

HOUSTON'S 2018 APRIL EDITION

CHARTERED 1957

#### PRESIDENT'S MESSAGE



Marji Zamora, Minuteman Press Post Oak

It is hard to imagine that it is already April and we are getting ready for Executive Appreciation Night. When we were planning this year, I chose Power and Trust as the theme for this month. As we honor our Executives, I would encourage each of you to stop and recognize the Power and Trust that your Executive gives you every day. The Executive is the true power behind our organization. They trust each of us to exercise the power they provide to improve ourselves, create connections and help our community.

I want us to each look at our Personal Power. It is an area that I have been exploring and learning. I would like to share with you a recap of one of my favorite articles by Kevin and Jackie Freiberg on Personal Power. I hope that you find it as enlightening as I have.

#### Increase Your Personal Power. You are hard-wired with it.

You were born with personal power. God gave you the ability to THINK, to KNOW and REASON, to SENSE and FEEL, and the determination and self-discipline to ACT. These gifts working in harmony give strength to your life and give you the PERSONAL POWER to manage your thoughts and emotions rather than let them be dictated by outside conditions. Personal power is the combined strength of three forces—your INTELLECT, SPIRIT and WILL—collaborating to bring vitality to your life—even in the midst of difficult circumstances. Personal power enables you to choose:

- Knowledge over ignorance
- Wisdom over foolishness
- Courage over fear
- Hard work over entitlement
- Hope over despair
- Humility over arrogance

- Appreciation over ungratefulness
- Love over hate
- Justice over unfairness
- Grace over condemnation
- Inclusiveness over alienation
- Service over self-interest

These choices in turn, help you build stronger relationships, learn more, take more risks, bounce back from failure and adversity faster, create more opportunities, and get more done, all of which expands your personal power and brings goodness, peace, joy and vitality to your life.

See Page two for six ways to strengthen your personal power.

ONWARD TO EXCELLENCE!

# Houston.

#### 2017-2018 Officers & Directors

# **President**Marji Zamora Minuteman Press Post Oak

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The Houstonian Hotel, Club and Spa

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Carole Pitts
John Daugherty, Realtors

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#### **Six Enablers That Will Strengthen Personal Power**

- **1. Know what you stand for.** If you don't stand for something you will fall for anything. Your personal power will evaporate because you're not grounded, you're not anchored to anything. Knowing what you stand for is about knowing what you value. Values are the emotional rules that guide your life, the fundamental basis for every decision you make. Values give your life focus, meaning, and power.
- **2. Believe in what you are doing.** Many of us end up compromising our most deeply held values at work because that's what we think we need to do in order to get ahead, whether "ahead" means more money, power, pleasure, status or some other lure. When we end up doing things we don't believe in, it saps our personal power and we slowly become DEAD PEOPLE WORKING.
- **3. Find your sweet spot.** When you find your sweet spot—the synergy between what you are good at, passionate about, and what needs to be done—you tap into the joy and enthusiasm that increases your personal power. If you are stuck in a job because it's easy or safe or pays well but gives you no sense of purpose and passion, you are in the most difficult job of all—a job that constantly drains your personal power.
- **4. Be authentic.** It takes GUTS to be yourself, to live your values out loud. Your values and deep-seated beliefs are what make you YOU. Authenticity requires putting it out there and being vulnerable. There is always the possibility that you or your ideas will be rejected. Yet, if you think about it, being rejected for being you pales in comparison to being a poser. Nothing drains your personal power like being someone you aren't—living a lie. You are uniquely different from every other person in the world. When you honor and leverage your uniqueness by living your values out loud, you strengthen your personal power.
- **5. Refuse to let people push your buttons.** Whether it is a boss, coworker, customer or supplier, people will push your buttons and you will be tempted to react automatically. When you do that, you essentially hand over your personal power to the person pushing your button. When you refuse to become engaged, people will change their behavior. Change begins from the inside out. That is, when you stop going on autopilot (you change), people will stop pushing your buttons (they change).
- **6. Choose NOT to be a victim.** Let's face it. Life is difficult. Bad things happen to good people. If life hasn't dealt you some serious blows, you better ask whether or not you are in touch with reality. But here's the deal. While life may cause you to be a victim, only YOU decide whether you are going to become victimized. People who become victimized live in a sanctuary of self-indulgence.

