



# POWER NEWS

**VOL. 1, No. 2**

**DECEMBER 2003**

## **PWR LETTER FROM THE PRESIDENT**

I don't know about the rest of you, but I can't believe it is time for the Holidays! The Fall always seems to go by so quickly and this Fall was no exception especially here at PWR, where we have had several wonderful programs and the Board has been hard at work on strategic planning.

Our September program was adjourned because of the hurricane – so come join us on December 17 to hear *Four Keys to Being a Great Motivator* with Joni Daniels! Then in October we were humbled and inspired by the wonderful mentoring stories shared at our benefit event for Philadelphia Futures. We were able to raise over \$1,000 for the organization, which we know, having heard their stories, will be put to good use. And, in November, we continued our Fall mentoring theme and heard insights on mentoring from three impressive panelists, Audrey Talley, a partner at the law firm of Drinker Biddle & Reath LLP and Chancellor of the Philadelphia Bar Association, Wendy Rose, a former partner with PricewaterhouseCoopers LLP, and Ellen Foley, Managing Editor of the Philadelphia Daily News. This dynamic panel was moderated by PWR Advisory Committee member Lyn Kremer, Publisher of the Philadelphia Business Journal. We were hosted by the Pyramid Club, which is a fabulous setting for any event!

It was wonderful to hear the insights and views shared by Audrey, Wendy and Ellen, each of whom shared their own unique perspective on what it means to be mentored and to be a mentor. I personally greatly enjoyed the program since I am a strong proponent of mentoring and have been fortunate to have many mentors in my life and my career. I have benefited greatly from my mentors' advice, guidance and sponsorship. It was particularly meaningful to me to have Audrey speak to our group, as she has been one of my professional mentors for a number of years.

All of our panelists agreed that one could and should have several mentors, each filling a different role. Some are what I would call "technical" mentors or folks who teach you how to do the substance of your job well. Others may mentor you on office politics and advancement, and others still on work/life balance (which I have aptly heard described this week as an oxy-moron!). The best advice I thought the panel gave was on how to find a mentor – do not ask the person to be your mentor – that may be off-putting. Instead, ask if you can call on that person from time to time for their advice or to bounce ideas off of them. This is an excellent technique I personally have used successfully. And of course, we must remember to mentor others, but to choose our mentees wisely.

Some of the best mentoring I have given or received, though, has been with colleagues – PWR members included. I hope that you will find that as well! Warm wishes to you and yours for a wonderful Holiday Season and New Year!

Warm regards,  
*Nicole Galli*  
PWR President

**REMINDER OF  
OUR NEXT EVENT:**

WEDNESDAY, DECEMBER 17, 2003  
5:30PM  
JONI DANIELS  
"4 KEYS TO BEING A GREAT MOTIVATOR"  
PIERCE COLLEGE (1420 PINE ST.)

# MENTORING

More than 75 women attended the Professional Women's Roundtable's panel discussion on mentoring on Thursday, November 13, 2003 at 5:30 p.m. at the Pyramid Club. The panel featured a dynamic group of women and the conversation ranged from how to develop a mentoring relationship to what to look for in a mentor.

The best advice Wendy Rose, former partner at PricewaterhouseCoopers, LLP ever received came to her from her first mentor, her mother. "I'm pretty sure my mother borrowed this from Winston Churchill but the quote goes, 'Never, never, never give up.'" Rose said this stuck with her through all manner of adversity while she pursued her CPA and MBA, managed her rise to partner at the firm and as she tackled the roles of wife

and mother.

Audrey Talley says that the best advice is to trust your own instincts and never be afraid of change. She said the worst advice she ever received in her career occurred several jobs ago when she had announced that she was moving on to another firm. One of the senior partners at the firm she was leaving told her it was going to be the biggest mistake of her career. Now a partner at Drinker Biddle and Reath, LLP and Chancellor of the Philadelphia Bar Association her career doesn't seem to have suffered from her willingness to embrace change.

Lyn Kremer, publisher of the *Philadelphia Business Journal* encourages professional women to not be afraid to take more risks. When

she was a sales representative, someone else encouraged her to apply for sales manager. She said, "Sometimes it is easier for those on the outside to see things about ourselves that we overlook." She applied for the job and has been in management positions ever since.

Ellen Foley, managing editor of the *Philadelphia Daily News* says mentors often act as your protector and in that respect they expect you to ask them for favors and they expect you to pay them back. She said finding the right mentor is often a combination of a variety of factors: 1) being good at what you do, 2) consistently and constantly managing your career, and 3) luck. She also said, "If you aren't looking for mentors, you aren't going to make it."

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## PWR FORMALIZES ITS GOALS THROUGH ITS 1ST STRATEGIC PLANNING SESSION

On October 25th of this year, PWR's Board members convened for an all day session to discuss the past year of operations and to build a plan for the next three years. We retained Florina Gogarnoiu of Priority Management Consulting to help facilitate and to help us organize an outline for what will become a formal strategic plan. Ms. Gogarnoiu has many years experience with non-profits and strategic planning. She is an excellent facilitator and communicator and has become a great resource for us in leading us through our planning process and setting up the building blocks to make PWR the premier professional organization for women in the Philadelphia region.

We discussed our mission statement in great detail and decided to streamline our original message:

*PWR's mission is to provide networking, leadership, educational and personal growth*

*opportunities to a diverse group of professional women in the greater Philadelphia region who have five to fifteen years experience in their chosen career.*

This mission statement better reflects who we are and the women we want to reach.

At present, our designated committees are meeting to develop future plans for PWR. We will reconvene in January 2004 to gather the information and begin formalizing the strategic plan.

