

Developing leaders to
create positive results
in Texas government.



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FEBRUARY 2007

February Luncheon

Greg Hamilton, Sheriff, Travis County, Texas:
"Initiatives and Leadership Strategies in the Travis County Sheriff's Office"
Joelyn Weeks, Program Director



Travis County Sheriff Greg Hamilton will be our guest speaker at the EWTG monthly luncheon on February 28. Sheriff Hamilton will talk about his role and his vision, along with his departmental initiatives and leadership strategies.

Sworn in as Travis County Sheriff on January 1, 2005, Greg Hamilton has a long history of involvement with a wide array of law enforcement activities, ranging from preventive activities to reduce underage drinking to working patrol sectors in Travis County. He received a degree in Criminal Justice from Southwest Texas State University (Texas State University) in 1982.

Prior to his current office, he served as Chief of Enforcement for the Texas Alcoholic Beverage Commission. While working in this capacity he served as President of the National Liquor Law Enforcement Association. In addition, he served on Texans Standing Tall, the state's Reducing Underage Drinking Through Coalitions site. Sheriff Hamilton also served on the Governor's DWI Taskforce.

During the inaugural year of the Sheriff Hamilton's administration, he encouraged a number of initiatives that were new for this law enforcement agency – including one that encourages children at local schools to read. Students at Metz, Norman, Windermere, and Northwest elementary schools heard Sheriff Hamilton's rich, animated voice bring stories to life. By speaking to students at middle and senior high schools he reached out to our community's young people, letting them know the connections between making good choices and being responsible citizens. He has also focused on skills acquisition for people serving time in Travis County's jail – offering a second chance to offenders by providing skills-learning opportunities that will allow them to become more marketable and productive as members of our society.

Also during his first year, Sheriff Hamilton worked with the Commissioner's Court to expand traffic patrol and increase staffing at the Travis County Jail to meet state standards. The Sheriff's Community Affairs and Services Division has become involved in numerous outreach activities, including work with Habitat for Humanity to construct a new home for a Travis County resident.

Recently, the Sheriff was elected President of the Capital Area Law Enforcement Executives Association. This association works with law enforcement partners in small cities and other jurisdictions in Travis County. Sheriff Hamilton has also served as an outside reviewer in the California Highway Patrol Captain's Testing Process.

Crime prevention is one of the hallmarks of this Sheriff's new administration, and he has sponsored many successful "National Night Out" events throughout county neighborhoods. Community policing reinforces the theme of crime prevention and is another important element of the Sheriff's community vision.

We are honored that Sheriff Hamilton can share his time with us at the February 28 luncheon. Make your reservations now by emailing ewtg@ewtg.org or calling 512.248.2044. EWTG luncheons are \$20 and are held on the fourth Wednesday of each month at the Austin Woman's Club, 708 San Antonio Street.



February 8

Retirees Committee Meeting
Bennigan's, 7604 North IH 35 (just south of Hwy 183 on the west side of IH 35), at 5:15 pm. This monthly meeting is open to any EWTG member who is retired or who is interested in retirement issues.

February 8 Dallas Affiliate Meeting

A.W. Harris Faculty Club, 5323 Harry Hines Blvd, Dallas (214.688.2653). Monthly meetings begin with an informal social at 6 pm, followed by dinner and a business meeting at 6:30 pm. The program begins at 7 pm. The cost is \$20 per person. If you would like to receive the Dallas Affiliate monthly email program announcement or RSVP regarding your attendance, please call Chris McDaniel at 817.792.7259 or email chris.mcdaniel@dads.state.tx.us.

February 14 February Mini-course

Carver Branch Library, 1161 Angelina, at noon. Speaker: Maura Nevel Thomas, MBA. Topic: Reclaim Your Time! For information and lunch option reservations, contact ewtg@ewtg.org or call 512.248.2044. (Please note EWTG's new telephone number.)

