

Developing leaders to
create positive results
in Texas government.



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JANUARY 2006

Showcase Luncheon Committee

January 25 Luncheon: "Get Leadership" – Your Personal Communication Style "Says" It All

by Gloria Brown-Oliver, 2005 Chair



Now that the holidays have passed and New Year's Resolutions are underway, reserve your place at the January 25, 2006, EWTG luncheon. Audrey Selden, Senior Associate Commissioner, Texas Department of Insurance, presents "Get Leadership" - an inspirational leadership discussion. Effective leadership requires incredible communication skills, courage, a high tolerance for failure, unusual perception,

and passion. Through a group communication exercise, Audrey Selden demonstrates the importance of knowing your unique communication style and the style of those with whom you work. Whether you are the "Get It Done", "Get it Right", "Get Along" or "Get Appreciated" person, you will gain great insight for enhancing your leadership style. Audrey shares leadership strategies designed to improve your ability to listen with heart, inspire action, and suspend disbelief.

Audrey is a 2004 graduate of Leadership America and a graduate of Leadership Texas, a board member of the Foundation for Women's Resources, past president for Literacy Austin, a national delegate and nominating committee member of the Girl Scouts Lone Star Council, and a member of the African American Lawyers and Insurance Sections of the State Bar. She received her bachelor's and master's degrees from Michigan State University and graduated from Harvard Law School. In 2001 The Austin Ballet honored Audrey with a "Women on Their Toes" award for outstanding volunteer service. She received the 1997 Ma Ferguson Award for Excellence in the Public Sector. Audrey enjoys theatre with her son, Satchel.

For information and luncheon reservations, contact ewtg@onr.com or 512.894.4370.



Jan 12 Austin Minicourse. Carver Branch Library, 1161 Angelina, at noon. Speaker: Ellen Miller, TEAM Performance. Topic: The Courage to Be Authentic: What Do You Stand for? For information and reservations, contact ewtg@onr.com or 512.894.4370.

Jan 12 Dallas Affiliate Meeting. A.W. Harris Faculty Club, 5323 Harry Hines Blvd, Dallas (214.688.2653). Informal social at 6:00 p.m., dinner and business meeting at 6:30 p.m. The program begins at 7:00 p.m., \$20 per person. To receive the Dallas Affiliate monthly email program announcement, or RSVP regarding your attendance, please contact Diane Pletka at 214.648.6792 or diane.pletka@utsouthwestern.edu.

Jan 25 Austin Showcase Luncheon. Austin Woman's Club, 708 San Antonio, at noon. Speaker: Audrey Selden, TX Department of Insurance. Topic: Get Leadership – Your Personal Communication Style "Says" It All. For information and reservations, contact ewtg@onr.com or 512.894.4370.

Feb 22 Austin Showcase Luncheon. Austin Woman's Club, 708 San Antonio, at noon. Speaker: Betty Sue Flowers. For information and reservations, contact ewtg@onr.com or 512.894.4370.

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A Note from the President

by Beverly Bavousett

As we look forward to the new year, I feel honored to serve as your President, and excited about serving you, the membership. Our talented and enthusiastic new board and the Executive Director met in December to begin laying out a roadmap for 2006. One thing I have come to realize is that it is not just the board of directors who can facilitate changes in EWTG. You, as a member, also can effect change.

During the last two months, as I have transitioned to the role of President, I've had the pleasure of having coffee or lunch with several EWTG members whom I did not know personally. With each meeting, I've heard more and more great ideas that have possibilities for EWTG. They involve issues such as helping members grow in their professional development, helping EWTG grow in membership, or strengthening it as an organization.

If each person has one good idea for our organization, think about the resources EWTG has collectively! Put on your thinking caps and mull over what you would like to see happen with EWTG this coming year. We invite you to e-mail your best ideas to ewtg@onr.com and we will forward them to the right person.

EWTG is such a fantastic organization and we, the members, are the best ambassadors it has. By joining committees this year, we can reach out and get to know each other better. We can reach out to new members (identified by a red star on their name tags) and visitors (identified by name tags without the EWTG star logo) at the Showcase Luncheons and Minicourses. We can reach out to potential members by inviting them to our events. Offering them a ride makes it even easier for them to accept!

I am looking forward to a wonderful year. Thank you, again, for giving me the honor of being EWTG president this coming year. Remember, EWTG is your organization. It is possible because of you.

EWTG 2006 Member Directory Announcement

The new EWTG Member Directory will be produced soon. Members rely on it to contact each other. Please review your work and home contact information and other information listed and email updated information to EWTG by January 31 at ewtg@onr.com. Thanks!

