

PRESIDENT'S MESSAGE



Happy May!

It is wonderful to actually see the grass in the backyard - albeit brown. Brown is far better than the white that has been around for over 5 months. This is a fabulous sign that life is changing, opportunities are abundant and exciting things are around the corner.

The same can be said for EWI of Calgary! The opportunities to showcase our Chapter in the next 4 months are plenty. We have some exciting events to invite people back to see us another time or introduce people that would be a fit with our organization.

It all starts with our Hot Heels Fashion Show, which is only a few days away. This is our only fundraising event of the year and doubles as our May Dinner meeting. There is still time to purchase tickets, invite guests, and support the event by taking out your wallet at the silent auction. I look forward to seeing you all in your black and gold at the Red & White Club on May 7.

Close on the "heels" of the fashion show, is our June event at Jerome's Appliance Gallery. This will be the perfect event to bring potential members to - a wine and cheese cocktail/networking event. We will be having a short AGM (with the 3 key

objectives: vote in the new Board, vote on the delegates to represent us at LCAM, and to review the current actuals versus the budget). More details on the event will follow in the next few weeks. Prices for this event will be reduced so please invite anyone that might be interested.

And finally the celebration of 50 years as a Chapter! The planning committee has some great things in store for this August event. Block your calendar for August 20th and get ready to celebrate!

So here's the familiar, million-dollar question... How will you engage in the next 4 months? Will you attend? Will you invite some people to the events? Will you volunteer for the organizing committee? Will you sign up for Chapter Board service starting in September? There are so many options with varying levels of involvement.

On a side note, thank you for your quick response to the survey question about submitting an application to host LCAM. Thanks to your responses, we have officially put our name on the table as an option to host LCAM 2016. We will need to be shortlisted by the LCAM committee and if we make that list, a vote will be sent out to the entire membership on the top 2 or 3 Chapters.

**One Voice. One Vision.
ENGAGE!!!**

Warmly,
Jacquie Stephens, MBA
President, EWI of Calgary

2013-2014 Officers & Directors

President

Jacquie Stephens, Breakthrough Consulting
(403) 477-7166

Vice President/President Elect

Michelle Goshinmon, Creative Differences
(403) 863-8584

Secretary

Maria Carolina Guerrero, Calgary Marriott
(403) 205-5569

Treasurer

Heather Walker, Heather Walker Consulting
(403) 815-4498

Fundraising

Vacant

Retention & Recruitment Director

Linda Ketchum
(403) 830-6210

Sergeant-at-Arms

Judy York, Distinctive Looks
(403) 686-6885

Program Director

Tracey Sirois, TAS Aesthetics
(403) 826-6244

Publications Director

Jackie Pontin, GWL Realty Advisors
(403) 777-0663

Communications Director

Sherri Cunningham, Servpro Cleaning
(403) 520-1363

Past President/Advisor

Michelle Goshinmon, Creative Differences
(403) 863-8584

VICE PRESIDENT REPORT

WOO HOO!!! Spring has arrived and that can only mean one thing...The HOT HEELS Spring Fashion Show and Fundraiser is just around the corner! The ladies on the planning committee have been working really hard to make this a very special evening! It's going to be all glitz and glamour as we celebrate EWI of Calgary turning 50 this year!

Our chapter agreed to hold only one fundraiser this year and we chose the fashion show because it seems to be the event that our membership all attended. We are really hoping to see all our members throw their support behind this event and make it a great success. As this is an evening event we will not be holding a regular dinner meeting in May, we are hoping that also makes it easier for everyone to attend and support the fashion show.

There are no shortages of ways for you to be involved in Hot Heels. You can buy tickets to attend, donate to the silent auction, shop at the auction, volunteer the day of, or through sponsorship.

Here are just a few exciting little tidbits of information about the show!

- Billie-Jo from Kiss FM is returning as our celebrity emcee.
- **Joseph Ribkoff** has come on board as one of our major event sponsors. We are featuring the designer in a BIG way and as our guest you will have a chance to win a \$500 Gift Certificate.
- Our media sponsor is **Rogers Media – Kiss 95.9 and City TV** will both be airing several spots and mentions about the event! Listen for a contest to win a trip to the event in a Limo donated by **Thrive Limousine Service**.

- Our Fashion Retailers are: **NV Fashions, She Lingerie, Nikola, Le Chateau, Ed Williams Mens Wear, Just 4 Eyes & Checkmate Shoes**
- We have some amazing stay & play packages for the Silent Auction and draw prizes at the **Fairmont Mountain properties**, including stays at Banff Springs, Chateau Lake Louise, Jasper Park Lodge & Chateau Whistler!
- A stay in the guest house at **Tinhorn Creek Winery** in the Okanagan Valley.

I also encourage you to think about how you see your involvement in Chapter leadership in the coming year. Are you interested in a board position or committee leadership? Do you have questions about what this entails? I would be more than happy to discuss with you any and all aspects as I am looking to fill the positions on the board for the 2014/2015 year come September.

I can tell you that yes, there is a time commitment, and work involved but I can also promise you there will be fun, camaraderie and rewarding learning experiences that you can only get from board service.

Cheerfully,
Michelle Goshinmon
Vice President/President Elect
Representing Creative Differences

"I've got sunshine on a cloudy day, when it's cold outside...I've got the month of May "

Smokey Robinson



fellows
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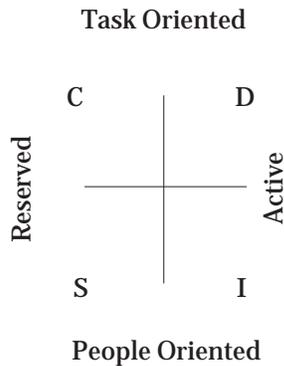
ewi
EXECUTIVE WOMEN INTERNATIONAL

CHAPTER NEWS

Our April meeting was held at the Elks Golf Club, our first time at this location. We enjoyed a delicious meal prior to hearing from our speaker, Hamish Knox. Hamish spoke to us about the different styles of coaching, a relevant subject for all of us that can be applied to mentoring and parenting as well.

