

WISEWOMEN KICKOFF 2025

RECAP



ORIGINAL WISEWOMEN (1995)

Steffie Allen, Colorado Women's Chamber of Commerce (CWCC)
 Gayle Greer, Time Warner
 Kathy Sparkman, Rocky Mountain Health Care
 Julie Stout, US West
 Courtney Cowgill, Trust Company of America
 Carol Gregory, HealthOne
 Patricia Smith, Public Service Co.
 Sharon Sweet, Johns Manville
 Ruth Warren, Jones Intercable
 Diane Marcum, Blue Cross Blue Shield
 Anne Mosley, Women's Foundation of Colorado
 Kit Williams, CWCC
 Linda Collins, Norwest
 Caroline Turner, Coors
 Sally Allen, Gary Williams Oil
 Mary Wild, First Retirement Marketing, Inc.
 Virginia Berkeley, Colorado Women's Bank



PURPOSE...

- Develop a forum/network for women at the upper corporate levels to meet, garner support and do business with their peers.
- Talk about issues important to corporate women, especially at their level.
- Discuss a project involving an institute to research and act as a clearing house for corporate women's issues. May also involve a multi-day conference within the next year or two.

POSSIBLE OUTCOMES...

- Data gathering, developing a white paper, creating forums for dialogue between men and women, hosting a conference.



In 1999 the WiseWomen sponsored two projects, the Success Strategies research project, and the Core Allies Group.

Success Strategies for Corporate Women

Presented by

Women's Vision Foundation



Core Allies Group

- ✓ Larry Straton - Publisher - Denver Rocky Mt. News - Chair of Allies (1998 Ally award winner)
- ✓ Larry Adler - James Bye - Partner, Holme Roberts and Owen, LLP (1999 Ally award winner)
- ✓ Jeff Dancy - CEO - HealthONE
- ✓ Charlie Fote - CEO - First Data Corporation
- ✓ John Kelly - President, Whole Sale Division, US West Communications
- ✓ Bill Mosher - President, Downtown Denver Partnership, Inc.

It's lonely being the only woman in the room.

Leadership models value primarily masculine traits.

There is great difficulty of balancing all aspects of work and home.

Women have to fit into the organization even if the organization doesn't fit them.

WISEWOMEN GIVE VOICE TO THE ISSUES

Women are caught in a "Double Bind".
 Can you be attractive and smart?
 Can you be aggressive and female?

Men can get mad but women can't.

I don't get male humor and they don't get mine.

I don't feel heard.

As you go up the ranks, where are all the women leaders? Do you have a pyramid issue or a pipeline issue?

Women earn \$.70 for every \$1 a man earns in the same role.

I'm think I'm being assertive, yet I'm called Queen Bee or Bitch.

I tend to give up the floor, or maybe it is taken from me. I'm frequently interrupted.

BRAIN DRAIN
 DOUBLE BIND
 untraditional roles
 work
 home
 FRUSTRATION
 BALANCING
 EXPRESSING ANGER
 POWER
 EQUAL PAY
 ON & OFF
 CHANGING RULES
 RAMPS
 GLASS CEILING

SINCE 1999, CIVICO HAS BEEN **DRIVEN BY ITS PURPOSE** TO IGNITE LEADERSHIP AND UNITE COLORADO

CiviCO Overview



Founded in 1999 by Mike Fries and Senator John Hickenlooper; merged with CTLF in 2023



Colorado based 501c3 with a portfolio of programs that inspire, develop, and activate leadership across the state of Colorado



Deployed \$10m in capital to date, to establish CiviCO's presence and programs

Purpose:

To ignite and unite cultures of leadership for a better Colorado.

Mission:

