



Society of Women Engineers - Minnesota Section

"Leveraging Shared Visions"

Volume 17, Issue 5, May 2004

Inside This Issue:

COR Report 2

Election Results 2

Section Awards 3

Free Upgrade Program 4

Certificate of Merit 4

Scholarship Recipients 5

May Networking Night 7

GSPD Recap 8

Newsletter Changes 9

Feb Meeting Recap 10

Apr Meeting Recap 10

Welcome to New Members 10

May Winery Tour 11

Spring Seminar Recap 13-17

President's Message

Alyse Stofer

We have had a year filled with new programs, new members and new opportunities. Who knew a year could be packed with so many events and new faces? I am thrilled to have served as the Section President and can't believe my term is almost over. It has been a fantastic year for SWE-MN. Our membership retention is over 88% and our Section member count is currently 152 individuals. This year we offered more programs than ever before, which included such events as the "Petticoats and Slide Rules" exhibit, Hoffman Program and the Spring Professional Development Seminar.

Two exceptional events took place at the University of Minnesota this past summer and fall – the "Petticoats and Slide Rules: SWE, A History of Women Engineers" exhibit and the Hoffman Program. Thank you to **Sharon Kurtt** and **Laura Kerdus** for picking up the "Petticoats and Slide Rules" exhibit at Iowa State and delivering it to the Walter Library on the U of M campus, as well as for your assistance in planning programs and tours throughout the three-month event. Many thanks also to **Karen Zais** and **Laura Goetzke** as they were instrumental in bringing the Hoffman Program to Minnesota.

In addition to the events held at the University of Minnesota, the professional development committee offered networking events, tours and professional development programs across the Twin Cities and even in St. Cloud. The quality and number of programs offered throughout the year assisted in strengthening and growing our Section. Thank you, **Cheri Maboudou-Tchao** and **Caroline Koerner**, as well as committee members **Debi Burling**,

Kathy Paska, Demetra Glaze, Gretchen Landini, Lynn Jossi, Elizabeth Bierman and Erin Penne for all of the educational and enjoyable programs this year.

In addition to thanks, this is often the time of year for goodbyes. I would like to wish **Karen Zais** and **Susan Thomas** the best of luck in their new journeys in Michigan and Wisconsin, respectively. Thank you, Karen, for all of the training, support and countless hours of time you have given to the Executive Council. Additionally, I would like to thank Susan for her work as the FY04 Awards and Recognition Chair. She submitted a candidate for the "New Face of Engineering" award as well as a candidate for the "Distinguished New Engineer" award this year, in addition to creating a database with previous Section award winners and potential candidates for all National awards. Thank you, Karen and Susan, for all of your contributions to the Minnesota Section. You will be missed.

Additionally, I would like to thank the officers and committee members for your collaboration and the innumerable hours spent making this a remarkable year. Thank you also to all SWE-MN members for your time, attendance and financial contributions to the Minnesota Section. We have worked together in "leveraging shared visions" and making this year a success.

Finally, I would like to congratulate the Section award winners and request your assistance in FY05. Please contact me if you are interested in volunteering for an Executive Council or committee position. Enjoy the summer, and if I don't see you at the upcoming networking night or St. Croix Vineyards Winery tour, I look forward to seeing you at the annual Fall Open House in September.

**SWE-MN
Executive Council**

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Holli Pheil
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COR Report

Julie Long & Allison Pedersen

For the first time, SWE is using electronic ballots for the National election. By now you should have received a letter from Betty Shanahan outlining the procedure for using the election website and voting in the National election. SWE hopes that the new balloting process will increase the number of participants in the election while saving SWE significant revenue. In addition to the National election in which all the voting members participate, the COR is also electing a Speaker and Deputy Speaker of the Council of Representatives. Based on the new bylaws, the Speaker will be a voting member of the Board of Directors. If you have any questions or comments about the electronic voting, please contact either Julie or Allison at cor@swe-mn.org

The Board of Directors has passed the FY05 budget and has developed a risk management procedure in conjunction with the budget. By monitoring the risk management, the Board will be able to make midstream corrections to the budget if the revenues do not meet the projections.

