

# PRESIDENT'S MESSAGE



How is it that September is already upon us? Unfortunately, many of us did not have our usual summer adventures because of Covid-19. Children are now back in school, whether it's virtual or brick and mortar, and companies are gradually bringing employees back in stages. Still after six months, everyone is adjusting to all the changes we have started to accept because of Covid-19. In all honesty, it feels like I have accomplished very little as your Pandemic President this year, which saddens me. It's hard to believe next month I will be handing over the gavel, which I never even got to use at an EWI meeting, but I am excited that my journey will continue on with Margo and her team!

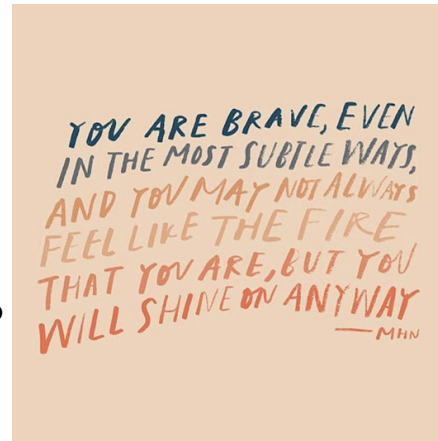
**Rebekah Wesley**  
Jackson and Company

We have representatives that have been let go or furloughed. We have Member Firms trying to see if they have the funds to renew their membership. We know that times are going to be difficult for a while. EWI of Houston and Corporate are willing to work with you and your firm. Please reach out to LaTonya Perez or myself if you have any questions in this regard. Please let us know what we can do or provide to help your Executive see the importance of remaining a member of EWI of Houston. If you know of any job opportunities, please send them to me so we can share them with our representatives and transitional members in EWInfo, as we want to continue to support one another. We value all of our Member Firms and representatives so please know we are here to help in any way we can.

It was a hard decision for me not to have an in-person September meeting since this is my last month and it's our Annual Business Meeting. The safety of the Chapter has to come first through this whole pandemic and it did not quite feel right having a meeting with the expectation of a quorum. Please pay close attention to your emails Monday, September 14, 2020, to participate in our electronic Annual Business Meeting. I greatly appreciate your support in this new form of business meetings until we are able to all come together again.

September is usually an exciting month for EWI as a whole, because of LCAM. Being able to experience the connections you make at LCAM is one I hope all of you get to experience one day, if you haven't already. Since we have already missed out on most of the exciting things our Chapter usually does, I am so grateful that EWI was able to make LCAM virtual this year. What's even more exciting is that LCAM is FREE to everyone! It will not be the same but at least we will receive wonderful Professional Development program and connect with other Chapters. EWI is so much more than just the Houston Chapter, and you get to experience how grand it truly is at LCAM. Since it is virtual, I highly recommend looking at the agenda and seeing if you can take some time out of your day to join at least one session, if not all, of Virtual LCAM which is September 18<sup>th</sup> and 19<sup>th</sup>.

I hope to see all of you in person very soon!



2019-2020

## Officers & Directors

**President**  
Rebekah Wesley  
Jackson and Company

**President Elect**  
Margo Faulkner  
Sewell Automotive Companies

**Secretary**  
Michele Votano  
Atlantic Relocation Systems

**Treasurer**  
Cindy Baker  
Senterra LLC

**Communications**  
Kedrienne Day  
University of Houston-Downtown

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Erin Brown  
Let It Fly Events, L.P.

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LaTonya Perez  
Costar Group

**Program**  
Ginger Rampaul  
GGT Worldwide Services

**Sergeant-at-Arms**  
Lily Portales  
EOG Resources



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# CHAPTER DATES

## MONTHLY MEETINGS

MONDAY, SEPTEMBER 14, 2020 - ELECTRONIC ANNUAL MEETING

THURSDAY, OCTOBER 15, 2020 - INSTALLATION OF OFFICERS & DIRECTORS  
LOCATION - TBA

\*NOTE\* THIS IS THE 3RD THURSDAY OF THE MONTH

## BOARD MEETING

TUESDAY, SEPTEMBER 15, 2020 - ZOOM MEETING

# CORPORATE DATES

## CHAPTER LEADERSHIP CALL

WEDNESDAY, AUGUST 26, 2020 @ 2PM

## AUGUST PROFESSIONAL DEVELOPMENT

INTRODUCTION TO MINDFULNESS - MARTA KAUFMANN  
TUESDAY, OCTOBER 6, 2020 @ 3PM ET

## OTHER IMPORTANT DATES

LCAM - SEPTEMBER 18-19, 2020 - VIRTUAL - [HTTPS://EWICONNECT.COM/LCAM-2020/](https://ewiconnect.com/lcam-2020/)

## Did you know?

LCAM is virtual and FREE!

