



EWTG STAR

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EWTG Database Migration



Heather McKissick is an organizational development and communication specialist with expertise in leadership, change and experience design. She is President and CEO for Leadership Austin, a non-profit leadership development organization that ignites passion for community leadership, whatever someone's interests or experience level. Since 1979, their leadership development programs have helped thousands of individuals delve deeply into the critical issues and

leadership skills required to keep our community thriving. As the former Director of Organizational Development and Education for the Seton Healthcare Network, she was responsible for the Organizational Development system, which includes employee and leadership development initiatives for more than 10,000 employees across Central Texas.

Having been trained extensively in "Experience Design," Heather integrates her 18+ years of experience in curriculum development, group facilitation, and program design with this science of creating lasting, memorable experiences for program participants, customers and others. As an experience designer, she creates environments where people can learn, serve, work and "experience" whatever they are doing to their fullest capacity. She enjoys sharing the science of Experience Design with others, helping them to become experience creators themselves. Heather is also co-leader of the Bootstrap Experience Subgroup, which helps entrepreneurs apply experience design principles in a simple, easy-to-follow, yet high-impact fashion.

For information and reservations, contact EWTG by email at ewtg@ewtg.org or by telephone at 512.220.4298.

Recently EWTG completed a migration of its membership information to an Access database. The new database is a significant improvement over our previous technology. Everything seems to be working smoothly, but a few issues surfaced when some incomplete data was transferred. If you believe you should have received a renewal notice by now, but have not, please email ewtg@ewtg.org and we will resolve the problem.

Third Quarter Scholarships



EWTG scholarships are awarded on a quarterly basis to those wanting an opportunity for professional advancement or personal growth. All interested members are encouraged to apply; financial need is not a factor. Take a moment to treat

August 12 EWTG Mini-course - Denise Pittard, Legislative Liaison, TXDOT "What Passed During the 81st Legislative Session"

Of the 7,144 bills filed during the 81st Legislative Session, roughly 20 percent passed. Denise Pittard, Legislative Liaison for the Government and Public Affairs Division at Texas Department of Transportation (TXDOT) will provide a summary of bills that affect you as a state employee and as a private citizen.

Denise Pittard graduated from the University of Texas at Austin in 1980 with a degree in journalism and a major in public relations. Denise has over 25 years of legislative experience from many angles, including working for members of the Legislature in the State Capitol, working in the private sector in governmental relations, and working in governmental relations at a state agency. She is an active member of EWTG, having served as board member, president, chair and member of numerous committees. She is currently the Chair of the EWTG Legislative Issues Committee. Denise was named the EWTG Woman of the Year in 2000.

Join us for this exciting presentation at noon at the Carver Branch Library, 1161 Angelina. To help you make the most of your lunchtime, EWTG will again have Mangia pizza, fresh green salad, lemonade, iced tea and dessert for \$10 per person, or you can bring your own lunch. Pizza will be served from 11:30 a.m. to noon. The program begins at noon and ends by 1:00 p.m.

For information and reservations, contact EWTG by email at ewtg@ewtg.org or by telephone at 512.220.4298. Please state whether you want to purchase pizza when you make your reservation.

President's Corner-EWTG Hires CMP Management Company Shannon Kelley, President

In an email on June 18, I notified the membership about that EWTG was entering into negotiations with CMP Management to perform the executive director duties of EWTG. I am thrilled that EWTG has successfully completed negotiations with CMP Management. The primary CMP Management team consists of Carolyn Price, CMP Management President, Jessica Medlyn, Membership and Communications, and Lindy Jordan, Event Manager. This team brings a wealth of experience with similar organizations and conferences. CMP will provide



yourself to a course you have been putting off or a conference you would love to attend.

Guidelines for qualifying for a scholarship and applications are available on the EWTG website in the Forms and Documents section at ewtg.org. The Scholarship Committee will accept applications for this quarter until 5:00 p.m. on September 30th.

2009 EWTG Board Meetings



The 2009 EWTG Board holds its monthly meetings at the Carver Library in Austin on the third Wednesday of each month from 6 p.m. to 7:30 p.m. The agenda for each meeting will be posted on EWTG's website by noon on the Monday before the meeting.

A summary of the board meeting minutes is also posted on the

EWTG with an advanced level of administrative and technological support.

CMP's areas of expertise include:

- Proven experience supporting other non-profit clients
- Current technology to support management of membership and conference databases
- Demonstrated expertise in managing and tracking client's policies, procedures and project plans
- Demonstrated ability to provide professional support of the organization and members while also providing continuity to the organization
- Proven experience in planning and supporting large conferences
- Ability to provide backup support due to the varied skill sets and expertise of CMP's staff
- Financial accountability for accounts receivables, including membership dues and conference registration.

