

## Letter from the President



Hello EWI of Richmond,

There's a lot of excitement in the air and I'm not talking about the man with a white beard and red suit.

Your EWI Chapter Board is motivated and excited to serve each and every one of you this year! Last month membership had an opportunity to sign up for Committees. This month we will allow some time for committees to gather at the December membership meeting. Did I mention we have a firm night at the beautiful Federal Reserve Bank of Richmond? It's an excellent time of year to be on the 23rd floor of the Federal Reserve Bank of Richmond overlooking the James River and taking in the beautiful views of Richmond. I would like to thank Karen Huffman, Karen Kuhn and Susan Lawton for hosting us in December. We look forward to hearing from past Chapter President, Karen Huffman's boss, Kartik Athreya, Executive Vice President and Director of Research speak on "Compelling Issues Facing the Fed". It will be a great night and I look forward to learning more about what impacts the operation of The Federal Reserve Bank.

So please plan to join us on December 14, 2017 as we hear from one of our leaders, celebrate this special time of year, and get to know one another a little better through our committee involvement.

It's an exciting time to be a part of EWI of Richmond.

Thank you,

Ann Bushey  
Chapter President  
Reynolds Community College

## 2017-2018 Officers & Directors

### President

Ann Bushey, Reynolds  
Community College

### Vice President

Michele Rundstrom,  
Universal Corporation

### Secretary

Mary Kay Campbell,  
Shamin Hotels

### Treasurer

Noel Mahler,  
Morton's, The Steakhouse

### Retention & Recruitment

Jennifer Benton,  
Virginia Credit Union

### Sergeant-at-Arms

Anita Saunders,  
Greater Richmond Partnership

### Programs

Susan Lawton, Federal  
Reserve Bank of Richmond

### Director-at-Large

Sandy Naumann, Marsh &  
McLennan Agency / KSPH

### Communications Director

Olivia Smith, Better Business  
Bureau of Central Virginia

### Advisor

Karen Huffman, Federal  
Reserve Bank of Richmond

### Parliamentarian

Angela Roisten, Virginia Credit  
Union

Like us on Facebook



## Richmond Board News

### Communications

By Olivia Smith

Better Business Bureau of Central Virginia



I hope everyone is ready for the changing temperatures!

Does your firm have anything big planned for the new year? Did they do something super great lately? I want to know about it, so we can like and share it on social media!! Send me a quick email if you know something is about to go out so I can find it and share it 😊 I have a great committee that is ready to go and posting the achievements of our member firms is what it's all about!

### Treasurer

By Noel Mahler

Morton's, The Steakhouse



Chapter Financial Summary as of 10/31/17:

SunTrust Account

General Operating \$43,495.30

B/C/DP \$73,505.52

Virginia Credit Union Account

General Operating \$16,811.55

B/C/DP \$43,976.03

### Retention & Recruitment

By Jennifer Benton

Virginia Credit Union



"Grow BIG or Grow Home!!"

I hope everyone is enjoying the holidays. Our Chapter and Corporate Membership Growth Campaigns are underway. Two \$50 Amazon gift cards and one LCAM Registration is up for grabs! Who's going to Raleigh this year on corporate!?

Set a goal for yourself for each month's meeting. Invite five guest with hopes that three will attend and at least one will join. With such a wonderful organization like ours it should be a piece of cake! I look forward to receiving emails from each and every one of you telling me who you will be inviting to our next meeting.

### Programs

By Susan Lawton

Federal Reserve of Richmond



Virginia Credit Union and their representatives Jennifer Benton, Viki Frankenburger, and Angela Roisten really know how to host a meeting! Thank you for inviting us to VACU for the November membership meeting. Todd Feldman, VACU's Chief Marketing Officer and Senior Vice President of Marketing, shared an

interesting perspective on "working to live" by providing real life examples and stories from his career history.

There was a lot of energy and enthusiasm as representatives signed up for committees. I'd like to thank the following representatives that expressed an interest in helping with programs: Jennifer Benton (Virginia Credit Union), Lori Brooks (XLDesign4U), DeAnne Butler (Shamin Hotels), Kit Hull (Honorary Member), Michelle Lovatt (Richmond Region Tourism), Christy McCurdy (Chamber RVA), Donna Rominiecki (Cater Nation), and Whitney Worrell (Westminster Canterbury Richmond). If you'd like to join our dynamic committee, please contact me at [susan.lawton@rich.frb.org](mailto:susan.lawton@rich.frb.org).