For the full article and more information click here.







Please join us as we celebrate

THE POWER OF HOUSTON

and honor

EWI® of Houston Executives

The Ballroom at Bayou Place | 500 Texas Avenue | Houston, Texas 77002

Thursday | April 12, 2018 6:00 pm Cocktails and Silent Auction 7:00 pm Dinner, Program and Live Auction

Special Guest Speaker
Dr. Raphael Moffett
Vice President for Student Services
Texas Southern University

The evening will feature

**Hosted Cocktail Reception** 

with Premium Liquors, Wines and Beer

Passed Hors d'oeuvres

**Three Course Seated Dinner** 

Live and Silent Auctions

Complimentary Valet Parking

Menu:

Mixed Field Green Salad

Dried Cranberries, Sugared Pecans and Feta Cheese served with Balsamic and Ranch Dressing.

Braised Short Rib

Porcini Mushroom Risotto and Asparagus

Triple Chocolate Mousse Cake

House Wine Served with Dinner

\$75 per person

Reserved Tables of 10 Available - Contact Carole Pitts
Complimentary Valet Parking Must enter valet on the Smith Street side. Do not valet in front of Hard Rock.

RSVPs (acceptances & declines) due by Monday, April 9, 2018.

Payment due by Thursday, April 12, 2018.

Checks payable to EWI of Houston may be mailed to: If paying with credit card, RSVP and Pay Online: ewihouston.home.atego.net

If paying with check or cash,
RSVP to Carolep@johndaugherty.com

Carole Pitts, John Daugherty, Realtors, 520 Post Oak Boulevard, 6<sup>th</sup> Floor, Houston, Texas 77027 O: (713) 626-3930





# **EWI of Houston Calendar of Events**

April 12, 2018: Chapter Meeting—The Power of Houston

**Executives Appreciation Night and Dollars for Scholars** The Ballroom at Bayou Place, 500 Texas Avenue, Houston, TX 77002

April 18, 2018: EWI Board Meeting

Location: TBD

May 10, 2018: Chapter Meeting– Firm Night

**Greater Houston Partnership** 

May 16, 2018: EWI Board Meeting

Location: TBD

# **EWI Corporate Calendar of Events**

April 10, 2018, 2:00 p.m.: Webinar-Find Your Thrive

Q&A with EWI-C @ Mizzou - Successes and Challenges of a Collegiate Chapter

August 10-11, 2018: Texoma Board Forum

Tulsa, Oklahoma

# **Did You Know?**

#### R.S.V.P. (Respond Please!)

It's just as important to tell us that you will not be attending a meeting as it is to tell us you will be attending.

We like to hear from you! The additional communication lets us know that your contact information is up-to-date and ensures that our expected count for the meeting is accurate.

Give it a try, the next time you cannot attend a meeting, please R.S.V.P.



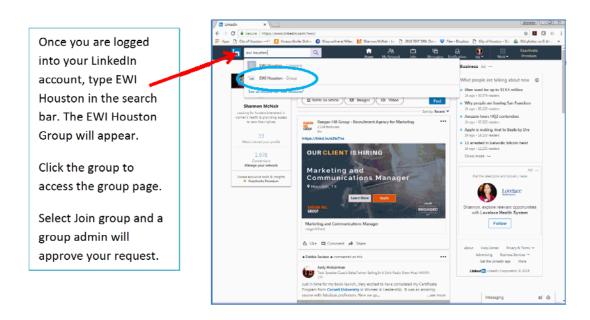






#### EWI Houston has a group on Linkedini

As part of our quest for destination excellence, EWI Houston has created a Linkedin group for our members. This group can be used to share professional development tips, promote member firms, post job openings, etc. All EWI Houston members are encouraged to join the group.



Once you are in the group – share information you feel would be relevant to your fellow EWI Houston members!