After a hiccup with the first attempt of the web broadcast of the Professional Development event "Advance your Career from the Cubicle to the Corporate Office," it went off without a hitch. Due to the overwhelming response, SWE has left the webcast up on the national website www.swe.org where you will be able to watch the rebroadcast at your convenience.

Congratulations to the newly elected FY05 officers:

President: Allison Pedersen

Vice President: Caroline Koerner

Secretary: Cheri Maboudou-Tchao

Treasurer: Anne Kraft

COR: Elizabeth Bierman & Alyse Stofer



SWE MINNESOTA SECTION AWARDS
Susan Thomas: SWE-MN Awards & Recognition Chair

The following members of the Minnesota Section are recognized for their outstanding contributions to the Section in fiscal year 2004:

“Key Contributor Award”: Julie Long

The “Key Contributor Award” recognizes a section member who has provided continuity & stability inside our organization for a period of several years & has been vital to our organizational success. This year, the “Key Contributor Award” is presented to Julie Long, in recognition of her ongoing leadership role in the Section. Julie has served as Section President, Vice President, Secretary, Newsletter Editor, Co-Chair of Professional Development, E-mail Coordinator and on the Council of Representatives. In addition, she has also contributed significantly to several committees and participated in a variety of career guidance events over the past several years. Julie’s willingness to volunteer, get the job done & complete each assignment to the fullest has assisted in strengthening & growing the Minnesota Section. We applaud Julie’s efforts and thank her for ten continuous years of service to the Minnesota Section!

“Most Active New Volunteer Award”: Holli Pheil

The “Most Active New Volunteer Award” recognizes the contributions of section members who are new to our organization (less than two full years of membership). Holli Pheil joined SWE-MN this past fall and immediately became involved as the Chair of the Career Guidance (Outreach) Committee. In addition to her role and responsibilities as Career Guidance Chair, Holli assisted in the planning & implementation of a successful program on women’s health at Guidant last fall. We look forward to Holli’s enthusiasm and contributions to the Section for years to come.

“Dedicated Member Award”: Sharon Kurtt

The “Dedicated Member Award” recognizes a member who does not have the time to volunteer as a committee chair but attends meetings regularly and is ready to volunteer on a specific project. Sharon Kurtt has made contributions to all the Section committees. In particular, Sharon was instrumental in bringing the “Petticoats & Slide Rules” exhibit (depicting the history of SWE) to the University of Minnesota last summer. She also assisted in coordinating our annual fall Open House and the Hoffman Program that were held on the University of Minnesota campus this past fall. In addition, as the University of Minnesota SWE Counselor, Sharon has been an invaluable link between the U of M Student SWE Section and the Minnesota Professional SWE Section. She has seized numerous opportunities that greatly enhanced the visibility of SWE-MN and we appreciate her continued support!

“Significant Achievement Award”: Scholarship Committee

The “Significant Achievement Award” recognizes a committee that has made a significant contribution to the long-term goals of our Section. The Scholarship Committee, chaired by Leanne Knutson and Naomi Brill, is recognized for its accomplishments. It was the third straight year of increased company financial support for the scholarship program. Additionally, after countless years of saving, this year the scholarship committee reached the \$25,000 mark, allowing the money to be transferred to the SWE Board of Trustees for future management and a guaranteed SWE-MN scholarship. Congratulations to Leanne and Naomi and all who have helped on the committee for their years of dedication and hard work. We are excited to be able to offer both corporate & SWE-MN scholarships for years to come.

Awards & Recognition

Susan Thomas
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U of St Thomas Counselor

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Speakers Bureau

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Webmaster

Jen Nolan
webmaster@swe-mn.org

Free Student Upgrade Program

The Free Student Upgrade Program is funded by SWE-MN to provide five free membership upgrades from SWE student member status to professional member status for graduating seniors from the University of Minnesota – Twin Cities and the University of St. Thomas (two for December graduates and three for May graduates). Through this year's program, SWE-MN has currently upgraded one December graduate; therefore we have four remaining upgrades to offer for May 2004 graduates.

