

8th Annual W.I.S.E. Summit Recap



2019 WISE Influence SUMMIT Impact Elevate

Monday, Oct 28, 2019 – Wednesday, Oct 30, 2019

Our network reached new heights with a record number of attendees gathering at the Ritz Carlton in Laguna Niguel for our three-day event, where we welcomed new and long-standing members. Our support structure within our network continues to elevate. Thanks to all contributors for this year's recap.

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Day 1: W.I.S.E. members were welcomed by coastal breezes and warm conversations with fellow attendees. The collaborative atmosphere continued as our group participated in Community Service – Rise Against Hunger. After brushing off rice and soy, the team networked on the Ritz Promenade as the sun set over the Pacific Ocean.

Day 2: The day began with the Impact Award recognition for Marisol Fernandez for her inspirational leadership. After a brief ice breaker, Workshop #1 (Joe Contrera) was the focus of the morning. Over lunch, Lori Mata and Deb Cimino spoke briefly to the group regarding the W.I.S.E. journey and our Women’s Advocacy Initiatives. Details on the Initiative will be communicated after final approval. Workshop #2 (Dianna Anderson) in the afternoon continued the group’s Personal Development. The evening concluded with food, music and laughter at El Adobe de Capistrano.

Day 3: Committee members were acknowledged, and the future contribution of non-active members was encouraged. Tammy Miller provided the Keynote to inspire each member to achieve more. This was followed by Workshop #3 (Jenn Chloupek) which utilized our W.I.S.E. Book Club book and helped participants generate self-awareness to find their “Why”.

Thanks to our network for their collaboration, inspiration and support which directly influences, impacts and elevates us all! Looking forward to the 2020 Summit at Hotel Contessa, October 19-21, in San Antonio, TX.

W.I.S.E. Communication Committee



Networking and Outreach

Community Service Project – Rise Against Hunger

Monday, October 28th

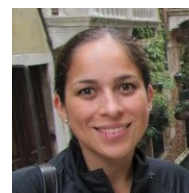
The Summit’s first event was an outreach experience, voluntary for those attendees who arrived early on Monday. Rise Against Hunger is an international hunger relief organization that distributes food and aid to the world’s most vulnerable, supported by communities to end hunger by 2030. The W.I.S.E. participants mobilized into stations and created 11,000 meals by packing bags with vitamin packets, soy and rice. Music and conversations kept the group energized during this two-hour inspirational experience.

Welcome Reception – Puttin’ on the Ritz

Monday, October 28th

Following the Rise Against Hunger volunteer activity we gathered to kick off the Summit opening reception overlooking the beach with panoramic views of the Pacific Ocean. Members mingled as part of the initial ice breaker. This year the challenge was to match the most popular beaches to their respective states. There was a buzz in the air as ladies scrambled to locate their beach partners and hunt down the state to which they belonged. Badges were closely scanned, hugs were exchanged, and hearty welcomes were offered to the newest WISE members in attendance. With the ice breaker complete we gathered for the Summit group shot just as the sun began to set over the Pacific. Close friends and new faces huddled together and just as the sun slipped past the horizon, we were arm in arm ready to learn and connect as a community of passionate women.

Contributing Writer



Carola Stasik
Channel Marketing Mgr
Weiler Abrasives Group

Professional Development

Mastering the Art of Leading, Coaching and Influencing Others

Tuesday, October 29th

Our first professional development session was by Joe Contrera, from Alive @ Work, LLC. He pointed out that in today's business culture, a top-performing individual becomes a manager with little to no training on how to effectively lead others. Joe then discussed what the difference was between a leader who used power rather than force. He referenced Newton's 3rd law of motion, stating that action (force) meets with equal and opposite reaction. To be an effective leader, one should be on the spectrum of power in nine core leadership principals.

The principals create the influence quotient (InQ) and use the definition of authority from the Latin word, auctor: Enlarger, founder, leader, one who causes to grow. Leaders who use power lead by influence rather than control. They see their role as a calling and do not consider it an entitlement. Their perspective on the world is friendly rather than hostile, providing an abundance of resources. Those who lead through power are other-centered, transparent in their communication, and ask questions. Joe pointed out that asking questions was an art that changes the way a person thinks while in a conversation. However, asking questions instead of telling people what to do, takes practice.

In the spirit of development, we broke out into groups and rotated between a questioner, interviewee, and observer. The group activity provided instant feedback on how challenging the art of the question could be. We shared our experiences and depicted the new opportunities if put into continual use. Joe's information on the core leadership principals and how to create a culture of accountability by asking questions was motivational and inspiring. How it can change the dynamic between a boss and direct report was experienced first-hand through our groups. His session elevated our group and left many, including me, inspired and ready to advance our abilities.

Speaker



Joe Contrera
Alive@Work, LLC

Contributing Writer



Stephanie Hudziak
Project Manager
Durrie Sales Company

How to Offer Feedback as a Gift People Actually Want to Receive

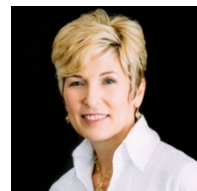
Tuesday, October 29th

Diana Anderson totally nailed it during her session on "How to Offer Feedback as Gift People Actually Want to Receive" when she stated that whatever people do, it makes perfect sense to them. This message hit home with me as she went on to share that in order to best assist someone, we first need to understand their why, needs and desires. I appreciated her advice to balance the type of feedback that we as leaders provide to truly do our best to fix things and not people. I agree with Diana in that our presence does indeed create a wave that others experience.