By understanding other people's communication styles we are better able to offer effective coaching. Hamish used the DISC assessment.

Where do you fit on the diagram?



In summary:

D types are interested in the bottom line;

C types are all about the details, these are the least people oriented;

I types have a short attention span, they want things to be fun;

S types are the most nurturing, they also like to maintain the status quo.

Only 14% of the population are D, 32% are I, 28% are S, and 26% are C.

Hamish see managers as being like rope makers - they can either climb it or hang themselves with it!

Hamish recommended a book **Games People Play: The Psychology of Human Relationships**. It is a bestselling 1964 book by psychiatrist Eric Berne. Since its publication it has sold more than five million copies. The book describes both functional and dysfunctional social interactions.

The 50 th Anniversary Committee has been hard at work planning for this auspicious occasion, and has booked the Fairmont Palliser Hotel as the venue. How appropriate that we are having our celebration with one of our founding member firms. Check out page 8 for an update.

Karen Jasper is still looking for pledges for the 2014 BMO Walk So Kids Can Talk event in support of the Kids Help Phone. Details are on page 7, Karen is one of the team leaders.

Michelle Goshinmon will be performing at Lynnwood Station from 7:00 - 11:00 on May 15. Lynnwood Station is located at 7025 Ogden Road S.E. and there's no cover charge.

I am always looking for ways to promote our members and their firms so please keep those articles coming.

Jackie

RECRUITMENT & RETENTION REPORT

We have two member applications in process. Fairmont Hotels & Resorts, Mountain Region is renewing their membership and TCI Business Capital is applying for membership.

The R & R committee has now established a mentorship program, where all new members will be assigned a Mentor to help them learn all the benefits of being a EWI member and how they can achieve optimal results of their membership. Our Mentors are: Fran Esler, Karen Skirten and Phyllis Synder. If you are interested in mentoring a new member, please let me know.

To date, EWI of Calgary has 28 members representing 26 member firms, 14 Chapter Lifetime members and 1 sustaining member.

Respectfully submitted,
Linda Ketchum
Representing Automatic Rain Irrigation Architects

The poster is for a performance by Michelle Goshinmon at Lynnwood Station. At the top, it says 'LYNNWOOD STATION' in large, white, distressed font. Below that, it says 'PRESENTS' in a smaller font. The name 'MICHELLE GOSHINMON' is written in very large, bold, white letters across the middle. To the right, the date 'MAY 15' and time '7:00-11:00' are displayed. At the bottom, it says 'NO COVER CHARGE' and provides the address '7025 Ogden Rd. SE' and phone number '(403) 279-8003'. There is also a website 'www.lynnwoodstation.com' and social media icons for Facebook and Twitter. A small logo for Lynnwood Station is in the bottom right corner.

FIRM HIGHLIGHT

Thrive Limousine Services
Member Rep: Freawet Mega

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How to be their Hero

- ✓ Treat your own fair lady to a delightful day and a romantic evening.
- ✓ Indulgence your date in a day of relaxation and beauty.
- ✓ Cheer on your favourite sports team with your own team of friends and relatives.

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TIME IS RUNNING OUT TO ORDER TICKETS!

Executive Women
International of Calgary
50th Anniversary
PRESENTS hot heels
Fashion Show & Silent Auction
in support of local literacy initiatives
tickets
tickets can be purchased online at www.ewicalgary.com
\$70 each for early bird
\$80 each after April 1st, 2014
MAY 7TH 6-9 PM
Red & White Club
dress in your best black and gold

DATES TO NOTE

- May 6, 2014** Corporate Webinar (see page 14)
- May 7, 2014** Hot Heels Fashion Show
Red & White Club
- May 14, 2014** Board Meeting
- June 3, 2014** Board Meeting
- June 13, 2014** Deadline for entries in the EWI
elevator speech contest (see page 14)
- June 18, 2014** Dinner Meeting, Chapter Business
Meeting, Jerome's Appliance Gallery
- August 20th, 2014** 50th Anniversary Celebration
Fairmont Palliser Hotel

PROGRAM REPORT

May is almost here and hopefully with its arrival some warm weather!

I would like to thank Hamish Knox for his informative presentation that for me will be helpful not only in business relationships but personal as well. His generosity in donating a gift certificate was much appreciated.

Hot Heels is just around the corner, I urge you to register yourself and guests soon, as we expect a sold out event!

Respectfully submitted,
Tracey Sirois
Representing TAS Aesthetics

WHO AM I?

Can you identify our mystery EWI Calgary member?

1. I have four children, ten grandchildren and three great-grandchildren.
2. I have been a Member of EWI since 1983 or 1985 (not sure of the exact date) with three different companies.
3. I have modeled for the annual EWI Fashion Show quite a few times during my time with the Organization.
4. Some of us learned to do a Hawaiian Dance (myself included) and put on a show for one of our "Employer's Evenings." We spent many a day/evening learning this (one of our Members at that time was an accomplished dancer) and put on a Hawaiian Wedding dance the same evening.
5. My husband sang "Climb Every Mountain" in the Westin Hotel when Gladys Perrot was President of EWI during another evening for our "Employers".

See page 19 for the answer.



2014/2015 NOMINATIONS

2014/2015 Nominating Committee POSITION DESCRIPTIONS FOR THE DIRECTORS/COMMITTEES CALGARY CHAPTER, EXECUTIVE WOMEN INTERNATIONAL

OFFICERS:

Vice-President/President Elect

- Elected for a two year term; the first is devoted to increasing knowledge and honing leadership skills prior to stepping into the role of Chapter President.
- Is vested with all of the powers and performs all the duties of the President in case of the absence or disability of the President.
- Acts as the Public Relations Officer on behalf of the Chapter.
- Chairs the Honorary Life Recognition program
- Board Liaison for Philanthropy and Scholarship subcommittees

Secretary

- Keeps charge of minutes of all meetings of the Board and Membership.
- Serves notice of all meetings of the Chapter and Board.
- Executes official documents; is custodian of the Charter and Corporate Seal of the Chapter.
- Keeps such other records as the Chapter Board directs.