September 18, 2020, from 11:00 AM—5:00 PM

September 19, 2020, from 11:00 AM—3:00 PM

[Click here to register!](https://ewiconnect.com/lcam-2020/)



⇒ Follow/ like **EWI Corporate** on Facebook:

<https://www.facebook.com/EWICorp>

⇒ Follow **EWI Corporate** on Instagram and Twitter:

@EWICorporate

⇒ Follow / Like **EWI of Houston** on Facebook:

<https://www.facebook.com/EWIHouston>

Check out the monthly meeting photos and tag yourself and your member firm

⇒ Click going to each of the monthly meetings in FB Events:

<https://www.facebook.com/events/3278772272194853>

⇒ And invite your network to join you as a guest using the Facebook invite

⇒ Follow / **Like EWI of Houston** on Instagram:

@EWIHouston



ewi **How Member Firms Benefit from EWI: RESULTS**

**R** RELATIONSHIPS

EWI is an organization that believes in long-term, highly valuable relationships. Member representatives build lasting, sustainable, and ultimately valuable business connections through trust and respect. Your employees form relationships that create associations between your organization and a diversity of other prestigious firms and executives in your city.

**E** EDUCATION

EWI offers professional development webinars and other resources each year on topics relevant to a member representative's professional and personal growth. Your investment provides affordable access to professionally produced training that would be difficult for many businesses to provide to their employees. To further your investment, member representatives are encouraged and expected to share their learning with other employees.

**S** SKILLS

EWI member representatives practice strong business ethics and build core skills such as public speaking, effective leadership, mentoring, strategic planning, and even how to effectively and efficiently run meetings with Robert's Rules of Order. There are additional opportunities for growth in EWI through Chapter and Corporate Board service such as preparing and managing a budget, managing a team, conflict resolution, and event planning.

**U** UNTAPPED POTENTIAL

Participation in EWI quickly raises your firm's visibility among your city's business community. This affords you the ability to promote your products and services to audiences you may not reach otherwise, both locally and throughout EWI's North American network. Your firm will also have the ability to build contacts by hosting Chapter Firm Nights or attending other Firm Nights and various business meetings throughout the year.

**L** LEADERSHIP

Many EWI member representatives cite leadership opportunities as a driving motivator for their participation. EWI offers a number of ways to build real-world leadership skills through Chapter leadership, Corporate Board participation, our Academy of Leadership program and other initiatives. Additionally, your membership positions your firm and your member representatives as leaders within your business community.

**T** TANGIBLE RETURNS

The EWI network is motivated to see your member representatives and your firm succeed. Representatives look to one another first when they need a specific product or service. Your firm will be listed in the EWI International Directory, which constitutes a network across the United States and Canada for the exchange of information and business matters. Member Representatives have immediate access to our online community to connect your firm with additional resources by delivering real time accessibility to all members through the EWI Mobile App.

**S** SUPPORT

Your member representatives will have a support structure of like-minded individuals outside of the office for career advice and other needs. EWI membership also provides you with an opportunity to support and recognize a top-ranking person within your firm by appointing her/him to represent your organization. Lastly, EWI offers your firm a number of ways to support your local community through good works, scholarship programs, and other philanthropic initiatives.





Shell Energy Resources Company      8 Years



Liz Palacios	September 1
Barbara Callender	September 6
Mary Sue Patronella	September 8
Beverly Johnson	September 11
Analisa Terrell	September 22
Cheri Ferguson	September 25



EWI FIRM SPOTLIGHT

FreeRange  
CONCEPTS™

FreeRange Concepts is a restaurant management company that was founded in Dallas in 2011 by Kyle Noonan and Josh Sepkowitz, who have a combined 20 years of experience in the restaurant and hospitality industry. FreeRange Concepts owns and operates 11 of the best concepts in Texas, with additional expansion on the horizon. The company motto is simple: Create Remarkable Memories. They pioneer the freshest ideas at each of their concepts – Bowl & Barrel, Mutts Canine Cantina, The General Public and The Rustic – in order to deliver unforgettable culinary and social experiences.