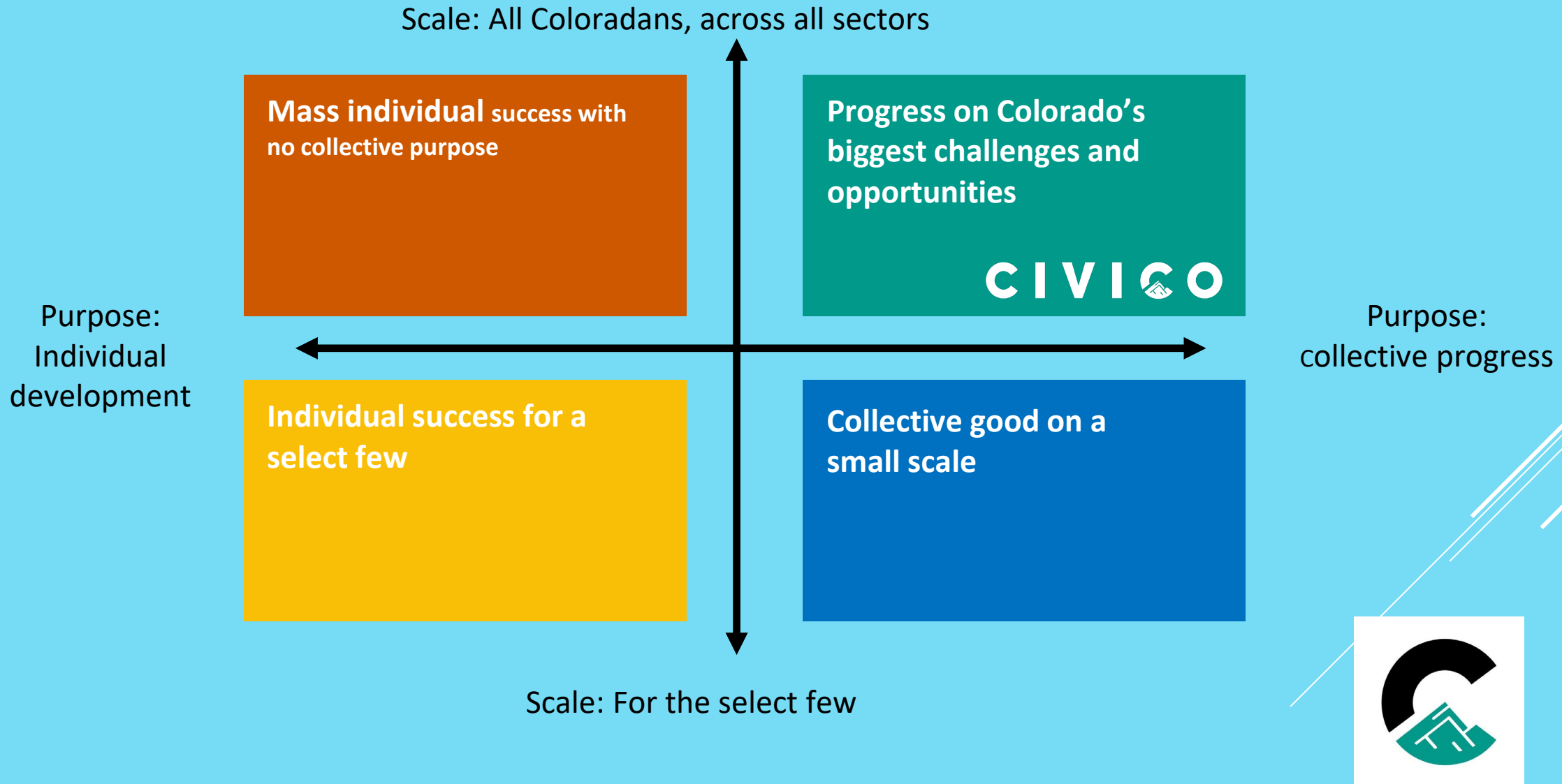
We engage, develop, convene, and activate HEART-Level Leadership™ across the private, public, and community (non-profit) sectors to advance the common good.

Vision:

CiviCO aspires to be a legacy asset for all of Colorado—from rural to urban—helping every citizen find their civic pathway.



CIVICO EXISTS WHERE COLLECTIVE PROGRESS IS ACHIEVED **AT SCALE,** **ACROSS COLORADO**





2024-2026 Program Strategy

Purpose: We are a community of accomplished & approachable women who come together to learn, nurture, network and grow ... personally and professionally

VISION

Hand forward, Hand back		Growth	
Mentoring	Philanthropy	Personal Empowerment	Professional Development

Core Strategies

Build Community & Connection Fully engage our members & create a strong network of support	Grow & Enhance Membership Actively recruit and engage top senior leadership women of influence	Increase Influence & Impact Establish ourselves as thought leaders in balanced leadership	Enhance Personal & Professional Development Provide best-in-class opportunities for personal & professional development
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Desired outcomes & Success Metrics

<ul style="list-style-type: none"> • Know 50% WW by name • Authentic, deep conversations • Support for transitions & sense of belonging • Most valued network I have • Share what we need 	<ul style="list-style-type: none"> • 75% renew membership annually • 80% register at least one activity a year • 50% register for 3 or more activities a year • 40% volunteer for a cohort, measured in January 	<ul style="list-style-type: none"> • Strong female role models • Help break gender barriers • Share what we have to offer • Thought leaders within WW & CTLF • Seen as HEART-level leaders 	<ul style="list-style-type: none"> • Annual retreat • Peer Mentoring • Program Development
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2025 ADVISORY BOARD