Sergeant-At- Arms

- Strictly Administers attendance requirements.
- Controls reservations, RSVPs and collection of dinner fees for monthly meetings.
- Keeps and monitors attendance records/statistics along with collection activities on outstanding fees.
- Conducts roll call at each meeting.
- Hands out and collects nametags as well as arranges seating plan.
- May have two to three committee members.

Treasurer

- Keeps full and accurate records of receipts and disbursements.
- Receives and deposits all money and all other valuables of the Chapter in the name and to the credit of the Chapter.
- Provides accounting of all transactions and the financial condition of the Chapter.
- Sends notice to each Member Firm of annual assessments and/or notice of delinquency, if required.
- Performs all duties incident to the office of Treasurer.
- Does require one assistant.

DIRECTORS:

Recruitment and Retention Director

- Responsible for preserving the high quality of the Chapter membership by targeting and recruiting quality new member firms on behalf of the Chapter.
- Orientation of new members.
- Requires a committee of three or more to assist the chair.

Program Director

- Development of the monthly program- location, menu selection, audiovisual requirements, etc.
- Acts as the major source for our members to gain the opportunity for personal development and growth through varied, informative, educational, and contemporary programs involving special guest speakers, workshops, and seminars.
- Requires a committee of five or more to assist the chair.

Publications Director

- Responsible for the preparation, printing and distribution of the Chapter's official monthly publication.
- Requires two or more committee members
- Subcommittee is Communications - responsible for maintain and updating Chapter website

Fundraising Director

- Devises and carries out the fund raising projects of the Chapter for the year.
- Responsible for coordinating the Chapter's major fundraisers.
- Requires five or more committee members
- Subcommittees for fundraiser projects as needed

BMO WALK SO KIDS CAN TALK 5K WALK

On Sunday May 4th, BMO employees, families, friends, etc., will join communities across Canada walking together for Kids Help Phone – Canada's only national professional counselling support for kids 7/24/365. BMO Bank of Montreal is proud to be one of the founding partners for the Kids Help Phone, which started in 1989 and is happy to help celebrate 25 years of helping kids. In the 25 years of our partnership with the Kids Help Phone, BMO and its employees have proudly donated \$12 million from corporate donations, sponsorships, in-kind support and employee fundraising initiatives.



Kids Help Phone is an essential service available to 6.5 million young people from age 5-20 in Canada (Statistics Canada 2010). The service is free of charge, staffed by professional counselors and can be accessed through the kidshelpphone.ca website, the Always There app available for iPhones, Androids and Blackberries and of course by phone at 1-800-668-6868.

This year BMO will once again be the presenting sponsor for the Walk so Kids can Talk in support of the Kids Help Phone. The walk is a fun family 5k walk around the Eau Clair area with fun activities for the whole family (including the dog). The walk will take place on May 4th, 2014 with check-in starting at 9:30 am and the walk starting at 11:00 am. There are many ways that you can be part of this great event, create a team and walk with your friends and family, join a team (my team is CFD-Prairies and Roland Ardiles is our team captain please feel free to join our team), become a virtual walker, volunteer or pledge a walker. To register or donate please visit www.walksokidscantalk.ca.

Six great reasons to support the Walk so Kids can Talk presented by BMO

1. Supporters in the Walk share the belief that all young people deserve the chance to reach their full potential.
2. Being "always there" for young people is a promise Kids Help Phone can make only with our donors' commitment to ensuring our service's availability.
3. The Walk is a great way for communities across Canada to provide help and hope to kids everywhere, sending them the message that we walk together to make our world a more supportive place for them.
4. The Walk benefits the 6.5 million kids, teens, and young adults in Canada between the ages of five and 20,* ensuring they have continued access to a trusted source of immediate, non-judgmental, anonymous, and professional counseling support through Kids Help Phone.
5. Kids Help Phone receives no guaranteed ongoing financial support from government or any large funder.
6. 100% of the money raised in the Walk goes toward ensuring Kids Help Phone can continue to provide its day and night counseling service to young people in communities across Canada.

*Source: Statistics Canada (2012)

For more information or questions please contact me at karen.jasper@bmo.com or phone me at 403-234-1695

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Celebrating 50 Years

1964 – 2014

Celebrating 50 Years
EWI Calgary
EWI Calgary

Memory Lane ... always a good road to walk along. This month's 50th Anniversary Newsletter would like to take a walk back to honour our Past Presidents and long standing Honorary Members. We can be very proud of all our Past Chapter Presidents who took up the gavel and stepped forward to lead our chapter through 50 years by devoting their time, energy, skills, and commitment to EWI; who brought us ever forward on our journey from those early years to today. We owe them our sincerest gratitude. Each presidential year had its own flavour, highs and lows, showcased its best efforts and achievements. The "job" of being a Chapter President is not a stand-alone occupation – it takes teamwork by Committee Chairs, members at large and the support of member Firms. Bravo!