February 22 EWTG New Member Orientation and Social
La Palapa Restaurant, 6640 Hwy 290 East, beginning at 5:30 pm (www.lapalapaustin.com). EWTG is hosting a fun-filled, informative evening for new and existing members alike. Meet new people and learn about the exciting activities that the EWTG committees have planned for the year while enjoying light refreshments. A cash bar will be available. Bring a potential new member as your guest and qualify for a prize drawing. EWTG new members, board members and existing members: the Membership Committee hopes to see you there. Please RSVP to ewtg@ewtg.org if you plan to attend or have questions. Don't miss it!

February 28 EWTG First Quarter Scholarship Deadline
EWTG scholarships are awarded on a quarterly basis to those seeking an opportunity for professional advancement or personal growth. All interested members are encouraged to apply; financial need is not a factor. To learn about EWTG scholarships and submit an application, visit our website, www.ewtg.org, and click on "Forms and Documents" to download a form. The deadline for the 2007 First Quarter Award is February 28, 2007 at 5 pm.

February 28 February Luncheon
Austin Woman's Club, 708 San Antonio, at noon. Speaker: Greg Hamilton, Travis County Sheriff. Topic: Departmental Initiatives and Leadership Strategies. For information and reservations, contact ewtg@ewtg.org or call 512.248.2044. (Please note EWTG's new telephone number.)

EXECUTIVE WOMEN IN TEXAS GOVERNMENT IS A NON-PARTISAN ORGANIZATION THAT PROMOTES LEADERSHIP
IN SERVICE TO TEXAS BY OFFERING PROFESSIONAL DEVELOPMENT OPPORTUNITIES.

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President's Corner The Power of Involvement Connie Williams, President

How do you get the most value from your EWTG membership? **By getting involved!** This is the primary message at each of our annual New Member Orientation sessions. It is also a message that I would like our entire membership to embrace.

EWTG is an organization that exists to help you, our members, with professional development, education, and advancement. We need your input and involvement to ensure that our programs and events are meeting your needs. In addition, we have a strong committee structure that allows our members to volunteer on one or more committees of their particular interests. Committees oversee the conference, mentorship, community service, education events, and many more programs and tasks. Committee involvement is available to every member. It truly is amazing to realize that the many successes of our organization are all the result of volunteer labor.

We have collected skills information from our members that the Board and committee chairs can use for recruitment purposes. Opportunities are frequently presented to people who have demonstrated various skills or expressed an interest in particular activities. Getting to know and work alongside other members on committees is one of the best ways to develop relationships with one another. It is also the way that the Board gets to know you better – through the expertise you share when planning programs and events, identifying speakers, and preparing for our popular annual professional development conference. When you volunteer through EWTG's many different committees, you are not only influencing the programs and events that we offer, you are promoting yourself and your agency while making connections that result in opportunities.

Service on committees, especially chairing a committee, is a way to develop your leadership skills. Chairing committees:

- Gives you an opportunity to showcase your leadership skills.
- Builds credibility with the other members.
- Is a great way to gain experience by learning more about the internal structure and processes of EWTG. The more you know about the organization, the better you can make it work for you.
- Builds personal confidence. Members will also have more confidence in your abilities.
- Grants you more visibility in front of the membership. More visibility translates into more opportunities.
- Provides hands-on experience, knowledge, training, and skills as part of your involvement that's not found in a seminar.

The power of your involvement brings value and success to Texas. As you contribute your talents to EWTG, EWTG serves you!

For more information about getting involved with a committee, visit our website at www.ewtg.org (click on "Forms and Documents" and select "Committee Volunteer Form"); or call the EWTG office at 512.248.2044.

If you would like to receive the current adopted minutes from EWTG Board meetings, please contact EWTG's Executive Director, Jennifer Royster, at ewtg@ewtg.org or 512.248.2044.

Program Committee

February 14 Mini-course

Maura Nevel Thomas, MBA: “Time Management & Organization”

Joelyn Weeks, Program Director

Are you having trouble staying on top of your email? Do you ever check your voicemail hoping, just for a second, that you don't have any messages? Do you feel like you're drowning in paper?

Professionals today are increasingly asked to move faster and do more, and many people are bucking traditional corporate life in favor of entrepreneurship. But we are also dedicated to a balanced life and time with family and friends. This creates more communication, responsibilities, and commitments than ever before, not to mention an endless “to-do” list. In this environment we spend all of our time being reactive, and very little time being proactive. The result is that although we seem to be busy all day, in truth we get very little of the important stuff done.