THE  
RUSTIC®

The Rustic has carved a distinctive niche among Houston, Dallas and San Antonio restaurants with its casual atmosphere, live musical acts and unique, full-service dining experience featuring farm-fresh, homestyle dishes with ingredients sourced from local farmers and a Texas-sized selection of wines, spirits and beers on tap. The concept is the brainchild of Noonan, Sepkowitz and Texas country artist Pat Green, whose love of the outdoors and live music helped bring The Rustic to life. The result is a fun and relaxing dining and concert experience from a phenomenal patio, all under the big Texas sky. The Rustic has two Houston locations. Its first opened downtown in 2018, and its newest opened earlier this year in Uptown Park, marking The Rustic's fourth location systemwide. The Rustic also has one location in Dallas and one in San Antonio.



For more information about FreeRange Concepts, please contact Heather Hernandez  
281.928.1372  
heather@freerangeconcepts.com



**BOWL  
&  
BARREL**

Another unique FreeRange Concept that can be enjoyed in Houston, Dallas and San Antonio is Bowl & Barrel, an upscale boutique bowling alley and full-service restaurant with a gourmet menu and bar stocked with various cocktails, beer, wine and whiskey. This unique beer hall can host any event from casual get-togethers to corporate events.



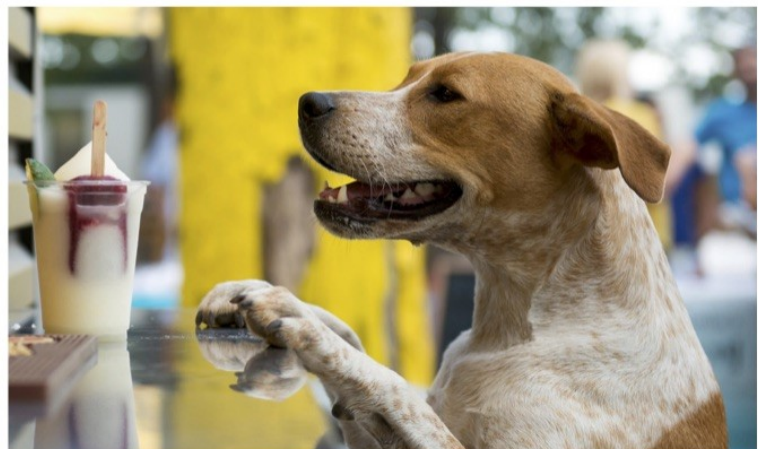
**THE  
GENERAL PUBLIC**

lunch • barroom • supper

Located next to Bowl & Barrel in Houston's CITYCENTRE, The General Public features a gourmet menu and a wide selection of cocktails, beer, wine and whiskey – served both inside and on its air-conditioned patio. Its signature horseshoe-shaped bar is tended by expert cocktail crafters eager to share enticing indulgences such as the Strawberry Smoke Thyme, Mezcal Mule, Rusky Rose and Merry Kinsman. The General Public also has a location in The RIM in San Antonio.

**MUTTS<sup>®</sup>**  
*Canine Cantina*

Last, but not least, is MUTTS Canine Cantina, which specializes in providing a unique urban oasis for dogs and their owners. Complete with a wine and beer garden and spaciouly shaded dog park, MUTTS is a place where dogs of all sizes can run, exercise and play in the fresh air while their owners relax and socialize. The Uptown Dallas and Fort Worth locale has quickly become a popular respite and watering hole for dogs and their favorite humans alike.



**FreeRange  
CONCEPTS™**

As always, FreeRange Concepts is committed to the health and safety of its guests and team members. The Rustic, Bowl & Barrel, The General Public and MUTTS Canine Cantina will continue to operate with the highest standards of food safety, cleanliness and health. In addition to following all capacity requirements and social distancing protocols, FreeRange Concepts has implemented enhanced cleaning and sanitation procedures.