1996 – August Meeting

Bottom L-R: Irene Vause, Sue May, Dianne Andrews, Marilyn Hobbs, Audrey Kennedy, Agnes McCarthy

Standing L-R: Maureen Robertson, Gladys Perrott, Dorothy Larson, Freda Frizzell, Dolores Trimble, Mary Lou McCormick, Doris Urch, Anne Davidson, Edna Servos



Dorothy Faulkner



2005 - Past Chapter Presidents and Honorary members

L-R: Pat Kamitomo, Doris Harris (Honorary), Anne Davidson, Dianne Andrews, Karen Park-Donnelly, Fran Esler, Gladys Perrott, Anne Harding (Special Guest) Edna Servos, Dolores Trimble

Marilyn Parr



2009 – 19 Past Presidents came together to celebrate the Chapters 45th Anniversary

*Seated L-R: Cyd OCallaghan, Audrey Kennedy, Dianne Andrews, Evelyn Hegglund, Sharon Fox, Anne Davidson, Marilyn Hobbs
Back L-R: Dolores Trimble, Phyllis Snider, Maureen Robertson, Sue May, Karen Skirten, Fran Esler, Pat Kamitomo, Irene Vause, Gladys Perrott, Danine Birkholm, Flora Fioritti-Irwin, Pamela Eadie*



2012 – The Past Presidents joined by the newest Alumni

*Front Row: Doris Harris (Honorary Member), Danine Birkholm, Audrey Kennedy, Gladys Perrott.
Back row: Gail Wallace, Dianne Andrews, Pat Kamitomo, Lorraine Swayze, Joanne Ruston, Karen Skirten (Past Corporate President), Brenda Davidson, Flora Fioritti-Irwin, Michelle Goshinmon*



Kim Turner



Jacque Stephens is a Past and our current Chapter President

A moment of reflection in memory of Past Chapter Presidents who are no longer with us ...



Dorothy Larson. Calgary Chapter's first President 1964-65 and President in 1989 for the Chapters 25th Anniversary. Throughout all her years with EWI, she was passionate about our organization and served the Chapter in many facets, always a strong supporter and a truly wonderful person. Anyone who came in contact with Dorothy will say they are better for the experience.

Florence Campbell (1968), Pat Hodgins (1969) Isabel McLeod (1970), Doris Urch (1971), Annette Redman (1972), Shirley Short (1974), Margaret Bailey (1975), Agnes McCarthy (1976), Irene Garvin (1979), Eve Graham (1980), Dorothy Kwong (1981), Mary Lamarre (1982) Mary Lou McCormick (1986), Honorary Life Members Winnie Porter, Jackie Davey * Year of Presidency*

Calgary has had the honour of hosting two Annual Meetings. oHoHoostHoProud moments in time for our Chapter.



In 1978, Cyd Trott (O'Callaghan) led the charge in securing the bid for the 1981 AGM/Convention for Calgary Chapter. The Theme was Unity and Understanding. What an impressive group photo!

This convention was the first ever held outside the borders of the United States. The excitement and anticipation was great and our brand of western hospitality was enthusiastically and warmly extended to all who attended.

You may recognize some familiar faces ... Audrey Kennedy (Chapter Pres 1978), Marilyn Hobbs, Irene Vause, Doris Harris, Gladys Perrott to name a few.



In 1999 a large and dynamic contingent from Calgary attended the Cleveland Ohio AGM to unveil what convention goers could expect to experience in Calgary in the Year 2000 – Milestones, Celebrating the Past, Embracing the Future.

Joanna Suehwold, Convention Chair and Honorary Life Member headed the Chapters journey along on the road to what was said to be "the best convention ever". In the many years leading up to convention date, the hard work and extraordinary efforts of so many of our Chapter members and firms achieved the lofty goal of ushering the organization into the new millennium – a special undertaking indeed and a proud moment in our Chapters history.

Save the Date - August 20th, 2014. Details will be published in an upcoming Connect. Watch for It!!

WHERE ARE THEY NOW? DO YOU KNOW THESE PEOPLE?

Name	Last Known Association	Name	Last Known Association
Amber Minich	Pushing Petals	Keri-Ann Bergen	CIBC
Barb Miller	Westin Hotel	Krysta Konachowica	Lammle's
Bobbi Beauchamp	Encana	Lauretta McNeil	March & McLennan
Brenda Mitchell	Williams Moving	Leslie Thornley	AMA
Carol Fleming		Lindsay Irgram	SouthCentre Mall
Carol Swabey	Champion Technologies	Lori Champion	formerly Chateau Airport
Caroline Quance	Gift Basket Boutique	Lori Paine	Heart & Stroke
Cheryl Vandertogt	O'Callaghan, Honey	Lorraine Blackburn	Former choreographer for Fashion Show
Corinne Aarsen	Telus Convention Centre		
Cynthia De Boer		Marguerite Paulsen	Nesbitt Burns
Dave Barker	Barkers Fine Dry Cleaning	Mary Ann Steen	Cal Olympic Dev Assoc
Donna Deschenes	Deschanes Reginier	Maureen McNally	
Elaine Bailey	Westhills Florist	Michelle Warner	Grand & Toy
Elaine Mark	Mathieson Hewitt Photography	Nichole Sprong	Grand & Toy
Elaine Webb	Heritage Park	Pamela Bulduc	Delta Hotels
Elaine Williams	Pitney Bowes	Pat Hitchner	formerly BarkersFine Cleaning
Gloria Fournier	TransAlta	Paulette du Bourg	Cole Freight
Graham Edwards	former exec Air Canada	Pommashea Hassett	UofC/MRC
Helen Schmal		Rick Smith	former exec. Heritage Park
Jack Maloney	former exec Stampede & Flames	Rosemary Crawford	RC International
Jackie Eliason		Sharma Christie	Quebecor
Jan McCoy	Grand & Toy	Sheelagh Matthews	CPO
Janet Thompson	Canada Post	Sherri Charlesworth	Convention Centre
Janice Ebert	Westin Hotel	Susan Barnoff	
Joanne Fosti	Westin Hotel	Susanne Lankhaar	Encana
Joyce Van Halderon	CCPA	Teri Grey	Fording Coal
Judy Epp-Leavins	Champion Technologies	Wendy Munch	Suncor Energy
Karen Murray	Suncor Energy	Winnie Diachuk	
Kathy Dunn	Cascade Equipment	Yasmin Lalji	Calgary Herald

The 50th Anniversary Committee would like to extend invitations to all those who have been associated with EWI over the years. Please advise any Committee member if you know a phone number, mailing address or email of a former EWI Rep. or Executive.

