

Celebrating Success in Leadership

Dear WIT Members:

Thank you for the honor to serve as your President next year. It's a privilege to walk in the footsteps of the leaders who precede me. As an active member of WIT for over four years, it's been my good fortune to meet and work with so many intelligent, inspirational and accomplished women.

I also want to thank Dede Haskins along with last year's Board of Directors, Leadership Team and Nominating Committee for their time and talent. Without their steadfast dedication, WIT would not be the vibrant organization it is today.

After ten years, we are an organization of nearly 1000 women, working together to educate, encourage and enable each of us to succeed. Each program we develop, each event we produce, and every contact we make, step by step, lifts women to leadership in the technology community.

As we begin our next decade, the challenge for the newly-installed Leadership Team is to work with our membership charting a course to lead WIT to 2015. As we do that, I invite each of you to consider where you want your career, and personal life balance, to be, and to set those goals in your mind. For when we think in terms of decades, rather than 5-year or 3-year strategies, or 1-year or quarter-to-quarter plans, we are free to dream. We are open to possibilities beyond the horizon. And we are compelled to become responsible for investing in that future.

I also invite you to consider where the careers of those you mentor will lead – whether it is an employee, a daughter, a colleague, or a partner. What will you do to make a difference for the next generation of women leaders and technologists, carrying on for those who cleared a path for us?

This is a timely challenge, because these are exciting times. Think about the changes and advances in technology over the last decade! Even though we've achieved so much, the improvements and breakthroughs of the next decade promise to be much greater. As we look forward, it is evident that emerging technology – biotechnology, nanotechnology, and personal technology – all enabled in some way by the last decade's breakthroughs in information technology, will dramatically change our lives and our careers. In this next year for WIT, it will be important that we explore these fields, and welcome their practitioners to WIT membership.

Therefore, during this year, it is this Leadership Team's goal to build upon the strong foundation forged by the leaders of the last decade. We'll bring you programming, events, and networking that will educate you, encourage you, enable you, and hopefully provoke you to set your next decade's goals, and start moving along that path.

"Whatever you can do, or believe you can, begin it. Boldness has genius, power and magic in it." Johann Wolfgang von Goethe

Gayle Sweeney

WIT Elects New Board

At the June 16 monthly program, WIT members voted on the board for 2005-2006. The elected members are:

President - Gayle Sweeney; Director Web Services, Nextel Communications

President-Elect - Marguerete Luter; Vice President Global Bid Management, Unisys

Treasurer/Chair Financial Committee – Louise Peabody; Partner, Watkins, Meegan, Drury & Co. LLC

Secretary - Holly Clark; Director HR, Society for Human Resource Management

General Counsel – Kathryn Harris; Principal, Resolution Law Group

Member Development - Mary Ann Wagner; President, XIO Strategies

Special Programs- Toni Townes; VP and Partner, Unisys

Alliances - Susan Kearney; Principal, C-Level Leader

SIG/Committees - Sue Liblong; Director, Marketing & Communications, SiloSmashers

Government Outreach - Margaret (Peg) Weir; Manager Internal Control Group, U.S. Postal Service

Membership - Margaret Meiers; Director Employee Lifecycle, Nextel Communications

Programs - Jaye Helferd; Director, NexGen Program, AlphaInsight

Sponsorship - Sandy Scarce; Manager, Business Development, Grant Thornton

Communications - Charlotte Pelliccia; Marketing and Corporate Communication Services

Women and Girls in Technology Education Foundation - Paula Jagemann

WIT Honors Region's Technology Leaders

The winners of the Sixth Annual Women in Technology (WIT) Leadership Awards were announced May 19 at the Leadership Awards Banquet held at the McLean Hilton, Tysons Corner. Approximately 300 members of the Greater Washington, D.C. technology, business and government communities attended this event emceed by Maureen Bunyan, anchor for WJLA-TV. The event honors women who not only excel in their professional fields, but also show tremendous leadership and mentoring inside and outside of the workplace.

The 2005 WIT Annual Leadership Awards winners are:

Corporate: Catherine Szpindor, Nextel Communications

Entrepreneur: Elizabeth Shea, SheaHedges Group, LLC

Government: Captain Anne-marie Hartlaub, U.S. Navy

Rising Star: Jennifer Bleier, SAIC

WIT Champion: Marla Ozarowski, Freddie Mac

WIT President's Award: Sandy Scearce, Grant Thornton

WIT Founder's Award: Angela Drummond, SiloSmashers

Lifetime Achievement Award: Dr. Lydia Waters Thomas, Mitretek Systems



Next year's event is scheduled for May 18, 2006. Nominations and Sponsorship opportunities for next year will be available in early 2006.