As we formalize our strategic plan, we are keeping our members' expectations in mind. We want to conduct events highlighting quality speakers with strong ideals and opportunities for networking, we want to benefit the community and to assist you — our members — to grow professionally and personally. We would like to increase our network and broaden the diversity of the group. We also look

to partner with similar organizations so we can leverage their experience and membership base as well. We have a lot of ideas and we are determined to see them become reality.

With Florina's assistance, we looked at "the big picture" and what we want to accomplish over the next few years. We discussed our vision and how we want our members to benefit from joining our group. Each committee member reviewed their goals and discussed what they needed to do to bridge any gaps including the recruitment of more volunteers to achieve their objectives. As we set off to fulfill our "action plans," our main goal is to always adhere to our mission and to make our members and sponsors feel proud to be a part of the Professional Women's Roundtable!

We look forward to providing you with continuing updates on our Strategic Planning.

## PWR MEMBERS' HOLIDAY SEASON ADVICE...

As the holiday season approaches, our members have offered us some advice on handling stress and a number of stress free shopping ideas for gifts under \$20. We hope you can benefit from one or all...

*From Jan Griesemer...*

Give the gift of fabulous entertainment, even during the off season. Choose from contemporary, pops, jazz, world class music, classical concerts, dance, or Broadway! Gift certificates to The Mann Center for the Performing Arts are now available all year long. You can find them at [www.manncenter.org](http://www.manncenter.org).

*From Jessica Natali...*

I learned from Ballard Spahr's Carebridge Employee Assistance Program that it is important to rest and to laugh during this stressful time. Some of the most useful Carebridge Quick Tip's for this month were:

**REST** — Everyone, especially children, needs to take a "time out" over the holiday season to rest and relax. For parents of younger children this is especially good

advice, because a well-rested child will be much happier on a trip to the mall than one who is in desperate need of a nap.

**LAUGH** — Laughter is still the best way to beat stress and change everyone's mood from bad to good. Don't let the pressures of the holidays take away the fun.

*From Kathleen O'Hara...*

**Modern Meditation** — A new, easy three-step method for stress-management. This CD will teach anyone how to meditate, achieve deep relaxation. This makes a thoughtful, useful gift for the holidays. Visit [yourmeditation.com](http://yourmeditation.com) Cost \$15.00

**How I de-stress?** Meditation — there's nothing like it. A mini-vacation from all stress, I use it everyday!

*From Paige Wolfe...*

**Gianna Rose Soaps** shaped like dress models — I get them at Molletta for under \$10. Or, Open House sells beautiful vases by Eighteen Karat for under \$20. Stick a flower in and it looks like a really pricey gift!

## UPCOMING PWR EVENTS

Upcoming events will focus on professional and personal skill development and networking. The following is a summary of our upcoming events – we hope to see you there!

**December 17, 2003**

*Joni Daniels*

"Four keys to being a great motivator"  
5:30 pm – Pierce College

**January 15, 2004**

*Crystal Sabalaska, Cluttershrink*

"Organizing for Efficiency"  
5:30 pm – Location to be announced

### SPECIAL MEMBER BENEFITS FOR THE HOLIDAYS

Come to our December 17th event and receive a special holiday gift from the PWR board. This is our way of thanking you for your support throughout the entire year!

All members can bring a free guest to any future upcoming event (*one time only*).

## UPCOMING MEMBER EVENTS

### Women of Distinction Awards Banquet

Tuesday, December 9, 2003

Pennsylvania Convention Center, Main Ballroom  
12th & Arch Streets,  
East Concourse Entrance  
Philadelphia

\$80/ticket, \$900/table of 10 (includes table holder benefits).

To register and to view the list of recipients, visit: <http://philadelphia.bizjournals.com/philadelphia/networking/events> or call 215-238-5110.

Philadelphia Business Journal and the National Association of Women Business Owners proudly recognize 25 outstanding females who are proven performers in their career and committed to our community.

Join nearly 1,000 executives on December 9 as we celebrate the achievements of these role models at the Sixth Annual Awards Banquet: Spotlight on Those Who've Most Influenced Us. Guests will hear inspiring words from the 25 recipients on how their mentors helped them become the leaders that they are today. The winners will also be profiled in the Business Journal's December 5 issue.

### Philadelphia Fashion Coterie Showroom Celebration

Wednesday, January 28, 2004

6:30 p.m. - 9:00 p.m.

Molletta, 55 N. 3rd Street

Downstairs at Molletta — The Official PFC Showroom — All PFC members will display their merchandise in a trade show atmosphere! Enjoy complimentary drinks

and hors d'oeuvres at this PFC member celebration! Individual shoppers and retailers welcome!

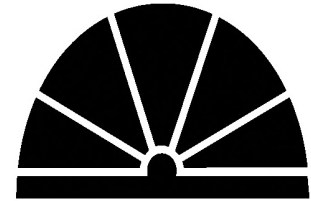
### Get the Life You Want... Want the Life You Get!

Workshop for women wanting more...or less.

More joy, not just more success; more time, not more activity; more confidence in decisions about career and family; and more alignment between what you want and what you have. Two workshops are being offered for 10 weeks on Sunday or Monday evenings from 6:15 – 7:45 starting January 10th and January 11th. \$400.00 for the workshop, owner's manual and one-on-one coaching session. \$100.00 deposit required to reserve space, balance expected prior to last session. Enrollment is limited. Contact Cheryl Rice at [CherylRice@comcast.net](mailto:CherylRice@comcast.net) by December 26, 2003.

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*Newsletter design by Jessica Ngo*