50th Anniversary Committee Members:

Pat Kamitomo pkamitomo@gmail.com
 Karen Jasper karen.jasper@bmo.com
 Jackie Pontin jackie.pontin@gwlr.com

Dianne Andrews dvandrews@shaw.ca
 Judy York judy@distinctivelooks.ca

Fran Esler fran.b@telus.net
 Phyllis Snider pfsnider@shaw.ca

APRIL MEETING PHOTOS

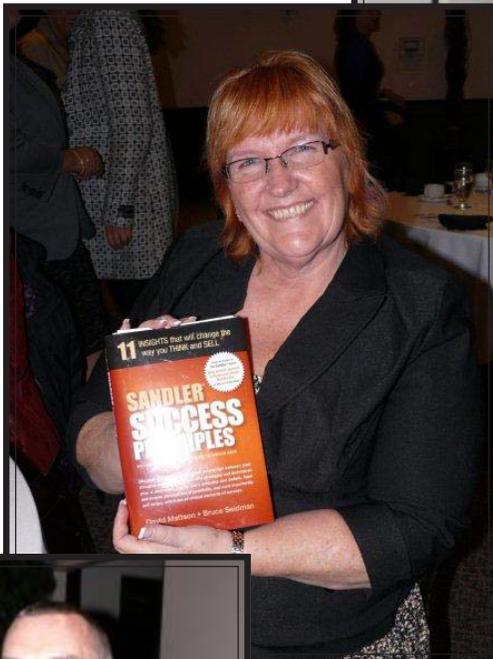
Photos by Pat Kamitomo



Maria Carolina Guerrero, Tracey Sirois and Susan Soderlund



Our speaker, Hamish Knox



Linda Herkert won a copy of Hamish's book



Hamish Knox



Freawet Mega giving Firm Fame

FOUR THINGS MILLENNIALS HATE ABOUT YOU

BY MERGE GUPTA-SUNDERJI

If you are a baby boomer or a Generation-Xer, then the millennial generation has probably puzzled, bewildered, and perhaps even frustrated you. Smart, self-confident and savvy, these young people question everything, demand instant gratification, and are not accustomed to being denied what they desire. If you came before them, your beliefs are likely “respect your elders” and “reward comes from effort,” so their attitudes can be both exasperating and maddening. But would it surprise you to know that your behaviour and actions drive them crazy as well?

Here are four reasons millennials think boomers and Generation-Xers are nuts.

1. **There’s all this talk about work-life balance, yet no one actually seems to live it.**

Many organizations (headed by boomers and Gen-Xers, no less) pay lip service to the concept of balance between work and play but, as many a millennial has pointed out, companies conveniently forget about concept when the rubber hits the road. For millennials, work is play, so that means attending Lady Gaga’s concert is just as important as working a double shift to get the year-end accounting books closed. And if that means that they have to spend all night in the office to meet a deadline (after Lady G’s show, of course), then so be it. For millennials, there is no separation between work and fun, they’re simply two sides of the same coin, so everything carries equal weight. And that means playing shinny hockey on Wednesday night is right up there with getting a promotion.

2. **Older employees still view technology with suspicion.**

“There is technology available that will improve our efficiency but you won’t let us use it.” For many reasons, several of them valid, most organizations have procedures to vet new technologies before they are implemented in workplaces. But quite frankly, millennials see the process as painfully slow. “You realize that I can build a new website on Go Daddy in one afternoon, but it takes the folks in the office three days to get me a user ID and password,” one disgusted millennial said. If your millennial is walking around with more technology in his backpack than he has at the office, then perhaps he has a legitimate point that boomers and Gen-Xers should consider.

3. **You don’t ‘get’ that our goals differ from yours.**

A major company wondered why its efforts to recruit top-notch millennials were failing. Here was the value proposition: “You will have the opportunity to progress in a long and successful career with one of the most respected

and well-known companies in the world. And every two to three years, we’ll rotate you into a new assignment.” Yeah, see the problem? “Most respected and well-known” is not relevant to a millennial because online bulletin boards and social networks offer the real skinny on a company’s reputation. And millennials aren’t thinking about a long and successful career with one organization; they expect and want to make “special appearances” at several. A new assignment once every two to three years? Are you kidding? Right or wrong, they expect to be CEO by then. “Paying your dues” is a mantra espoused by many a boomer, but the phrase simply isn’t relevant to a millennial.

4. **The mistaken belief that what you see is what you get.**

Millennials just don’t understand why people make such a fuss about how they look, dress and behave. From their perspective, it doesn’t say anything about their abilities and performance. “Body piercings and faded jeans – how does that impact the quality of my work, particularly if I am not in a client-facing role?” one wants to know. And “Why do you think that sitting at my desk from 8 to 5 means that I’m working effectively?” another says. “I can get just as much work done from 10 to 1 at night working from my couch at home, yet my supervisor gets all twisted up if I come in 30 minutes late or leave 15 minutes early.” Wouldn’t it be wiser to make results the criteria by which performance and success are evaluated?

Today, millennials are a force to be reckoned with – they number at least seven million in the Canadian workplace, and that figure increases daily as more twentysomethings enter the world of paid employment. Like every generation before them, millennials see the world through a different value filter, and just as their behaviours make more seasoned employees shake their heads in disbelief and dismay, millennials scratch their heads in bemusement when they observe what they perceive as bone-headed moves by the veterans in their organizations.

Could there be some truth to what they see? Could the “experienced” folks learn from their observations and perspectives?

Merge Gupta-Sunderji (@mergespeaks) speaks and writes from more than 17 years of experience as a front-line leader in Corporate Canada.

Her newest book is Generations Exposed: Unexpected Insights Into the People You Work With.

CORPORATE NEWS

UPCOMING WEBINAR

Goal Setting the S.M.A.R.T way

Date: Tuesday, May 6, 2014

Time: 3:00 pm (ET)

Presenter: Dr. Heather Williamson



Have you thought about what you want to be doing in five years' time? Are you clear about what your main objective at work is at the moment? Do you know what you want

to have achieved by the end of today? If you want to succeed, you need to set goals. Without goals you lack focus and direction. In this webinar, you will learn the secret to ensure your goals are achieved!

