



# DIVERSITY GROUP

northeastern wisconsin chapter

## November/December 2016 Newsletter Update

Following are highlights from the Women's Leadership Coaching Webinar: Questions That Leaders Ask Themselves. Jo Miller CEO of Women's Leadership Coaching Inc presented the material. The webinar was held on October 25, 2016 in Appleton and was hosted by:



Lead with a question to show that as a leader, creates a thoughtful message by admitting you do not know all the answers. Take a forward looking approach to engage, motivate, and empower others. The goal is encourage brain storming that leads to creating a goal with action items.

### Mentoring Success

- Stories – tell one and invite others to share
- Situations – delegate
- Skill building – share with direct reports to help them continue to grow
- Self-awareness – ask for feedback, develop your personal brand

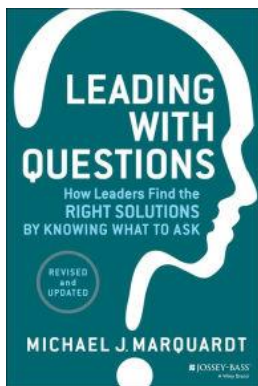
### A Leaders Mindset

- Build trust – establish great relationships
- Be curious
- Be non-defensive
- Be open to diverse and challenging points of view
- Truly listen
- Clarify what you are hearing
- Make a conversation
- Act on what you hear and learn
- Demonstrate being honest and genuine

### Recommended Reading

#### *Leading with Questions*

Author: Michael J. Marquardt



Many leaders are unaware of the amazing power of questions. Our conversations may be full of requests and demands, but all too often we are not asking for honest and informative answers, and we don't know how to listen effectively to responses. When leaders start encouraging questions from their teams, however, they begin to see amazing results. Knowing the right questions to ask—and the right way to listen—will give any leader the skills to perform well in any situation, effectively communicate a vision to the team, and achieve lasting success across the organization.

Thoroughly revised and updated, *Leading with Questions* will help you encourage participation and teamwork, foster outside-the-box thinking, empower others, build relationships with customers, solve problems, and more. Michael Marquardt reveals how to determine which questions will lead to solutions to even the most challenging issues. He outlines specific techniques of active listening and follow-up, and helps you understand how questions can improve the way you work with individuals, teams, and organizations.

[Click here](#) to read the complete book summary, read reviews and explore all buying options.

## Calendar of Upcoming Diversity Events

### 1. Tuesday, December 6, 2016 | 9 Types of Courage for Emerging Leaders

#### [Women's Leadership Coaching Webinar](#)

**Grant Thornton LLP | 2501 E. Enterprise Avenue, Suite 300 | Appleton | WI | 54913**

Transforming yourself from high-performing employee into an emerging leader can be a challenge. It takes strength, moxie, resilience and courage. If you aspire to lead, here are nine types of courage you'll need. [Click here](#) to register!

**Guest Speakers:** Valerie Drew, Director Investments, PMG Global Applications, MetLife, Kim Erzen, Vice President of Operations, Raytheon, and Nithya Ruff, Director of OpenSource Strategy Office, SanDisk Corporation

### 2. Tuesday, February 21, 2017 | Creating An Opportunity-Driven Career

#### [Women's Leadership Coaching Webinar](#)

**Schenck | 200 East Washington Street | Appleton | WI | 54911**

Some people seem to have all the career luck. They never have to look for opportunities – the best jobs seem to find them. Learn how to create your own career breaks and to uncover opportunities hiding in plain sight. [Click here](#) to register!

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

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## 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 toward women, men are welcome to attend and participate



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