THANK YOU



Board of Directors

James J. Postl  
Chairman

Anne E. Neeson  
Executive Vice President  
& Chief Executive Officer

Philamena Baird  
Martin D. Beirne  
Tony Bradfield  
David L. Callender, MD  
Morton A. Cohn  
Joe R. Davis  
John Eads  
Ed Emmett  
Zhanna Golodryga  
David Greenberg  
Edd C. Hendee  
Suzie E. Johnson  
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Keith Mosing  
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Gary R. Petersen  
Douglas W. Schnitzer  
Lisa Simon  
Jim R. Smith  
Kristina H. Somerville  
Stephen Trauber  
Tony Vallone  
Hallie Vanderhider  
A. Blake Williams

August 18, 2020

Ms. Cindy Baker  
Executive Women International  
707 Hawthorne Street  
Houston, TX 77006

Dear Ms. Baker,

Thank you for Executive Women International's thoughtful gift of \$200 to Memorial Hermann in support of the *Mischer Neuroscience Institute (MNI)* in memory of Mary Alford Mischer. A notification of your gift has been sent to the family. Your kind support will make a meaningful difference to our patients.

Memorial Hermann is dedicated to improving the health of the people in the communities we serve. Throughout greater Houston, our care delivery teams and physicians work together to provide compassionate, research-based medicine with a relentless focus on quality and patient safety. We cannot thank you enough for the generosity you have extended to our Health System and the patients we care for every day.

Thank you again for your support and commitment to Memorial Hermann.

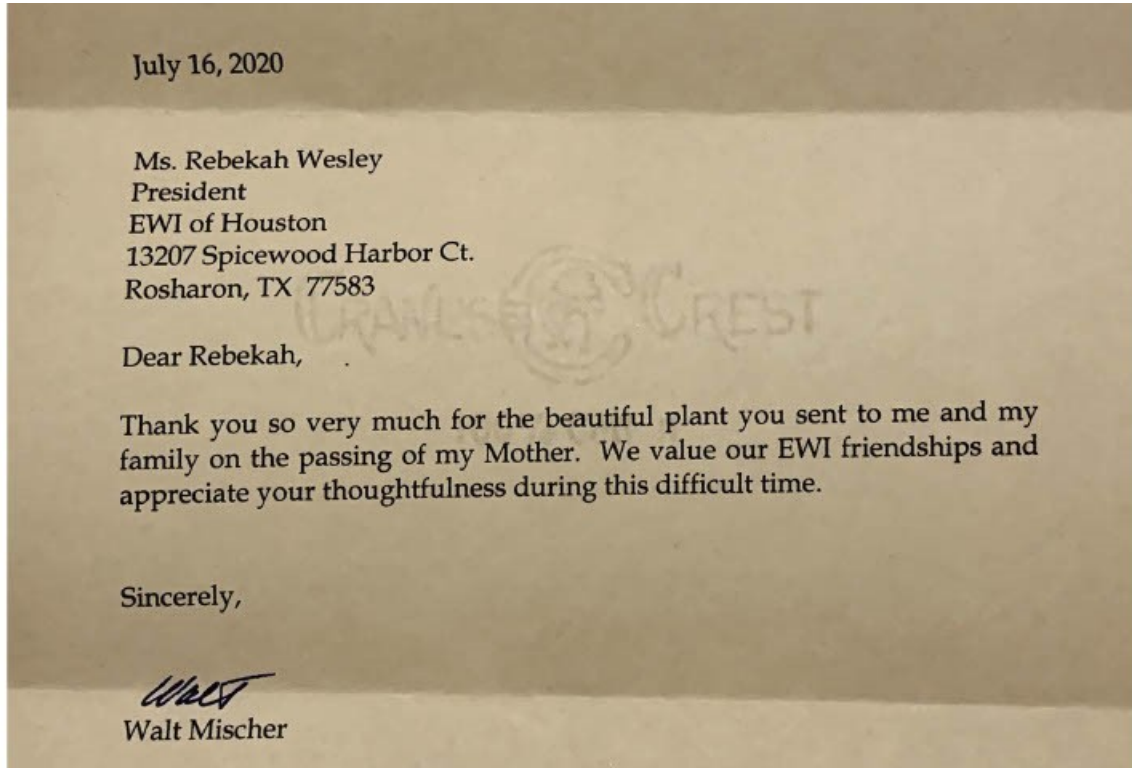
Sincerely,

Anne E. Neeson  
Executive Vice President  
& Chief Executive Officer

LK:lh

*Memorial Hermann Foundation is a 501(c)(3) nonprofit organization (EIN 74-1653640).  
The tax-deductible portion of your gift is \$200.00. No goods or services were provided.  
Please retain this document for your 2020 federal income tax records.*