Specialized in performance management and organizational development, Dr. Heather Williamson heads Transformation Group, LLC, a leading growth and performance firm. For the past six years, she and her team have worked with a diverse array of clients across multiple industries in an effort to provide the highest quality executive coaching, strategic planning, managerial and sales development, and team leadership strategies. Dr. Williamson, who has worked in the business sector for an excess of 17 years, is a recognized expert in the development of communication and interpersonal skills, as well as employee and leadership enhancement. Her past experience includes sales and management positions for a Fortune 50 company and a directorial position for an educational institution, where she oversaw a \$2 million federal grant.

(Details on ewiconnect.com)

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EWI ELEVATOR SPEECH CONTEST

"What does EWI mean to you and how does EWI benefit you and your firm? Give us your elevator speech!"

EWI knows that our member representatives are one of our best recruiting tools and the Corporate Marketing Committee wants to hear your pitch. We are asking each member representative to record a 30 second video answering the all-important question posed above and focus on the benefits of one or all of the core tenets of EWI - **Connections, Careers, Community**. Each Chapter will select their top video and submit to the Corporate Marketing Committee to compete for Corporate prizes! The first place Corporate winner will receive a \$100 VISA gift card and EWI prize pack and two runners up will receive a \$50 gift card and EWI prize pack. The top videos will be provided to the Chapters for use in their recruitment efforts and published on the Corporate website and social media channels. Entries must be received by the Corporate Marketing Committee by June 13, 2014.

Below are some articles to assist in creating an elevator speech.

<http://theundercoverrecruiter.com/how-create-your-memorable-elevator-pitch-four-simple-steps/>

<http://www.mindtools.com/pages/article/elevator-pitch.htm>

<http://www.eaglebusinessbuilding.com/5-methods-to-creating-a-good-elevator-speech>

Our Mission

EWI brings together key individuals from diverse businesses for the purpose of promoting member firms, enhancing personal and professional development, and encouraging community involvement.



CONNECTIONS | CAREERS | COMMUNITY

Our Vision

To be a global women's organization of 5,000 engaged members empowering others for positive change.

Our Values

Integrity | Excellence | Respect | Collaboration

IMPROVING BASIC WRITING SKILLS

Today writing well is more important than ever. Writing is a daily occupation for all of us — in email, on blogs, and through social media. It is also a primary means for documenting, communicating, and refining our ideas.

What can you do to improve your writing? Here are seven tips for elevating the maturity and style of your writing:

1. Consider your audience. Know who's reading your document and why. Does your audience have a high or low level of expertise? Will the readers understand the terminology you're using or should you explain in more detail?
2. Respect the rules. If you're not sure about how to use punctuation or have a question on grammar, usage or style, visit searchable websites for clarification or check out [Common Words Spellcheck Won't Catch](#) and [Common Punctuation and Grammar Mistakes](#).
3. Hit the books. If you think your writing skills are a bit rusty, consider taking a free, online refresher course (e.g. *Crafting an Effective Writer: Tools of the Trade*) or enroll in a business writing class at your local community college.
4. Know where you're going. Create a short outline delineating your purpose, your supporting paragraphs, and your conclusion. An outline serves as your GPS—guiding you to your destination.
5. Start journaling. Free-writing your thoughts for just 10 minutes a day will increase your comfort level with written expression.
6. Break the block. If you're suffering from writer's block, pick up a notepad and start jotting down ideas in longhand. Studies show that handwriting engages areas of the brain related to thinking, language and working memory in ways that typing can't.
7. Raise the bar. When editing, combine short, choppy sentences into more complex ones; swap out over-used verbs and adjectives with more dynamic and precise options; and insert transitional words or phrases between sentences or paragraphs. These "finishing touches" enhance readability and the logical flow of thoughts.

Writing is a skill, and like other skills, can only be fully developed through consistent practice. A few simple steps may be all it takes to improve your writing—as well as your career opportunities.

Source: <http://workplaceinsights.lhh.com/> By Greg Simpson on February 26, 2014

HUMOUR IN THE WORKPLACE

The Wine Taster

At a wine merchant's warehouse the regular taster died, and the director started looking for a new one to hire. He posted a sign at the entrance to the building...

EXPERIENCED WINE TASTER NEEDED POSITION STARTS IMMEDIATELY

A retired Army helicopter pilot named Breeze, drunk and with a ragged dirty look and smelling of last night's rounds, strolled by the building and saw the sign. He went into the building to apply for the position.

Aghast at his appearance, the director wondered how to send him away but, to be fair, he gave him a glass of wine to taste. The old pilot held the glass up to his left eye, tilted his head toward incoming sunlight and studied the contents looking through the glass. He then took a sip and said, "It's a Southern California Muscat, three years old, grown on a north slope, matured in steel containers. Somewhat low-grade but acceptable."

"That's correct," said the boss. Glancing at his assistant he said... "Another one, please."

The pilot took the goblet, full of a deep red liquid, stuck his nose into the glass, sniffed deeply and took a long slow sip....rolling his eyeballs in a circle, he then looked at the director and said...

"It's a Cabernet Sauvignon, eight years old, south-western slope, oak barrels, matured at eight degrees. Requires three more years for the finest results."

"Absolutely correct. A third glass." said the director.

Receiving another glass, again, the pilot eyed the crystal, took in a little bit of the aroma and sipped very softly....

"It's a pinot blanc champagne, very high grade and exclusive," said the drunk calmly.

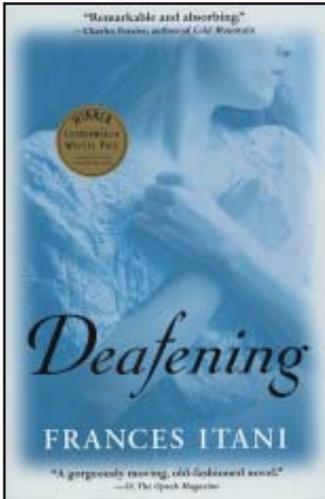
The director was astonished and winked at his assistant to suggest something. She left the room and came back in with a wine glass half-full of urine. The old Army helicopter pilot eyed it suspiciously... a color he could not quite recall.

