employees get to interact directly with the people they are affecting with their work. For example, employees at Microsoft are encouraged to spend time out with clients, understanding their problems and issues first hand. One account manager spent a week out on the street with police officers, for example, trying to understand when and where remote data could help them. Another account manager spent two days in a hospital to understand what it would really mean to become paperless.

It doesn't take much to light up our seeking systems. For leaders, the upshot is the potential is already flowing right under the surface. And it doesn't take charm, or motivational speeches to tap into that energy — all it takes is a concerted effort to infuse self-expression, experimentation, and personalized purpose into all that we do.



[Dan Cable](#) is professor of organizational behavior at London Business School. His new book is [Alive at Work: The Neuroscience of Helping Your People Love What They Do](#).

Chapter Events

CONNECTIONS | CAREERS | COMMUNITY

Wichita Chapter - July Meeting



Program Featuring Traci Wilnerd, LTA
Taxpayer Advocate Service - IRS

Wichita Marriott
Corporate Hills Ballroom

Wednesday, July 25th

11:30am - 1pm

Chapter Events

On behalf of the fundraising committee and myself, I want to say THANK YOU for all of your support! The EWI Kansas and Local Proud Event raised \$4,638.86 that will go toward our philanthropic efforts. Thank you to our sponsors for the evening. The BB-Q themed Dinner Buffet created by the Hyatt was satisfying with a selection of perfectly smoked meats and mouthwatering side dishes! Guests enjoyed an open bar courtesy of Meritrust. Butler Community College and HealthCore Clinic added a sweetness to the evening with the dessert table. Guests had the opportunity to participate in fun activities including a wine pull sponsored by Textron Aviation.

- Dinner Sponsor- Hyatt Wichita
- Bar Sponsor- Meritrust
- Wine Pull- Textron Aviation (additional wine donations from Berry Companies, Delta Dental & Stacy Cofer)
- Dessert Sponsors- Butler Community College & HealthCore Clinic
- Table Sponsors- Stoutheart Financial, ImageQuest, and Star Lumber
- Tea/Muffin Walk- Pat Campbell & Butler Community College
- Operation Races- Professional Engineering Consultants & HealthCore Clinic

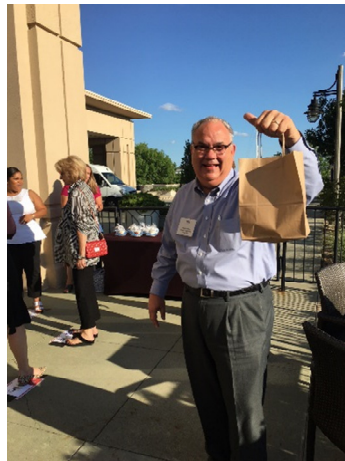
The silent auction table was filled with fun Kansas & Local Proud Arts and Craft themed Gift Baskets! It was such a treat seeing all of the creativity and generosity of our EWI Reps and Member firms.

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| • Dawn Truman | • Martha Linsner |
| • Wichita Regional Chamber of Commerce | • Stoutheart Financial |
| • Butler Community College | • Donna Jestmore |
| • City of Wichita | • Professional Engineering Consultants |
| • Sedgwick County Zoo | • Fonda Ellis |
| • Denise Wickham | • Perry Ellis |
| • Berry Companies | • Debbie Pfingsten |
| • Commerce Bank | • Gaile Garner |
| • Visit Wichita | • Wichita Marriott |
| | • Hyatt Regency Wichita |

Respectfully Submitted,
Davna Gould

Chapter Events

Fundraiser Night Pictures
Wednesday, June 20



Chapter Events

Fundraiser Night Pictures
Wednesday, June 20



Chapter Events

Fundraiser Night Pictures
Wednesday, June 20



Chapter Events



Tulsa Excursion Raffle!

**Overnight Stay at Tulsa Southern Hills
Marriott, Dinner & Gas Card**

Benefitting EWI of Wichita's Philanthropic Initiatives

- Chances are on sale until August 15th @ \$10 each or 5 for \$40
- Share Chances to Win with Family and Friends!
- Money and any unused chances may be turned into Davna Gould at the monthly meetings or through other arrangements.
- Payment may be made in cash or by check (payable to EWI of Wichita).
- **100 % of Total Funds Raised for EWI of Wichita's Philanthropic Initiatives**
- Winner will be selected at the August Executive Night meeting, and notified on August 16th, 2018.
- Need not be present to win
- Must use Hotel Gift Certificate by April, 2019



Chapter Events



Save the Date - Leadership Conference & Annual Meeting (LCAM) – We have several of our chapter members that have signed up to attend on September 19-22, 2018 in Raleigh, North Carolina. There is complimentary shuttle service from the airport to the Raleigh Marriott Crabtree Valley. The true essence of EWI is embraced at LCAM – the opportunity for professional training and growth under the leadership of nationally ranked speakers!