**THANK YOU**



**IN THE NEWS**



**Watch the replay of our 2020 State of The Rose**

On September 9, 2020, we hosted our State of The Rose, a virtual event that was meant to inform and educate our donors, employees, and patients.

We had several speakers and touched on four key topics. Our Chairman of the Board, Pamela Lovett, spoke about how our donors make the impossible happen. Our CEO and Co-Founder, Dorothy Gibbons, spoke about how The Rose has remained constant amid the chaos. Offering care without boundaries was the subject of our Patient Navigator, Maria Linares, and our Lead Radiologist, Dr. Claudia Cotes, spoke on the brighter future that is in store for our non-profit organization.

<https://www.youtube.com/watch?v=HlKBhC8GQB8&bbinkid=242971217&bbemailid=24220825&bbejrid=1639008754>



## August Meeting Recap

### Analisa Terrell, Houston First Corporation

Due to COVID-19 and its effects on all of our lives, 2020 has brought about many changes on how we have held meeting this year. EWI of Houston's Annual Scholarship Awards Night, *Night to Shine*, honoring our EWISP and ASIST scholarship winners was no exception, but it was **exceptional!** The virtual Zoom celebration on Thursday, August 13, 2020, had 45 attendees. Among these attendees were representatives, judges, scholarship recipients, Lockton Companies Executive Allen Gelwick, and EWI Corporate President Felecia Senter, representing EWI of Tulsa.

#### EWI OF HOUSTON CHERRY YORK EWISP SCHOLARSHIP

The Executive Women International Scholarship Program (EWISP) is open to all high school seniors in public, private, and parochial schools within the geographic boundaries of EWI of Houston. Students are scored based on financial need, academic performance, and community involvement. The process includes a written essay as well as personal interviews for the finalists. We had 28 high school applicants for the EWISP scholarship. We were able to award \$20,000 to five award recipients.

The **Cherry York EWISP Award Winner** Jayden Petterson, attending Texas A&M University; and the **Opportunity Award Winners** Nnamdi Nwadei, attending the University of Texas at Dallas; Diana Salmeron, attending Bryn Mawr College; Anaiah Serano, attending Lamar University; and Karen Tseng, attending University of Texas at Austin.

#### EWI OF HOUSTON PAST PRESIDENTS' AWARD

Jessica Sebesta, EWI of Houston 2018-2019 Past President, presented the **Past Presidents' Award** to two very deserving winners – awarding \$2,500 to each. The 2020 EWISP Past President Award Winner Tracy Ly, who will be attending Stanford University; and 2020 ASIST Past President Award Winner Kara Vinet, who is attending Lone Star College.

#### EWI OF HOUSTON SHIRLEY HOOVER ASIST SCHOLARSHIP

The Adult Students in Scholastic Transition Program (ASIST) awards scholarships to adult students at transitional points in their lives. In a year full of unprecedented challenges, the excellence of the 14 applications received for the ASIST scholarships made it very hard for our judges. We were able to award \$30,000 to seven award recipients.

The **Shirley Hoover ASIST Award Winner and EWI's Corporate ASIST 3rd Place Winner** Shalene Caning is attending Texas Women's University; and the **Opportunity Award Winners** Mayra Chavero, attending Houston Community College; Victoria Lopez, attending Houston Community College; Araceli Ramos, attending Lone Star College; Jessica Rodriguez, attending University of St. Thomas; Romelia Rodriguez, attending Grand Canyon University; and Marianne Valles, attending University of Texas at Austin.

For more information on the 2020 EWISP, ASIST, and Past Presidents' scholarship recipients, you may watch the Zoom presentation [here](#) (password: gd2ygW4) or view their story boards [here](#).

#### SPECIAL THANKS:

Rebekah Wesley, representing Jackson and Company, for working on the videos and scripting the program.