He took a sip, swishing it over his tongue and across his teeth, musing upward all the while ...

"It's a blonde, 26 years old, three months pregnant, and if I don't get the job, I'll name the father."

Never underestimate the talents of a helicopter pilot!

READER'S RECOMMENDATION



At the age of five, Grania—the daughter of hardworking Irish hoteliers in smalltown Ontario—emerges from a bout of scarlet fever profoundly deaf and is suddenly sealed off from the world that was just beginning to open for her. Her guilt-plagued mother cannot accept her daughter's deafness. Grania's saving grace is her grandmother Mamo, who tries to teach Grania to read and speak again.

Grania's older sister, Tress, is a beloved ally as well-obliging when Grania begs her to shout words into her ear canals and forging a rope to keep the sisters connected from their separate beds at night when Grania fears the terrible vulnerability that darkness brings. When it becomes clear that she can no longer thrive in the world of the hearing, her family sends her to live at the Ontario School for the Deaf in Belleville, where, protected from the often-unforgiving hearing world outside, she learns sign language and speech.

After graduation Grania stays on to work at the school, and it is there that she meets Jim Lloyd, a hearing man. In wonderment the two begin to create a new emotional vocabulary that encompasses both sound and silence. But just two weeks after their wedding, Jim must leave home to serve as a stretcher bearer on the blood-soaked battlefields of Flanders.

During this long war of attrition, Jim and Grania's letters back and forth—both real and imagined—attempt to sustain their young love in a world as brutal as it is beautiful. Frances Itani's depiction of a world where sound exists only in the margins is a singular feat in literary fiction, a place difficult to leave and even harder to forget.

A magnificent tale of love and war, *Deafening* is finally an ode to language—how it can console, imprison, and liberate, and how it alone can bridge vast chasms of geography and experience.

Deafening won the 2004 Commonwealth Writers' Prize for Best Book.

RECIPE SWAP

Balsamic Maple Glazed Sweet Potatoes



Ingredients

- 4 small sweet potatoes (or 2 large), peeled and cut into 1-inch cubes (the yellow variety are best as they are less sweet)
- 3 Tablespoons grade B maple syrup, divided
- 2 Tablespoons extra-virgin olive oil, divided
- 2 teaspoons kosher salt, plus more for seasoning
- 1 teaspoon freshly ground black pepper, plus more for seasoning
- 4 large shallots, peeled and thinly sliced
- 2 tablespoons balsamic vinegar

Directions

Preheat the oven to 400 degrees F.

In a large bowl toss the sweet potatoes with 1 1/2 tablespoons of the maple syrup, 1 tablespoons of the olive oil, 2 teaspoons salt and 1 teaspoon pepper. Mix to evenly coat the potatoes and arrange on a sheet tray. Roast until caramelized, golden brown and soft, about 20 to 30 minutes. Be sure to check them after 15 minutes and stir, if needed.

Meanwhile, in a large skillet over medium-low heat, add the remaining 1 tablespoons of olive oil and the sliced shallots and saute until they start to caramelize, about 5 minutes. Add the remaining 1 1/2 tablespoons of maple syrup and balsamic vinegar. Season with salt and pepper, to taste. Lower heat to medium and cook until golden brown and caramelized, about 5 minutes. Add water, 1 tablespoon at a time, if the pan becomes dry. Add the roasted sweet potato cubes to the caramelized shallots and transfer to a warm serving dish.

Serves 4

CLEANING TIP

8 Spring-Cleaning Tips to Get It Done Faster

Ready to give your home a top-to-bottom buffing? Start by focusing your efforts on the big pieces and on the places that make the most difference to you: furnishings, appliances, and carpeting. Once you've covered these major tasks, you'll have your home spring-cleaned in no time.

1. **Make doormats welcoming.**

Shake 'em, wash 'em, swat 'em with a broom. Give them the toughest cleaning they can take. They're your front line against tracked-in dirt—so keep them clean enough to function at peak efficiency.

2. **Clean carpets and upholstery.**

Fabrics that have absorbed a winter's worth of dirt, body oil, and germs will need a deep cleaning to get them ready for another year of wear—and for that close inspection by your relaxing guests.

When you're shampooing carpets or cleaning or cleaning upholstery with a rented carpet cleaner, practice first in an unobtrusive area to make sure you have the knack of the machine and that the treatment won't discolor fabrics or cause dyes to run. Save time by moving furniture just slightly—not out of the room or against the wall, as the old rules dictated—and place the legs of each piece back on top of small wax paper squares after shampooing. The wax paper will protect your carpet and keep the furniture legs from getting wet as the carpet dries. Open the windows to speed the drying process, which can take a day or more. If you're not the furniture-shifting and machine-renting type, make it easy on yourself - Call in Servpro Cleaning to do the work and take the morning off. **(EWI Members receive a friends and family discount on all residential services.)**

3. **Finish your floors.**

To protect the floors in your kitchen from another year of wear and tear, wax or apply a sealer following label directions. The simplest method: Use a combination wash-and-wax floor cleaner. Don't feel guilty about saving time!

No-wax floors don't need a polishing treatment, but an occasional makeover will keep them looking fresher—and add a protective buffer that could help them last longer. Use a floor cleaner that cleans, shines, or both. It's best to follow label directions for proper use of each product. If you have wood floors, move furniture and rugs aside, then apply a wood cleaner and either liquid or paste polish to clean and add a new wax coating.

