



Developing leaders to
create positive results
in Texas government.



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EWTG Annual Holiday Luncheon and Installation of 2008 Officers

Please join us at Green Pastures on Tuesday, December 4th at 11:30 a.m., for our annual members-only Holiday Luncheon. Our menu will include mixed greens salad, grilled chicken breast with lemon caper sauce, chef's choice of vegetables, cotillion rolls with butter; the famous Green Pastures Chocolate Crumble Ball and iced tea and coffee. Cost of the luncheon is \$20. (If you require a vegetarian meal, please request it when you make your reservation.) At this yearly celebration, EWTG members come together to acknowledge our accomplishments, bid farewell to outgoing Board of Directors and welcome incoming Board members. Don't forget to bring a teddy bear to be donated to the Austin Children's Shelter.

EWTG is pleased to announce the incoming 2008 Board of Directors approved by the Board of Directors on October 25, 2007:

President - Susan Durso, Texas Residential Construction Commission

Vice President - Heather Hall, Comptroller of Public Accounts

President-Elect - Shannon Kelley, Department of Information Resources

Financial Officer - Ardra Alexander, Texas Workforce Commission

Program Director - Joelyn Weeks, Department of Information Resources

Treasurer - Susan Gibson, Health and Human Services Commission

Affiliates Director - Shelly Baumgartner, Waddell & Reed

Communications Director - Clare Dyer, Texas Legislative Council

Membership Director - Carol Lauder, Comptroller of Public Accounts

Public Relations Director - Carol Jackson, Comptroller of Public Accounts

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CALENDAR OF EVENTS



November 8 Retiree Event – Holiday Shopping and Lunch

Austin Junior Forum's Christmas at Caswell House. Each member/guest registers and selects payment option by phone (512.917.8776) or online at http://www.austinjuniorforum.org/events/2007-events/daily-tearoom-luncheons/prod_1.html. Indicate "EWTG Retirees"

in the box to share the table. Cost: \$20 per person; \$15 per person for age 60+. The Retiree Committee will not meet in December.

November 8 Houston Affiliate Meeting

Noon - 1:00 pm, in a conference room of the Elias Ramirez Building (5425 Polk St). The Affiliate provides beverages; bring your own brown bag lunch. For information and room location, contact Rosa Wilks Broussard, Houston Affiliate Chair, at 713.748.2816 or email: rmbroussard@hotmail.com.

November 8 Dallas Affiliate Meeting

Held at the A.W. Harris Faculty Club, 5323 Harry Hines Blvd, Dallas. 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. with guest speaker Cat Nguyen, Business Analyst at Southwestern University. The cost is \$20 per person. RSVP to Chris McDaniel at 817-468-7917 or email bossynursemom@netscape.net. See page 7 for more details.

November 19 21st Annual Professional Development Conference

Featuring three keynote speakers, over 30 workshops, 25 exhibitors and a silent auction to benefit the EWTG Scholarship Program. Program details and registration available online at www.ewtg.org.

December 4 Annual Holiday Luncheon

Green Pastures Restaurant. Members-only event to celebrate the accomplishments of 2007 and install the 2008 Board of Directors plus the Annual Teddy Bear drive to benefit the Austin Children's Shelter. RSVP required to ewtg@ewtg.org or call 512.248-2044.

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President's Corner *Thinking Hats*

Connie Williams, President

When Max Sherman discussed his book about Barbara Jordan's famous oratorical speeches at our October luncheon, I thought about what Barbara Jordan said as a member of the U.S. House Judiciary Committee. One of the committee members wanted to make a quick decision without getting through the evidence and Barbara Jordan said, "You can't do it that way.

We've got to get through the evidence. He'd say, 'I don't need the evidence.' No, we've got to get the evidence and make sure. So that's why I patiently went through the evidence until I was clear in my own mind that that was the thing which had to be done."¹

As I thought about her statement, I began to realize the importance of using different thinking processes. This is why I really appreciate our board meetings because we participate and experience in critical thinking skills that result in the best solutions for EWTG.

