

CONNECTION

December 2006

Published quarterly for members of the Women's International Network of Utility Professionals.

A Message from the President:

Dear Fellow WiNUP Members,

I hope all of you who attended the International Conference in Williamsburg had a great time. Thank you to the past president's for making it happen and especially Brenda Sandahl and Sue Mercer co-chairs of the conference. It was wonderful to see familiar faces and get to network with you again and meet new WiNUP members. I enjoyed getting to know you as well.



Congratulations to our award winners (more to come about them in the newsletter). The awards banquet is my favorite part of the conference; so many outstanding women work hard for WiNUP, my only regret this that there is not an award for everyone.

As my year as WiNUP's President draws to a close, I would like to thank everyone who supported me, by serving as committee member, committee chair, board of director, and executive committee. We have an awesome team and I am honored to be part of it.

We had some excellent speakers as well as an outstanding history of WiNUP from Lynn White. I personally found the experience very rewarding. I hope you did also.

Donna McCord
2006 WiNUP President

2007 Membership Renewal

Recently you should have received a membership renewal form.

Please take time to update your personal information and renew your membership soon.

Forward your completed membership form to your local Chapter Treasurer.

She will send on the information for your chapter to the International Office at one time.

All membership information is due by February 28, 2007.

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- Membership renewal reminder
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- Help needed– WiNUP website



*Best wishes for a
happy and successful
New Year!*

Connection is published quarterly. Submissions from Chapters and members are welcome! To submit material, email or call Theresa.

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2006 Conference

Leading the Revolution into the Future

This year's conference, themed *Leading the Revolution into the Future* included presentations on generational issues, the environment and green power requirements, workplace ethics, emotional intelligence as a factor for career success, planning for future workforce needs, among others. Brief summaries of some of these presentations are included in this issue of the *Connections* newsletter for the benefit of those who could not attend. Among the many conference's highlights was the presentation of awards to outstanding members and the seating of next year's officers. Meet our award winners below and enjoy the photo highlights.

2006 Award Winners



Cynthia Salinas-Snyder, AEP, Laredo, Texas and South Texas Chapter is the 2006 winner of the *Honorary Life Award*.

Snyder was recognized for her utility career where she continues to be regarded as the "go to" person for helping residential builders, developers and customers; for her extensive community involvement, and for her leadership in WiNUP, where she inspires new and old members.



Teri Berliner, AEP, Columbus, Ohio and Ohio Chapter is the 2006 *OAK Award* winner.

Berliner, our 2007 President Elect, was honored for her long-standing leadership contributions to the WiNUP organizations. A member since 1997 she has held top positions in the organization at both the local and international levels.



Helen Petty, Dickson Electric System, Dickson, Tennessee and Nashville Chapter, is the 2006 *POWER Award* winner.

The *POWER Award* was presented in recognition of Petty as up-and-coming member in WiNUP. The award recognizes individual contributions to the local WiNUP organization and within the electric industry. It also supports active participation in other professional organizations.

Lynn Theineman, Members-at-large, Louisville, KY, was honored with the *Member-at-Large Award* for her exceptional and long-term leadership and service to the current WiNUP and past EWERT organizations. Lynn remains involved in the International organization as a Board Member. As Past President Lynn participated in the planning of this year's conference. Regrettably, Lynn was unable to be present at the awards ceremony to accept her award. She remained at home, recovering from an accident.

Congratulations to each of you!

Submitted by: Leann Bailey, Oklahoma Chapter
Workplace ethics

Dr. Christopher Bauer of Bauer Ethics Seminars opened the session with the slogan from the auto repair industry —“Pay me now or pay me later.”

He stated that companies normally deal with ethics after the damage has been done. A preventative approach to ethics, where employees pay attention to ethical issues as they arise, would be preferred. And he offered two definitions for ethics. The ‘simple ideas’ definition states ethics is:

- The sum total of what we know about doing the next right thing.
- Rules that we follow even when no one is looking.
- The sum total of our guiding values.

The ‘don’t rock the boat’ definition, which is the more likely what we operate by, is based on the individual’s need to:

- Reduce pain
- Increase comfort

According to Bauer, ethics are 100% about behavior and starts with awareness of your company’s corporate values and how they align with your own values. He expressed concern that often corporate

ethics codes are not helpful for making decisions about behavior but are instead a list of rules, legal language aimed at protecting the company, or are simply statements directing employees not to lie, cheat, steal, or impugn the dignity of the organization. To be helpful for decision-making, an ethics code needs to provide guiding values.