The program works as follows: all graduating seniors from the two eligible schools interested in receiving an upgrade must complete and mail a membership upgrade application, with the \$20 upgrade fee, to the Minnesota Section professional contact (information below) by May 15, 2004. Of the applications submitted by the deadline, a random drawing will be held to determine the recipients of the free upgrades. If you win an upgrade, SWE-MN will pay the \$20 upgrade fee and the student's check will be returned to them. All participants will be notified by mail after May 15 of the upgrade recipients. After the drawing, all applications will be forwarded to SWE headquarters in Chicago for processing. So regardless of whether a free upgrade was received, there is no further action required by the student to upgrade their membership from student to professional status. An additional benefit of this program is that students are not limited to upgrading into the Minnesota Section only. In some cases, a student may be uncertain of where their employment future will take them at the time of graduation, so with this program they are offered the mobility to upgrade their membership to any professional section in the country.

SWE-MN supports this program because we feel that SWE and its members benefit as a whole by successfully transitioning student members into professional section members. This program provides new young professionals with an opportunity to establish an instant networking connection to other women engineers in industry and opportunities to build leadership skills useful in their careers. To request additional information concerning the Free Student Upgrade Program, please contact Tracy Engnes at vp@swe-mn.org or Laura Matter at membership@swe-mn.org.

2004 Certificate of Merit Program

The SWE Certificate of Merit program is designed to honor high school women with outstanding achievement in science and mathematics and to encourage these students to pursue a science or engineering career. Award recipients must have completed three years of science and three years of mathematics with distinction, and they must be active citizens of the school and/or community.

This year, we sent over 90 certificates to students at 50 schools in Minnesota. FYI, we first offered Certificates in 1995, when we recognized 37 students at 24 schools. There are about 420 secondary schools in Minnesota, and roughly half have participated in the program at least once. All of them have become familiar with SWE, and many call with questions about engineering schools, programs and scholarships throughout the year.

2004 SWE Minnesota Scholarship Program Recipients

The SWE Minnesota scholarship program encourages young women and student SWE members to pursue successful careers in engineering and technology by recognizing the accomplishments of hard-working students with financial assistance. Students at universities in Minnesota, North Dakota and South Dakota are eligible for our scholarships. Applicants are judged on the basis of potential to succeed as an engineer; communication skills; extracurricular activities, community involvement and demonstrated leadership skills; and demonstrated successful work experience. This year, we were able to offer two \$1,000 tuition scholarships and one \$1,500 scholarship award. We thank **Ecolab** and **MTS Systems Corporation** for partnering with us to provide these scholarships. Congratulations to each of these outstanding engineering students!

Ecolab Scholarship

Ecolab funded a \$1,500 Tuition Scholarship for a student studying Mechanical Engineering. ***Brenda Oare is the recipient of the 2004 Ecolab Scholarship.*** Ms. Oare is a senior at the University of Minnesota - Twin Cities, where she is active in SWE and Pi Tau Sigma. She worked as a civil engineering technician prior to attending the U to earn her mechanical degree. Ms. Oare's motto for the future, borrowed from Thomas Edison, is "There is always a way to do it better...find it!"

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MTS Systems Corporation Scholarship

MTS Systems Corporation funded a \$1,000 tuition scholarship for a student in Mechanical or Software Engineering. ***Stacy Sell is the recipient of the 2004 MTS Systems Scholarship.*** Ms. Sell is a sophomore studying mechanical engineering at the University of North Dakota. She is active in SWE and intramural sports, and is working toward a career in the medical device industry.

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Minnesota Section Scholarship

The Minnesota Section endows a \$1,000 Tuition Scholarship for student SWE members who will enter their junior or senior year of an accredited engineering program in Fall 2004. ***Senja Lopac is the recipient of the 2004 Minnesota Section Scholarship.*** Ms. Lopac is a junior studying chemical engineering at the University of Minnesota-Duluth. She is the President of the Women in Engineering and Science Club at UMD, has interned at Blandin Paper, and is active in a variety of campus honor organizations.