Minicourse Committee

January 12 Minicourse: Ellen Miller of TEAM Performance “The Courage to be Authentic: What Do You Stand For?”

by Gloria Brown-Oliver, 2005 Chair

Who am I? Why am I here? What is my purpose? These are fundamental questions we all seek to answer. In this workshop, Ellen will lead you through an activity-based, learning session. The outcome will help define your core values and the beliefs and behaviors that support those values.

Why is this important? This is your foundation as a leader. Knowing yourself is the key element of being an authentic leader. Your effectiveness as a leader is founded on your understanding of yourself and how you live your values.

Ellen Miller owns TEAM Performance, which advises and coaches companies in Values and Leadership Alignment, Team Building, Communication Strategies, and Customer Service. Ellen is a national trainer, speaker, author and coach. She has worked with thousands of people in numerous Fortune 500 companies, agencies and small businesses. A sampling of Ellen’s clients include Samsung, 3M, Whole Foods, Calendar Club and the Texas Department of Health.

Ellen holds a marketing degree from The University of Texas at Austin. She is a Synchronicity Leader, Corporate Transformation Tools consultant, a Certified Neuro-Linguistic Practitioner, Inscape Publishing Company Distributor, and a Ropes Course Facilitator. She is a Rotarian, a member of Austin Human Resource Management Association and American Society of Training and Development. Her book, Make It a Big Day, contains daily affirmations to inspire and motivate each day of the month.

Pizza and salad will be available for \$5.75 per person for the first 15 people who RSVP. For information and reservations, contact ewtg@onr.com or 512.894.4370.



Spotlight on EWTG Standing Committees

Development Committee: Tammy Stone, 2005 Chair

Tell us about your committee and who has served with you this year.

Our committee set out to bring in sponsors. At a minimum, we wanted to cover conference expenses as budgeted by the Conference Committee. We each took potential sponsors and coordinated their involvement. The 2005 Conference Development Committee consisted of Tammy Stone, TxDOT, Chair; Janis Guerrero, AISD; and Liza Lorenzi, Governor's Office.

What was the highlight of your year? Something you are most proud of?

The highlight of the year was obtaining a new, first time \$3,000 gold conference sponsor. I am very proud of the persistence displayed by the committee members in contacting both previous and first year sponsors to get them involved in this year's conference.

Why would our members want to chair or participate on this committee?

By serving on the Development Committee, you work with some very nice people who share a common goal of developing women leaders in Texas state government. Having new sponsors participate is a great reflection on EWTG and its reputation. As a committee member, you represent EWTG to potential sponsors.

How has your participation benefited or impacted you personally?

I have personally benefited by meeting other members of EWTG, feeling a sense of accomplishment in the number of organizations participating as conference sponsors, and having the trust of the Board who provided the committee great leads for potential sponsors.



Scholarship Committee: Pam O'Connor, 2005 Chair

Tell us about your committee and who has served with you this year.

I chaired the EWTG Scholarship Committee, and Delores Groneck served with me.

What was the highlight of your year? Something you are most proud of?

I am most proud of revamping the scholarship application and expanding the opportunities to apply for educational opportunities throughout the year.

Why would our members want to chair or participate on this committee?

It provides an insight to many of our members and the leadership qualities our women possess.

How has your participation benefited or impacted you personally?

It is always positive to recognize your peers for their service, abilities, and dedication. It is also rewarding to be able to further the goals of the organization in the scholarship process. I learned some wonderful things from the applications that I might not have known about each of the applicants and their goals.

Member Benefits Update

Austin lunch cards are available now. The cost is \$102 for 6 luncheons and includes a free guest luncheon (a \$119 value). The cards may be purchased at any luncheon or via telephone call to 512.894.4370. Buy one today and save time each month registering for the luncheons.

Scholarship Committee

EWTG Scholarship Program

by Sarah Bauer, 2006 Chair

The Scholarship Program is just one of EWTG's great member benefits. The purpose of the program is to increase member professional and personal development, while encouraging and rewarding EWTG member participation and leadership. Financial need is not a factor.

New for 2006, EWTG will be offering General Scholarships to members on a quarterly basis. Now is your chance to apply for EWTG financial support to attend training, seminars, or formal education. If you need course work to update your computer skills, want to pursue a professional certification, or yearn to earn an academic degree, the EWTG Scholarship Program Scholarship Program will be of special interest to you.

Don't pass up this opportunity for professional advancement or personal growth. Just request a scholarship application at ewtg@onr.com and receive it by return e-mail. Complete the form and e-mail it, fax it to 512-894-4371 or mail it to EWTG, PMB #263, 815-A Brazos Street, Austin, TX 78701-9996. The Scholarship Committee will accept applications on a continuous basis, but the submission deadline for the First Quarter Award is February 28th at 5:00 pm.

