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September 13, 2016

Dear Maureen,

All the news from GPSEG in less than 3 minutes!

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Looking for Leaders - GPSEG Board Nominations Now Open

The GPSEG Governance Committee is seeking enthusiastic leaders to serve on the Board of Directors for a three-year term beginning January, 2017 and ending December, 2019. If you are interested in serving and meet the criteria, please click here for the [Candidate Questionnaire](#). If you wish to nominate another member, please click here for the [Nomination Questionnaire](#).

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Selection Criteria

Our selection criteria are based on the criteria established in the **bylaws**, **GPSEG General Code of Conduct**, and as guided by the Board of Directors. Those criteria include at least two years of active GPSEG membership with the organization, involvement in GPSEG subgroups and/or committee activities, demonstrated leadership within GPSEG or other nonprofit organizations, the demonstrated ability to work well with other members of a leadership team and to meet the other skill sets suggested by the GPSEG leadership.



The Governance Committee will review applications, interview candidates, and determine the list of nominees presented to the membership for election. The deadline for applications is **Friday, September 30, 2016**. The Committee will review applications and nominations and will conduct interviews with candidates between October 10 and October 25, 2016 to assess their skills, experiences, leadership qualities, and commitment to advance the work of the GPSEG Board.

Membership Has Its Rewards



You already know that GPSEG membership connects you with the premiere group of experienced executives in the Region and can save you countless hours by locating people and companies to help you and your clients. Membership also provides access to additional benefits, including discounts on membership to the [Pyramid Club](#) and the ClubCorp Executives Network and the YourMembership.com [Member Rewards Program](#), offering discounts on a wide variety of business and travel products and services. Make sure you are getting *all* the benefits of GPSEG membership!

Pat Schaeffer Advances Organizational Cultural for Clients - and for GPSEG



Pat Schaeffer, the Founding Principal at [Talent Strategy Partners](#), has been a member of GPSEG since October 2008. She was sponsored by long-term GPSEG member Steve Smolinsky, co-author, along with GPSEG member Kay Keenan, of "Conversation on Networking." She serves as the Chair of the GPSEG Governance Committee, is

the Co-lead of the Membership Onboarding team, which includes the Guide Program, and has contributed to the GPSEG Strategic Planning process. I recently talked with Pat about her experiences as an organizational leader and the value she has gained by being a GPSEG member.

Why would the Principal of a firm that focuses on how an organization's culture supports its business strategy become a member of GPSEG?

My domain expertise is in human resources, experience gained through both corporate and consulting roles. Those roles taught me the importance of cross-functional thinking, and I wanted to meet professionals from other disciplines. Among other things, my hope was to gain points of entry into organizations other than CHROs. Through GPSEG I started to meet CEO's and COO's.

What impressed you about the organization?

Members took me under their wing right away. Bill Borton, who specializes in Long-Term Care Planning & Insurance, introduced me to individuals with whom I was able to collaborate. Sheila Smith, who focuses on Change Management, introduced me to prospective clients. Georgean Wardzinski approached me about pursuing companies doing M&A deals where we could team up to improve merger success rates through operational and cultural integration.

What made you who you are today?

For one thing my father emphasized that I needed to be educated, capable of getting a good job and supporting myself. Then I met my husband, and he was supportive of my career. As a professional himself-- a computer software engineer, David saw how engaged I was in my career and how much I enjoyed what I did from the time in my initial years when I worked in retail at John Wanamaker's and Strawbridge's, when I started my own business in 2001, and up to the present.

Tell us about the personal side of Pat, such as, where you are from and where you live today.

I grew up in Lancaster, PA and went to Millersville University and enrolled in the school's new Bachelor of Arts Program. In 1974, my husband, a Brown University graduate, started working at Burroughs Corporation, and when we married we moved to Yardley, PA where we still live today.

The other important "individual" in our household is "Cady" (named for one of my heroes, Elizabeth Cady Stanton), our 14-year-old cat. She's a sweetheart.

What person would you benefit from meeting professionally?

Jon Katzenbach -- who is a recognized leader in counseling high profile CEOs and corporate leaders. He is founder of the Katzenbach Center, a center of excellence in the areas of organizational culture, leadership, informal organization and motivation. He is also a Managing Director with PWC. Having his endorsement would be huge.

How would others describe you?

I believe others would say, "Pat is very open, candid, warm, friendly, opinionated -- has her own mind, does her own thinking. She is collaborative, (I am happiest doing things with others.) trustworthy, and of high integrity."

How do you 'give back' to the community?

My husband and I are involved in Friends of the Delaware Canal (our house overlooks this beautiful natural resource). My husband is on the Board and I help out wherever I can. I have done *pro bono* work for The Reinvestment Fund (TRF) of Philadelphia by helping them design a Performance Management Program for their employees. TRF builds opportunity for low-wealth people and places through the promotion of socially and environmentally responsible development. As a result of my work there, TRF presented me with their George Bailey Award for outstanding contribution to the Community - an honor that surprised me and of which I'm very proud. I also recently facilitated a strategic planning retreat for the Board of the Energy Co-op, a Philadelphia-based non-profit bringing sustainable energy to the community.

How have you and your business partner Carol Mitchell differentiated the value your firm provides to clients?

If you are leading an organization, and have experienced years of success, you have most probably have created a culture that supports your business strategy. If not, Talent Strategy Partners (TSP) can help you to change those cultural norms that have impeded your corporate performance.

TSP has developed "Culture Engine™" - a technology platform that allowed these professionals to capture their domain expertise as a reusable intellectual property asset for analyzing and adjusting organizational culture. We help you identify the culture that will optimize your organization's effectiveness and *then* define the leadership and employee behaviors to create and sustain that culture.

Linda Penrod is a contributing writer for ConnEx; when she is not sharing her creative talents with GPSEG, Linda is a commercial real estate professional with Zommick McMahon Commercial Real Estate, Inc. in Blue Bell.

Members in the News

Elva Bankins, Dorothy Stubblebine, and Charley Timmins are participating in the 3rd Annual Wharton Career Planning Workshop. Details can be found [here](#).

*Have news to share? Please send it to
maureen.waddington@gpseg.org for inclusion in the next
newsletter.*

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Would you like more information on any of the articles above?
Please contact GPSEG Headquarters.

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GPSEG is an association of senior-level executives throughout Greater Philadelphia and the states of New Jersey and Delaware, providing professional and leadership education and business networking. GPSEG is committed to the exchange of business contacts and ideas to foster business.