How can a group effectively solve problems in meetings rather than being close-minded to their own individual perspectives? Having everyone in a meeting working together on a common purpose using different thinking processes will greatly increase productivity. Do you remember the popular phrase, "Put your thinking hats on"? In Edward de Bono's book, *Six Thinking Hats*, he discusses the importance of making sure that everyone in a discussion is wearing the same hat at the same time to allow individuals to experience a wider spectrum of viewpoints to achieve effective solutions. Here are descriptions of the six hats and what each represents:

White – facts, details, trends, historical data

Red – intuition, gut reaction, emotions

Black – pessimistic viewpoint, flaws, risk

Yellow – optimistic viewpoint, benefits, value

Green – brainstorming, creative solutions, options

Blue – facilitator, chair, organizes the "hat" thinking

Although I am usually a "Yellow Hat" thinker in meetings, I have been putting on the other "Thinking Hats" and in doing so, have enhanced my problem solving skills. When all participants in a meeting put on the same "Thinking Hat" together sequentially, communication and decision making in groups will be improved.

By increasing the use of these skills, I can envision our members bringing so much value to their organizations and personal lives.

I look forward to seeing you experience a first-class conference on November 19th where we'll have our "Thinking Hats" on as we gather knowledge, tools, resources and ideas from the keynote speakers and workshops.

¹ Lyndon Baines Johnson Library Oral History Collection, Transcript, Barbara Jordan Oral History Interview 1, 3/28/84, by Roland C. Hayes, Internet Copy, LBJ Library, pages 8-9.

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.

October 24 Luncheon

Dean Sherman Talks about Barbara Jordan

Joelyn Weeks, Program Director

Max Sherman, **Chair Emeritus in State and Local Government, LBJ School of Public Affairs**, mesmerized the audience at the October 24, EWTG Monthly Luncheon. While Dean Sherman was the keynote speaker, his focus was on the wonderful legacy of Barbara Jordan. He talked about her ethics, integrity, and devotion to public service. He also shared video clips from his the new book, *Barbara Jordan: Speaking the Truth with Eloquent Thunder*, released in February 2007.

As Dean Sherman talked about Barbara Jordan, his admiration for who Jordan was and what she stood for was very evident. As he showed video clips of her various speeches, many members of the audience reminisced about her powerful presence, terrific leadership and passion for public service in both the state and national arenas. Many of her speeches are profoundly noted in history. Her address at the 1976 Democratic Convention was selected through a research survey as one of the top five historical speeches of all time.

Dean Sherman also talked about Jordan's perseverance in becoming a lawyer and winning an elected office as the first African American since Reconstruction to serve in the Texas Senate, and then as the first African American woman from the South to serve in the U.S. House of Representatives. With her striking oratory, charismatic leadership and dedication to public service, Jordan touched countless lives during her years in government and later as a professor at The University of Texas at Austin's Lyndon B. Johnson School of Public Affairs.

Sherman served as Dean of the LBJ School from July 1983 until September 1997. Prior to his appointment at the LBJ School, he was Special Counsel to the Governor of Texas. From 1971 to 1977 he served in the Texas Senate, leaving in 1977 to become President of West Texas State University. During his tenure as State Senator, Sherman was recognized by Texas Monthly in 1973, 1975, and 1977 as one of the ten best legislators. The magazine cited his integrity, intelligence, and "genuine sense of public service."

Luncheon participants purchased over 50 books which were autographed by Dean Sherman at the end of the luncheon meeting.



Dean Max Sherman enlightens the audience with scenes of Barbara Jordan's most important speeches



EWTG Financial Officer Clare Dyer, Dean Max Sherman and EWTG President Connie Williams

October 10 Minicourse

Workplace Attire or Other Wear?