It is time to consider volunteering to join the 2018-2019 EWI of Houston Leadership Team and select your Committee preferences!

At the February meeting we had an opportunity to meet with current Leadership Team members who explained their roles and discussed what it means to be a leader in the EWI of Houston Chapter. Many representatives will tell you that leading in our Chapter is not only a rewarding experience but one that has helped them to grow professionally and personally.

We are seeking applications for Leadership Team members to work with Jessica Witek during her term as President during the 2018-2019 EWI year! Jessica brings great enthusiasm and excitement to the Chapter and working with her would be an awesome experience. Consider what role you would like to take next year.

If you do not wish to be on the Leadership Team, please use the survey to select your preferred Committee involvement next year. You can be a leader whether you are in charge or not. Some of the most successful committees were those who had strong and involved committee members.

Also included on the Interest Survey is a place to apply as a delegate for LCAM 2018 to be held in Raleigh, NC, in September.

Deadlines for completing the survey is Friday, April 27, 2018.

Drawings for Gift Cards will be held for those who have turned in a completed survey!

April 9, 2018 -- \$50.00 for all those who have submitted a survey by the end of Friday, April 6 April 27, 2018 -- \$100.00 for all those who have submitted a survey by April 27

Why Lead???? Lead because you want to be an important part of the Chapter!

All Interest Surveys should be sent to Donna Gurney, Chair of the Nominating Committee, at <a href="mailto:donna.gurney@jltus.com">donna.gurney@jltus.com</a> by Friday, April 27, 2018.



EWI of Houston Monthly Newslette

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## **March Meeting Recap**

Submitted by Analisa Terrell, representing Houston First Corporation

#### Morton's The Steakhouse – Houston Downtown

EWI of Houston President Marji Zamora of Minuteman Press Post Oak opened the meeting and then introduced Sales and Events Manager, Annette Weber, who graciously welcomed us to Morton's The Steakhouse. Morton's hosted networking reception included beer, wine and hors d'oeuvres.

Spring is in the air! Marji Zamora recognized members with March birthdays, updated us on the Join the Journey...Win a Cruise contest, urged everyone to be active in committees and submit committee interest surveys. Clem Hernandez, representing Alley Theatre delivered the invocation.

We've all heard that everything you need to know you learned in kindergarten. Well, Dr. Seuss books are loaded with leadership lessons! In March, we are focusing on ambition, leadership and being involved and active — not just going through the motions (GOMO). Stay fresh, excited and open to new ideas and opportunities. Today, choose to hold an office, chair or join a committee.

#### Don't Be a Yertle! 5 Leadership Lessons from Dr. Seuss

Lesson #1 – Don't sacrifice the happiness or hard work of others – it costs you in the end

Lesson #2 – Balance transparency and honesty

Lesson #3 – Keep your eyes wide open and pay attention / let others know they're appreciated

Lesson #4 – When you care things get better / set the tone for courtesy and enthusiasm at work

Lesson #5 – Let people think for themselves / don't be afraid to take a back seat and let others shine

Theodor Seuss Geisel was an American author, political cartoonist, poet, animator, book publisher, and artist, best known for authoring more than 60 children's books under the pen name Doctor Seuss. His birthday, March 2, is widely celebrated as "Read Across America Day" and Dr. Seuss is the ninth-best-selling fiction author of all time (estimated 500 million copies sold). The 225 word book The Cat in the Hat, was written because he felt Dick and Jane books were boring.

Past President Donna Gurney held a drawing for interest survey submissions submitted before and at the March meeting and the winner...Margo Faulkner, representing Sewell Automotive Companies. President Marji Zamora made final announcements followed by door prize drawings and the meeting was adjourned.











