

CAREER INSIGHTS

February 2010

INSIDE THIS ISSUE:

Member News	2
Birthday/ Anniversary	2
Networking	3
Member Information	3
ABWA Code of Conduct	3
WU Student Chapter	4
Membership Dues	4
Lessons	5
Scholarship Luncheon	6
Team Building	7
Contact Information	6

PRESIDENTS MESSAGE

Hello Career Chapter Members and Friends,

We are coming down the home stretch on our way to the awesome Woman of Distinction Scholarship Luncheon in March. I hope that everyone is excited and talking to family and friends about this event and encouraging them to fit this in their plans they won't want to miss it. At our last Executive Board Meeting I would like for everyone to know that there were many program topics discussed that our Program Chair will be bringing to us in the next months. I think you will be pleased with the subjects that promise to be educational and informative. I also encourage you to invite your fellow co-workers and others that might be interested in networking to our luncheons.

Since February is Black History Month I would like to leave you with these Black History facts about important African American Women. In 1966, Constance Baker Motley became the first black woman federal judge; in 1965, Patricia Harris became the first black female ambassador; in 1992, Mae Jemison became the first black female astronaut; In 1921 Bessie Coleman became the first licensed pilot. In 1958 Ella Fitzgerald won the first female grammy award winner. In 1984 Vanessa Williams became the first black Miss America and according to 2009 Forbes list Oprah Winfrey is the first black billionaire.

Happy Valentines Month to you all, see you soon!

Dee Dee Adams

CHAPTER MEETINGS:

- February 16
12 Noon
Topeka-Shawnee Co Public
Library
- March 2
12 Noon
Executive Board
Library
- March 23
12 Noon
Sunflower Ballroom
Maner Conference Ctr
Scholarship Luncheon

CHAPTER MEETING – FEBRUARY

Next Meeting: February 16th 11:45 a.m. networking 12 Noon

Program: Tax Tips and Chapter Committee Orientation

Note New Location: **Topeka-Shawnee County Public Library
Room 101 Marvin Auditorium**

MEMBER NEWS

- ⇒ Congrats to our own member **Maggie Kelley**—Selected as the Chamber of Commerce’s Ambassador of the Year! Way to Go Maggie.
- ⇒ **LOCATION CHANGE** for Executive Board Meetings. The Board will meet November thru July of 2010 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.
- ⇒ **NEW MONTHLY Meeting Locations.** Career Chapter Monthly meetings will be held at the Topeka-Shawnee County Public Library.
- ⇒ **Website**—all password protected member information is going to be set up using the same password for you convenience. For passwords contact Shawn Maisberger.
- ⇒ **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 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

Our Scholarship Luncheon honoring **Martha Bartlett Piland** is scheduled for **Tuesday, March 23** at the Sunflower Ballroom in the Maner Conference Center on the Capital Plaza grounds. Deadline for program recognition is March 1 and ticket deadline is March 17 (+/- a day).

- Asbury Mt. Olive Women’s Conference April 12-24 at Asbury Mt. Olive UMC located at 1196 SW Buchanan St. Our member **Deb Dawkins** is presenting “Work with What you Have”. Registration is \$30 per person by March 15 and \$40 per person after March 16. For more information contact Sis. Beverly Cushinberry at 785-232-6801 or visit www.amotopeka.org
- ABWA TOWN is hosting the Topeka Women’s Expo on February 23rd networking starts at 5:30 and the meeting is 6 to 7 pm. Dinner is \$20. Reservations to Nancy Griffin at bngriffin@sbcglobal.net

CHAPTER MEMBER BIRTHDAYS AND ANNIVERSARIES

Birthdays

Judy Coder

Deb Dawkins

Anniversaries

Dee Dee Adams—2003

Deb Dawkins—2003

Annette Engroff—2009

Michelle Kaberline—2001

Shawn Maisberger-1999



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	http://nancymassage.com/index.html
Deborah Dawkins	www.homeinteriors.com/debbdawkins
Deborah Dawkins	www.aboveallbooks.com
Michelle Kaberline	www.marykay.com/mkaberline
Cheryl Creviston	www.jayhawkfile.com
Shawn Maisberger	www.crowntrophy.com
Mary Grossenkemper	www.TanNTravel.rovia.com
Anita Wolgast	www.kansaschristmasornaments.com
Sally Page Kahle	BusinessWritingbySally.com

American Business Women's Association Proud Code of Conduct

1. All members will serve as goodwill ambassadors for all American Business Women's Association.
2. Members will not allow their personal beliefs and convictions to interfere with the representation of ABWA's mission.
3. Members will always treat their member colleagues, guests, vendors and sponsors with honesty, respect, fairness, integrity, responsibility, kindness and in good faith.
4. Members will maintain compliance with ABWA National, Chapter and Express Network Bylaws.
5. Members will not use their personal power to advance their personal interest.
6. Members will strive for excellence in their professions by maintaining and enhancing their own business knowledge and skills, and by encouraging the professional development of other members.