Elisa Garcia and Analisa Terrell, representing Houston First Corporation, EWISP Co-Chairs and the committee members.

EWISP Judges: Brandi Brown, HYPE Freedom School; Dorothy Gibbons, The Rose; and Toni Walton, March of Dimes.

Carole Pitts, representing John Daugherty Realtors, ASIST Chair and the committee members.

ASIST Judges: Shannon Caleffe, representing To Educate All Children (TEACH); Dr. Teresa McKinney, representing Texas Southern University; and Debbie Youens, representing Old Republic National Title Insurance Company.

As members, we know that our Scholarship Night is always special and thanks to this team, it was just as special virtually. Kudos for an amazing job!



## PROFESSIONAL DEVELOPMENT

### Tactics for Career Development: Winning Strategies to Help You Up the Ladder



**Where do you see yourself in five years? Everyone has been asked that groan-inducing question in an interview at one point or another in their careers.**

It's an extremely hard (and not very useful) question to answer when you don't know the internal promotion structure of the company you're interviewing with and the possible opportunities for growth and development, or lack thereof, that you'll encounter if you get the job.

A better time for that question is when you've been on the job for a while and you've seen for yourself what it's like to work for the company, who is getting promoted, what kinds of achievements and behaviors get rewarded, and how you might climb to the next rung on

the ladder. Armed with that knowledge, you may look around and wonder, "Where *do* I see myself in five years? What about 15?" Do you want to move up internally? Strike out and find a new job? Stay in your field or branch out into new territory?

Career development — managing the next steps in your career, setting both short- and long-term goals, getting the training you need to master new skills and abilities, working with a career coach to help you do it, all with the goal of moving up the ladder — is a vital, yet sometimes overlooked, component of your 9-to-5. People can get caught up in just getting the job done, to the exclusion of casting an eye toward the future. That's a mistake.

Some companies offer robust career development opportunities for their employees, nurturing growth, investing heavily in training, and helping employees map out a career path that perhaps they wouldn't have otherwise seen. If you're working for a company like that, congratulations! The companies that consistently top the Best Places to Work lists all focus on the career development of their employees. It's a must, especially for millennials.

But not every company has that same focus. If you're working for a company that doesn't put a high emphasis on career development, you can still make it happen. You are the boss of your own career, whether your company is nurturing and developing you or not. You're not at the mercy of circumstance, fate, or an uninterested manager. You can chart your own course. After all, you're spending 40-plus hours each week working. You should be in the job you want, at the level you want, and with a path that will lead you into the future you want.

In this blog, we'll look into some tactics you can deploy to develop your career.

### Career development basics

Career development, at its core, is about setting goals and acquiring the skills to achieve those goals. Here are some ways to start doing that.

**Self-reflect.** Set aside some time to reflect on who you are, where you've been, and what you ultimately want from your working life. Are you happy with the path you've taken so far? Are you in the right industry and the right role?

**Job shadow.** Learn about the different types of jobs within your company by job shadowing to see what people are doing on any given day. This will broaden your understanding of how your company works, how things get done, and how you fit in. Find a mentor in a different department that seems like it might be a good fit for you.

**Set short-term goals.** Forget about where you see yourself in five years for the moment. Where do you see yourself in one year? What skills might you need to move up to the next rung of the ladder? Write down your goals and create a timeline for yourself to achieve them.

**Get the training you need.** If your company doesn't offer it, find out who does. You could take a night class at a local community college or explore training online. Maybe it's improving specific job skills. Maybe it's focusing on soft skills, like leadership or creative thinking. Maybe it's something totally outside your area of expertise. One smart idea: Work with a career coach to achieve a laser-sharp focus on the possibilities of the future.

**Consider a lateral move.** Maybe your next step isn't "up." Maybe it's "over." If you're in sales, for example, and think you'd be happier in marketing instead, a lateral move could make that happen. To move up the ladder, you may have to veer off your current path. That means taking a good look at your current position and what opportunities it provides for advancing. In today's business landscape, it's sometimes necessary to make a lateral career move to better position yourself for an upward one.

**Enlist your manager as an ally.** Your boss can be a great asset to you. He or she can help pave the way for getting training dollars, create opportunities for job shadowing or lateral moves, and be your career development cheerleader.