6th Annual Charity Golf Tournament to Benefit Girls in Technology & WIT Education Foundation - Thursday, October 6th, 2005

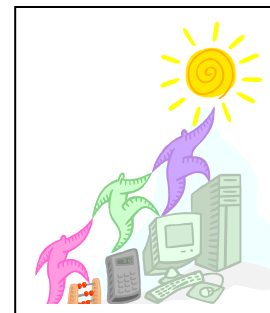
There are numerous golf tournaments this fall, but only one Women in Technology tournament, where both men and women will take to the links on October 6th at Westfield's Golf Club for the sixth annual WIT Golf Tournament to benefit the Girls in Technology & WIT Education Foundation.

From their growing desire to give back to the community, the members of WIT founded a 501(c)(3) not-for-profit foundation, "The Women and Girls in Technology Education Foundation". The mission of the Foundation is to empower young girls by engaging them in technology and computer-related learning and is an outreach program that provides scholarships, mentoring, tools, speakers and other types of support for school-sponsored and community programs that foster technology interest in elementary, middle, and high school girls. The Foundation's primary focus is on economically and socially disadvantaged girls in the Metro DC area; ensuring the next generation of professional women are well equipped for tomorrow's challenges. Without your support many of those needs will go unfulfilled.

You can support this worthy cause – and have fun networking with new contacts and current colleagues – by becoming a sponsor or signing up as an individual player. As a sponsor, this golf tournament is a unique opportunity to access a large volume of female senior executives in the technology industry. We are seeking corporate sponsors for this important event and believe your organization would benefit greatly from participation. For more information on sponsorships, please contact the event co-chairperson, Paula Jagemann (301-663-3692, paula@paulajagemann.com).

To register to attend or to seek more information on sponsoring the tournament, please visit www.WITGolf.org.

Playbook for Success After the Promotion - Holly Williams



So you are in the new job, you have taken the promotion, and you are sitting at your desk the first day....here are five easy rules to help make the new job a big success and to take you to that next level of your career and your future.

- First: **Listen**. You will hear what you want to hear, what you don't want to hear, and what you need to hear. If you plan each day around at least an hour of listening—formally and informally, your staff and colleagues will begin to trust and like you, and you will start learning what is needed to bring the organization up to the next level of success.
- Which leads to the second rule: **Speed kills**. The temptation to make immediate changes when you see things which need improvement will be relentless. That's why they brought you in, right? Wrong move. You will alienate the very people who are necessary for your success by making snap judgments and hasty changes. This is the time to listen, not act.
- And while you are listening, **begin a new habit**. You know your strengths, and you alone in this new role know your potential downfall. The stress of a new position almost guarantees the tendency to revert to bad habits. So this is the perfect time to acknowledge a weakness and take specific steps to overcome or mitigate its effect. So rule three suggests adding a new habit and re-enforcing it daily during the first month or two of a new position.
- The next rule is to **adopt a beginner's mind**. Have you ever watched a child learn something new? They listen carefully without a frame of reference of other experience. They are open hearted and will try over and over something new. As we progress, we tend to stick with what we know we do well—our winning formula. But to get to the next level of success, it is important to learn and grow—and that is only possible with a beginner's open mind. Listening will open your beginner's mind, and keep it open long enough to learn and grow.
- Finally, **consider a coach**. If you have never used a business coach this could be a great time to get the objective support you need to reach the next level. A coach acts as a one-on-one trainer helping you grow in the areas you want to develop. And unlike with a new boss or colleagues, you can share your fears and your wish to grow in a structured and supportive framework. A coach will help you accomplish what you want to reach the next level of success.

WIT member Holly Williams, Founder of Magus Group, executive and business coaching and team training, is a veteran of multiple assignments throughout her career. She can be reached at holly.williams@magusgroup.com or 540.349.3086.

Save the Date!

Heroines in Technology

Time: 6:00 - 10:00 pm Hilton McLean, Tysons Corner - 7920 Jones Branch Drive - McLean, VA 22102

Cost: Individual Tickets - \$195, Tables - \$2,000

Since 2001, Women In Technology and the March of Dimes have partnered together to recognize and honor women in the technology industry who have used their experience, knowledge and skills to benefit our community. Heroines in Technology secures necessary donations to help fight premature births and improve the health of babies. Join us Friday, November 4, 2005 at the Hilton McLean as we continue to further this worthwhile cause. Sponsors, guests and nominees will enjoy a cocktail reception, dinner, entertainment and live and silent auctions. Save the date for this special night!

Call for Contributors:

We're looking for people to write concise 150- to 200-word summaries that capture the essence of WIT SIG events for the PROGRAM REWIND Column. Share the good news—and get the byline. Please contact Piper Conrad piper.conrad@eurorscq.com for details and deadline dates.



June Program Rewind: Policy and Practice: The Federal Government's Vision for Technology

The June 2005 Open program was a panel discussion on the opportunities and challenges facing the federal government attempts to charter a new vision for technology policy and practices.