Joelyn Weeks, Program Director

Amber Travis-Ballinas and Linda Wedick, owners of Career Design Specialists, presented an informative and entertaining two-part program about workplace attire. Amber and Linda also role played an employee and manager discussion about inappropriate dress at work.

Amber talked about dress codes and the importance of specificity in an organization's dress codes. She said that dress codes must be specific and avoid vague language. A good dress code should also explain what is appropriate and provide examples. It may also be necessary to explain why a certain type of attire is appropriate for each job, location, position, department, etc.

Amber also talked about how conversations with employees about non-compliance with dress codes are similar to other performance-related discussions. When an employee appears at work in an unacceptable manner, a supervisor should provide feedback immediately. The supervisor must know the organization's policies, rules, and procedures related to dress codes and discipline. The supervisor must also understand the employment and anti-discrimination laws.

After Amber's discussion on dress codes, Linda then demonstrated a 20-minute makeover from office attire to evening wear. She demonstrated how a normal business-suit appearance could quickly transform into an after-hours ensemble by adding different jewelry, a shorter jacket, a touch of makeup and different shoes.

The workshop attended by approximately 40 participants was well received. Amber and Linda presented a very informative and entertaining topic that addressed both the business and social aspect of "dressing for success".

In a drawing at the end of the workshop, one participant received a free consultation with Amber and Linda. Career Design Specialists provides career coaching and counseling services to individuals and groups.



Amber Travis-Ballinas and Linda Wedick demonstrate how to discuss inappropriate dress issues with employees

21st Annual EWTG Professional Development Conference — Spotlight

In keeping with tradition, the conference includes a full day of learning, networking and fun! Conference preparations are on target to provide participants with more than 30 outstanding choices of educational and professional development workshops. Three of the dynamic workshops include the following:

Effective Project Sponsorship (A3)

It seems that at some time we all may have some role in a project, as a project manager, leader, team member or sponsor. Most of these roles are defined clearly, but the role of project sponsor is nebulous at times. What happens when **you** are the project sponsor? Or what should you expect of your project sponsor? To get these questions answered you will want to attend the workshop **A3, Effective Project Sponsorship**, presented by Michael P. Airaudi.

Michael is a Certified Project Management Professional (PMP) with 20-plus years of industry experience. He will use his wealth of experience to clarify project sponsorship for all attendees and discuss the following topics:

- If you have a project manager, why do you need a sponsor?
- What are the roles and responsibilities of an effective Project Sponsor?
- How will project sponsorship benefit my project?
- Ways the Project Sponsor can work more effectively with senior management, the PMO, and the Project Manager.
- What is in a Project Sponsorship Plan?

Legislative Role in Recruiting, Maintaining and Retaining Quality Personnel in the State's Workforce (C2)

A panel of speakers will conduct a workshop about staffing the state's workforce. Panelists include Don Green, Director of Policy and Budget for House Speaker Tom Craddick, Jan Thomas Director of Human Resources and Staff Development at TWC, and Gary Anderson, Executive Director for the Texas Public Employees Association.

Mr. Green recently joined our other esteemed panelists to discuss the following with workshop attendees:

- appropriate role of the legislature to adequately fund state government and its personnel to carry out its missions;
- tools and resources necessary to train and build the professionalism of the workforce; and
- legislative case for the preservation of a quality workforce as a valued taxpayer asset.

We feel very fortunate to host panelists so experienced in various issues relating to the quality of the state's workforce.

*****Workshop Just Added** Texas Mantra: No is NOT an Option (C13)***

What is it about the Texas persona that drives us to succeed? Throughout our unique history, Texans have found a way to accomplish goals others might consider impossible, and do it with our own special verve. Author Tweed Scott is passionate about Texas and Texans. His presentation is a delightful glimpse into the Texas psyche and an explanation of the rugged individualism and unbending spirit still alive in the Lone Star state. Texans tell why they are the way they are, the source of that Texan Can-Do attitude, why Texas is the land of second chances, and why neighbors still help each other.