Thanks also to Shamin Hotels and their representative Mary Kay Campbell for donating a complimentary night's stay at the newly renovated Embassy Suites by Hilton Richmond as the November raffle prize. The raffle raised \$107 for the general operating fund, and Angela Roisten was the successful winner.

Karen Huffman, Karen Kuhn, and I look forward to seeing you and your guests at the December membership meeting at the Federal Reserve Bank of Richmond, where Kartik Athreya, Executive Vice President and Director of Research, will discuss "Compelling Issues Affecting the Fed." The Richmond Fed and downtown Richmond are all dressed up for the holidays, so please plan to join us on December 14.

Respectfully submitted,

Susan R. Lawton

Federal Reserve Bank of Richmond

**EWI of Richmond Chapter boundaries** include the cities of Richmond, Williamsburg, Petersburg, Hopewell and Colonial Heights; and the counties of Caroline, Chesterfield, Goochland, Hanover, Henrico, New Kent and Powhatan

## Professional Development

Leadership tips from Dr. Heather Williamson, Transformation Group, LLC

# Did You Know That Employees Spend 3 Hours Per Week Dealing with Conflict?

Have your employees ever blamed co-worker conflict as a reason for project failure?

A recent study by CPP, Inc found that conflict was a weekly occurrence in the workplace. In fact,

- 33% of employees reporting conflict led to personal injury and attacks,
- 22% of employees reporting conflict led to illness and/or absence from work, and
- 10% of project failures were reported to be a direct result of conflict



### Conflict happens and isn't always a bad thing.

The sharing of differing opinions and ideas is a great way to promote 'thinking outside the box.' Even being competitive when trying to get your idea heard is fine, ONLY when everyone is working on achieving the same goal.

Conflict provides the opportunity to enhance team performance by identifying and respecting others perspective and approach. The approach of handling conflicts brings an opportunity for the team members to understand each other in a better way, which leads to high cohesiveness, and in turn leads to increased productivity.

In fact, research shows that peers within top performing teams immediately and respectfully confront one another when problems arise. The employees don't avoid conflict but rather embrace it. By confronting conflict head on in a productive way, the team actually achieves greater innovation, trust, and productivity, but also it frees, you as the boss, from being the playground monitor.

If you are tired of being the 'playground monitor' then I have a gift for you!

Recently I hosted a LIVE webinar on, "How to Create Your High Performing Team at Work." One of the elements I talked about is learning how to manage workplace conflict. As you know this is a must!!

In case you missed it... here's the replay!

[https://youtu.be/Jpbik\\_mlg10](https://youtu.be/Jpbik_mlg10)

Let me know what you think and if you would like more webinars like this one?

Also, I'm here for you if you need more 1:1 help in identifying a few strategies to reduce the conflict you are experiencing at your office.



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<http://www.linkedin.com/in/drheatherwilliamson>



Leadership \* Performance \* Strategy

### More from Transformation Group LLC:

If you struggle with getting your employees to do their job, knowing what you need to do to hold your team accountable or have other employee challenges, I am only opening up 5 spots this week so [Reserve your FREE 20-Minute Employee Challenge Makeover Assessment spot today!](#) Just [click here](#) to schedule some time to talk

## Letter from The Mayor



CITY OF RICHMOND

OFFICE OF THE MAYOR

November 1, 2017

Ms. Karen Huffman  
c/o Federal Reserve Bank of Richmond  
Post Office Box 27622  
Richmond, VA 23261

Dear Ms. Huffman:

I hope this letter finds you well. I would like to extend my sincere appreciation to you and the EWI Richmond Chapter for inviting me to speak at your 50<sup>th</sup> Anniversary Celebration. I truly enjoyed myself at the event. On behalf of the City of Richmond and Richmond Public Schools System, thank you for your donation to the Richmond Public Schools Foundation. The work that your organization is doing in the City of Richmond and the Richmond region is to be commented.

Again, thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "L. M. Stoney", is written over the typed name. The signature is stylized and cursive.

Lamar M. Stoney  
Mayor

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## Member Firm News



### Richmond Fed Announces Eighth President

The Federal Reserve Bank of Richmond recently announced that Thomas (Tom) I. Barkin will become the organization's eighth president and chief executive officer on January 1, 2018.



"We are fortunate to have found an extremely well-qualified individual to serve the Federal Reserve's Fifth District and the American people," said Margaret Lewis, chair of the Richmond Fed's search committee and the Bank's board of directors. Lewis is the former president of HCA's Capital Division.

Barkin was appointed by the Bank's eligible directors, an action approved by the Federal Reserve's Board of Governors. During the nationwide search process, more than 700 candidates and candidate sources were identified, resulting in a broad and diverse candidate pool.