The panel was moderated by **Sandra Bates**, former Commissioner, Federal Technology Service, General Services Administration. Joining Bates on the panel were:

- **Donna Bennett**, Commissioner of the General Services Administration's Federal Supply Services
- **Audrey Davis**, Director of Information Technology, Defense Finance and Accounting Services
- **Rose Parks**, Chief Information Officer and Assistant Director, Information Technology Services Directorate, Federal Emergency Management Agency

This experienced panel of speakers focused on three main issues; knowledge capture, active project management and building healthy relationships with industry. As the federal government's workforce matures, Parks noted that agencies are institutionalizing processes to actively capture knowledge from retiring employees. These leaders are focused on making sure that valuable knowledge is not lost.

The panel discussed their common goal to engage active project management through out their internal teams. This business transformation will allow their workforce to keep in step with the changing technological environment. Davis commented that in addition to active project management, utilization of industry partnerships is a key strategy that will be used to keep up with changing technology.

The panelists also noted that the challenges of making decisions impacting the technical transformation of their agencies are coupled with a healthy work-life balance. Their creative drive is sustained through supportive families and the love of their jobs.

-Submitted by Le-Marie V.J. Thompson

Lunching with the New WIT Board

It was definitely NOT a "ladies who lunch" gathering at Maggiano's on May 24. The Lunch Bunch committee organized a lunch to give members the opportunity to meet WIT's board and committee chairs and hear from each their goals and plans for the upcoming year.

After a networking session where board members introduced themselves to each attendee, Immediate Past President **Dede Haskins** kicked off the conversation introducing WIT to new and prospective members and then welcoming **Gayle Sweeney** as the new President. Gayle spoke about WIT's journey—as it now enters its second decade and membership threshold of 1,000 members. She said that last year the board had focused heavily upon strategic planning, and this year would take on the topic of world class board management for a non-profit. Gayle also recognize the contributions of "women in power," her description of WIT members.

Next up was **Angela Drummond** speaking briefly on future leaders of WIT, followed by **Jaye Helferd**, Programs, **Sandy Searce**, Sponsorship, and **Jean LeFever**, Special Programs.

The WIT Lunch Bunch meets regularly in Tyson's Corner. For more information, contact: Selwa Masri selwa.masri@hklaw.com

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Holly Williams, Contributor

Le-Marie V.J. Thompson, Contributor

Charlotte Pelliccia, Communications Chair

WIT Woman in the Spotlight: Catherine Szpindor

by Joanne Lozar Glenn

This month *WIT Word* interviewed member Catherine Szpindor, Vice President of IT Enterprise Services, Nextel Communications. On May 19, 2005, Szpindor received the WIT Corporate Leadership Award for her accomplishments in mentoring, leadership and business success.



“I’m very honored to have been recognized by WIT, but I have to give a lot of the credit to my team,” she said. “And so many people within Nextel have supported me. You can do a lot yourself, but the support of the people around you [is key] to accomplishing what you need to do.”

Her coworkers are quick to return the praise. “She leads by example,” said Lisa Fortin, Nextel’s senior director of IT. And, said Greg Jones, also a senior director of IT, “She has a passion for doing what is right, even when it is a difficult road. Her energy . . . motivates us to be better in all aspects of our personal and professional lives.”

Vital Statistics

- **Career highlights:** In any career there are times when you feel that this is IT. One of these experiences happened last year, when we were implementing a new financial system. After working on various new infrastructure technologies for three to four years, everything came together as we had planned and delivered the functionality we required. That was so gratifying!
- **Most important thing I’ve learned in my career:** I’m a big proponent of Robert Fulghum’s *All I Need to Know I Learned in Kindergarten*. [It works] in business, in your family or in your personal life—you treat people as you would like to be treated. If you follow and practice that principle, you will have an opportunity to work effectively with wonderful people and achieve good results.
- **My next career goal:** Right now we’re working on our merger with Sprint. I’ve been named to a position in the new company. It’s a new opportunity to prove myself. We’ll be a Fortune 50 company—and that’s very exciting.
- **My connection to WIT:** I’ve been involved for about three years now. A contact outside of work actually introduced me . . . she told me, “You should go to this!”
- **Why I belong:** It’s extremely important for businesswomen to be able to interact with peers outside their own company. We have some very qualified business leaders at Nextel. But it’s good to get out and meet women who are working for other companies and in other disciplines, to share what we’ve all learned.
- **My role model:** My mother, now 81 years old and only five years retired. She owned her own business in a time when women didn’t have a lot of say other than in raising children. She always told us that we were capable of achieving any goal.
- **Most important thing I’ve learned about leadership:** You never give up. You keep trying and you keep your goals in sight. You can do amazing things as long as you don’t listen to those people who would want to slow you down.
- **Challenges:** Early in my career, when I was trying hard to establish myself in information technology, I had to convince people to give me an opportunity. I told them, “Look, if I don’t succeed, you can fire me.”
- **In my free time:** I like to spend about two weekends a month in Hampton, VA, where my husband and I bought a home. That’s my refuge. And I love to travel to places I’ve never been to before.
- **Words I love to hear:** There’s nothing better than hearing someone say, “You helped me.” That’s the basic principle behind why I’m working. I really feel as if I can make a difference. If I’m not making a difference, improving my team, myself or my organization, I’m not doing what needs to be done.