

# CAREER INSIGHTS

August 2009

## PRESIDENTS MESSAGE

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### *Greetings*

Well you wonderful, professional, motivated, supportive women of Career Chapter ABWA have done it again.....You have placed your trust and thrust someone (me) into a position, wearing a hat, I would have never dreamed possible. I really appreciate your confidence. As the incoming 2009-2010 President I wish to thank you for the opportunity to serve. I'm asking for your continued help and support. I know our long tradition of excellence has been our trademark in the past and will carry us in this next year. I look forward to learning, growing, bonding and striving to bring educational, meaningful information to our meetings that will allow us as women to help each other grow and become even better than before. There are still a couple of positions that need persons to fill them. If you are interested please let me know.

I am looking forward to our August and September meetings leading up to our Annual Business Associates Luncheon in October. In closing I leave you with this...

**"Why not go out on a limb? Isn't that where the fruit is?"**

*~ Frank Scully*

***Dee Dee Adams***

President

### CHAPTER MEETINGS:

- August 18  
12 Noon  
YWCA
- September 1  
12 Noon  
Executive Board  
Treasurer's Office  
9th & Jackson
- September 15  
12 Noon  
YWCA

## CHAPTER MEETING – AUGUST

**Next Meeting: August 18**

**11:45 a.m. networking 12 Noon meeting  
at the YWCA**

**PROGRAM: Women in Networking**

## MEMBER NEWS

- ⇒ **LOCATION CHANGE** for Executive Board Meetings. The Board will meet at the State Treasurer's office August and September and October thru July are scheduled at 12 Noon at the Topeka-Shawnee County Public Library . This change is due to the fact that the YWCA is charging a \$25.00 fee for meeting room rental without food purchased.
- ⇒ **POSITIONS NEEDED**—Our President Dee Dee is needing members to serve on several committees. Please see the back page for committee vacancies. Help continue to make our chapter a success—sign up today.
- ⇒ Welcome new member **Katy Price** with CoreFirst Bank & Trust. Welcome Katy!
- ⇒ Congratulations to **Shawn Maisberger** for being recognized under the Volunteer Spotlight by Shawnee County 4H—Riverside Club.
- ⇒ **Members—are you looking to get your message out** or maybe even have a sale or special this month. There are 2 great resources available. You can submit items of interest for a large group of ABWA ladies to Ann Mah at [lmah@cox.net](mailto:lmah@cox.net) who then forwards it to all ABWA members in our community that have signed up to receive the notices. OR you can submit them to me (Shawn Maisberger) the Newsletter chair. I would be happy to put items of interest to our membership in the monthly newsletter.

## *Future Calendar Events*

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## CHAPTER MEMBER BIRTHDAYS AND ANNIVERSARIES

### Birthdays

Deann Tiede, 8/12

Shawn Maisberger, 8/14

Dee Dee Adams, 8/31

### Anniversaries

Mary Lou McPhail, 8/27/1984

Maggie Kelley, 8/28/1986

Diana Friend, 8/1/2005



## MEMBERSHIP – NETWORKING

**In an effort to advertise our memberships strengths and business information, we will list websites here for quick reference from our members by request.**

Nancy Weigand	<a href="http://nancymassage.com/index.html">http://nancymassage.com/index.html</a>
Deborah Dawkins	<a href="http://www.homeinteriors.com/debbdawkins">www.homeinteriors.com/debbdawkins</a>
Deborah Dawkins	<a href="http://www.aboveallbooks.com">www.aboveallbooks.com</a>
Michelle Kaberline	<a href="http://www.marykay.com/mkaberline">www.marykay.com/mkaberline</a>
Cheryl Creviston	<a href="http://www.jayhawkfile.com">www.jayhawkfile.com</a>
Shawn Maisberger	<a href="http://www.crowntrophy.com">www.crowntrophy.com</a>

### Talent Management - Gaining an Edge

Practices that can help a company succeed on the talent-management front.

**Practice No. 1:** Organizations that establish strong linkages between business and people strategies enhance their chances for business success.

**Practice No. 2:** Learning and development activities are integrated into the business strategy and the performance management process.

**Practice No. 3:** Set clear measurable performance metrics for each position and tie them directly to business measures such as sales, profits, or productivity.