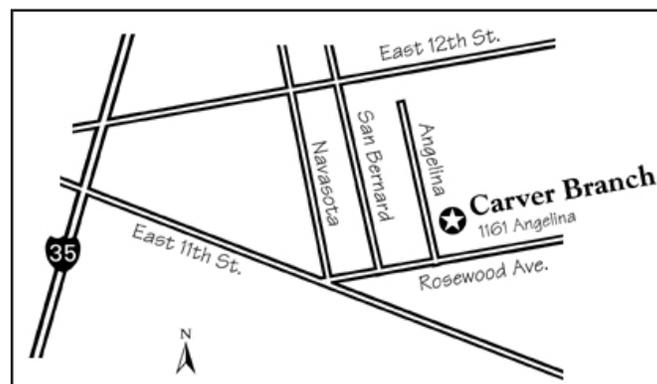
We will talk about productivity during this month's mini-course, as presenter Maura Nevel Thomas presents “Reclaim Your Time!” You will learn a few of the secrets to peak personal productivity. Maura is a longtime productivity student and owner of Burget Avenue Management Services. She'll share ideas that can save you up to two hours of productive time per day. Her expertise in organization and efficiency comes from more than ten years in the productivity training industry, directly and indirectly teaching individuals and teams how to efficiently and effectively “get things done”.

Maura uses her organizational principles to help people reclaim control over their time and over their personal and business finances, and she conducts individual training on both of these topics. She earned an M.B.A. from the University of Massachusetts, and since starting her business she has worked with clients in a variety of industries, including real estate, corporate training, interior design, graphic design, athletic training, law, non-profit, and technology.

The mini-course will be held at the Carver Branch Library, 1161 Angelina, just off East 11th Street.

To help you make the most of your lunchtime, EWTG provides the opportunity to reserve a pizza lunch. The menu is Mangia pizza, loads of fresh green salad and cookies for \$6 per person or \$3 for salad only. You are also welcome to bring your own lunch. Pizza serving begins at 11:30 am, the program begins at noon, and it ends by 1:00 pm.

For information and reservations, contact EWTG by email at ewtg@ewtg.org or by telephone at 512.248.2044. Please state whether you want to purchase pizza and/or salad when you make your reservation. Also, because EWTG provides the pizza at cost, based on reservations, please be mindful that EWTG may invoice those who order pizza but are unable to attend.



January Luncheon Recap: *Apprentice* Finalist, Roxanne Wilson

Joelyn Weeks, Program Director



Roxanne Wilson, attorney and finalist on one of the most popular reality shows on television, entertained the January 24 luncheon attendees with her experiences as a candidate for a 2006 Donald Trump apprenticeship. The thought-provoking lessons she learned as a result of her experience on *The Apprentice* were motivating for the group.

As a young girl, Roxanne was extremely moved upon seeing Sandra Day O'Connor appointed as the first female US Supreme Court Justice. From that point on, Roxanne knew that someday she, too, would practice law. And she did: First, as a clerk for two justices of the Texas Supreme Court; then as an appellate attorney with Winstead Sechrest & Minick PC, a law firm in Austin, Texas. Today, Roxanne is the President and CEO of RXW, Incorporated, a Texas-based consulting firm.

Roxanne's wit and energy delighted the audience as she described some of the projects, challenges and interpersonal dynamics that went on during the show. Among these she shared two specific lessons learned and a life-changing event she experienced.

Her first lesson: "To be successful, don't take yourself too seriously – be yourself." She said that during the "surreal *Apprentice* experience" she remained true to herself, stuck with the basics, and gave it her all.

The second lesson she shared was: "With great risk, comes great reward." The example she gave was taking a risk during one of the *Apprentice* projects by sticking with a specific decision, even when her team sided against her. Her team won that project challenge, primarily because of her choice.