**Keep your network strong.** Developing your network is essential to getting the job you want. Maintaining and nurturing that network is just as important, should you want to make a move for your career. Attend events, send short notes to some of your key contacts, and reach out to people with comparable jobs at other companies to take their pulse on industry trends.

**Develop a long-term vision.** Why does that matter? Read on to find out.

### Why vision matters

Popular wisdom holds that life is a journey, and we move from infancy to childhood to youth to maturity and eventually old age. Of course, everyone knows it's not nearly that simple; life is not linear. There are side trips and segues, missteps and derailments along the path of life, and the same is true of your career. When it comes to your professional life, having a vision is often the difference between going far afield and staying (or getting back) on track.

You assume that vision is critical when you're a young professional just starting out, when you need to have a good plan for how you want your career to progress. You might also believe that vision is less important as you grow older and your remaining years in the work force grow short. At GetFive, we recommend you develop incremental visions — five years, 15 years, 40 years.

Vision is essential at any age, and here's why:

### You can't chart a course for career development without it.

Career development requires an element of gazing into a crystal ball, imagining how you'd like your future to play out. That's because it's not always about plotting the next steps that make sense, it's also about figuring out what you WANT those next steps to be. Don't be afraid to dream outside of the box. Ultimately, you want to be happy, not just gainfully employed, right?

### How can you find your bliss if you're not looking for it anymore?

Humans are happiest when we're working toward goals, and unhappy when we get diverted. Goals give us something to strive for, hope of achieving something, and satisfaction when we accomplish them. When you have goals, you'll be less bothered by minor problems because you've got a bigger picture in mind that you're working toward. Vision and goals give you control. Without a vision, you are on your career journey without a map and no way to steer.

### Vision helps you move on.

Life is a series of ups and downs, and your career will also include peaks and valleys. Vision helps you move past challenges because you can keep them in perspective — you'll see minor setbacks for what they are, rather than allowing them to seem insurmountable. And when big problems do arise, you'll have better perspective for handling those, too.

### Retirement isn't the end of the line.

Whether you retire early or at your full retirement age, chances are good you're going to have decades of life left. Vision helps you live those years to the fullest! While the portion of your vision that focuses on your career may have drawn to a close — and many people are choosing to do part-time or volunteer work in retirement — you still have a lot of plans and decisions to make. What will you do in retirement? Where will you live? How will you keep your mind stimulated and your body active? Having a vision for your retirement can help you feel more in control of those years.

So how do you develop your Fifteen-Year Vision or Forty-Year Vision? We advise starting by asking yourself these questions about what you think/want your life to look like in 15 years:

- What is your life like in 15 years?
- Who are your friends? What do they do for a living?
- What is your relationship with your family?
- Are you married? Single?
- Do you have children and what are their ages?
- What are your hobbies and interests?
- How do you take care of your spiritual needs?
- What kind of work or work-substitute are you doing?

Finally, one of the most valuable aspects of having a vision is that it gives you freedom to dream — and a guideline for how you can make those dreams a reality. Want to retire to the French Riviera by age 55 and spend your days writing novels? Plan to launch your own business after retiring from your corporate job?

Whatever you dream of doing, it pays to have a vision for how you'll achieve it — a vision that inspires you and informs your every career move to help drive you toward that goal.

**Planning for the future of work: How to prepare for jobs that don't yet exist**

For your career, the future may be full of possibilities. And considering just how much the job market changes, your next step might be something that a few years back seemed entirely impossible.

Think about how much has changed in the job market landscape over the past 10 years. In just a decade, numerous jobs have emerged that didn't exist for previous generations. Thanks to technological advances, the job market continues to evolve at a faster pace with each passing year.

Want some examples? Consider that 2007 brought the iPhone, and Android arrived shortly after. In a world where smartphones are so common, app developers are in high demand, as well as other tech gurus. The same goes with social media managers and cloud computing experts.

Uber drivers are another example of a job that didn't exist a few years ago, although some experts predict this job will be eliminated in the next 10 years as driverless cars take over the roads. This in turn will require new jobs whose responsibilities we can only hypothesize about now. In fact, children in school today will likely work jobs that haven't yet materialized. The World Economic Forum notes 65% of children entering primary school today will ultimately work in completely new job types that aren't on our radar yet.