Co-Leads



Shannon Saviers



Janet Lowe



Hillary Biskner

Ambassador and
Onboarding



Erin Wolf



Kathy Lawless

Social



Tammy Johnson



Linda Streeter

Retreat



Galina Leiphart



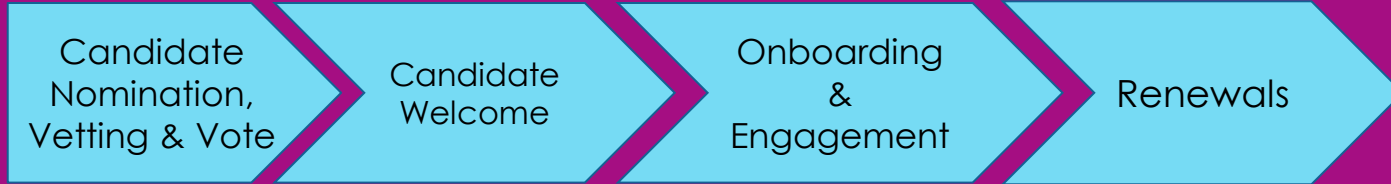
Pattie Money

42% of
members
serving

AMBASSADOR AND ONBOARDING

Committee Role

- ▶ What we do



Summary of 2024

- ▶ Defined and improved member journey
- ▶ Onboarded 14 new members
- ▶ Clarified interaction b/t WW and CiviCO

Key Metrics We Influence

<u>GOALS</u>	<u>2024 ACTUAL</u>
75% Renewal rate	67%
80% Register for at least one event a year	105%
50% Register for at least two activities a year	88%

How to propose a new member

- ▶ Complete online rubric in CiviCO portal
- ▶ If you have questions about your candidate or the process – please call Erin Wolf (303)479-3362 or Kathy Lawless (720)251-6753

The Team

Erin Wolf & Kathy Lawless (co-leads)

- Hillary Biskner
- Kim Carver
- Laura Cordes
- Lori Frasier
- Sharyn Guhman
- Nancy Sullivan
- Nicole Zimmerman

SOCIAL AND COMMUNITY



Committee Role

- ▶ What we do - Plan Social/Creative Activities; Calendar Management & Scheduling; Regularly assess value of events

Events

- Dine Arounds
- Wine Arounds
- Philanthropy
- Other Outings - High Tea

Summary of 2024

- ▶ DA (11), WA (4), Other (9), Philanthropic (5), Total Outings (24)
- ▶ Key metrics 80% Register for at least one event a year (105%)
50% Register for at least two activities a year (88%)

2025 Plans

- ▶ Up next

Q&A - call Tammy Johnson 303.246.1702 / Linda Streeter 303.902.3173 with ideas, to volunteer for cohort and/or events

The Team

Tammy Johnson & Linda Streeter (co-leads)

- Maggie Drucker
- Hillary Biskner
- Laura Cordes
- Eleanor Allen
- Nicole Zimmerman
- Tracy Graf
- Julie Tschida Brown
- MaryAnn McGrath
- Janet Lowe
- Erin Ennis
- Kate Bailey

2024 LEARNING AND DEVELOPMENT SURVEY RESULTS

- Cohort established in 2024 to identify opportunities
- 35 Members responded to Survey
- Plan: Launch 1-2 self-led programs based upon priorities below, possibly stemming from Retreat to test interest/impact

Priority 1: Form Self-led Professional Development Peer Groups

- Why:** Members seek mentorship and leadership development through small peer groups to support and foster professional growth.
- Action:** Launch thematic peer group sessions that connect experienced leaders with members seeking guidance, focusing on topics such as: career transitions, leadership, and entrepreneurial development.

Priority 2: Inspire Leadership-driven Personal Development Workshops

- Why:** Members are interested in holistic growth, including personal well-being, spirituality, and balancing professional and personal lives.
- Action:** Encourage members to take initiative in organizing and leading self-driven personal development efforts, fostering peer-led workshops and discussions that align with their interests and goals.

For more information on starting a peer group or workshop, reach out to Kathy Keating or Richa Singh

*kathkeating@gmail.com
richa@learningfamilies.org*

ANNUAL RETREAT REGISTER TODAY!!!

WHAT WE DO...

- Plan and deliver our annual retreat
- Have fun!

OUR COHORT...

- Carolyn Paul, Daphne Bernicker, Galina Leiphart, Judy Pearson, Kate Bailey, Kim Carver, Nancy Sullivan, Pattie Money, Rebecca Hea, Richa Singh, Tracy Graf

2024 RECAP

- Retreat held April 25 & 26 with 30 Wise Women attending
- Managed within budget
- Excellent feedback on content and the ability to make connections...fun was had!

2025 Plans

- Retreat planned for May 1st & 2nd
- Where: The Sebastian in beautiful Vail, CO
- Cost \$725 for early registration

Q&A