Following an *Apprentice* project win, team members are rewarded with various opportunities. One of Roxanne's was getting to meet with NY Senator Chuck Schumer. She explained how that visit resulted in a life-changing conversation with the senator. He told her that he judged his career choices by judging how he feels every day when he wakes up. If he isn't thrilled with what he is doing, he said, then he will know it is time to change direction. Roxanne took that advice to heart. While she enjoyed the practice of law — and does not rule out a spot on the U.S. Supreme Court one day! — working as a lawyer did not energize and thrill her. Consequently, after *The Apprentice*, she resigned her position at the law firm and started her own consulting company. Since then, she said, every day she gets up and does what she loves.

Roxanne dedicates her time and talents to supporting causes and organizations close to her heart. She serves on the Susan G. Komen Breast Cancer Foundation Austin Affiliate Board of Directors. She also is a provisional member of the Junior League of Austin. She continues to serve her alma mater as a Baylor Alumni Association Board Member, Student Life Advisory Board member, Baylor Business Network Austin committee member, Baylor Young Grad, Network Austin committee member, and is an avid supporter of Baylor sports. Additionally, she now hosts a television show in Houston, delivers speeches and recently published a book, *Footprints in the Boardroom*.

Roxanne approaches every opportunity and challenge with curiosity and enthusiasm. Her varied background, coupled with her experiences on *The Apprentice*, provide her with a solid platform to succeed in whatever she chooses to tackle down the road – beyond practicing law, building a business, and hosting her own talk show. EWTG was fortunate to have such a dynamic presenter at our first luncheon meeting for 2007.

January Mini-course Recap

Joelyn Weeks, Program Director



Acupuncturist, nurse and nutritionist Carrie Eubank intrigued mini-course participants with interesting facts about food and food products – and how physical, mental, emotional and spiritual factors influence a person's nutritional needs.

Carrie is a registered nurse with over 30 years' experiences in women's health issues. She is a licensed acupuncturist with a private practice in Austin that focuses on clients who want to maintain health through good nutrition and exercise.

The history of pasteurization, trans-fats and other food issues were some of the topics covered as Carrie described changes that have occurred over time in our food supply. One example she gave of the cause-effect relationship of such changes and our health: When our vegetables grow in denatured soil (from overuse, repeated pesticide applications, erosion, etc.) certain nutrients are compromised; and, in turn, so is our health.

She also talked about the importance of hydration, eating more foods that are naturally sweet instead of "sugared", and starting meals with green vegetables. Carrie reminded participants that along with what we put into our bodies, how we take care of ourselves has a valuable role in good nutrition: Sleep and relaxation, for example, influence how food is metabolized.

Carrie's interactive discussion encouraged participant questions about food products, artificial sweeteners, milk products and different types of weight-loss diets. The mini-course hour went by quickly, so Carrie let us know that she also shares information through her website, at www.blueheronacupuncture.com, where her goal is to work beyond mass marketing to share factual knowledge about health issues.

Mentorship Committee News

Mentoring Each Other Through Executive Success Teams

Susan Durso, EWTG President-Elect

The Executive Success Team Program is one of the highlights of membership in EWTG. The program seeks to promote and support members' personal and professional development through team mentoring. Executive Success Teams are small groups, 5-7 members, who agree to participate as a team for at least a year. The teams meet for a minimum of 8 times throughout the year, though some of them meet monthly and some add special events to their scheduled meetings.

These small groups of women set their own team rules for meeting, including the time and place, the agenda, and the internal rules of operation. Some groups meet at lunch, some in the evening, and some on weekends. Each group offers its members a mini-network for getting to know other EWTG members better and for identifying opportunities and resources for personal and professional development.

Our annual Kickoff Meeting for Organizing Executive Success Teams for the new Team Year is in May. At this Kickoff Meeting, EWTG members who have not participated as part of a team in the previous year are able to join a new team, or to join an existing team with an opening for new membership. Team members from the prior year may choose to recommit to one another on the same team, or choose to join a new or different team.

We want all of our members to participate in the Kickoff Event, and we ask Success team members to share their experiences in this program with new member applicants, providing a sense of how these teams enhance the participants' personal and professional development.

Here's how the team organizing works: The President-Elect chairs the Mentorship Committee, which organizes the Executive Success Teams using a survey instrument that attempts to match team members with common goals and needs. We'll distribute the survey instruments and applications via email blast to the membership in March, which will be returnable to me, as the organizer. The enrollment period will begin in April, followed by the May Kickoff Meeting.