Mary Speltz, CIMA ENERGY, LTD. Dell Rosepink, Hilton Houston Post Oak by the Galleria



Sandy Gracia, Houston First Corporation Erica Zack, The Houstonian Hotel, Club and Spa



Carolyn Toriggino, Sustaining Member Marji Zamora, Minuteman Press Post Oak Barbara Camino, Sustaining Member





Marilyn DeSimone, Landry's, Inc. - Downtown Aquarium Delynn Walker, Texas Southern University Erlinda Quintanilla, H-E-B Lynn Ripley, Oakwood Worldwide



Barbara Stokes, Amegy Bank Marlene Meyers, Junior Achievement of Southeast Texas



Lindsey Duhon, Hilcorp Energy Company Tara Converse, Recipe For Success Erica Zack, The Houstonian Hotel, Club and Spa



## PROFESSIONAL DEVELOPMENT

Submitted by Tara Converse, 2017-2018 Professional Development Chair, representing Recipe For Success

#### **How to Increase Your Influence At Work**

#### By Rebecca Knight

https://hbr.org/2018/02/how-to-increase-your-influence-at-work

To be effective in organizations today, you must be able to influence people. Your title alone isn't always enough to sway others, nor do you always have a formal position. So, what's the best way to position yourself as an informal leader? How do you motivate colleagues to support your initiatives and adopt your ideas? How can you become a go-to person that others look to for guidance and expert advice?

#### What the Experts Say

Having influence in the workplace has "clear value," says Dorie Clark, author of *Entrepreneurial You*. "You get more done and you advance the projects you care about and are responsible for," which means "you're more likely to be noticed, get promoted, and receive raises." But gaining influence in the modern workplace is difficult, according to Nick Morgan, author of *Power Cues*. "It's never been harder to influence others, because they've never been more distracted," he says. "Information overload and the pace of our digital lives have [led to short attention spans]." And yet, "it's more important than ever to be able to command influence, because of the increased pressure on getting results." It all comes down to your approach. Here are some tips.

#### **Build connections**

It's not quite a junior high school popularity contest, but "at a fundamental level, one of the reasons that people do things for you" — support your idea, or approve your budget — "is because they like you," Clark says. You don't have to be "the awesome-est person in the room" or make sure "everyone is blown away by your charisma." You just need to have good rapport with your colleagues. This won't translate directly into influence, of course, but it does "make it more likely that others will at least hear you out." So, work on cultivating personal connections with your colleagues, and allow them to get to know you. "That way, they won't impute negative intentions or motives to you."

#### Listen before you try to persuade

The best way to prime colleagues for backing you and your agenda is to make them feel heard. Start by giving them your undivided attention in one-on-one situations. "Most of us walk around with a running to-do list in our heads," Morgan says, and it shows. We're fidgety, preoccupied, or ready to reach for our phones. Instead, you should "practice the discipline of focus." To do this, "turn your body toward the other person, freeze in place, and listen." Clark agrees: "A big part of workplace resentment is people feeling disrespected and that their voices aren't being heard." So, ask colleagues for their perspectives and advice.

#### Mind your body language (and your tone)

People are constantly assessing whether to trust you or not, Morgan says. "[We're] hardwired to be asking the question, 'Is this person a friend or foe? Is this person trying to undercut me, or are we on the same side?'" Your body language is critical to conveying the right message. Standing up straight with your shoulders back helps you come across as confident and commanding; slouching and looking down at your feet has the opposite effect. "When you adopt a certain [slumping] posture, you think in subordinate terms and you talk in subordinate terms, and it increases the likelihood that you'll be seen as less authoritative," Morgan says. Say, for instance, you have a meeting with a colleague you don't know well from another division. Morgan suggests signaling that you are a friend by keeping your arms uncrossed, your hands by your sides, and "your torso open and pointed at the other person." He also advises "pitching your voice a little lower than you normally do" in order to connote power. "This is useful to work on because it counteracts the effect of nervousness, which tends to push your tone higher."



#### **Develop expertise**

Another way to increase your influence at work is to "be seen as a recognized expert" within your industry or organization, Clark says. This won't happen overnight, but you can take steps to develop business-critical expertise and knowhow. She suggests "immersing yourself in your topic area" by regularly attending industry conferences, enrolling in a class or specialized certification program, or taking on a leadership role in a relevant professional organization. "Those are visible and public signs" that you are staying up-to-date and informed, she says. Don't keep your knowledge under wraps. "Blogging about your subject on LinkedIn or for your company newsletter" is another way to show what you know.