Currently, Barkin is a senior partner and the chief risk officer at McKinsey & Company, a worldwide management consulting firm, and previously served as the organization's chief financial officer. Barkin has overseen McKinsey's offices in the southern United States, led multiple functional areas and provided strategic counsel to a diverse portfolio of clients. "He has unique insights on many industries that drive our nation's economy and employ millions of Americans – as well as a well-informed perspective on issues facing the Federal Reserve and our nation," noted Lewis.

Barkin also served on the board of directors for the Federal Reserve Bank of Atlanta from 2009 to 2014, chairing the Bank's board from 2013 to 2014.

"In addition to his strategic leadership at McKinsey and his service to the Atlanta Fed, Tom has a legacy of promoting diversity and inclusion. He has a demonstrated ability to attract, develop and retain a diverse workforce, as well as achieve a diverse and inclusive workplace," said Lewis.

"Tom's exceptional academic credentials, his analytical and research-based thought leadership, combined with his understanding of the Federal Reserve System, were important considerations for this key leadership role," commented Lewis. "He also has experience in leading the information technology efforts at McKinsey – critical given the Richmond Fed's responsibilities for the System's national technology efforts."

I am honored to lead the Richmond Fed and its dedicated team," said Barkin. "I deeply support the central bank's public service mission, and I'm looking forward to leading and contributing to the important work that lies ahead. I also plan to be heavily engaged across the Fifth District to learn more about the challenges and opportunities facing our communities and bringing these perspectives forward as part of my monetary policy considerations and contributions."

Barkin, 56, earned his undergraduate, MBA and law degrees from Harvard University. He currently serves on the executive committee of the Metro Atlanta Chamber of Commerce, as well as the Emory University Board of Trustees. He is married with two children.

Barkin succeeds Jeffrey M. Lacker, who retired earlier in 2017.

## November MEETING HIGHLIGHTS

### Virginia Credit Union Firm Night



Our November Membership meeting was hosted by Virginia Credit Union; and what excellent hosts they were. We had several guests attend this meeting including Angela Bennett, representing Chesterfield Public Library, Todd Feldman, speaker representing VACU, Heather Denson, representing VCU, DeAnne Butler, representing Hilton Short Pump/Shamin Hotels, Christine Kneer Stoneman, representing Dog Services Inc., Mimi Holt, representing VACU, Tammy Johnston, representing Taylor Made for You, Anita Yearwood, representing ICA/VCU and Adelina Teves-Revis, representing VRS.



After Ann Bushey, Reynolds Community College, introduced the guests she asked Steve Clary, representing Corporate Living Solutions, and Tarsha Thompson, representing WRIC, to stand and be acknowledged as the most recent members. There was a quick Trivia game to identify which of the two was nicknamed "Shoes" and who received an MBA. Steve's Nickname is "Shoes" and Tarsha holds an MBA. You never know what you will learn about member firm representatives when you read our monthly Connect.

We were also able to install a new member firm representative, DeAnne Butler, representing Shamin Hotels/Hilton Short Pump. DeAnne is the second representative for Shamin Hotels.



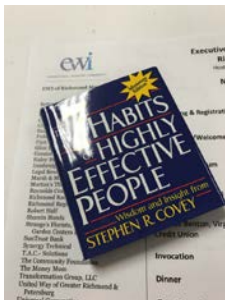
Before dinner Kit Hull, honorary member, provided the invocation by reading a passage entitled "Who Are You?". This passage encouraged everyone to celebrate your uniqueness as a gift.

After dinner Angela Roisten, representing VACU, introduced the speaker for the evening. We were inspired to hear Todd Feldman, Chief Marketing Officer and Senior Vice President of Marketing for VACU discuss the importance of work life balance. Todd's program was: "Living to Work or Working to Live?" Three Simple Things to Balance Life and Career. Todd shared the matrix of Career-Family-Passion and shared how to develop a career target statement.

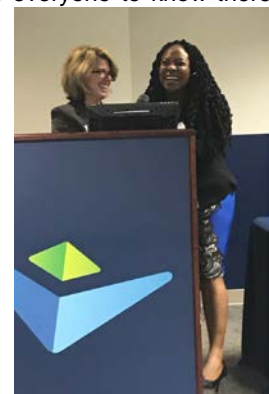


After his discussion he presented a generous donation of \$1000 to the Recruitment and Retention committee. Jennifer, Viki, Angela, Representing VACU, and Ann, Reynolds Community College, accepted this donation. To top off VACU's generosity, everyone present also received a mini copy of The 7 Habits of Highly Effective People.