If you want to get a head start before March, the Executive Success Team survey and application documents are also available now, under the "Forms and Documents" link on the EWTG website. You won't want to miss your opportunity to join an Executive Success Team this year.

If you are interested in assisting on the Mentorship Committee, the work of the Mentorship Committee is largely completed by the first of June and will require an investment of 10-15 hours between now and then, including the May Kick-off Meeting. This committee and others need your help. You can find the Committee Membership selection form on the EWTG website, too. Whether you participate in EWTG through an Executive Success Team or committee membership, your experience with EWTG will be greatly enhanced by becoming involved in the organization.

EWTG Conference Report

Evaluation Analysis Complete: Report is Available

Mary Castleberry, Affiliates Director, and Sandra Tate, 2006 Conference Evaluation Committee Chair

The Conference Evaluation Committee completed tabulating all 307 evaluations of EWTG's 20th Annual Professional Development Conference. They are pleased to report that over 97 percent of respondents enjoyed the conference, and more than 95 percent stated they are looking forward to attending next year.

In addition to the overall evaluations of the conference, the committee evaluated feedback from 36 presenters, 15 exhibitors, and hundreds of evaluations from workshop attendees. All evaluations indicate the conference was a success.

Sandra Tate, Evaluation Chair, and her committee presented a comprehensive report containing all the responses in context of the total number of conference attendees, estimated at 726. When compared with the number of evaluations returned, the committee calculated that over 42 percent of attendees participated – an impressive rate for any conference.

Mary Castleberry presented to the EWTG board the overall response percentages about the conference as a whole and the workshop presenters — along with general feedback from presenters and exhibitors. Specific suggestions for improving next year's conference were submitted to Carol Jackson, the 2007 Conference Chair, for research and consideration by the 2007 Conference Committee.

The complete report (95 pages) is available upon request to ewtg@ewtg.org.

Communications Committee

Marci Spivey, Communications Director

We have yet another new feature to announce that's the fruition of the 2006 Website Committee: our President's monthly newsletter articles on our website! The current article from our President, Connie Williams, is now available from a link on EWTG's home page (www.ewtg.org). Look for the box in the lower, right-hand corner and click on "EWTG's President's Corner". This feature provides an additional way to let new and prospective members get to know us better. The "President's Corner" is where Connie will inform and inspire the membership about the priorities of EWTG in 2007. More features are in the works.

As always, your comments and suggestions for EWTG's website are very welcome. Please send them to website@ewtg.org. To comment on the newsletter, the EWTG *Star*, please send us an email: newsletter@ewtg.org.

Both the Website Committee and the Newsletter Committee are seeking interested members: More volunteers means less work for each member – and more fun for all involved! Please contact me at mspivey@austin.rr.com to learn more about these opportunities for sharing your creativity, inspiration, and communication skills. I look forward to hearing from you.

Membership Committee Orientation and Social EWTG New Member Orientation and Social

Shannon Franklin, Membership Director

Don't miss it! EWTG is hosting a fun-filled, informative evening for new and existing members alike. Meet new people and learn about the exciting activities that the EWTG committees have planned for the year.

Who: EWTG new members, board members and existing members
When: Thursday, February 22, beginning at 5:30 p.m.
Where: La Palapa Restaurant: 6640 HWY 290 East, Austin, TX 78726; 512.459.8729; www.lapalapaustin.com
What: Light refreshments will be served. Cash bar available.

Bring a potential new member as your guest and qualify for a prize drawing.

Please RSVP at ewtg@ewtg.org if you plan to attend or have questions.

The Membership Committee hopes to see you there!

Membership Experience – Volunteering in EWTG

Jan Marie Ozias, PhD, retired, Texas Diabetes Council and Dept. of State Health Services

When Bev Bavousett announced the 2006 President's Award for Outstanding Volunteer, I was awestruck. My participation in the new Retiree Committee was based on self-interest as a new retiree who wanted to continue to grow in the company of interesting, accomplished women. I had been "too busy" with agency work, professional organizations and family to attend EWTG events (other than my terrific Executive Success Team) to cultivate new relationships and learn from other professional women. I never imagined serving on an EWTG committee because I was a relative newcomer in EWTG.

