



DIVERSITY GROUP

northeastern wisconsin chapter

January/February 2016 Newsletter Update

Highlights from the Women's Leadership Coaching Webinar: Giving and Receiving Feedback (Hosted by Grant Thornton on December 8, 2015)

This webinar was presented by guest speakers Tracy Cote, Senior VP Global Human Resources from Genesys and Jenny McCauley, Senior VP Human Resources Southwestern Energy.

- Listen when receiving feedback even if it is difficult to hear. Listen all the way through without jumping to conclusions.
- Improve your performance by reflecting, learning from the experience and look at different ways to solve problems.
- Feedback is an opportunity to learn, respond in a constructive way.
- Ask for feedback at the end of a meeting or project.
- Avoid the temptation to mix good and bad when giving feedback.
- Give feedback in the moment on a timely basis. Be specific describing the situation, the behavior, and the impact.
- When giving peer-to-peer feedback, do it in person, not by email. Also evaluate, what is gained by giving the feedback.
- Frame the situation with facts, how it impacts the team.
- Create a plan, actionable items at the conclusion of the meeting. Document specific steps.

Recommended Readings from the Giving and Receiving Feedback Webinar

1. Crucial Conversations Tools for Talking When Stakes Are High, by Kerry Patterson, Joseph Grenny, Ron McMillan, and Al Switzler
2. Help Them Grow or Watch Them Go, by Beverlay Kaye and Julie Winkle Giulioni
3. HBR Guide to Giving Effective Feedback by Phoel, Grady, Gallo, Beilaska-DuVernay, Manzoni, Butler, Barsoux, Erickson, Bregman, and Krattenmaker

Calendar of Diversity Events

1. **Tuesday, February 23, 2016 | Ask a C-suite Executive
(Women's Leadership Coaching Webinar)**
Wipfli – 2901 E. Enterprise Avenue | Suite 500 | Appleton, WI 54913
Do you understand how C-suite executives think and operate, and how to work effectively with them? Find out in this hour-long Q & A discussion with top industry leaders. You'll learn tips for communicating with C-suite leaders, and how to exceed their expectations. We'll cover scenarios from pitching a business idea to preparing for 'elevator moments. [Click here](#) to register!

Guest Speakers: Anne Cooney, COO, Siemens Healthcare Diagnostics and Ann Finkner, Chief Administrative Officer, Farm Credit Services of America
2. **Thursday, March 10, 2016 | Breakfast with Bemis**
Bridgewood Conference Center 100 Cameron Way | Neenah, WI 54956
Sheri Edison, Vice President, General Counsel & Secretary of Bemis Company and Melanie Miller, Vice President & Treasurer of Bemis will be sharing their journey with Bemis Global Women's Network Initiative and the impact it has made on the company. [Click here](#) to register!

3. **Tuesday, April 26, 2016 | Attracting the Attention of Influential Sponsors**
(Women's Leadership Coaching Webinar)
Godfrey & Kahn | 100 West Lawrence Street, #210 | Appleton, WI 54912
 Sponsors are influential leaders who advocate for you and connect you with career opportunities. In this webinar, learn the difference between mentors and sponsors, what sponsors expect from you, and 8 steps for attracting a sponsor's attention. [Click here](#) to register!

Guest Speaker: Jo Miller, CEO, Women's Leadership Coaching, Inc.

4. **Tuesday, June 21, 2016 | Transitioning from Tactician to Strategist**
(Women's Leadership Coaching Webinar)
AON | 111 N Washington Street | Suite 300 | Green Bay, WI 54301
 Do you spend the majority of your time at work as a task-oriented tactician or do you think and operate strategically, like leaders do? In this session, learn how to shift your focus from being tactical or reactive to operating with a more strategic mindset. [Click here](#) to register!

Guest Speakers: Dona Munsch, Vice President, M&A, AltaVault, NetApp, Inc. and one other, to be announced.

5. **Tuesday, August 30, 2016 | The Power of Diverse Teams**
(Women's Leadership Coaching Webinar)
Wipfli | 469 Security Blvd. | Green Bay, WI 54313
 Research has shown that large, diverse teams achieve greater productivity, reach, and innovation. They also face challenges with communication and the sharing of knowledge and resources. Discover the impact of team diversity, factors that affect your team's productivity, and a model for enhancing your team's overall effectiveness. [Click here](#) to register!

Guest Speaker: Ann Quiroz Gates, Ph.D., Chair Department of Computer Science, The University of Texas at El Paso.

6. **Tuesday, October 18, 2016 | Questions That Leaders Ask Themselves and Others**
(Women's Leadership Coaching Webinar)
Schenck | 200 East Washington Street | Appleton, WI 54912
 The best leaders do more than give direction. They ask great questions—thought-provoking questions that inspire themselves and others to think creatively, get engaged, be accountable, and take action. [Click here](#) to register!

Guest Speaker: Jo Miller, CEO, Women's Leadership Coaching, Inc.

What is the FEI Diversity Group?

FEI National continues to encourage local chapters to focus on diversity within our membership. Women executives face a unique set of challenges in balancing their careers and personal lives. This special interest group is focused on exploiting the talents of individuals and creating opportunities to improve personally and professionally. As a result, we hope to increase membership in our chapter and create additional ways for our female members to be engaged in the FEI experience.

Diversity Group events are open to the following individuals:

- Members of FEI NE Wisconsin Chapter
- Managers and executives within an FEI Member's Company
- Representatives of our Strategic Partner companies
- Prospective chapter members
- Guests of any of the above
- While some event topics are geared towards women, men are welcome to attend and participate.



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 Diversity Group Chair
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