Bauer states that contrary to news headlines there is no out-of-control crisis in professional ethics today, just a lack of personal responsibility. And he states it is much better to prevent instead of clean up afterwards. Some warning signs that an ethical lapse may be taking place are statements such as:

- Just squeaked by on that one
- Hope so and so can cover me on this (or doesn’t find out about this)
- Just this once
- Everyone else does it

The best reason to have a conversation about ethics, even if it is not mandated by above, is that the world needs more people doing more good things. We can begin this by deciding—as an individual, a team, a department, and an organization—to invest in ethics now rather than pay for it later.

Anyone interested in signing up for a weekly ethics thought sent out via email, can do so on the speakers website: www.bauerethicsseminars.com.

Submitted by Cindy Harvey, Virginia Chapter

Ms. Energy Beauty Pageant

Anne Allen, Energy Education Specialist with the Tennessee Energy Education Network, educates about energy choices using an entertaining approach. The Ms. Energy Beauty Pageant is an “edu-tainment” program given to Tennessee students and teachers through the State of Tennessee Energy Office.

WiNUP conference attendees learned effective education methods and had the opportunity to participate in a lively beauty pageant, during which Sunny Solar made a guest appearance. Pageant emcee, Rita Simpson, introduced contestants including —Claudine Coal, Natalie Natural Gas, Olivia Oil, Connie Conservation, who made their appearance and performed their talent presentations. The winner was Connie Conservation because “when she wins, we all win.”



Anne Allen, East Tennessee Chapter, as Sunny Solar.

63 participants attended this year's conference including representatives from **12** chapters and **11** states.

We were excited to have **6** attend the WiNUP conference for the first time.

Submitted by Robin R. Heggler, Member-at-large

Emotional Intelligence: a Factor in Career Success

Do you know your IQ?

Better yet, do you know your EQ?

Dr. Roy Lubit gave WiNUP conference attendees something to ponder. Exactly what is EQ? We all know that IQ refers to our intelligence quotient and it is a score based on standardized tests of intelligence. Alternately, EQ is emotional intelligence and consists of self-awareness, self-regulation, social awareness, and social skills. There is no set score, but like IQ the higher the better.

In the workplace, successful professionals need high emotional intelligence in addition to strong technical skills and general knowledge of the business world. The ability to network and to bring out the best in self and others are two benefits of high EQ.

The good thing about EQ is that we have the ability to improve and increase our EQ by learning about others and developing our skill level.

How do we accomplish this task?

- We become more self-aware of our emotions and their impact on our decisions.
- We groom our strengths and prune our weak areas.
- We learn to self-regulate by being flexible and willing to adapt to change.

Being empathic and using insight helps increase our social awareness. We develop our social skills when we show respect for others and their thoughts, use a collaborative approach in discussions, and practice conflict management skills.

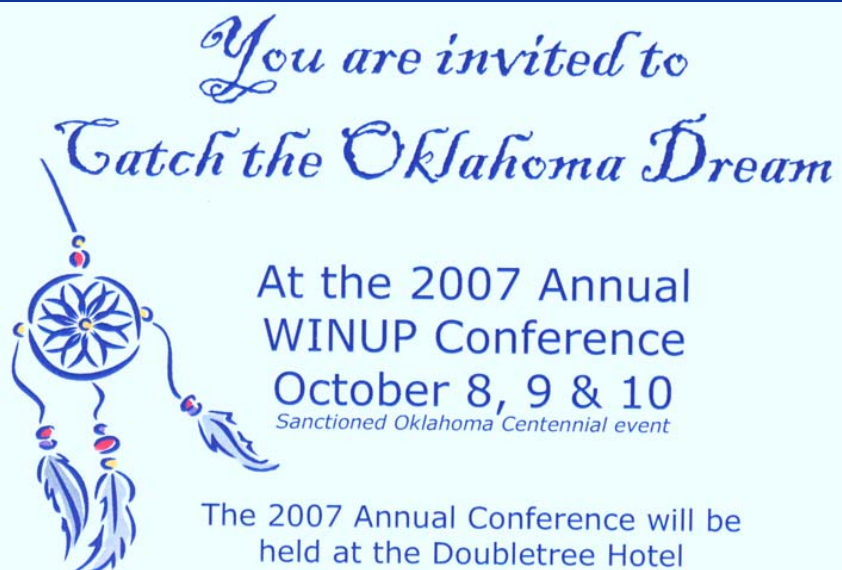
An important step is to evaluate our motives and consider what is best objectively, rather than subjectively; then not only will we be more successful in our careers but we will be high EQ professionals.