Additionally, I find myself overusing the phrase "I'm happy to help" which best correlates with her recommendation to be of service to someone and to always be clear with explaining our intention. The most genuine takeaway that Diana provided to me was to express appreciation. This simple Leadership strategy is often overlooked in the everyday chaos, but when implemented – goes a very long way. My personal goal after listening to Diana's message is to slow down a bit to ensure less emotional and more purposeful feedback to my colleagues, superiors, fellow leaders and those in my personal life.

I appreciate the opportunity to participate in such an impactful event and am already looking forward to the 2020 Summit!

Speaker



Dianne Anderson
Alive@Work, LLC

Contributing Writer



Heather Scott
Channel Marketing Mgr
Weiler Abrasives Group

Professional Development

Make Good Choices and Achieve More

Wednesday, October 29th

“Choice not chance determines destiny.”

With humble beginnings and roots from Brockett, Tammy Miller intrigued us during her keynote on the last day by giving everyone the inspiration to achieve for more.

Tammy has worked extremely hard throughout her life and gave great advice on things we all could do to make each of our aspirations come true. She is currently the CEO for Border States, a distributor founded in 1952 which she joined in 1991. Border States currently employs more than 2800 employees and is completely employee owned. They generate 2.5 Billion in annual sales, have 100+ locations and are the 7th largest electrical distributor. Her next adventure? The COO for the state of North Dakota.

As an audience, everyone in the room could relate to choices affecting what happens in their lives. Tammy started her career with her degree in accounting working as an auditor in public accounting. What is amazing from Tammy is that she went back to school for her MBA while she was working – an experience she loved because everything she learned could be brought back to her workplace.

Dignity and respect is something Tammy really lives by, even when you have to have hard conversations with people. Another suggestion Tammy offered us for our careers included creating a vision board to keep yourself on track and remind you at all times about the things you want to do in life. Having a plan is key for focusing on these long-term goals. Tammy also conveyed that having a person to cheer you on, such as a spouse or friend, will absolutely push you forward and contribute to success.

Ultimately, she left us with this: choice. Choice equals destiny. A vision without a plan is just a dream. Finally, never look back. Learn, but don't have guilt.

Speaker



Tammy Miller
CEO
Border States

Contributing Writer



Amelia Burleson
Account Executive
Pipeline Deals

Professional Development

Finding Your “Why It Matters”

Wednesday, October 29th

What motivates you? What drives you? It’s different for each of us. But figuring out this driving force — your *Why It Matters* — can have a huge impact on your life. Master Sherpa Coach Jenn Chloupek spoke to attendees at the W.I.S.E. Summit about how we can each find our *Why It Matters*.

Finding your personal *Why It Matters* serves as a driver that helps you to make healthy choices. When applied to teams and organizations as a whole, the company can hit a sweet spot when they all align, Chloupek said. “When you stop and listen to people, you find out what motivates them and then you can step into healthy relationships,” she added.

Self-Awareness

It’s a guiding principle that influences where you direct your energy, efforts and passion. If you can identify and explain your own *Why It Matters*, you’ve achieved a level of self-awareness. When searching for truth, your *Why It Matters* is the answer, Chloupek said.

It’s important to create intentional time and space to be reflective about our actions, because if you don’t track and measure, you will have a hard time knowing if you’re hitting your mark. “Clarity and focus leads to an accuracy of response,” Chloupek said.

She broke it down into an equation: Meta cognition (reflection — thinking about your thinking) + action (doing) = behavior changes (results).

Our first response to a situation is usually coming from a reactionary place, and often it’s not the right response, Chloupek said. Our second response is typically better, but the third is often the best.

An “absolute truth” to note: Your *Why It Matters* can produce uneven results, both good and bad times and outcomes. Chloupek uses the directions on a compass to discover and describe it, as your *Why It Matters* steers the direction you are going in life, she said.

“It’s your super power when used correctly,” Chloupek said, “but also your kryptonite when you’re not aware and reflective.”

A Compass

So how do you find your *Why It Matters*? Start by going through the points of a compass that each represent something about your life.

North represents exposure. Your experience. People, places, things and values that shape who you are. For example, your parents gave you messages growing up in what they said to you that you likely carry with you to this day.

South represents evidence. Strengths and weaknesses, words you say and the stories you share. Chloupek noted that strengths, when overused, can be weaknesses.

West represents excitement. This is your flow state, when you’re doing something you love. Time evaporates, the activity gives you joy, excitement and motivates you. It drives and satisfies.

East represent essence. What brings you peace. It is your brand, what you’re known for when you walk into a room and out of a room. If you don’t know, ask people, Chloupek recommended.

Once you have found your *Why It Matters*, a next goal can be to take your direct reports at work through the process.

Speaker



Jenn Chloupek
Master Sherp Coach

Contributing Writer



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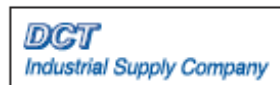
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