4. **Wash walls, cabinets, baseboards, and woodwork.**

The walls may not look as if they need a bath—after all, dust and soot fall to the floor, right? Most of it does, but just enough clings to vertical surfaces to warrant a seasonal bath. Use a sponge and hand dishwashing detergent, washing the surface in sections. A sponge mop makes it easier to reach higher spots. Use two buckets: one for dishwashing detergent solution and another for wringing your sponge. Dry the walls and woodwork with a clean cloth.

5. **Vacuum with intelligence.**

The old rules mandated that you go through the labor-intensive task of dragging every stick of furniture off the carpet, just so the vacuum cleaner could cover every nook and cranny. The new rules will save you time, and you'll still get the corner-to-corner cleaning done: Simply move those big items a little to the left or to the right. Vacuum the area previously occupied by the furniture and then move it back into place.

6. **Clean ceiling fixtures.**

Remove dust and dirt from ceiling fans and air-conditioner vents with a cloth and a vacuum with a soft nozzle attachment.

7. **Clean your light fixtures.**

A few minutes with a stepladder, all-purpose cleaner, a sponge, and a polish cloth will give new light to your life. If your home has skylights or tall ceilings, consider investing in a stepladder and extended-reach dust-and-dirt-removal tools, all of which are available at your local hardware store.

8. **Check your coils.**

You should clean the refrigerator's condenser coil, usually found behind the toe grille, with a long-handled bottle brush and a vacuum cleaner with an attachment hose to remove dust and lint. Built-up dust can shut down the unit by causing it to overheat.

To remove dust from coils attached to the hard-to-reach back side of the fridge, carefully pull the refrigerator out several feet (newer models roll on casters) and vacuum thoroughly; finish by sweeping or vacuuming the floor area you've revealed.

Expect to rediscover coins, bottle caps, and twist ties that you and the cat knocked over the past year.



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If you have new firm information or have a new representative, please be sure to update Heather Walker at hr_walker@me.com or (403) 815-4498 to ensure our Roster stays up to date.

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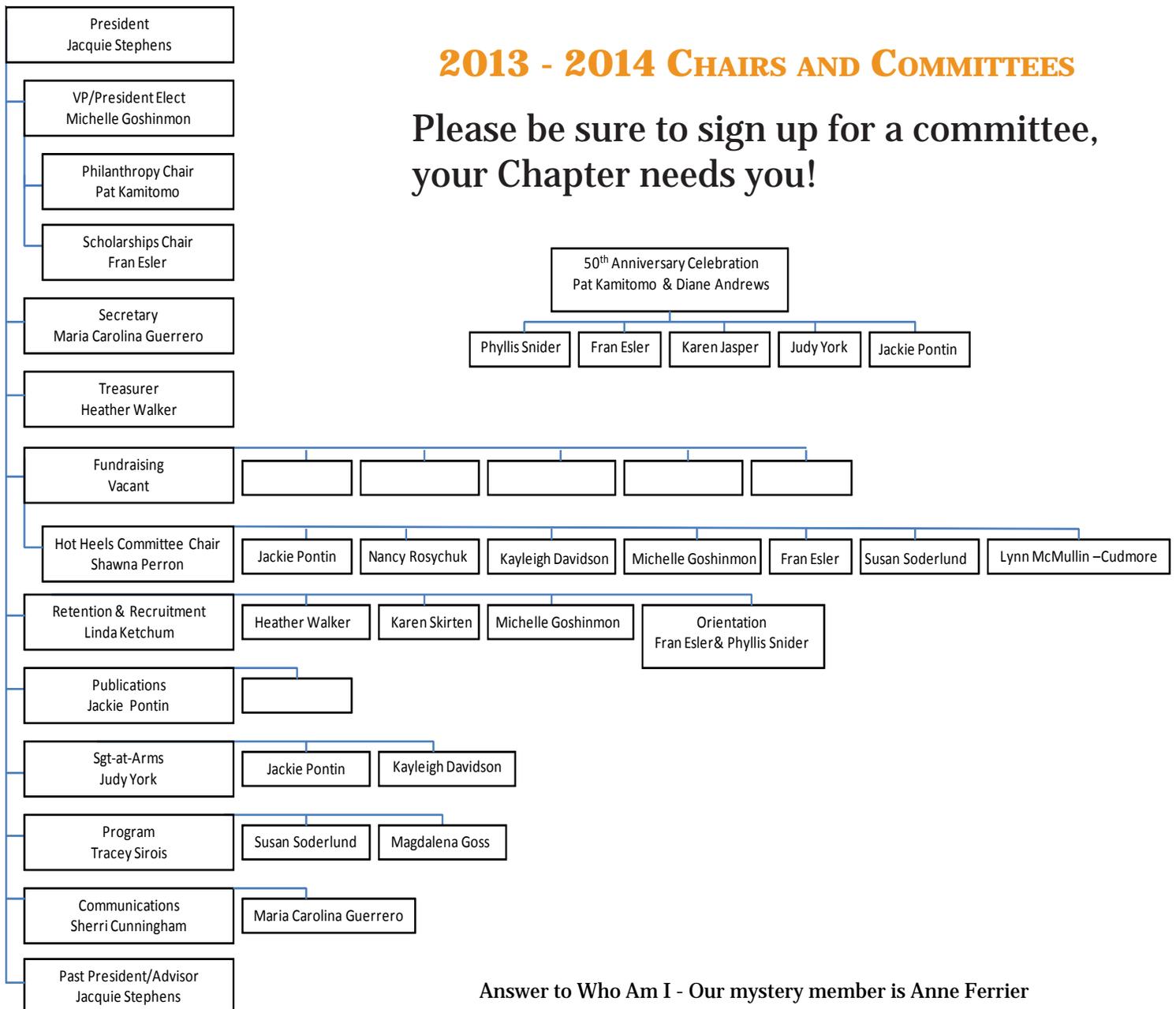
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Answer to Who Am I - Our mystery member is Anne Ferrier

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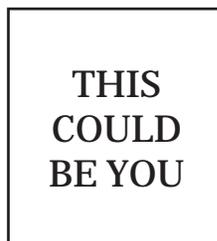
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