So what does this mean to today's professional? It's time to embrace change and use the present as an opportunity to better yourself so you can positively impact your future.

Your HR department might be able to help you with this. It's HR's charge right now to start future-proofing your company, planning for the skillsets necessary to grow into the future.

**More tactics you can employ to further develop your career**

Here are some other strategies you can use to develop your career.

**Curate mentor relationships.** A mentor is not only a teacher, but an advocate. This is someone who will help you develop professionally while spreading the word about your abilities. Remember, it's good to have more than one mentor. Perhaps you'll connect with someone at a professional networking event and also find a mentor at work.

**Mentor others and lead with enthusiasm.** Your willingness to help others shows leadership potential. That means stepping up and being the point person for the new project or mentoring new employees who are still finding their feet.

**Seek challenges.** You'll never learn to fly if you never spread your wings, so it's important to get out of your comfort zone and ask for new responsibilities. Demonstrate your willingness to learn and work hard by volunteering for that new client presentation. Make it known to your boss you're craving new challenges.

**Track and quantify results.** Numbers speak volumes. Keep a record of anything you have completed that saves time and/or enhances the company's bottom line. Track creative and innovative ideas that were adopted and note times when you demonstrated unwavering commitment to the organization.

**Establish bonds with leaders.** Not only should you have a good relationship with your boss, but you should also seek to connect with other key leaders at the company. These might be people you run into only on the elevator, but they still could have a huge impact on your career trajectory. So, on the way to the 10th floor, strike up a relevant conversation instead of remaining quiet, or ask to be included in a meeting where these influential people are present.

**Act and dress professionally at all times.** At the risk of sounding like Captain Obvious, your demeanor and dress should always be professional. Act confident and be a team player. Dress neatly, even on casual office days. Your presentation should be a total package that conveys leadership, hard work, and professionalism.

**Always be learning.** Successful professionals are always learning. You must adopt the same mindset and take steps to gain new skills. The more relevant skills you have, the more valuable you'll be to organizations. Additionally, stay current with industry news and events, and pay attention to trends that may influence your job in the future.

**What do you do when your company doesn't focus on career development?**

You work hard and do everything that's asked of you and then some, yet you still feel like you're stuck in place in your career. You ask for training but no one gives it to you. The big bosses don't know who you are. How are you ever going to get ahead?

What's wrong with this picture? Before you can even take a baby step forward, you must remember that business is a game and you're one of the many players. It's time to start playing.

**Find out what's going on and become a part of it.** What are the major trends affecting your industry and organization? If you don't know, you may be working too hard in the wrong areas. Read your company's press releases,

find out the direction the organization is taking, and try to become a part of the action. You can also join associations to meet key players in your field. Your company and job are constantly changing; you've got to keep up.

**Volunteer and be a team player.** Volunteer to help with your company's blood drive or charity initiative. Organize a chili cookoff or other team-building event. Go to HR with an idea for a companywide health initiative that everyone can participate in — a month-long walking challenge, say. Others will view you as a team player and you'll be able to branch out, meeting people in various departments around the office.

**Get the training you need.** You are in charge of your own career. Don't complain that you don't get the kinds of assignments that will help you grow. Volunteer to do the work that will help you gain the experience you need. Take courses and learn a new technical skill. Find out what skills you need to grow and go after them.

**Meet with your manager.** But don't just sit down for a chat. Set up a meeting and go in prepared. For example, create two columns on a piece of paper. The first column lists your job responsibilities. The second should list your accomplishments on the job. Point out that you've always been willing to take on extra work and help where needed, but you would like to get some more cutting-edge assignments.

Need help? One of the most effective ways to position yourself for a promotion is to work with a certified career coach with years of experience. From working through these steps to figuring out a solid Forty-Year Vision with achievable goals, you'll create a clear path to the future you desire.

Source: Human Resources Today



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 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 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.

Our Vision

To enhance professional growth and development within a diverse group of women while empowering them to make a difference as they inspire others.

EWI of Houston Connect Newsletter

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

**Contact:**

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**Submission deadline:** 3rd Friday of each month.

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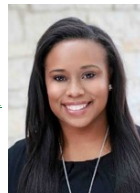
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