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May Networking Night

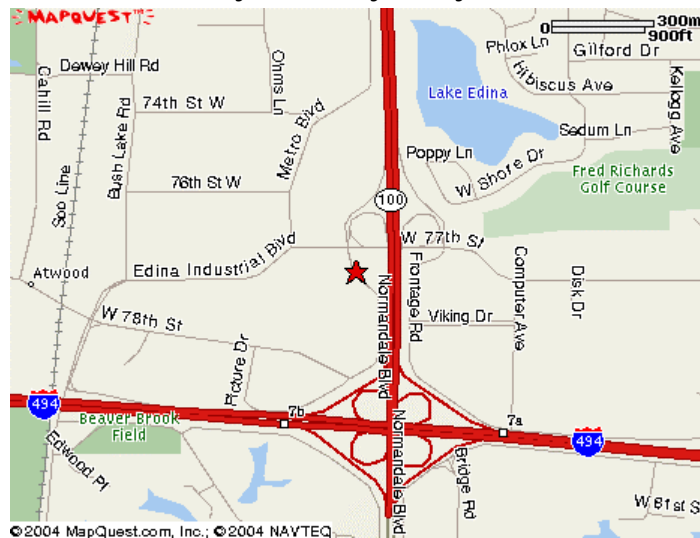
Mark your calendars for a SWE-MN networking night on Thursday, May 6. We will have a special welcome for new members, and will need help from the rest of the membership for this activity.

Where: TGI Friday's
7730 Normandale Blvd
Bloomington, MN
Near the intersection of highways
494 and 100 (see map below)

When: Thursday, May 6, 6:30-8:30 PM

Cost: \$5 per person. Includes dinner.
Participants are responsible for
their own beverages.

RSVP: maynetworking@swe-mn.org
by Monday, May 3.



April Tour - Behind the Rides at Valleyfair By Lynn Jossi

The April SWE Continuing Development Meeting on April 21 was a "behind the rides" tour of Valleyfair in Shakopee. The tour was a joint meeting with ASME, with 15 SWE members and 15 ASME members in attendance. The weather cooperated and the tour guides took us to look at three recently built roller coasters: "Power Tower", "Wild Thing", and "Steel Venom" (a brand new linear induction ride). Dinner followed the tour at Panzanella Bread Co. in Shakopee. Many positive comments were received. Thanks to everyone who attended.

The SWE-MN newsletter is published five times per fiscal year - September, November, January, March and May. Submit articles to the newsletter editor. SWE annual membership includes a subscription to this newsletter. To place an ad or sponsor a newsletter, contact the editor.



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Girl Scout Patch Day Success! Career Guidance Committee

Eighty-nine Girl Scouts and their troop leaders (22) came to Guidant Corporation on Saturday morning, April 3rd for the Girl Scout Patch Day. They were welcomed by Barb Reindel, VP of HR for Guidant Corporation and Julie Long, SWE-MN COR, who gave an overview of the different experiments they were going to learn and how they apply to the real world.

In three short hours, the girls learned:

- Mechanical Engineering – Eggmobile Competition - A car was designed using LEGOs and other supplies which transported Mr. Raw Egg to his destination.
- Civil Engineering – The properties of asphalt paving were introduced by making Asphalt Cookies
- Chemical Engineering – The girls learned how to make Silly Putty
- Electrical Engineering - Let's Make a Circuit – The girls were taught the basic circuitry of a lightbulb, switch and power supply
- Environmental Engineering - Power Plants – The girls watched a video and heard a first hand experience presentation about this field.

The 25 volunteers were made up of SWE-MN, SWE University of St. Thomas, and Alpha Pi Omega members who worked hard from 8AM to 1PM. Their efforts made this day a very successful event! Numerous compliments were given by the troop leaders and the girl scouts themselves on what a wonderful program this was! Each girl also left the event with a SWE-MN bag filled with goodies donated by companies throughout the Twin Cities, along with experiment ideas to do at home, general engineering information, and a SWE Girl Scout Patch.

Thank you to all volunteers for their time, supplies, and effort for making this event successful!

SWE-MN Members,

The Executive Council would like to inform everyone of a change to the SWE-MN newsletter. Starting in FY05, we will be offering the newsletter to our members in **Electronic Format**.

Why are we changing the newsletter?

There are a lot more options that can be done with this newsletter than we are currently doing.

- Color and additional pictures/graphics can be added to make it more visually appealing
- We can have more newsletters distributed throughout the year (i.e., monthly if we decide)
- Cost savings to the section

What if some of our members would like to continue to receive paper copies?

Please return the coupon at the bottom of this page by May 28, 2004 if you would like to continue to receive a paper copy. You can either mail it back to us (see address below) or email newsletter@swe-mn.org

If a SWE-MN member decides they still want to get a paper copy, will they also get an electronic copy?