2006 Committees - Greater Opportunities to Lead

To provide more leadership opportunities for members the 2005 board proposed that work be apportioned among more committees and that the committees operate under the purview of certain board members to provide orientation, oversight and guidance to committee chairs. The following describes the 2005 board's proposed committee structure that the 2006 board has agreed to implement.

Committee Descriptions

The following are the descriptions for 2006 EWTG Committees and the board members who will coordinate each committee's work. Committee work is the heart of involvement in EWTG, the best way to get to know other members, and a direct route to increasing your skills and having fun! Following the descriptions is a form to volunteer to serve.

President:

- **Scholarship Committee** - The Scholarship Committee administers the EWTG Scholarship program for general scholarships and Leadership Texas scholarships, designing and revising the scholarship application, announcing application deadlines, reviewing the applications and recommending scholarship awards to the Board.

President-Elect

- **Strategic Planning Committee** - This committee reviews the Strategic Plan annually and proposes additions and deletions to the Board as appropriate. It gathers data on goal attainment and prepares an annual report detailing the organization's status.
- **Mentorship Committee** - This committee solicits Executive Success Team membership applications, assigns members to teams, creates a roster of teams, plans the annual meeting in May and follows up on the teams during the year.

Vice President

Annual Development Conference Committees

- **Conference Evaluation Committee** - The committee designs the conference evaluation form, establishes procedures for collection of the forms at the conference, analyzes the data obtained, shares data with speakers and workshop presenters and provides a written report to the Board.
- **Conference Exhibits Committee** - The committee identifies and obtains exhibitors for the conference. The committee completes mailings to potential exhibitors, maintains frequent contact with those interested, plans layout of exhibits and writes follow-up thank you letters.
- **Conference Facilities Committee** - The committee coordinates all logistical arrangements for the conference, works closely with the Conference Program Committee to assign workshop rooms, arranges for conference audio/visual needs, plans the luncheon and refreshments, provides final lunch count, and reserves rooms for overnight stays as needed.
- **Conference Program Committee** - The committee develops the conference theme and workshop subjects, secures the workshop presenters, determines presenter audio/visual needs, secures and trains moderators, works closely with the Facilities Committee to assign workshop rooms, works closely with the Registration Committee to develop the registration and conference brochures and sends thank you letters to workshop presenters.

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- **Conference Registration Committee** - The committee coordinates with the Program Committee to develop the registration and conference brochures, purchases the participants' gift, supplies the final copy to the printer, prepares the packets for the conference participants, and works registration the day of the conference.
- **Conference Silent Auction Committee** - The committee identifies potential donors and obtains items for the silent auction. The group prepares the bidding sheets, staffs the silent auction tables on the day of the conference, awards the items to the high bidders, and sends follow-up thank you letters to donors.
- **Public Relations Liaison** –The liaison attends the Conference Committee meetings, develops a plan to publicize the conference, writes newsletter articles, makes announcements and coordinates closely with the Website, Newsletter, Marketing and Media Committees.

Financial Officer

- **Development Committee** - This committee identifies and pursues funding, sponsorships and other sources of support for the annual conference and/or other aspects of the organization's programs. The committee chair or a designated member also serves on the Conference Committee to coordinate activities.

Public Relations Director

- **Media Committee** - This committee seeks out opportunities to highlight EWTG in print, radio and television media by developing a list of media outlets and submitting information and press releases.
- **Marketing Committee** - This committee seeks to increase the organization's visibility among state agencies and institutions of higher education and coordinates and maintains the look of collateral materials.

Program Director

- **Showcase Luncheon Committee** – In coordination with the Minicourse Committee, this committee identifies and contacts speakers for the monthly luncheons. Members provide information about EWTG to the speakers, write introductory speaker articles and follow-up articles for the newsletter and write thank you letters to the speakers.
- **Minicourse Committee** – In coordination with the Showcase Luncheon committee, this committee identifies and contacts training presenters for the monthly minicourses. Members provide information about EWTG to the trainers, write introductory speaker articles and follow-up articles for the newsletter and write thank you letters to the speakers.