This award was also a message for me – while meeting our own needs within EWTG, we contribute to the organization and each other.



Stars Over Texas

Teri Flack is now Senior Advisor to the Commissioner for the Texas Higher Education Coordinating Board.

Alfa Guzman has moved from Austin to Dallas with the State Securities Board. Her new address is 1210 River Bend, Suite 208, Dallas, TX 75247.

Kerry Howard is now the Agenda Coordinator/Budget Liaison in the Chief Engineer's Office of the Texas Commission on Environmental Quality.

Melinda Metteauer has a new position and is now Director, Texas Access Alliance – Children's Health Insurance, for Accenture, LLP. Her new email address is melinda.metteauer@txaccess.com.

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Dallas Affiliate News

Chris McDaniel

February conjures images of hearts – speared by Cupid, made of candy, or presented as romantic cards or boxes of chocolate – symbolic of love. Since 2002, when President Bush proclaimed February to be American Heart Month, February is also the time to recognize the significance of preventing, treating and researching heart disease in the United States.

Dallas Affiliate members welcome Carolyn M. Sutton, MS, RNC, WHNP, FAANP, to speak at the February 8 meeting about women's heart health and what we can do to protect ourselves. Ms. Sutton is a Faculty Associate, Department of OB/GYN and Private Practice Manager in OB/GYN/Maternal Fetal Medicine at UT Southwestern in Dallas.

While heart attacks in men tend to be easily recognized by the cardinal signs of chest pain, shortness of breath, sweating, and a crushing sensation on the chest, women often present with less obvious symptoms such as nausea, fatigue, lightheadedness, or a vague pain in the back, neck, jaw or stomach. Women experiencing these symptoms often believe they are "just heartburn" – as do many of their physicians. According to the American Heart Association, more than one-third of all deaths in women are from cardiovascular disease (CVD); and two-thirds of women who die suddenly from coronary heart disease had no previous symptoms. Join us at our February meeting and learn how to recognize problems, how to talk to your doctor about what they indicate, and what you can do to prevent them. Prepare for success by taking care of yourself!

The Dallas Affiliate meets each month at the A.W. Harris Faculty Club, 5323 Harry Hines Blvd, Dallas (214.688.2653). Each meeting begins with an informal social at 6:00 pm, followed by dinner and a business meeting at 6:30 pm. The program begins at 7:00 pm. 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 Chris McDaniel at 817.792.7259 or email chris.mcdaniel@dads.state.tx.us.

Houston Affiliate News

Rebecca Rae

The Houston Affiliate held its first 2007 business meeting during the noon hour on January 31, at the Elias Ramirez Building, 5425 Polk Street, in Houston. The 2007 Chair, Rosa Broussard, and Co-Chair, Sherbert Mims, discussed their goals and direction for the coming year.

The main goals for the Houston Affiliate are to increase membership and participation, and plan educational opportunities or feature programs on professional development topics. Both Ms. Broussard and Ms. Mims emphasized their commitment to topics that are both timely for and relevant to EWTG Affiliate members.

The plans include:

- Centering meetings and events at the Elias Ramirez Building. This building houses several state agencies from which the Houston Affiliate can draw participants and members.
- At least two "feature programs" focused on professional development.
- A community-related service project.
- Mini-topic sessions in the business portion of most monthly meetings.
- Establishing new officers and committees. (We'll announce the committee chairs in the March newsletter.)
- Actively identifying women in state government who may be eligible for EWTG membership and include them in Houston Affiliate activities.

Beginning March 8, the Houston Affiliate will hold regular meetings on the second Thursday of each month. Meetings are scheduled for noon to 1:00 pm at the Elias Ramirez Building (5425 Polk St). The conference room location in the building will vary, but information will be posted each month, directing participants to the proper room. The structure of these meetings is "Brown Bag", where everyone is welcome to bring lunch. The Houston Affiliate will furnish iced tea, for the convenience of its members and guests.

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