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

Nothing to report at the time of publication.

We have invited the student chapter members to our scholarship luncheon next month. If you have unused tickets, please let us know.



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 \$90.00

Questions contact

Chapter Treasurer, Cheryl Creviston

at 232-9443 or

ccreviston@jayhawkfile.com

ARE YOUR SUPERSTARTS TEACHING BAD LESSONS?

Written by Mark Murphy, CEO of [Leadership IQ](#).

Who is teaching your employees about the do's and don'ts on the job: the boss or fellow employees. You may be surprised to learn that 67% said they learn more by watching their fellow employees than they learn from their boss.



This should make you wonder: What do your employees learn about being a high performer from watching their superstar co-workers? After all, if employees learn from other employees (and you'd really like everyone to learn how to be a high performer), shouldn't we ascertain what sorts of lessons are actually being taught?

Your high performers only want the best for you and your organization. But because of how we (mis)treat our superstars (aka high performers or Hundred Percenters), let me offer two very bad lessons about superstars that the typical employee is learning every single day.

Lesson #1: Being a High Performer Stinks.

Imagine it's Friday afternoon at 4 PM and you've got a major report due on Monday at 9 AM. This report could derail your career if it's not done right, and you're going to need some help getting it done. It's going to be a tough weekend, and hard work, but a deadline is a deadline.

Who are you going to turn to for help: the employee who gives hundred-percent effort or the employee who gives fifty-percent effort? Of course, you'll take the Hundred Percenter (aka the high performer). When the same situation happens again next week, who do you think gets called on to make the painful sacrifice? Once again, it's the high performer. And it's the high performer who will get the call the weekend after that, and the weekend after that.

Lesson #2: The Boss Can't Tell the Difference between High Performers and Middle Performers.

Imagine you've got two employees who just finished meeting a deadline for a very tough project. Chris is a high performer and he did an incredible job (while giving 100%, of course). Pat is a middle performer who did a passable job (no glaring mistakes, just not nearly as good a job as the high performer). Now, they're both standing in front of you waiting for some feedback. Here's what the typical manager says, "Chris and Pat, thanks for getting this done on time, good work."

What did they learn? Pat learned that giving 50% and doing passable work is totally fine. Pat's thinking, "Heck, giving 100% must be for chumps if we both just got the same feedback." Chris learned that giving 100% doesn't get noticed, and Chris' thoughts will sound like "How many more times am I going to give 100% when the boss seems to think that 50% is every bit as good as 100%?"

Why Are We Teaching These Terrible Lessons?

It's easy to dump everything on our high performers because they're, well, high performers. And for many managers, in the short-term, developing more [high performers](#) to spread the load seems like more work than just abusing the few we've already got. Yes, the bill will come due when those superstars quit, but, as is often the case in the world of talent management, for many folks, denial ain't just a river in Egypt.

Not only are leaders allowed to differentiate [superstar employees](#) in a positive way, they're required to do so. Across our employee survey database, comprising hundreds of thousands of employee survey respondents, over 70% of people consistently say "high performers should receive more rewards and recognition than others." But less than 20% of employees say that's what actually happens.

So here's the deal: It's time to fundamentally rethink how we manage, motivate and retain our high performers. We need to positively differentiate them with different motivators, different goals, different feedback and coaching conversations, even different development plans and career maps. If you do this, not only will you keep your superstars engaged and energetic, you will ALSO create a significantly more appealing model for attracting and developing a whole new pool of high performers.

2010 SCHOLARSHIP LUNCHEON

Next Month is our scholarship luncheon honoring

Martha Bartlett Piland.

Make sure to SELL SELL your tickets and get them returned as soon as possible.

Contributions \$50 and above will be published in the program and must be submitted by March 1. We believe we will celebrate another fabulous year with interesting stories of Martha along with an elegant event known to be one of the favorites celebrated every year.