This year's Silent Auction has some spectacular items for your bidding pleasure. Whether you are looking for a centerpiece for your Thanksgiving dinner table, a wonderful themed basket for a gift, or a unique piece of handmade jewelry made just for this special event, the Silent Auction is the place to see who is supporting our organization and shop 'til you drop!

Don't miss your chance to bid on a baseball signed by former UT Baseball Coach Cliff Gustafson; a package from the Source Wellness Center, including four acupuncture treatments, one month of traditional herbal medicine and Tai Chi instruction; or the decorative UT serving piece created by Designs by Cher.

Come see what so many generous businesses and individuals have donated to fund EWTG scholarships. The bidding begins at 7:30 a.m. and ends at 2:00 p.m. Don't let the others outbid you. And remember, the more you give the more you get!

Life at the Speed of Fast

Linda Larsen, CSP and 2007 Conference Keynote Luncheon Speaker

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Let's face it. Everything has sped up. It's as if someone has wound the clock up too tight and the hands are flying around at twice their normal speed. People walk fast, talk fast, and think fast. You can now read e-mail, talk on the phone, eat lunch, and work on a report all at the same time. You can watch the morning news on television AND read the world headlines scroll across the bottom of the screen at the same time. You can go on vacation and never miss a beat as you continue to conduct your business via e-mail, voicemail, laptop, and Palm Pilot. And don't forget the Internet, Ethernet, hypertext, subtext, subplot and finally – burial plot.

I don't know about you, but I get tired just thinking about all this.

And here's the scary part: I'd better find a way to deal with this, or go buy a house on Walden Pond, because it's not going away. So what's a person to do here? You know, a person who likes to eat, pay the mortgage and take a vacation once in a while.

It seems that I've got two choices: I can either find a way to keep up and survive, or stick out my lower lip, dig in my heels and disappear in the dust.

OK, so let's say our choice is to keep up and, not only survive, but actually thrive. And more than thrive – downright flourish! How do we do it? Consider the following ideas.

1. Accept it. It's not going away. NO ONE wants to hear me complain about how "bad" it is. And if I tell you that I'm exhausted because I only got five hours sleep last night – there is a strong possibility that you only got four and are not whining and griping.
2. Take exquisite care of your goose. Don't expect a beat-up run down, ill-cared-for automobile to perform like the "ultimate driving machine." It can't do it. Accordingly consider the following 4 areas:
 - a. Physically. Come on. EAT RIGHT! Stop with the sugar, caffeine, alcohol, smoking, no sleep, no water, processed junk food. Eat more raw fruits and vegetables. Exercise. You know the drill. But DO IT!
 - b. Emotionally. Love, hug, smile, guffaw, cry, be moved. Shower the people you love with love. Thank people. Give bouquets of gratitude. Strengthen your relationships.
 - c. Mentally. Learn something new every single day. Force yourself to think outside your self-imposed limitations. Entertain new possibilities. Stretch. Learn (happily and willingly) by failure. Dance, sing, juggle, build a doghouse.
 - d. Spiritually. By whatever beliefs you hold to be true, honor your Spiritual nature. This might simply be through prayer, meditation or service. But whatever it is, consider it vital to your overall well-being.
3. Schedule in your recovery time. Yes. Actually log it in your calendar. Tuesday, Thursday, Saturday, 7 a.m., Walk for 30 minutes! Monday through Friday, 5:30p.m to 5:45 p.m. - close the door, turn off the lights, and shut off the phone. Sit in silence and focus on your copious blessings.
4. Clean it up! You will work so much more efficiently when your environment is lean and clean. Throw out the old magazines, clean off your desk top, donate the items in your home that you know you are not actually going to ever use. Let's face it. I am NOT going to use that camping gear again!
5. Simplify. Here's the deal: The more toys I have, the more maintenance I have to do. AND the more space I have to create to house the toys. AND the more hours I have to work to buy, insure, and house the toys. Just hang around with friends who have all the toys you like. Let them do all the work.