Yes. We currently distribute the newsletter to our membership in electronic format and that will not change. If someone wants to be removed from the distribution list, they can send a message to the email administrator.

What will the file size be?

It will be similar to the current newsletter file size – approximately 500KB. We are going to keep the file size small (less than 1MB) as many members have file size limitations on their email accounts.

Will the newsletter still be available on the website?

Yes, this will not change.

What format will the electronic file be in? Will everyone be able to open it?

The newsletter will continue to be offered in PDF format (can be opened using the free program Adobe Acrobat).

How will it look when I print it out?

Adobe Acrobat uses the WYSIWYG (What You See Is What You Get) format. What you see on your screen will be what you will see when it is printed.

What if I change e-mail addresses? Who do I inform?

If you would like your newsletter sent to a different email address than what is currently on file or if you change email addresses, send an email to newsletter@swe-mn.org.

Sarah Schostag
FY05 Newsletter Editor

Please return this portion if you would like to continue to receive a paper copy of the newsletter.

Return to:

Name: _____

Address: _____

Return to:

Sarah Schostag

SWE-MN

14300 Judicial Road

Burnsville, MN 55306

or email: newsletter@swe-mn.org

**SWE-MN February 19th meeting -"Take Control of Your Career" @ Boston Scientific Recap
By Lynn Jossi**

The SWE-MN Feb 19th meeting, "Take Control of Your Career," was held at Boston Scientific. Four Boston Scientific women managers and engineers, Linda Jahnke, Heather Getty, Julie Maes, and Kristi Flury, shared their experiences regarding how they have taken control of their careers. Over 50 people attended this popular event. Boston Scientific provided a package of small gifts for each attendee. The evening began with a catered dinner by Boston Scientific followed by networking. Alyse Stofer started the evening with general announcements and information about SWE. Then the panel of four women shared their career and work/life experiences and took questions from the audience. The panel format of the meeting received a lot of positive comments and was well-received. Thanks to everyone who attended.

**Summary of the April Diversity Meeting Facilitation 101: Proficiency and Practice
at VanSickle, Allen, and Associates
By Demetra Glaze**

On Wednesday, April 14, 18 people attended the professional development meeting at VanSickle, Allen, and Associates in Plymouth where the topic was "Facilitation 101: Proficiency and Practice." The evening began with dinner and then Karen Zais, president of TwinFusion Management & Performance Consulting, gave the presentation.

Karen started the presentation by discussing the enhancement of the contributions of diverse workgroups and presented a model for successful meeting facilitation. There were four elements to the model presented.

- Maximizing Meeting Potential through Pre-planning of Structures and Resources
- Maximizing Meeting Performance
- Getting Results
- Getting Feedback from Self & Others to Improve Process in the Future

The women were first broken into three groups to respond to questions about facilitation. Next, they were broken up into groups of three to play the facilitator, note taker and timekeeper. Mrs. Zais gave some information about taking training classes and reading books to get familiar on Brainstorming Techniques, Decision Making Process, and Process Improvement Tools. This meeting was well put together and Karen did an excellent job covering a lot of material in a short period of time.

Welcome to our newest SWE-Minnesota
Section Members!!

Candace Canteen
Toni Ann Ramos Alonso

We look forward to seeing you at future
SWE-MN events!



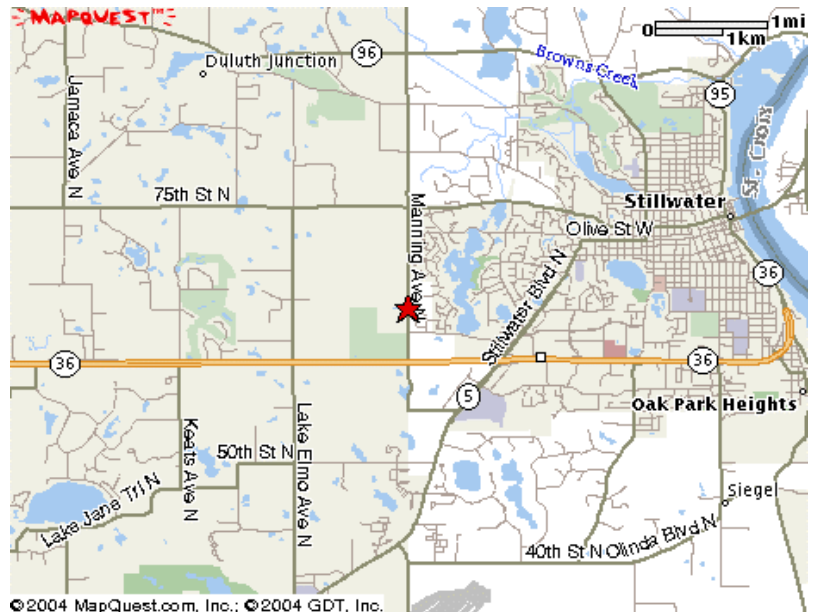
**SWE-MN May Year-End event:
St. Croix Vineyards Winery Tour and Tasting
Families Welcome**