Oklahoma Chapter to Host 2007 WiNUP conference

The theme for next year's conference is ***Catch the Oklahoma Dream—Celebrating 100 years of Women in Excellence.***

The Conference is a sanctioned Oklahoma Centennial event and the Chapter is already hard at work securing a great lineup of speakers.

Mark your calendars and plan to attend!



2006 Conference Highlights continued...



2006 Executive Committee members conduct the business meeting. From left is Donna McCord, President, Teri Berliner, President-Elect, Julie Jumper-Morris, Secretary, and Rita Simpson, Immediate Past President. Absent was Kim Satterfield, Treasurer.

Officers Seated

2007 officers were seated during the annual banquet. They are:
Teri Berliner, President
Kim Satterfield, President-elect
Julie Jumper-Morris, Secretary
Lila Munsey, Treasurer

Donna McCord will remain on the Executive Committee as Immediate Past-President.



Enjoying great service and an elegant European atmosphere at the Whitehall Restaurant, Donna McCord presided over the evening's banquet and events.



Of course there was some time for fun as attendees enjoyed a walking tour through historic Colonial Williamsburg. Here the group poses on the west steps of the Governor's Mansion.

Pictured are Brenda Sandahl, Conference Co-Chair, North Central Chapter; Sue Mercer, Conference Co-Chair, North Texas Chapter; Cindy Berry, North Texas Chapter, Lynn White, North Texas Chapter, and Rita Simpson, Tennessee Chapter.

Past Presidents and conference committee members not pictured: Emily Schilling, Indiana Chapter; Kim Thompson, Ohio Chapter; Gloria Roberts, North Texas Chapter; Lynn Thieneman, Members-at-large, Linda Johnson, Members-at-large, Cynthia Salinas-Snyder, South Texas Chapter, Romanza Johnson, Members-at-large, and Anita Banister, Indiana Chapter.



Thanks to our Past Presidents for all their work in organizing another successful conference!

Web Master Wanted:

WiNUP is in need of help with the management of our website.

If you have web-development skills and an interest in assisting the organization, or would like to learn more about the duties and requirements of this activity, contact Karin Schweitzer at karin.schweitzer@lcra.org, or call 800-776-5272, ext. 2146.

**Many thanks to LCRA, Austin, Texas and Karin Schweitzer
for all your past help.**

Submitted by Emily Schilling, Indiana Chapter

Lynn Moore Shares Insights on Generations, Gender

What makes some generations rise above their struggles and become inspired? They're women.

That was the theme of Lynn Moore's conference presentation, *Generations in Transition: A Woman's Perspective*. Moore, director of member relations and development at Indiana Statewide Association of RECs, shared that we're all, in part, products of the times in which we were born.

Traditionalists: Born prior to 1946 (47 million) are characterized by: Commitment, loyalty, and passion. Examples include Jackie Kennedy Onassis, Aretha Franklin & Martha Stewart.

Baby boomers: Born between 1946-1964 (69 million) are characterized by education, careers, and competition. Examples include Oprah Winfrey, Jane Pauley, Madonna, & Katie Couric.

Generation X: Born 1965-1981 (57 million) are characterized as self-reliant, adaptive, and global. Examples are Alanis Morissette, Gwyneth Paltrow, & Uma Thurman.

Millennials (Gen Y): Born 1982-2000 (63 million) are characterized as holding world standards, being techno-savvy, and tolerant. Examples are Kate Hudson, Kelly Clarkson, Lindsay Lohan, & Danica Patrick.

Rapid societal change from 1930 to 2000 have influenced women dramatically, Moore explained. Women are gaining power in business and the marketplace. In fact, the Earth's largest economy is American women at \$7 trillion. Women, age 50-plus will soon comprise the largest market force in history!

Further examples include of the economic impact women make are that women handle 82% of the spending in households, and women purchase most big-ticket items, like cars, healthcare, and vacations.

There are 10.6 million women-owned businesses employing 19.1 million people in the United States. Therefore, women employ more workers inside the United States than Fortune 500 companies employ worldwide.

Women have indeed "come a long way, baby."



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