



DIVERSITY GROUP

northeastern wisconsin chapter

May/June 2017 Newsletter Update

Thank you to Aon for hosting the April 18th FEI Diversity event presented by Women's Leadership Coaching!



The featured topic was Leading a High Performance Culture with speakers Jo Miller, CEO, Women's Leadership Coaching, Shveta Miglani, Global Leadership Development Leader, Palo Alto Networks, and Tim Sieck, Director of Organizational Development, Mercy Medical Center.

Key elements of a high-performing culture include:

1. Onboarding
2. Leadership commitment
3. Communication
4. Reward system

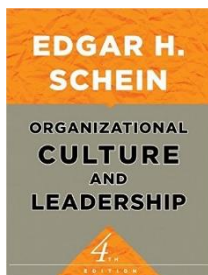
How to measure a culture's quality:

1. Employees are engaged
2. Giving and receiving feedback is part of the fabric of the company
3. Open communication
4. Collaboration
5. Team alignment on goals
6. Achievement of team goals

What should leaders focus on to build a strong culture?

1. Culture starts from the top and needs to be communicated frequently and strongly.
2. As companies grow, not everyone has a chance to interact with top leaders.
3. Communicate often, so there is a common understanding.
4. Focus more on a two-way communication process. Ask for feedback and follow-up.

*Recommended Readings



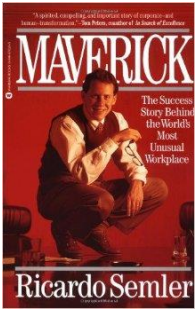
Organizational Culture and Leadership

Edgar H. Schein

Regarded as one of the most influential management books of all time, this fourth edition of *Leadership and Organizational Culture* transforms the abstract concept of culture into a tool that can be used to better shape the dynamics of organization and change. This updated edition focuses on today's business realities. Edgar Schein draws on a wide range of contemporary research to redefine culture and demonstrate the crucial role leaders play in successfully applying the principles of culture to achieve their organizational goals.

[Click here](#) to read reviews, learn more about this book and explore all buying options.

*Recommended Readings Continued



Maverick: The Success Behind the World's Most Unusual Workplace Ricardo Semler

Semler turned his family's business, the aging Semco Corporation of Brazil, into the most revolutionary business success story of our time. By eliminating unneeded layers of management and allowing employees unprecedented democracy in the workplace, he created a company that challenged the old ways and blazed a path to success in an uncertain economy.

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

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

<http://www.beleaderly.com/>

Upcoming Diversity Group Events

1. **Tuesday, June 20, 2017 | Breaking the Rules | 11:45 AM – 1:15 PM**

Women's Leadership Coaching Webinar

Wipfli | 2901 E. Enterprise Avenue, #500 | Appleton, WI 54913

Some rules were made to be broken. But which ones are they? How do you decide when to be creatively disruptive and when to conform to the unwritten rules? Hear how leaders exercise good judgment and make great decisions when taking risks and breaking rules.

[Click here](#) to register!

Guest Speakers: Liz Centoni, Senior Vice President and General Manager of Computing Systems Product Group, Cisco; and Holly Meidl, Senior Vice President, North American Healthcare, Allied World Assurance Company.

2. **Tuesday, August 29, 2017 | A Purpose-Driven Leadership Brand | 11:45 AM – 1:15 PM**

Women's Leadership Coaching Webinar

Baker Tilly | 2201 E. Enterprise Avenue, #100 | Appleton, WI 54913

Are you ready to ignite your purpose, elevate your presence, and expand your impact? In this webinar, we'll define what it means to be a purpose-driven leader, and share a practical framework for defining a leadership brand that aligns with your purpose, presence, aspirations, core values, and strengths.

[Click here](#) to register!

Guest Speaker: Cindy Pace, AVP, Global Diversity and Inclusion, Head of the Global Women's Initiative, MetLife.

3. **Tuesday, September 26, 2017 | 5 Second Rule: Achieve Breakthrough Performance in your Career and Life, Featuring Mel Robbins | 1:30 PM – 4:30 PM**

2017 Fusion Event

Fox Cities Performing Arts Center | 400 West College Avenue | Appleton, WI 54911

Learn to identify the mistakes you're making and how to create lasting behavior change within yourself. Be inspired and motivated to reach your true potential, discover the two modes in which your brain operates and learn the three ways your brain uses "trickery" to stop action.

About Mel Robbins: Her TEDx Talk, "How to Stop Screwing Yourself Over" has over 3 million views, and her book, "Stop Saying You're Fine", is a business bestseller, translated into four languages. The media has tapped Mel to host award-winning shows for FOX, A&E, Cox Media Group and now CNN.

[Click here](#) to register!

Upcoming Diversity Group Events Continued

4. **Tuesday, October 31, 2017 | Lead From Where You Are | 11:45 AM – 1:15 PM**

Women's Leadership Coaching Webinar

von Briesen | 100 West Lawrence Street | Suite 106 | Appleton, WI 54911

You don't need a title to be a leader, and you don't need to lead a team to be a leader. In this webinar, we'll discuss the difference between leading and managing, and ways to lead, engage and motivate others, even when you have no formal authority.

[Click here](#) to register!

Speaker: Jo Miller, Founding Editor of BeLeaderly.com and 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 toward women, men are welcome to attend and participate

Diversity Group Chairs



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