Wrap up an exciting SWE-MN year of "Leveraging Shared Visions" by relaxing at St. Croix Vineyards' (SCV) winery tour and tasting. Enjoy an informative tour through the beautiful vineyards while sipping a glass of wine (21+ only). Learn about the various types of vines grown at SCV and the different techniques used to produce healthy, bountiful vines. Get a behind the scenes look at how SCV makes their wines. Learn about the barrels, tanks, presses and other winemaking equipment. The tour is followed by a tasting of SCV wines and will be complemented by cheese and crackers (21+ only). Tour and tasting will last approximately 1.5 hours.

Date: Friday, May 21 2004, 6 PM sharp

Place: St. Croix Vineyards
6428 Manning Ave. North
Stillwater, MN 55082

Cost: Ages 21+ cost is \$10 for SWE members / \$13 non-members.
Under 21 no charge (sorry no tasting). Families welcome.
Note that dinner is NOT included in this event.
Cancellations by May 18 will receive a full refund. No refunds issued after May 18.



*Following the event, a group will meet for dinner at the Freight House in Stillwater, 305 Water St South, Stillwater, MN 55082.
This gathering is not sponsored by SWE.

RSVP: By May 18th. Reservations are required for this event. E-mail mayprogram@swe-mn.org or mail RSVP slip and payment to Jennifer Bharucha (see below).

Directions: See map below. From 36 East, turn North (left) onto Manning. Drive approximately ¼ mile. Turn left at the winery/orchard sign into St. Croix Vineyards. Proceed to parking.

Community Outreach: Donations of personal care items will be accepted for Women's Advocates Shelter located in St. Paul. The shelter's three most pressing needs are:

1. Deodorant - both women's and men's
2. Lotion - any size and type (their African American women prefer thicker, heavier lotions)
3. Bath gel or bubble bath for women and children

Please fill out this form and return it by **May 18th** if you will be attending St. Croix Vineyards Tour and Tasting.

Name: _____

Company: _____

Email: _____

Send this form and check (payable to SWE-MN) by **May 18th** to:

Jennifer Bharucha
16712 Thatcher Road
Eden Prairie, MN 55347

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11th Annual Spring Professional Development Seminar

The 11th Annual Spring Professional Development Summary - Leveraging Shared Visions, was held on March 20th from 8 AM to 4 PM at Medtronic World Headquarters. There were at 74 people in attendance (not including presenters) — the largest attendance ever! Thank you to Medtronic, Honeywell, and Rosemount Inc, a Division of Emerson Process Management, for sponsoring the seminar. Thank you also to everyone who volunteered their time on the spring seminar committee and those assisting the day of the seminar.

Leveraging Your Work to Achieve Your Life Goals

By Cheri Maboudou-Tchao

Amy Lindgren of Prototype Career Services provided the morning keynote presentation and is a wonderfully engaging speaker. She discussed how NOT to let your work derail your personal goals. She first discussed goals – how to set them, how to commit to the goals you’ve set, how to prioritize the goals, and where does your work fit into your goals. She stressed that the primary rule is that your job is a tool and not an end goal.

With regards to your job and/or career, she discussed several questions to ask yourself to determine if your job/career will in fact help you to reach your goals. Also, to enhance your career (this can be any career) strengthening universal skills which are writing, presenting, speaking, and selling is essential. To change careers, use these universal and unique skills such as a second language or small business management, and/or use industry skills and knowledge. She did an excellent job providing real-life examples.