While there is a small cost difference between our current budget for an Executive Director and hiring CMP Management, that cost difference will yield improved productivity and processing of EWTG business matters. Automation tools provided by CMP Management will improve EWTG's services and reduce long-term costs while EWTG begins to provide better and more efficient services to its members.

In the coming months, you will begin to see positive changes that are a direct result of our relationship with CMP Management, including a new website with online registration capabilities for the annual conference, monthly luncheons and mini-courses. You will also be able to log on with a secure password to update your contact information and pay for annual membership dues.

We are currently planning an event to formally introduce the CMP team to our members. I hope you will join us in welcoming them to this exciting chapter in our organization's growth.

Shannon Kelley
President

Changes to Monthly Luncheon Charges

Effective August 26, 2009, EWTG will charge an additional \$5 to those attending the monthly luncheon without a prior RSVP. We are thrilled to have each of you who want to attend; however, due to the significant numbers of walk-ins, it is increasingly difficult for the Austin Woman's Club to

website. You can view them by clicking on "Forms and Documents."

Committee Volunteers Needed



Please look over the Committee Descriptions on the EWTG website under Forms and Documents and consider becoming more active in the organization.

Participating on a committee is a great way to support EWTG, learn new skills and to meet other interesting executive women. As with so many things, "the more you give, the more you get."

Follow EWTG on Twitter



Twitter is a free service that lets you keep in touch with people or organizations through the exchange of quick, short messages. Go to twitter.com/ewtg

ensure enough food is available for all attendees. EWTG must provide an attendance guarantee to the Woman's Club by the Monday morning before the luncheon. Please RSVP your attendance to a monthly luncheon by 10 a.m. on the Monday before the luncheon so that we can provide the Woman's Club with an accurate headcount for planning their meal service. Thank you in advance for your understanding and cooperation.

Summer Membership Social - Let's Go Bowling!

You won't want to miss the summer membership social. We will be getting out of the heat for an evening of bowling at Dart Bowl on Thursday, August 20th. The festivities get started at 5:30 pm with bowling from 6:00 pm to 8:00 pm.

We would like to invite the Executive Success Teams to bowl together as a team. If you are not yet on an Executive Success Team, bowl with friends or connect with a bowling team when you arrive. Bowling shoes and balls will be provided. Of course, there will be a prize for the winning team as well as door prizes throughout the evening.

This casual outing will include appetizers and a cash bar. The Dart Bowl Steakhouse is famous for their enchiladas and burgers, so you may want to give them a try while you're there. Dart Bowl is located at 5700 Grover Avenue, Austin, Texas 78756. Hope to see you there!

Mark the Date...November 23, 2009 23rd Annual EWTG Professional Development Conference

As most of you know, it's tradition to have our conference on the Monday before Thanksgiving, but this year seems to be exceptional as we are having the 23rd Annual Professional Development Conference on the 23rd of November. Details on how to register are forthcoming; however, please note registration will begin September 1st, so start planning to attend.

The Conference Committee has been busy all year making plans to provide you with an exciting, educational conference. This year's conference will include two exceptional keynote speakers, Wanda Thompson, PhD, State University of New York Upstate Medical University (whom many of you may know) and Sara Laschever, co-author of *Ask For It: How Women Can Use the Power of Negotiation to Get What They Really Want*. There will be knowledgeable workshop presenters, exhibits, a silent auction, networking, and a number of surprises, as well as the presentation of the EWTG 2009 Woman of the Year. This year's conference will be held at the Hyatt Regency Lost Pines Resort & Spa

to sign up and start receiving EWTG's updates.

located between Austin and Bastrop. When making a hotel reservation, be sure you mention "EWTG". Room rates are approximately \$125 Single/Double Occupancy per night.

The Registration fees and dates are outlined below. Please note that early and late registration fees did not change from last year, but we have added an on-site registration fee for those who register after November 16.

- **Early (9/1-10/16): \$169 (\$199 Non-Member)**
- **Late (10/17-11/16): \$199 (\$249 Non-Member)**
- **On-Site/Registration after 11/16: \$250 (\$300 Non-Member)**

See you at the conference!

2009 EWTG Woman of the Year Nominations

It's that time to start thinking about the 2009 EWTG Woman of the Year award. This prestigious award is given to a woman that has distinguished herself professionally, personally, within the community, and has been an active member of EWTG.

Submit a nomination for the person that you know deserves to be recognized. Nominations are due September 15th, but start now to have your nomination completed early.

The nomination form and criteria are located in the Forms and Documents link on the EWTG website at: <http://www.ewtg.org/ewtgdocuments.aspx> (under Woman of the Year sub-title).

If you need assistance locating the forms or have questions, please contact Jennifer Buaas, EWTG Public Relations Director, at pr@ewtg.org.