Tuesday March 23rd

Capitol Plaza Hotel—Maner Conference Center—Sunflower Ballroom

Program begins at 12 Noon

Make sure to mark your tickets either “OPEN Seating” or “Table Name” to help with a smooth transition. If you are unable to use your tickets, please consider donating them to the WU Student Chapter.



Doors Open at 11:30 AM

Advance Tickets required

Tickets \$30.00 each

For questions on tickets call Judy Thomas at 271.2492 or
Shawn Maisberger at 368-3896

Visit ABWA-Career Chapter Online
www.abwa-career.org

CORPORATE TEAM BUILDING SKILLS

There are a number of core components for developing your team building skills, like:

- Communication
- Concentration
- Fast decision making skills
- Effective decision making skills
- Self-confidence
- Respect for others and oneself

In order to help you strengthen team unity at your business, there are 8 team building ideas, techniques and tips you should employ when managing your teams.

1. Make sure that the team goals are completely clear, completely understood and accepted by each team member.
2. Make sure everyone on the team understands who is responsible for what in order to avoid overlapping authority. For example, if the risk of two team members competing for control in certain area exists, try to divide that area into two distinct parts and give each team member more control in one part or the other. Base your decision according to the individual's strengths and personal inclinations.
3. Build trust with your team members by spending one-on-one time in an atmosphere of honesty and openness. Be loyal to your employees if you expect them to be loyal to you.
4. Allow your office team members to build trust and openness between each other in team building activities and events. Provide them with opportunities to socialize with one another in an atmosphere that encourages open communication. For example, have a group lunch on Fridays, occasionally. Just be sure your corporate team building activities do not compete with your employees' family time.
5. For issues that rely heavily on team consensus and commitment, try to involve the whole team in the decision making process. What you want to achieve by doing this is for each team member to feel a personal investment in the final decision, solution or idea.
6. When managing teams, make sure the lines of communication are not blocked so that you and your people remain fully informed. Even if your team is spread across different locations, you can still maintain effective team communication.
7. Do not miss opportunities to empower your employees. Say thank you or show your appreciation for a team player's work.
8. Do not limit yourself to negative feedback. Be fair. Whenever there is an opportunity, give positive feedback as well.

Summary: Team building is developing relationships, whether they are with a casual acquaintance, a friend, a colleague from work, or your significant other. The stronger the relationship between people, the more dynamically they perform. This is true of team building. But team building does not happen overnight. Like any relationship, it requires push and pull, give and take and time to be nurtured. While this may seem like a lot of work, and a bit of an inconvenience, the value that healthy, dynamic team structures can have for your business are immeasurable and essential to the success of your company.

www.abwa-career.org

AMERICAN BUSINESS
WOMEN'S ASSOCIATION
CAREER CHAPTER

Shawn Maisberger 215 SE 7th Street, Room 352
Topeka, Kansas 66603
Phone: 785-368-3896
E-mail: maisberger@topeka.org

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.

OFFICER & COMMITTEE CHAIRS CONTACT INFORMATION

President

Dee Dee Adams
deed2@sbcglobal.net

Vice President

Michelle Kaberline
beamazed@sbcglobal.net

Treasurer

Cheryl Creviston
runcrev@cox.net

Recording Secretary

Susan Koch
susankoch@kawvalleybank.com

Correspondence Secretary

Linda Deines
fireboy702@yahoo.com

Membership

Terry Hobbs
Terry-hobbs@sbcglobal.net

Hospitality

Katy Price—Chair

Phyllis Kelly
kpnhaa@mindspring.com

Newsletter

Shawn Maisberger
maisberger@topeka.org

Program

Deb Dawkins
dd1605@aol.com

Historian

Vacant

Education

Deann Tiede

Glenda DuBoise
gduboise@sbcglobal.net

Associates Luncheon

Annette Engroff
Annette.engroff@expresspros.com

Patti Kruggel
pkruggel@polsinelli.com

Publicity

Anita Wolgast
awolgast@cox.net

Research

Nancy Weigand
nancyweigand@yahoo.com

Terry Hobbs
Terry-hobbs@sbcglobal.net

Deb Dawkins
dd1605@aol.com



Website

Anita Wolgast
awolgast@cox.net

Washburn Student Chapter

Shawn Maisberger
maisberger@topeka.org

Ways & Means

Michelle Kaberline
beamazed@sbcglobal.net

Mary Lou McPhail
mlmcp@mail.com