Amy concluded by providing general tips for your career and harmony of life. They were:

- Review your personal goals yearly
- Set work goals yearly – always with a focus on personal goals
- Maintain a networking schedule
- Learn new things and meet new people not related to your work
- Relax, enjoy your job, and enjoy your life

Project Management

By Cheri Maboudou-Tchao

The session “Project Management” was presented by Todd Oehlerking of Medsource Technologies. Todd has been a Project Manager for several different companies and for many types and sizes of projects.

Todd had three goals for the session: provoke thought on how to be a better Project Manager for the “average” Engineer, share some of the tools that have worked for him, and provide some resources that will allow for continuous improvement. Some skills of a good project manager are organization, creativity, influence, team building, sales, and especially important are meeting facilitation skills. Several ways to prepare to be a good project manager are on the job training, Project Management Institute (PMI), professional seminars, and other educational opportunities. Todd stated that the ability to manage and convey risk is the difference between a good Project Manager and a Great Project Manager. Examples of risk include loss of a resource, inadequately trained resource, design challenges, and lack of management support. A couple of resources Todd discussed for continuous improvement were to hold a “lessons learned” meeting following completion of a project and to develop your own Project Management Book of Knowledge (PMBOK) within your company.

Preparation is Key to Negotiation - Joy Des Marais

By Jennifer Bharucha

Joy began the session by asking everyone to think of their own experiences with negotiation (both positive and negative). The group discussed some of their successes and failures during the negotiation process. A large number of the failures were due to not spending enough time preparing for the negotiation. The key to effective negotiation is preparation so approximately 90% of the negotiation process should occur prior to any face-to-face interaction. Joy described the eight phases in the negotiation process and also some of the pitfalls in negotiation.

The eight phases in the negotiation process are:

1. Preparation
2. Relationship Building
3. Information Gathering
4. Information Using
5. Bidding
6. Closing the Deal
7. Implementation
8. Evaluation

Pitfalls in Negotiation:

- Doing all of the talking.
- Not listening.
- Relying on one strategy.
- Trusting to the point where you let your guard down.
- Having a win-lose orientation instead of win-win.
- Trying to "score points" by being seen to drive a hard bargain.
- Not setting specific timelines and tasks.
- Not asking questions.
- Using jargon or other organizational language.

Joy recommended the book [The Only Negotiating Guide You'll Ever Need](#) by Peter Stark and Jane Flaherty to learn more about negotiation. You can find out more about Joy and the classes she teaches at www.joydesmarais.com.



The Power of Body Language - How to Say More by Talking Less

By Erin Penne

The session “The Power of Body Language – How to Say More by Talking Less” was presented by Michael Hennessey, founder of consulting and keynote speaking company *Actions Speak Louder*. He discussed how body language is an important aspect of communication. For example, your posture when sitting in meetings can tell people if you are not interested (slouching), a little bit interested (sitting up straight) or very interested and ready to participate in a discussion (sitting up straight and a little forward in your chair). Michael also explained responses to situations that some of the spring seminar committee members had been faced with, and gave possible responses. You can check out his website for more information www.actionsspeaklouder.com.

Know Your Way to Balance

By Lynn Jossi

Chere Bork, a certified personal coach, presented “Know Your Way to Balance.” She offered ways of creating an awareness of different areas of your “life wheel. She discussed how to balance your work and home life and re-prioritize your life to create your “ideal life” versus living in your “real” life. She presented many client examples of how people have created balanced lives for themselves. Her focus is "Live in your life not on the edge of your life!" She left everyone with some simple tools and a 20-page handout to bring home and work on “over tea.”

Career Progression through the Technical Ranks

By Caroline Koerner

Chris Blanchette, who is the energetic Vice President of Product Development for Arrhythmia Management at Medtronic, addressed the entire group on “Career Progression through the Technical Ranks” following lunch. She used examples from her own diverse experience to emphasize that a technical career path involves leadership and that a person’s contribution is measured by influence of setting vision and enabling others, not by individual contributions. She elaborated on seven attributes of a successful career progression:

1. Understand the Importance of Making a Commitment
2. Focus on Continuous Learning
3. Build a Network
4. Understand the “Big Picture” and Communicate Vision
5. Be a Teacher/Mentor
6. Attitude – Decide You Can Do It
7. Do What You Enjoy

These elements are applicable to both the Technical Expert track (Senior, Principal, Sr. Principal, Distinguished Engineer, Fellows Program) and Technical Manager track (Manager, Sr. Manager, Director, Sr. Director, VP). She even brought one of her son’s paintings to illustrate one of her points. This session proved informative for all levels of experience and engineers in a broad range of industries.