Conference Registration

Log in to ewiconnect.com to access conference registration.

\$750 – July 1 – Conference – Regular Registration

\$195 – Leadership Caucus

Raleigh Marriott Crabtree Valley

You will receive a hotel reservation link with your conference registration confirmation. Chapters are encouraged to only book the amount of rooms needed at the time that they register for conference. Book by August 20 at the special rate of \$179 per night.

LCAM 2018 Sponsorship Opportunities

There are a variety of conference sponsorship opportunities this year. Chapter participation, firm participation and individual contributions are encouraged to help EWI provide the annual meeting and conference to all those that attend. Sponsorship options are available on the Corporate website at ewiconnect.com/lcam2018 and in the Member Information Center (MIC) to download and review along with a letter to provide to your firm for support. A separate communication will be sent to all members to extend sponsorship opportunities to you and your firm. If you have questions on sponsorships, please contact Cortney Ihde at cortney@ewiconnect.com or 262-269-5625.

Academy of Leadership – New Module!

On Friday, September 21, Lori Giovannoni will present “**Communication Secrets of Outstanding Leaders**” for our Academy of Leadership Module. This module investigates and delivers the following:

- How to communicate effectively with each workplace generation
- Mastering the art of “Critical Conversations”
- Defining successful behaviors and skills of a leader with “Conversational Intelligence”
- Finding your voice and maximizing your influence as a leader.

Keynote Speaker

JuliAnn Stitick

www.juliannstitick.com

JuliAnn's Girlfriend Guarantee: Walk away with the 3 biggest mistakes that are stopping women from growing, thriving and flourishing in today's modern, fast-paced world. Plus 3 Quick Start Baby Steps to stop making these mistakes today!

JuliAnn Stitick reverse engineers visionary brand experiences based on brand purpose. She has worked with trusted brands such as Lexus, Nordstrom, Disney, VISTAGE, and the like for over 22 years. Her expertise in helping her clients connect with their audience has also attracted notable Oscar and Golden Globe winning clients. JuliAnn has the ability to pull from the heart of a brand's core purpose and point it to their ideal customer so they will attract, connect and convert new clients and influential fans.



Happy Birthday to YOU!!!

July 6 ~ Pam Fullinwider, Chapter Life Member
 July 12 ~ Barbara McCurdy, Chapter Life Member
 July 19 ~ Stacy Guinn, Wichita Business Journal
 July 22 ~ Pam Dinwiddie, Textron Aviation



CONNECTIONS | CAREERS | COMMUNITY

JOIN THE CONVERSATION!



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We post the chapter meeting minutes on our EWI Wichita website at
<https://ewiwichita.org/>

ABOUT EWI

Established in 1938, EWI is a non-profit organization with more than 1,900 member firms and 2,200 representatives in major cities throughout the United States and Canada.

EWI brings members together to promote member firms, to enhance personal and professional development, and to encourage community involvement.

As a premier organization for networking and leadership development for today's business professionals, EWI offers professional development through its Academy of Leadership, scholarships, online learning, and philanthropic initiatives with a focus on literacy.

EWI also provides over 600 board positions to women on the corporate and chapter level annually. For more information, visit ewiconnect.com.



<https://www.facebook.com/EwiOfWichita/>



<https://twitter.com/EWIWichita>

Share your news & photos in the
monthly *Connect*

Contact: Pam Dinwiddie
pdinwiddie@txtav.com

Submission deadline:
August Issue ~ 8-8-18

Upcoming Chapter Meetings

Third Wednesday of
each month unless
otherwise noted

Wednesday, July 25

Identity Theft

Wichita Marriott
9100 Corporate Hills Drive
11:30 am – 1:00 pm

Wednesday, August 15

Executives Night

Hyatt Regency
400 W Waterman
5:30 pm – 7:30 pm

Chapter Board Meetings

Second Wednesday of
each month

~All members are welcome~

Contact Tami Barker
at tami.barker@Hyatt.com