Membership Director

- **Member Services Committee** - This committee recruits and seeks to retain members and provide services to the membership. Activities include welcoming new members, developing membership drives, encouraging active participation in EWTG, conducting member surveys to determine the needs and interests of the membership, contacting members during the renewal cycle, researching reasons for non-renewal of membership and making recommendations, and determining services to provide as a benefit of membership.
- **Retiree Committee** - This committee researches and voices the needs of retired members, encourages their continued active participation on committees and makes recommendations for the Membership Director to bring to the Board.
- **Community Service Committee** - The Community Service Committee recommends community service projects to the Board and manages service projects, coordinates member participation, collects requested items, distributes donations to receiving organizations and tracks the value of money and donations. Members write e-mails that the Executive Director distributes and articles for the newsletter.

Communications Director

- **Website Committee** - This committee manages the web site, keeps it current and makes recommendations for updating the information and organization of the site. It works closely with the Newsletter Committee.
- **Newsletter Committee** - This committee plans, solicits, edits and writes articles and obtains photographs for the monthly e-newsletter, manages advertising, and works with the newsletter producer on newsletter layout, proofing and email distribution. It works closely with the Website Committee.

**EXECUTIVE WOMEN IN TEXAS GOVERNMENT
COMMITTEE VOLUNTEERS NEEDED**

Meet other members, learn new skills, and make EW TG even better!

Sign me up! I'll volunteer for a standing committee. Please circle choice (s).

- | | |
|----------------------|--------------------|
| Brown Bag Minicourse | Community Service |
| Development | Educational Events |
| Marketing | Member Services |
| Media | Mentorship |
| Newsletter | Retiree |
| Scholarship | Showcase Luncheon |
| Strategic Planning | Website |

Sign me up! I'll volunteer for a conference committee. Please circle choice (s):

- | | | |
|------------|-----------------|--------------------------|
| Evaluation | Program | Public Relations Liaison |
| Exhibits | Registration | |
| Facilities | Silent Auctions | |

Name _____

Agency _____

Email _____

Work Phone _____ **Home Phone** _____

Mail to:
EW TG
PMB 263, 815-A Brazos Street
Austin, Texas 78701-9996

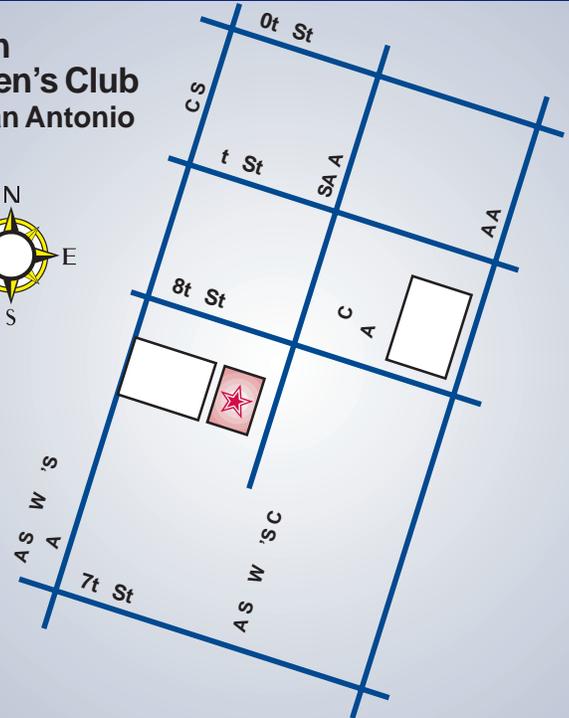
Fax to: 512.894.4371

2006 Austin Luncheon Meetings

Austin Woman's Club
 708 San Antonio Street
 4th Wednesday of the month
 11:45 - Lunch service begins
 12 Noon - Program begins

- January 25
- February 22
- March 22
- April 26
- May 24
- June 28
- July 26
- August 23
- September 27
- October 25

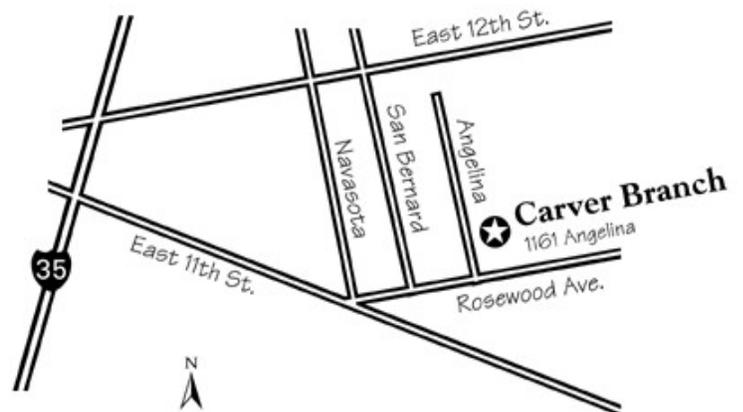
Austin Women's Club
 708 San Antonio



2006 Minicourse Dates Carver Branch Library

1161 Angelina Street
 2nd Thursday of the month in January
 2nd Wednesday of the month from February through November
 11:30 - On-your-own lunch and networking
 12 Noon - Program begins

- January 12
- February 08
- March 08
- April 12
- May 10
- June 14
- July 12
- August 09
- September 13
- October 11



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Eileen Sandy, Membership Director

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Dallas Affiliate News

by Diane Pletka

December 8, the scheduled day of our holiday party, was an interesting day, to say the least. It was one of two days on which the weather decided to unleash its winter fury. We were all looking forward to the holiday party, and even though several people couldn't make it into work, we decided to stay the course and continue with our party plans.

