

PRESIDENT'S MESSAGE

The April meeting is a "don't miss" event!! Our first GEM Awards, Ruby, Emerald and Sapphire, will be presented to three IWIL members, and our high school senior scholarship winners will be announced, too. We will be presenting three \$1,000 scholarships, three \$250 honorariums and two \$100 honorable mentions to some impressive Springfield area young women. It will be a meeting of celebrations and one that will re-energize you.

Behind the scenes, Stephanie Sapetti is working on developing the secure part of our website. The membership directory, monthly Board meeting minutes and Treasurer's Reports will be located there. It will be a password protected area and only members will have access by using a common password. Because of the common password, we will be using the honor system and trusting our membership not to share the password outside of the organization. The password will change annually after membership renewals. Using only one password makes administration of the site easy as well as remembering the password. If you forget, just ask another IWIL member.

Some members are still having problems receiving IWIL mailings. Please be patient with us as we work together for resolution and be sure to let us know. Sometimes it's as simple as making a change in your address or modifying spam control in your email box. Another project we are working on is moving our website to another host so that our mass mailings can be handled easier. Once this is accomplished we will reduce our error rate even further.

The ballot for next year's officers has been emailed to all members. You may exercise your membership privileges by voting either by email or snail mail just like we did for the recent bylaw changes. If you haven't received your letter/ballot yet, please give me a call. The deadline is Friday, April 15th. The results of the vote will be announced at the Annual Meeting in May.

Kathleen

MARCH MEETING RECAP

"I Will Participate & Encourage Others" ... Synergism! Workshop

Facilitator, Becky Hendricks, began the meeting by saying that this evening was an opportunity to learn more about Teamwork and to lead us in this project was our speaker, Teresa Gregoire.

Teresa Gregoire has been employed with Crawford, Murphy & Tilly, Inc. (CMT) for over 15 years. CMT is a full-services consulting engineering firm, which was established in Springfield in 1946. They currently have over 250 employees in 9 offices located within Illinois and other mid-western states. CMT has four business units consisting of Aviation, Highways & Bridges, Water & Wastewater, and Land Development. 42% of their revenue last year was generated by aviation work. They do both National and International (military) Aviation work and are ranked among ENR's (Engineering News Record) TOP 25 Aviation Design firms. On the local scene, Abraham Lincoln Capitol Airport was their client. They have provided a great deal of airfield improvement work for them over the years. Other current regional work includes: Airfield Planning for O'Hare Expansion and airfield design at St. Louis Lambert Airport.

With that information under our belts, Teresa went on to say that she wears several hats at CMT. When people ask me what I do at CMT she states that the easiest way to answer them is to say that I do many of the things our engineers do not want to do. Most engineers prefer working with numbers and computers; I prefer working with people.

More specifically, I assist senior management with:

1. CMT's Quality Improvement Initiative
2. Public Relations
3. Several Human Resource functions – including non-technical training

(Continued on Page 2)



MARCH MEETING RECAP (continued)

Teresa asked us all to explore what is meant by effective team work; being effective team players.

In engineering firms, we work in teams to provide services to our clients. Our team members must possess strong technical skills, be good communicators, and work efficiently under tight deadlines. The **REWORK** that is a result of poor communications or a poorly managed project can be costly. Missed schedules; unprofitable projects; employee frustration; and most importantly, client dissatisfaction.

Teamwork must be strong. Poorly managed projects will result in lost clients and ultimately your business will fail.