Money Matters for Women

By Gretchen Landini

Nicole Middendorf presented on the topic of "Money Matters for Women." Nicole is a Financial Consultant, Certified Divorce Planner and Certified Divorce Specialist with Strategic Financial, Inc. She started her presentation explaining why women have different financial needs than men. Women often require more money than men but earn less, so they need to invest wisely. Next, she addressed 10 secrets of the "Wise Women," such as having liquid money, saving money monthly, knowing your money, saving for retirement and asset allocation. Many questions were asked by the audience, and everyone gained a better understanding of money matters from a female perspective.

Fit Forever... the Magic Formula

By Debi Burling

The session of "Fit Forever...the Magic Formula" by Aaron Zamzow from Northwest Athletic Club was interesting and informative. We were provided with information on all of the fad diets and the reasoning behind their lack of long-lasting success. Mr. Zamzow was extremely knowledgeable about nutritional and physical requirements to achieve weight loss and an overall improvement in physical health. The Magic Formula consisted of controlling your nutritional intake by watching calories and keeping a food log to calculate your actual food intake. The second part of the formula was incorporating exercise into your daily routine. A good exercise program has elements of strength, cardiovascular and flexibility training. The final variable was behavioral modification; being able to identify small goals and realizing when those goals have been met. It was a very inspirational talk about the importance of good health.

Your Unique Personal Style Doesn't Have to Fit in 'The Corporate Box'

By Elizabeth Bierman

Jane Ehrhard of Premier Designs gave a very energetic session on how 10 key pieces to your wardrobe is all you need...with a little help from accessories. She emphasized that all women think they have nothing to wear when standing in front of the closet each morning but if you keep your wardrobe simple with pieces like white button down shirt, boot cut jeans, classic suit, etc; it's the accessories that will add the touch you are looking for. Jane used two models with the timeless wardrobe pieces and then used her accessories to create new looks. It is very easy to dress up or dress down an outfit with just a change of some jewelry. Jane also emphasized how important it is for women to dress their own style and not conform to the male standard of a polo and khakis. "Show your own style!" The session was very upbeat and interactive with members being able to touch and look at different jewelry pieces. Overall it was a very informative session about a topic that is on every woman's mind!



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Self-Defense

By Caroline Koerner

Anita Bendickson is a 4th degree black belt who has been teaching self-defense for 25 years. Her experience showed during this action-packed, interactive session. With the help of a karate assistant who joined her, she demonstrated several situations and possible responses to them. The audience also practiced several techniques.

Anita encouraged each woman to act as soon as she became uncertain of a situation, such as someone following her. The manners and politeness we learn as part of society is frequently used against us by attackers. Attackers use this social conditioning, such as not looking behind you when you suspect you're being followed (don't want to appear rude), to get close to a victim. Most attackers won't attack until they are within handshake distance. Keep distance between you and a potential attacker. Pay attention to the body language of other people for non-verbal cues about their intentions. Trust your feelings, your gut instinct. Use strong body language with a firm base and strong voice.

If you are attacked, be proactive and get the attacker where he is vulnerable. Recognize his weak points and use your body. There are many hard surfaces on your body: fist, palm with fingers curled back, fingers (into his eyes), arms, legs, heel or ball of your foot. Anita also demonstrated use of your weight and coiling to add power to your actions. Hopefully, none of the session participants will need to use this information. If the situation arises, however, participants have done some preparation mentally and physically to defend themselves.



Thank You To The Continuing
Development Committee Members
For An Outstanding Job in FY04!!

Jennifer Bhachura
Elizabeth Bierman
Deb Burling
Demetra Glaze
Lynn Jossi
Gretchen Landini
Kathy Paska
Erin Penne

May 6 Networking Night -- TGI Fridays in Bloomington
See page 7 for more details

May 21 St Croix Vineyards Winery Tour & Tasting
See page 11 for more details

July 14-18 GS Jamboree

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