Ann Bushey thanked VACU for the generous donation and all they do for the EWI Richmond Chapter. Ann also reminded the membership of her "Keep it Simple" philosophy and asked each member to sign up for a committee they are passionate about. Each Member firm representative was reminded of the "grow with us" campaign from EWI Corporate and Jennifer Benton shared an exciting membership campaign for EWI Richmond. The membership campaign will run through March 31, 2018 and Jennifer wants everyone to know there are fantastic prizes for the most active recruiter!



The raffle was generously donated by Shamin Hotels and was a one night stay at the Embassy Suites by Hilton Richmond. Angela Roisten, representing Virginia Credit Union, was the winner.



# A YEAR IN REVIEW



## Dates to Note

|            |   |            |                               |
|------------|---|------------|-------------------------------|
| January 11 | <p><b>Location: Morton's, The Steakhouse</b></p> <p><b>Topic: Educational session on Morton's and the business of running a winery/winemaking, with possible wine tasting</b></p> | February 8 | Children's Museum of Richmond |
| March 8    | Virginia Credit Union   | April 11   | TBD                           |

If you would like to host a "Firm Night," recommend a speaker, or donate speaker gifts, please contact Susan Lawton at [susan.lawton@rich.frb.org](mailto:susan.lawton@rich.frb.org)



Sending birthday wishes to the following EWI members:

**December**

3- Toni Bastian

19- Diane Griffin

20- Megan Hazzard

21- Michele Rundstrom



**Mission Statement**

**EWI brings together key individuals from diverse businesses for the purpose of**

- **Promoting member firms;**
- **Enhancing personal and professional development; and**
- **Community involvement**



## EWI of Richmond Member Firms

**35 Member Firms**  
**46 Representatives**

Better Business Bureau of Central Virginia  
Cater Nation  
ChamberRVA  
Cherry Bekaert LLP  
Classic Party Rentals of VA., Inc.  
Corporate Living Solutions  
The Community Foundation  
Dominion Energy, Inc.  
The Federal Reserve Bank of Richmond  
First Class Limo  
Glint Events  
Greater Richmond Partnership, Inc.  
Haley Buick GMC  
IronBridge Sports Park  
Legal Resources  
Marsh & McLennan Agency  
The Money Mom  
Morton's, The Steakhouse

Reynolds Community College  
Richmond Raceway  
Richmond Region Tourism  
Robert Half  
Shamin Hotels  
Strange's Florists, Greenhouses & Garden Centers  
SunTrust Bank  
Synergy Technical  
T.A.C.-Solutions  
Transformation Group, LLC  
United Way of Greater Richmond & Petersburg  
Universal Corporation  
Virginia Commonwealth University  
Virginia Credit Union, Inc.  
Westminster Canterbury Richmond  
WRIC News  
XLDesign4U

### EWI of Richmond Chapter Life Members

These women are chapter life members due to their special meritorious service above and beyond the call of duty to the Chapter.

|   |                         |
|---|-------------------------|
| Diane Griffin, Dick Strauss Ford-Isuzu-Suzuki, Inc. | Chapter President, 1983 |
| Debora Honodel, Southern States Cooperative, Inc.   | Chapter President, 1996 |
| Fran E. Minner, Hunton & Williams                   | Chapter President, 1989 |
| Jane S. Reilly, Greater Richmond Transit Company    | Chapter President, 1979 |

Thank you to each of you for all you have done and continue to do for EWI!

### EWI of Richmond Chapter Honorary Members

These women are chapter honorary members due to their service as chapter president and special service to the community while active in EWI.

|   |                          |
|---|--------------------------|
| Bev Beadles, Chesapeake & Potomac Telephone Company of VA | Chapter President, 1987  |
| Jo Anne Cole, Retail Merchants Assoc. of Greater Richmond | Chapter President, 1973  |
| Kit Hull, Bill's Barbecue                                 | Representative 1993-2012 |
| Elizabeth M. Perry, Trigon Healthcare, Inc.               | Chapter President, 1995  |
| Carolyn Raskind, Westminster Canterbury Richmond          | Chapter President, 2000  |
| Pat Sims, Robert L. Figg & Sons, Inc.                     | Chapter President, 1972  |
| Lillie Stratton, Greater Richmond Partnership, Inc.       | Chapter President, 1993  |
| Carolyn Yates, Greater Richmond Chamber of Commerce       | Chapter President, 1994  |

Thank you all for your invaluable service to EWI!