Before we began exploring what is meant by being an **effective team player**, Teresa asked us to brainstorm behaviors which lead to **ineffective** teams. The group responded with the following:

- | | | |
|----------------------|----------------------------------|---|
| ■ Negative attitudes | ■ Being late/tardiness | ■ Lack of leadership |
| ■ Inflexibility | ■ Lack of follow through | ■ Bluffing their way through |
| ■ Argumentative | ■ Take over person/control freak | ■ Resistant to change |
| ■ No focus point | ■ Lack of participation | ■ No clear goal |
| ■ Unprepared | ■ No agenda | ■ No praise or recognition when warranted |

Now that those behaviors have been established, Teresa asked us to brainstorm as to what makes an **effective team**:

- | | | |
|-------------------------------|-------------------------------------|--|
| ■ Goals well understood | ■ Atmosphere is relaxed | ■ Agree on decisions by consensus |
| ■ Accountability | ■ Good discussion | ■ No side talk/joking during meetings |
| ■ Prompt attendance | ■ Avoid disruptive behavior | ■ Clear assignments made not accepted |
| ■ Preparation | ■ Praise and recognition is given | ■ Synergy is reached upon one best decision |
| ■ Help team leader to succeed | ■ Members are respective and listen | ■ Leader balances the level of participation |

It's especially important to understand the following Webster definitions:

- 1.) **Consensus** – Listen to others opinions; express opinion fully and explain
- 2.) **Synergy** - 1 + 1 = 3; Most decisions made by consensus are when synergy is reached.

And that is an important formula.

This is when **Teresa** put the entire group to the test regarding their teamwork skills. Teresa introduced everyone to the "Wilderness Survival" work sheet and asked us to image ourselves in each of the situations depicted and to assume that you are alone and have a minimum of equipment, except where specified. The season is fall. The days are warm and dry, but the nights are cold. Everyone was given five minutes to answer ten questions and we were instructed to work alone and to not communicate with anyone else at the table.

When time was up, everyone was instructed to take on a task where the groups had to employ the group-consensus method of reaching a decision. Eight groups consisting of 4 to 6 people each took ten minutes to answer the same ten survival questions. Each question was to be weighed using all relevant information known to the group and agreed on by every member before it became the group's decision.

Teresa concluded by reminding us to use all of your team's experience and knowledge when working on any project because this allows common people to achieve uncommon results.

A little background on our speaker: Teresa Gregoire has been the Assistant Quality Assurance Manager at Crawford, Murphy & Tilly, Inc. for the past 15 years. Prior to being hired by CMT; Teresa taught High School at Ursuline Academy. She is a graduate of Eastern Illinois University and has a Masters Degree from the University of Illinois Springfield.

DREAMING THE DREAM "I WILL MAKE A DIFFERENCE"

Take an active role to inspire young women to believe in their dreams. Encourage them to pursue their interests by sharing your own knowledge and experience!

Date: Thursday, April 14, 2005
Time: 3:30 pm – 5:00 pm
Place: Southeast High School
Springfield, Illinois
Contact: Cindy Davis
Email: cdavis@resource1-4u.com
Phone: (217) 753-5742

We are looking for a wide range of careers/alternatives. Space is limited and tables will be assigned on a first come first serve basis. More than one representative per career can be accommodated at a table.

Please forward the completed registration form to Cindy Davis:
"Dreaming the Dream"

Name: _____
Career: _____
Email: _____
Phone: _____
Date: _____

MARK YOUR CALENDARS NOW FOR THE APRIL MEETING

FACILITATORS: VAL YAZELL, PRESIDENT ELECT AND GEM AWARDS COORDINATOR
DIANE HILLARD-SEMBELL, M.D., SCHOLARSHIP CHAIR
TOPIC: SCHOLARSHIP AND GEM AWARDS
WHEN: 7:30 AM THURSDAY, APRIL 21, 2005
WHERE: THE SANGAMO CLUB
227 EAST ADAMS
SPRINGFIELD, ILLINOIS
COST: \$14 MEMBERS; \$15 GUESTS; \$20 AT THE DOOR

The Illinois Women in Leadership GEM Awards and Scholarships will be presented.
(Reservation forms for the March meeting will be e-mailed to the membership on Thursday, April 7, 2005.)