**Practice No. 4:** Consciously create a culture of engagement in which employees are proud of their organization's mission, values and goals and understand their contributions to business success.

**Practice No. 5** Involve every employee in decisions that affect how their work gets done. Provide employees with opportunities to provide suggestions on how to improve products or processes.

**Practice No. 6** Provide every employee with career opportunities and develop a visible and effective process to promote from within.

**Practice No. 7:** Put as much emphasis on people-management skills as on talent management systems and processes. Performance management rests on managers trained to provide feedback in the most positive sense.

**Practice No. 8:** Use multiple feedback methods like 360-degree feedback, multi-rater and mentoring programs to ensure that feedback is ongoing and two-way. When it comes to feedback now and more is best and micro reviews are better than annual reviews for improving performance.

**Practice No. 9:** Link talent management to business measures like sales, profits, productivity and shareholder value.

**WASHBURN ABWA STUDENT CHAPTER**

The ABWA Student Group was formed on the campus during September 2003 and became a nationally registered chapter in November 2004. The primary purpose of ABWA is a networking avenue for students to link with local, state, and national female leaders and business professionals. The Washburn student ABWA chapter is the fifth student group in the United States to form in the United States.

**WU Student Chapter ABWA**

***Students are on Summer Break—Enjoy!***

**MEMBERSHIP CHAPTER DUES**

Don't forgot to make your dues payments.

Make check payable to

**“Career Chapter ABWA”**

Annual Dues: \$223.00

1st Quarter Dues: \$100.75

**Due Aug 2009**

2nd Quarter Dues: \$ 40.75

**Due November 2009**

3rd Quarter Dues: \$40.75

**Due February 2010**

4th Quarter Dues:\$ 40.75

**Due May 2010**

**Mail To:**

Cheryl Creviston  
ABWA Career Chapter  
PO Box 2221  
Topeka, Kansas 66601-2221

National ABWA will forward a statement directly to each member for payment.

National Dues \$75.00

Questions contact

Chapter Treasurer, Cheryl Creviston

at 232-9443 or

[runcrev@cox.net](mailto:runcrev@cox.net)

**APPROVED EXECUTIVE BOARD MINUTES—JULY**

No minutes available.

## National ABWA Leadership Conference

National Leadership Conference this year in Kansas City, Mo. The conference is in Kansas City on September 24-26. Pre-Conference begins at 7am on the 24th the conference begins the evening of the 24th (Thursday) and concludes at 11:30 p.m. on the 26th (Saturday). Details regarding the conference are in the June/July issue of the ABWA magazine.

Contact Dee Dee ASAP for details on how the chapter can pay your registration fee.

[www.abwa-career.org](http://www.abwa-career.org)

AMERICAN BUSINESS  
WOMEN'S ASSOCIATION  
CAREER CHAPTER

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## Our Mission

To bring together businesswomen of diverse occupations and to provide opportunities for them to help themselves and others to grow personally and professionally through leadership, education, networking support and national recognition.

## Become a part of ABWA

A national network of women dedicated to helping each other reach new heights in their careers.

Contact **Terry Hobbs**, Membership Chair, for more information or regarding potential membership opportunities by phone at 271.9808 or at [terry-hobbs@sbcglobal.net](mailto:terry-hobbs@sbcglobal.net).

## OFFICER & COMMITTEE CHAIRS CONTACT INFORMATION

### President

Dee Dee Adams  
[deed2@sbcglobal.net](mailto:deed2@sbcglobal.net)

### Vice President

Michelle Kaberline  
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### Treasurer

Cheryl Creviston  
[runcrev@cox.net](mailto:runcrev@cox.net)

### Recording Secretary

Susan Koch  
[susankoch@kawvalleybank.com](mailto:susankoch@kawvalleybank.com)

### Correspondence Secretary

Linda Deines  
[lindad@ywca.org](mailto:lindad@ywca.org)

### Membership

Terry Hobbs  
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### Hospitality

Vacant—Chair

Phyllis Kelly  
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### Newsletter

Vacant

### Program

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### Historian

Vacant

### Education

Deann Tiede  
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### Associates Luncheon

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Patti Kruggel  
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### Publicity

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Deb Dawkins  
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### Website

Anita Wolgast  
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### Washburn Student Chapter

Shawn Maisberger  
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### Ways & Means

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