#### Map a strategy

When it comes time to leverage the influence you've built to promote a particular initiative or idea, be strategic. Clark recommends creating a "power map" to guide your campaign. "Create an org chart of decision makers related to your issue," she says. As you go through the levels, "ask yourself, 'Can I influence this person directly? If not, whom can I influence who can influence that person?" Then begin to think about how and when you will approach these various colleagues. "War-game the situation," she says. "Who might be threatened by your plans, and how can you bring them over to your side?" You're not scheming; you're strategizing.

#### Give people what they want

You can increase your influence on a particular issue by authentically framing it as a benefit to the people you want on your side. Consider each stakeholder's needs, perspectives, and temperaments. "Do your homework to find out what they need to hear and what will capture their attention," Morgan says. For each person, "make sure you're answering the question, 'What's in it for me?'" He also recommends talking about how an idea will "benefit the organization" as a whole. "Use the word 'we,' as in 'We'll see value,'" he says. Clark concurs. "If your proposal is fundamentally self-interested, people won't line up."

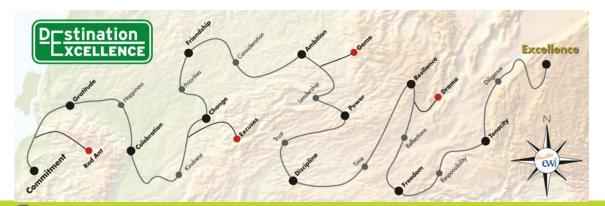
#### **Principles to Remember**

#### Do:

- Cultivate personal connections with colleagues so they assume positive intent when you attempt to influence them.
- Make it clear to your colleagues that you value their opinions.
- Take steps to develop expertise by attending conferences or taking on a leadership role in a professional organization.

#### Don't:

- Worry that your attempts to gain sway are manipulative. You're being strategic.
- Slouch as you talk. Standing up straight with your shoulders back helps you come across as confident and commanding.
- Use "I" too much. In your quest for influence, talk about how your ideas will benefit the entire organization and how "we" will see value.





### FIRM SPOTLIGHT

Submitted by Clem Hernandez, representing The Alley Theatre

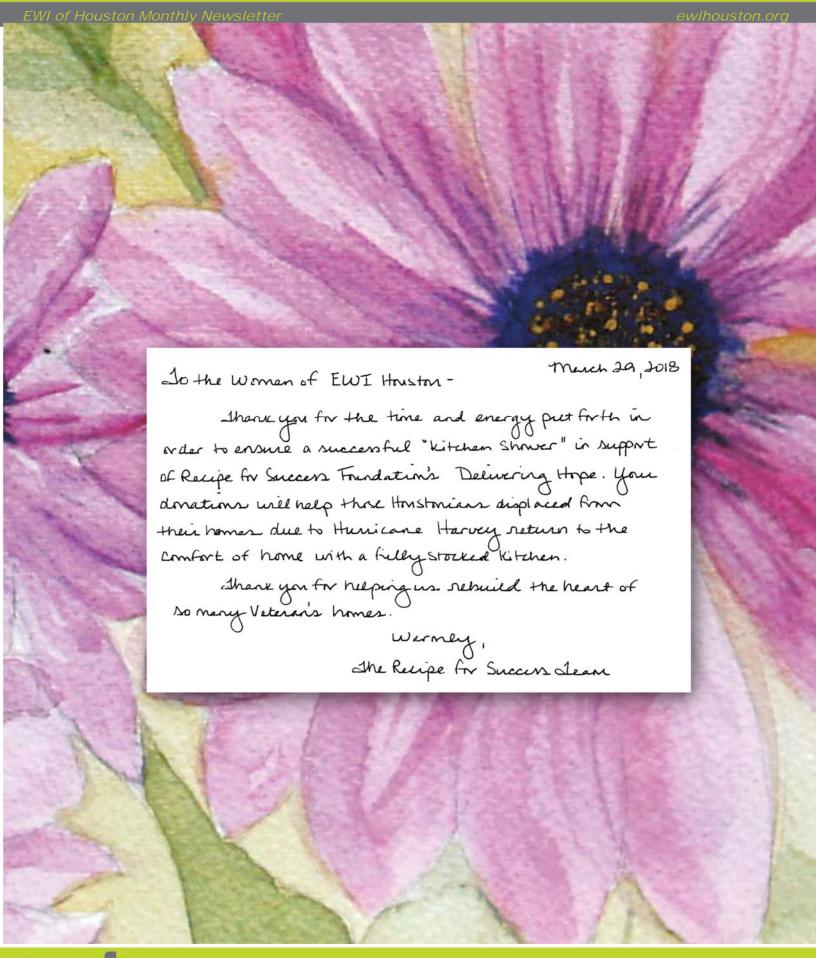
## A HISTORICAL TOUR OF THE ALLEY THEATRE