**REMINDER: All reservations and payments must be received by 5:00pm on Monday, April 18, 2005.
Send completed registration forms and payments to:**

Illinois Women In Leadership Program Registration
Attn: Jackie Newman
Springfield Housing Authority
1910 Truman Road
Springfield, IL 62703

No phone reservations are accepted. All late reservations will be invoiced a \$6.00 late fee.

SIG CONTACTS

Would you like to increase networking and strengthen the bonds with other Illinois Women In Leadership members by sharing a more personal side of yourself? The Special Interest Groups (SIG's) might be the answer. Volunteers have started small groups with specific interests that meet outside the time constraints of our monthly meeting. If you have an interest and would like to start a group, please contact **Val Yazell** at **546-3860** for guidance.

***BOOK CLUB**

Contact **Val Yazell** at **546-3860**.

***CAREER SEELERS**

Contact **Mary Furrie** at **529-9645** or mary@gams.com.

***GARDENING**

Contact **JoAnn Abrams** at **546-2249** or via e-mail at jabrams@rmc-bigenc.com.

***GOLF**

Contact **Mary Schaefer** at **529-2600**.

***GOURMET**

Contact **Susan Wilcockson** at **483-2774**.

***HIKING**

Contact **Viv Bennett** at viv@springnet1.com or call **622-8976**.

***SCRAPBOOKING**

Contact **Julie Krehbiel** at **546-6112** (work) or **546-0576**(home).

***SUPPORT GROUP for members with aging PARENTS-LOVE**

Contact **Marianne Jackson** at **498-8962**.

***WATERCOLOR PAINTING**

Contact **Shirley Caldwell** at **529-6959** or via email at caldwellsmith@sbcglobal.net.

IWIL MEMBERSHIP GROWING

The **Illinois Women in Leadership** membership has been growing strong with **221** members at press time.

Each month we will be introducing our new members. Please join us in welcoming the new members who joined **IWIL** this past month.

MARCH 2005 NEW MEMBERS

Heather Bigard
(Springfield College in Illinois)

Stacey Bredemeyer
(Fusions Full Services Salon)

Kay Fischer
(The Coaching Connection)

Kim Fontana
(Springfield College in Illinois)

Janice Chan Hahn
(Renaissance Architects, Inc.)

Linda Kay Jurgens
(The Horace Mann Companies)

Kate Weidner
(Iron Mountain)

CALLING ALL HIKERS

Spring Fever getting to you yet? If so, let's plan on meeting for hikes around town and around the area. The **IWIL Hiking SIG** kicked off the 2005 season on Saturday, March 19th. We will usually plan to hike on the third Saturday of every month. We welcome all IWIL members, their friends, spouses or significant others, children, neighbors and anyone else. All skill levels are welcome. We will combine some of our hikes with other fun adventures such as antiquing, canoeing, enjoying quaint cafe's along the way, etc. If you have an interest, please email **Viv Bennett** at viv@springnet1.com or call for more information at **622-8976**. Please note that if you had previously told me of your interest, send me your contact information again. I had email problems since August of last year and may not have received your email or been able to include it in the group email address. Hope you can join us!

GOLF SIG TAKES TO THE GREENS

NOTICE IWIL WOMEN GOLFERS!

Beginning Monday, May 9, 2005 the IWIL Women's Golf League will officially start at Pasfield Park Golf Course. Our tee-time is 5:35 p.m. Green fees are \$7.50 per night. We will be playing a 12-week league this year!

If you are interested in joining the golf league this year, please contact **Mary Schaefer** at mschaefer@iar.org or phone (217) 529-2600, ext. 129. Reservations are being accepted. This league also accepts women golfers outside of IWIL and to date we are receiving a large response. Be sure to get your reservation in early! Beginning and Experienced golfers accepted! A great networking opportunity and improve your golf game!