The bell has been rung, the horses are out of the gate and the pace has been set. Your goal is to run the race with as much power, stamina and clarity as possible. By implementing the above 5 ideas, not only will you be able to be tremendously effective and successful in your endeavors, but you can enjoy the process as much as the outcomes.

Linda Larsen, CSP, helps individuals think strategically, communicate effectively, and celebrate success. She is an international keynote speaker, trial consultant and author of the book, True Power, and the best selling audio program, *12 Secrets to High Self-Esteem*. She can be reached at www.lindalarsen.com or 941-927-4700.

EWTG Scholarship Recipients – 3rd Quarter Awards

EWTG received several outstanding scholarship applications for the third quarter of 2007.

Bev Bavousett received a scholarship for professional development.

Stacy Silverman received a scholarship to use toward the completion of her doctorate.

The following EWTG members received \$125.00 scholarships to attend the 21st Annual EWTG Professional Development Conference:

Kathy Baca	Sandra Steward
Charlotte Booker	Rosa Broussard
Liza Chen	Susan Rossiter
Penny Johnson	

Congratulations to all the deserving recipients! The board also would like to thank the Scholarship Committee members for their hard work and dedication through this year.

Dallas Affiliate News

Paula Abercrombie

Annual Fall Luncheon

October 18, 2007 was an inspirational day for the 45 ladies who attended the Dallas Affiliate Annual Fall Luncheon. First on the agenda was Mary Castleberry, Affiliate Director, who came to lend her support and discuss the benefits of becoming an EWTG member. Mary's presentation was so enlightening as she explained the different aspects of membership that we expect several new members to be joining us shortly.

Our keynote speaker was Jacqueline Cornaby, an international speaker, experienced life coach and founder of Jacqueline International, Inc. Jacqueline has devoted her life to empowering her listeners and showing them that the tools to live an extraordinary life are presently inside each one of us. Jacqueline inspired the group by describing how to identify the negative mental scripts that hinder us from our dreams and goals and re-writing them to attain the lives that we truly desire. Jacqueline's process starts with creating the vision of what we want for ourselves, creating an identity to relate to the vision (the EWTG group came up with words such as "committed, quiet confidence, secure, strong, and focused"), and finally committing to the vision with daily meditation, affirmations and progress checkpoints to help along the way. Some group members shared their plans for change using Jacqueline's process model, but all left excited and inspired.

Meeting Schedule

General meeting information: Dallas Affiliate meetings are held on the second Thursday of each month. The next meeting will be held on November 8, at the A.W. Harris Faculty Club, 5323 Harry Hines Blvd., Dallas (214-688-2653). Just in time for the holidays, the guest speaker will be Cat Nguyen, Business Analyst at Southwestern University. With an artistic background that includes painting, flower arranging, gift wrapping and bow making, Cat will teach the group the wonderful things you can do with a simple roll of wired ribbon and bow-making techniques.

The regular meeting will 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 e-mail program announcement, or to RSVP regarding your attendance, please call Chris McDaniel at 817-468-7917 or e-mail her at bossynursemom@netscape.net

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Houston Affiliate News

Rebecca Rae

The Houston Affiliate's October 11th meeting began with an inspirational quote by Sammy Davis, Jr. on not allowing fear to rule your life.

The guest speaker was Larry Lipton of the Lipton Agency of Allstate Insurance. Mr. Lipton discussed community activism. Some of his success includes getting "bandit" signs out of his community. He also works closely with area law enforcement to free his community of illegal street vendors and panhandlers. Mr. Lipton believes in the "Broken Window Theory," which says that to improve a community of crime or other problems, the community as a whole and as individuals must get involved.

During the evening, a group of members and their guests met for supper and then attended a performance of *Dreamgirls* at the Houston Hobby Center for the Performing Arts.

The next meeting will be Thursday, November 8th at noon at the Elias Ramirez Building (5425 Polk St). A special guest speaker will discuss Identity Theft and Credit Scores.

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