Alley Theatre\_615 Texas
Alley Theatre. Photo courtesy of Alley Theatre

1947	A young director by the name of Nina Vance was looking for a place to present plays. Thanks to some friends, Ms. Vance was able to use their dance studio on 3617 Main Street. To get to the studio one had to take a long alleyway between two buildings so someone suggested naming the new theatre the Alley Theatre.			
1948	The fire marshal closes the theatre on Main Street. A few blocks away, there was an old attic fan factory – and the Alley finds a second home.			
1968	With a grant from the Ford Foundation a new theatre is built in downtown Houston at 615 Texas St.			
2001	The building's two basement level floors were inundated when water from Tropical Storm Allison entered the building through the downtown tunnel system, causing extensive damage to the Alley's Neuhaus Theatre, rehearsal hall, and costume, scene and props shops. A capital campaign is launched to raise funds to repair the damage.			
2002	The refurbished Neuhaus Theatre was reopened. A few months later, the Alley unveiled its new Center for Theatre Production.			
2014	The Alley announced plans to renovate its theatre for the first time since the building was opened in 1968. Construction started in July and continued through the summer of 2015, with the grand opening of the renovated Alley Theatre scheduled for fall 2015.			
2017	Hurricane Harvey damaged the Neuhaus Theatre, basement, prop shop and all electronic systems were destroyed.			
	Alley Theatre is set to open its doors in late November for the first time since Hurricane Harvey.			







CONNECTIONS | CAREERS | COMMUNITY

#### EWI of Houston Vision Statement

EWI of Houston aspires to be the premier business organization of choice for member firms and their key individuals. Recognized by the Houston community as an avenue to achieve personal and professional excellence, every activity of the Houston Chapter will fulfill at least one of the objectives of the EWI Mission Statement.

#### Our Strategic Goals

- To strengthen, expand, and broaden membership.
- To provide member firms with meaningful benefits.
- To actively promote education for all representatives.
- To achieve a high level of community visibility through service.

#### EWI of Houston Connect Newsletter

Feature your firm in a monthly Firm Spotlight! Have news? Share it in the Connect Newsletter!

#### **Contact:**

Lisa Diaz
2018 EWI of Houston Communications Director,
Morton's The Steakhouse, Houston Galleria
<a href="mailto:lisa\_diaz@ldry.com">lisa\_diaz@ldry.com</a>
713-629-9589

Submission deadline: 3rd Friday of each month.

#### 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.

#### **Our Vision**

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

#### EWI Corporate Office

1288 Summit Avenue, Ste. 107, PMB124 Oconomowoc, WI 53066

Direct: 262-269-5625

you may also text this number as it is a cell phone!

www.ewiconnect.com ewi@ewiconnect.com ewiconnectut.memberzone.com







# Chapter of Excellence Qualification Tracker

ewi

The goal of the Houston Chapter is to become a Corporate Chapter of Excellence. We must complete all of the task below by September 1, 2018. This is our progress as of December 1, 2017