EXECUTIVE BOARD

President	Kathleen Stevens
President Elect	Val Yazell
Vice President	Rachel Broughton
Treasurer	Theresa Boley
Secretary	Kate Hein
Organization Advisor	Marianne Jackson

COMMITTEE CHAIRS

Communications	Eileen Kluckman
Hospitality	Denise Rice
Membership	Susan Wilcockson
Membership Directory Co-Chairs	Nora Sansone Hoover Pat Hughes
Mentoring	Cindy Davis
Program	Becky Hendricks
Public Relations	Cyndi Deitrick
Registration/Nametags Co-Chairs	Jean Jachino Jackie Newman
Scholarship	Diane Hillard-Sembell

Contact Us Via Email at
info@iwil.biz

We are on the web at
www.iwil.biz

Illinois Women In Leadership
P.O. Box 5612
Springfield, IL 62705-5612

SOMETHING TO TALK ABOUT, UPCOMING EVENTS AND MORE ...

The Illinois State Florist Association Executive Secretary, **Barbara Carter**, ICPF, is pleased to announce that **C.I.D. Floral** is the home of the 2005 ISFA Designer of the Year, Meghan Tippy. Meghan placed second in both the sympathy and wedding categories for cumulative points to take over-all first place. C.I.D. Floral will be representing Illinois in Austin, TX in October for the National Designer of the Year Award.

Bank One (J.P. Morgan Chase) is looking for a Relationship Manager. Salary, not commission-based, and bonuses are possible. Starting salary is \$70K - \$90K. Candidate must have a practical or educational background in finance, accounting or business and an B.A. degree. Contacts within the Springfield area business community and sales ability are pluses. Candidate must have people skills and have the ability to sell products including loans, deposit accounts, cash management services, etc .. to small businesses. Contact **Dave Stake, V.P.** at **525-9706**.

The Springfield Parks Foundation has been given a great opportunity for a fundraiser for Music in the Parks. Music in the Parks is a popular community event held on Sunday afternoons from May to September in a variety of Springfield area parks. Karen and Court Conn have generously donated an evening, Thursday, April 7th from 4:30pm to 7:30pm at the Conservatory at the Inn at 835. Live music, hors d'oeuvres, soda and cash bar are available. Tickets are \$25 and are available by contacting **Candy Stout** at **787-8171** or annejane@msn.com.

Val Yazell of **Making Waves** will hold the third session of her "Saturday Morning Flashlight Series" on Saturday, April 16th from 8:00am to 10:30am. Registration is from 8:00am to 8:30am with the presentation beginning at 8:30am. This session is entitled "Your Body, Your Energy". Specifically in this session you will learn to check into the body's "Power House" and discover it as a source of information and energy. You will also be introduced to "the observer" and take a peek into why we should be excited about quantum physics. For further information, you may contact **Val Yazell** at **546-3860** or valerayazell@hotmail.com.

Toastmasters International will be holding their Annual District 8 Spring Conference on May 20th and 21st at Northfield Center in Springfield. District 8's territory includes Central Illinois down to Southern Missouri. Here's where you can help out and even get some free advertising for your business. We are looking for door prize donations and goodie bag items such as notepads, key chains, product samples or other promotional items. 200 goodie bag items are needed. And remember, Toastmasters is a 501(3) (c) tax exempt status and your donations can be tax deductible. Please contact **Eileen Kluckman**, President of Noontime Toastmasters and District Spring Conference Public Relations Chair at noontimetm@hotmail.com.

The first annual **Illinois Symphony Orchestra Garage Sale** will be held on Saturday, May 21st at the Jefferson Mall located at the intersection of Jefferson Street and Veterans Parkway. During the next few weeks as you begin spring cleaning in your closet, garage and basement, please consider the ISO Garage Sale for donations of possessions and treasures. No appliances, mattresses or automobiles, please. ISO will be accepting donations each Saturday through May 7th from 9:00am to noon at Jefferson Mall. ISO also welcomes anyone who can donate their time. For more information, please contact **Kathy Kinser** at **529-8826**.

A SPECIAL THANK YOU...

To everyone who contributed to this month's newsletter and especially to all of the members who participate and make this organization a continued success.

Eileen Kluckman, Communications Chair