As we arrived at 6:00 p.m. at the Inwood Quarter Café, the restaurant seemed unusually dark, and we noticed a note on the door. The note read, "Closed Thursday, Open Friday". It appeared that they had forgotten to let us know. After the initial shock wore off, we quickly decided to find another restaurant to host our celebration. We left our own note on the door for members who came after us, telling them the party had moved to the Bread Winners Café in the Inwood Village.

The people at the Bread Winners Café were very accommodating. We had a splendid meal, good wine, and a fun ornament gift exchange, with 4 door prizes thrown in. We are very grateful to Shirley Zwinggi for organizing this event. In spite of a few adversities, we had a wonderful time!

General Meeting Information: Dallas Affiliate meetings are held on the second Thursday of each month. The next meeting is scheduled for January 12 at the A. W. Harris Faculty Club, 5323 Harry Hines Blvd, Dallas (214-688-2653). The regular meetings begin with an informal social at 6:00 p.m., followed by dinner and a business meeting at 6:30 p.m. The program begins at 7:00 p.m. The cost is \$20 per person. If you would like to receive

the Dallas Affiliate monthly email program announcement, or to RSVP regarding your attendance, please call Diane Pletka at 214-648-6792 or email her at diane.pletka@utsouthwestern.edu

Houston Affiliate News

by Rebecca Rae, Chair

The Houston Affiliate ended 2005 with a combined 10th anniversary celebration and holiday event. While dining on the award winning "Latin Fusion" flavors at Cafe Red Onion, the group discussed plans for the New Year.

Instead of "thinking outside the box" the Houston Affiliate will work toward busting the box wide open. It is easy to recognize what the problems are: increased workloads, family responsibilities, and geographic sprawl to name

a few. These are not unique to EWTG; many associations face similar challenges. The answer is to

find ways to meld traditional with innovative. This year the Houston Affiliate will explore ways to utilize the internet and e-mail as a tool to facilitate discussions on various topics of interest. A face-to-face planning meeting is being scheduled for January to map out the 2006 journey. For information contact rebecca.rae@txdps.state.tx.us or 281-517-1315.



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Holly Faison, Secretary-Treasurer

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Dena Woodall	TX Comm on Environ Quality	ddwoodall@austin.rr.com

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Linda Wiegman	TX Dept of State Health Svcs	linda.wiegman@dshs.state.tx.us
Marianne Woods-Wiley	Teacher Retirement System	marianne.woods-wiley@trs.state.tx.us

Returning Members

Cathy Floyd	TX Department of Transportation	cfloyd@dot.state.tx.us
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Stars Over Texas



Rebecca Davio, 2005 EWTG Public Relations Director, has been promoted to Director of Vehicle Titles and Registration at the Texas Department of Transportation, effective January 1, 2005. She may be contacted at rdavio@dot.state.tx.us.

Susan Durso has been nominated to become a Fellow in the Texas Bar Foundation, which provides grants to help make the justice system accessible to all Texans. The grants support legal aid to the poor or to safeguard the vulnerable and legal education, including ethics and professionalism. Just 1/3 of 1% of the membership of the State Bar is nominated per year to become Fellows of the Texas Bar

Foundation. Nominations are made to the Foundation's board of trustees by local district nominating chairs. Her email address is Susan.Durso@trcc.state.tx.us.

Jodie Erickson has moved to the Department of Information Resources to work in the Statewide Technology Operations Division. Her telephone number is 512.463.4326 and her email is jodie.erickson@dir.state.tx.us.

Kristine Mohajer retired from the Office of the Attorney General on August 1, 2005. Her email address is kristinemohajer@netscape.net.

Rachel Ruperto, a bridge engineer for TX Department of Transportation, has been selected by the Texas Transportation Institution as "Outstanding Project Director for Structures Research." Her email address is rrupert@dot.state.tx.us.

2005 Silent Auction Donors

Ballet Austin's
New American Talent/Dance

Feb 16-19/06
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