REQUIREMENT	COMPLETE	ON TRACK	NEEDS WORK
The Chapter must sustain a minimum of 25 member firms	$\checkmark$		
There is member firm and representative retention of 90% or more annually			✓
Monthly marketing/public relations initiative including relevant presence in social media		✓	
Chapter must be 100% consistent with the EWI brand in all media types from print to social media. Chapter must use the EWI approved chapter website templates		✓	
Holds an Executive Appreciation program and provides quarterly communication with all executives		✓	
Executive Advisory Board comprised of at least 3 member firm executives	✓		
The Chapter Board is established following the EWI Chapter Bylaws, Article III, Chapter Board of Directors, Section 1.  Number and Qualifications of chapter board members	✓		
The Chapter has a minimum of nine professional and philanthropic related programs yearly (e.g. speakers, trainings and webinars)		✓	
Incoming President or Vice President must attend the Leadership Caucus and Leadership Conference and Annual Meeting (LCAM) in September	✓		
At least one chapter representative serves on a corporate committee	$\checkmark$		
Financial reporting is 100% timely and the chapter operates under a balanced budget	✓		
The Chapter awards at least one ASIST or EWISP scholarship annually		✓	
There is a community literacy initiative implemented by the Chapter annually		✓	



# Join the Journey ...Win a Cruise!

Thank you to all of our members who are participating in our incentive program, Join the Journey... Win a Cruise! If you have attended every meeting and your committee meetings, you could have has many as 10 entries already.

Because of the generosity of our sponsor, member firm **Schlumberger**, we have been able to increase the reward...

# We are giving away TWO cruises!

That's right! We will be giving away the original cruise

6 to 8 nights to the destination of your choice on Royal Caribbean

and we will be giving away a second cruise, a

4 to 5 night cruise to Caribbean on Royal Caribbean

There is still plenty of time to get your entries. The only way to get an entry ticket is to be an active representative and attend our monthly meetings and your assigned committee meetings. Complete rules and details are available on our website.

Thank you to Schlumberger and representatives Cheri Ferguson and Linda Castillo for your generous support and making this program possible.



CM CONNECT

# D<u>Estination</u> EXCELLENCE

# Join the Journey ...Win a Cruise!



Win a Royal Caribbean six (6) to eight (8) night cruise for two (2) people to the destination of choice:

# Caribbean, Bermuda, Canada, Alaska or Europe

inclusive of the cruise fare, taxes and fees, and standard recommended gratuities.

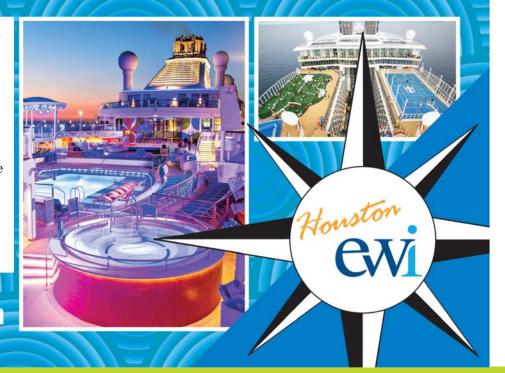
#### How many entry tickets do you have?

You get an entry for every chapter meeting you attend, two tickets for attendance at a committee meeting and one ticket for phoning in to a committee meeting.

We will draw a winner to receive a 6-8 night Royal Caribbean cruise on September 13, 2018 at the EWI of Houston Annual Business Meeting (you must be present to win). Complete rules are posted on our website

Generously Underwritten by

Schlumberger





#### **EWI CORPORATE UPDATES**



# Do You Receive the Corporate Connect and Other Emails from Corporate Office?

If you are not receiving updates from the Corporate office, please check and make sure you have created a member profile in EWI's database. For additional assistance, contact the Corporate office, ewi@ewiconnect.com.

#### **EWI Corporate Store - ONLINE**

A new online store for EWI branded merchandise is available on the Redbubble platform. Items are available for purchase online and can be ordered with either the Black/White EWI logo or the Full Color EWI logo. Items ship directly to you so there is no need to contact the office to order these items.



**ORDER HERE** 

Join us online in our EWI Corporate Facebook Group for Members Only:

**CORPORATE FACEBOOK** 



#### 2017-2018 BOARD OF DIRECTORS



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