Recap from the July Luncheon Dr. Meria Joel Carstarphen - "The Entry Process for Taking on Leadership of a Large Organization"

Dr. Meria Carstarphen, the first woman Superintendent of the Austin Independent School District (AISD) in its 128 year history, assumed leadership of AISD on July 1st of this year. AISD has an annual budget of \$692M, 11,100 employees, and 82,000 pre-K-12 students in 120 schools. Dr. Carstarphen discussed a major challenge she faced on the second day as AISD superintendent, the announcement from the Texas Education Agency that Pearce Middle School will close before the beginning of the next school year.

Dr. Carstarphen shared knowledge and insight gained from research and personal experience to describe several important characteristics vital to women in leadership. One book she discussed, *Leading to Change: The Challenge of the New Superintendency*, by Susan Moore Johnson, discusses superintendents as educational, managerial, and political leaders.

Dr. Carstarphen emphasized the importance of emotional leadership, which is often absent from books and research in the area of executive leadership. Developing empathy and self-awareness allows leaders to understand the effect their emotions have on others as well as understanding the emotional responses of their employees. Dr. Carstarphen discussed the importance of developing and trusting intuition. Knowing who you are, where you come from, and what you believe in can serve leaders well when faced with the challenges that come with leadership.

Another leadership tool Dr. Carstarphen discussed is an Entry Plan, which can be of assistance when assuming leadership of a large organization and is the result of research by Barry C. Jentz and Jerome T. Murphy. An entry plan consists of writing the plan and "conducting systematic interviews and site visits with multiple stakeholders, and then working jointly with those stakeholders to make sense of the information as a prelude to making changes."

Recap from the July Mini-Course Scott Grindstaff - "Using Technology Better for Presentations or Meetings"

How long have you been a member of EWTG? Who is the president of EWTG? How far do you commute? These were some of the questions asked in which those attending the mini-course were able to answer using audience response keypads. To get the most of your meetings, you want to get the audience involved, get them to connect. This is just one example of how audiences can participate.

There are many other ways to maximize your meeting's potential. First, you must know your audience. What do they want to get out of the meeting? What is the purpose of the meeting? Who is the speaker and what are their needs? How are people sitting? You need to provide easy access to what the participants are supposed to be seeing.

Another idea discussed was the use of PowerPoint. The use of PowerPoint should be an enhancement to your presentation, not a replication. Pointers for using PowerPoint:

- **Be simple.** Don't overload slides with colors, moving elements, logos and words. Use as few words as possible. Recommend use of only two colors (black on

white, purple on yellow). Put main points at the top of the slide. Avoid bullet points and don't use the word "summary" on your conclusion slide.

- **Be consistent.** Each slide should have an identity (logo, name, company) that is consistent from slide to slide. Put logo at the bottom since it is not the most important point. The font size should be consistent from slide to slide.
- **Be error-free.** Proofread your slides and have someone else review them so there will be no typos or mistakes.
- **Be informative and lively.** Use appropriate types of charts and graphs to drive home important information. Insert short videos (no more than two minutes) in your slides to enhance your main points. Public domain videos can be downloaded and edited.
- **Be prepared.** Set up your equipment early and do a run through with your slides. Electronic copies of the presentation are preferred and can be given at the end of the presentation or sent later by e-mail.
- **Be in charge.** You are the presenter and the emphasis should be on the information you have to convey. Don't talk to the screen. Always face your audience. Your laptop should be adjusted so you can easily glance down to review your points.

Too often technology becomes the show. Don't let that happen. Use technology to support and enhance your presentation.

New and Renewing Members

New Members

Jan Lindsey-Tx Education Agency

Stephanie Nestlerode-Omega Point Int. Inc.

Brenda Nichols-Tx Workforce Commission

Audrey Thompson-Tx Comptroller's Office

Renewing Members

Sandra Barling-Retired, Tx Dept. of Transportation

Katrina Burch-Tx Comptroller's Office

Jacqueline Chatham-Tx Lottery Commission

Carolyn Kirkwood-Tx Dept. of Aging & Disability Services

Heather Hall-Tx Comptroller's Office

N.J. (Jodie) Harrison-UT Health Science Center

Jebbron McCue-Retired, Tx Dept. of Aging & Disability

Linda Millstone-UT Austin

Debbie Mitchell-Employees Retirement System

Christa Molloy-Prairie View A&M University

Karen Morse-Tx Workforce Commission

Gerda Sessions-Dynamic Computing Services

Kerry Stennett-Dept. of Information Resources

Trudy Tassin-Dept. of Information Resources

Louise Waddill-Retired, Tx Board of Nurse Examiners
Darla Walton-Tx Dept. of Transportation

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