



DIVERSITY & INCLUSION GROUP

northeastern wisconsin chapter

March/April 2019 Newsletter Update

Thank you to Godfrey & Kahn for hosting the February FEI Diversity and Inclusion event presented by Women's Leadership Coaching!



Webinar Summary

The featured topic was titled *Ready to Stretch?* with Shuchi Sharma, Global VP and Lead of Gender Intelligence - SAP, Robert Solomon, Director of Leadership & HiPo Development- Lowes, Selena Rezvani, VP of Consulting & Research – Be Leaderly, and Jo Miller, CEO – Be Leaderly.

The ideal stretch opportunity fuels your passions, plays to your strengths, and helps you make an impact.

– Jo Miller, CEO of Be Leaderly

Are you Ready to Stretch?

1. Position yourself for the opportunity
2. Make a pitch and negotiate your terms
3. Deliver, deliver, deliver
4. Translate and promote your success

Stretch when you want to:

1. Move up
2. Rebrand yourself
3. Get “unstuck”
4. Make a comeback/be resilient
5. Be associated with a new department, leader, or product

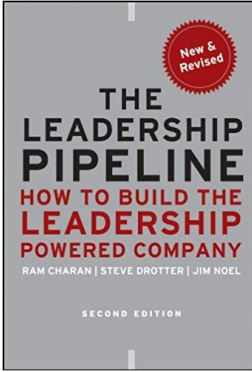
How Companies can Create a Culture of Stretch:

1. Enable a growth mindset
2. Monitor stretch assignments and participation
3. Bank and post opportunities and offers transparently
4. Standardize opportunities
5. Showcase and reward stretches

To view the presentation materials please use this link: <https://feinew.org/page-8689/7190792>

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*Recommended Reading Selections



The Leadership Pipeline: How to Build the Leadership Powered Company

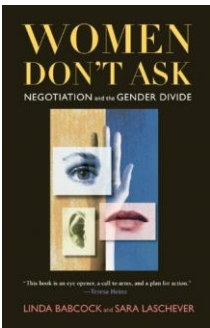
Authors: Ram Charan | Steve Drotter | Jim Noel

An updated and revised version of the bestselling *The Leadership Pipeline* –the critical resource for how companies can grow leaders from the inside.

In business, leadership at every level is a requisite for company survival. Yet the leadership pipeline –the internal strategy to grow leaders – in many companies is dry or nonexistent. Drawing on their experiences at many Fortune 500 companies, the authors show how organizations can develop leadership at every level by identifying future leaders, assessing their corporate confidence, planning their development, and measuring their results.

New to this edition is 65 pages of new material to update the model, share new stories and add new advice based on the ten more years of experience. The authors have also added a "Frequently Asked Questions" section to the end of each chapter.

[Click here](#) to read the complete book summary and review all purchase options.



Women Don't Ask: Negotiation and the Gender Divide

Authors: Linda Babcock | Sara Laschever

When Linda Babcock asked why so many male graduate students were teaching their own courses and most female students were assigned as assistants, her dean said: "More men ask. The women just don't ask." It turns out that whether they want higher salaries or more help at home, women often find it hard to ask. Sometimes they don't know that change is possible--they don't know that they can ask. Sometimes they fear that asking may damage a relationship. And sometimes they don't ask because they've learned that society can react badly to women asserting their own needs and desires.

With women's progress toward full economic and social equality stalled, women's lives becoming increasingly complex, and the structures of businesses changing, the ability to negotiate is no longer a luxury but a necessity. Drawing on research in psychology, sociology, economics, and organizational behavior as well as dozens of interviews with men and women from all walks of life, *Women Don't Ask* is the first book to identify the dramatic difference between men and women in their propensity to negotiate for what they want. It tells women how to ask, and why they should.

[Click here](#) to read the entire book summary and view purchase options.

*Additional articles are available with our chapter's webinar subscription to Women's Leadership Coaching:

<http://www.beleaderly.com>

March/April 2019 Newsletter Update - Continued

Next Diversity & Inclusion Group Event

1. **Tuesday, April 23, 2019 | The New Rules of Teamwork | 11:45 AM – 1:15 PM**
Women's Leadership Coaching Webinar | Hosted by Grant Thornton
2501 E. Enterprise Avenue, #300 | Appleton | WI | 54913

Summary

Today, 84% of employees are “matrixed,” working on multiple teams every day. Networks of teams are replacing top-down hierarchies. And the role of a high-performing team player is changing. Are you keeping up? In this webinar, learn to leverage the “magic ratio” of highly effective teams, harness the collective intelligence of groups, and make a memorable mark. [Click here](#) to register!

Guest Speaker(s)

Jo Miller, CEO and Selena Rezvani, Vice President of Consulting and Research, Be Leaderly.

2019 Fusion Event Announcement

Mark Your Calendars! The 2019 FUSION Event date, speaker and venue have been confirmed as follows:

Date: Tuesday, September 17, 2019
Speaker: [Connie Podesta](#)
Location: Fox Cities Performing Arts Center (PAC) | Downtown Appleton
Time: 2:00 – 4:30 PM (exact timeline to be confirmed at a later date)

Once additional information is provided by the 2019 FUSION event planning committee, registration will be available (likely sometime in late April).

What is the FEI Diversity & Inclusion 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 engagement in our chapter and create additional ways for our female members to find value in the FEI experience.

Diversity & Inclusion 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 toward women, men are welcome and encouraged to attend and participate**



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