

ewi CONNECT

RICHMOND EDITION

Chartered June 1967

February 2018

Letter from the President



I have to say thank you to **Sandy Naumann, B/C/DP chair (Business/Career/Development Program)** for coordinating an outstanding literacy program last month at the Children's Museum of Richmond! It was so rewarding to see all 2,382 books donated by the Richmond Chapter of EWI. We look forward to delivering books to children in the Richmond community through the book buggy program later this year.

Not only did we keep our Chapter's promise to serve our community at last month's chapter meeting but we grew our Chapter by three new member firms and one new replacement rep! That's remarkable but it's no wonder when membership works hard to promote the chapter, therefore, bringing in new members firms. We are thrilled to welcome **Millennium Advisory Services, Inc.**, represented by Christine Slate; **Keiter**, represented by Brittany Aerni; **Children's Museum of Richmond**, represented by Mary Beth Yates and have Heather Davison onboard as replacement rep for **Virginia Commonwealth University**. We welcome you and look forward to serving with you!

Did you ever want to see what takes place behind the scenes of a television news cast? Well EWI Richmond Chapter has that opportunity on March 8, 2018 with a firm night hosted by WRIC. We will have an opportunity to hear WRIC General Manager Larry Cottrill speak on "The World of Changing Television News". Please plan to attend and support one of our newer member firms represented by Tarsha Thompson. We are so grateful to have WRIC as part of the Richmond Chapter!

Thank you,

Ann Bushey
Chapter President
Reynolds Community College

Like us on Facebook



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

Communications Director

Olivia Smith, Better Business
Bureau of Central Virginia

Advisor

Karen Huffman, Federal
Reserve Bank of Richmond

Parliamentarian

Angela Roisten, Virginia Credit
Union

Richmond Board News

Communications

By Olivia Smith

Better Business Bureau of Central Virginia



Spring is in the air, which means RVA is about to pop with activities and color! If you are out and about in our great city remember to take a picture and send it to me for social media. Our followers love seeing the cool things that go on

around the city as much as we do!

Did you know we feature firm news in the Connect?

That's right! Make sure to send it my way

osmith@centralvirginia.bbb.org

Like, share, follow, and love EWI of Richmond Social Media!

Facebook: @EWIRichmond

Instagram: ewiofrichmond

Twitter: @ewiRichmond

LinkedIn: ewiofrichmond

Treasurer

By Noel Mahler

Morton's The Steakhouse



Chapter Financial Summary as of 02/28/18:

SunTrust Account

General Operating \$54,410.86

B/C/DP \$73,564.91

Virginia Credit Union Account

General Operating \$16,839.14

B/C/DP \$41,875.66

Programs

By Susan Lawton

Federal Reserve Bank of Richmond



We look forward to the March 8 membership meeting, which will be a Firm Night at WRIC. Small group tours will be offered starting at 5:15 on a first-come, first-serve basis, so plan to arrive early so you don't miss out.

Bring raffle money for a chance to win two tickets to Richmond's favorite event for women – the Southern Women's Show – which takes place March 16-18 at the Richmond Raceway Complex. Thank you to Virginia Credit Union for donating the tickets!



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



10 Huge Warning Signs That Your Best Employee Is Leaving

Have you thought about what you would do if your best employee suddenly left?

What would it mean to your business and stress levels if you knew the WARNING signs that your top performing employee was thinking about leaving?

I'm pretty sure that thoughts such as these don't pop into your head unless you start seeing signs that your number one employee is not as ENGAGED as he or she used to be. If this happens once or twice, you may be thinking that personal or professional distractions may be occurring...and that may be true.

However...

Speaking from experience, the biggest sign that your top performing employee is considering leaving you is when he or she becomes consistently less engaged at work. When this happens, you may probably go into survival mode. After all, the thought of LOSING company knowledge, skills and a proactive attitude in your employee would be a huge loss to your team and probably your bottom-line!

This is a huge deal with businesses!

So much so that in 2014 Tim Gardner, an associate professor at Utah State University's Jon M. Huntsman School of Business, conducted a study and identified 10 behavioral changes that occur when an employee becomes disengaged. It was also important to note that these behaviors begin to start showing up at work about one to two months before your star employee officially resigns.

So as a boss and proactive leader of your team, below are the 10 disengaged employee behaviors to keep a lookout for among your top performers:

- Offering fewer constructive contributions in meetings
- Being reluctant to commit to long-term projects
- Acting more reserved and quiet
- Being less interested in advancing in the organization
- Showing less interest in pleasing the boss than before
- Avoiding social interactions with the boss and other members of management
- Suggesting fewer new ideas or innovative approaches
- Doing the minimum amount of work needed and no longer going beyond the call of duty
- Participating less in training and development programs
- Demonstrating a drop in work productivity

One last thing...

Gardner's research also found that employees who exhibit six or more of these behaviors are most likely about to leave the organization. So, it's important to take action sooner rather than later when you start seeing the signs within your top performers.

Much Success!

Heather H. Williamson Ph.D.
 President
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<https://www.facebook.com/pages/Transformation-Group-LLC/115938085147841>
<https://twitter.com/DrHeatherVA>

Leadership * Strategy * Performance

EWI FIRM NEWS

EWI Member Firms listed in the Richmond Times Dispatch Metro Business Section list of Top work places in RVA were:

Mega-size companies (1,000 plus employees):



Large companies (400-499 employees):



Better Business Bureau of Central Virginia will conduct "Secure Your ID Day", a documented shredding event on April 28, 2018 from 9:00 to 12:00PM in Moorefield Park.



Morton's The Steakhouse is hosting their first quarter pairing dinner on March 22, 2018 at 7:00pm. Each course will be masterfully crafted with wine and food pairings that will take you back to the basics of well-prepared cuisine. For more information [click here](#).



Richmond Raceway has partnered with the Virginia Craft Brewers Guild to bring the 3-Wide Virginia Craft Beer Fest to their 3-Wide Fan Hospitality! Learn more at <http://bit.ly/2G2BngB>

Richmond Raceway Military Appreciation Offer - Past and present service members receive a complimentary pit pass with a #ToyotaOwners400 ticket and access to our Military Hospitality area. [Get your tickets here](#).



LIVE UNITED

United Way of Greater Richmond & Petersburg invites you to join their Young Leaders Society for happy hour and discussion about middle school

engagement on March 28th at 5:30 pm at Capital Ale House Music Hall, 619 East Main Street, Richmond, VA. The event is free, and tickets are available at [Eventbrite](#).

EWI REPRESENTATIVE SPOTLIGHT



Connect with Mary Beth Yates of Children's Museum of Richmond



**Children's
Museum**
OF RICHMOND

What is your role at the Children's Museum of Richmond?

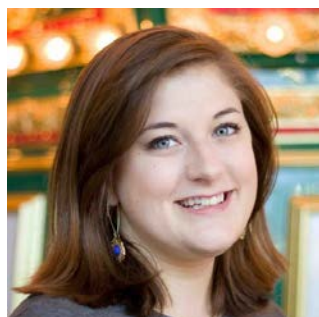
My Role at Children's Museum of Richmond is Development Manager.

Before working at the Children's Museum of Richmond what was the most unusual or interesting job you've ever had?

My first job was scooping ice cream at Cold Stone Creamery!

How has the Children's Museum of Richmond helped you in your career development?

I started working at the Children's Museum of Richmond (CMoR) while I was a full-time student at VCU. CMoR was quick to provide on the job training and professional development opportunities for me.



Mary Beth Yates
Development Manager
[Children's Museum of Richmond](#)
Phone: 804-474-7022
Fax: 804-474-7099
2626 West Broad Street
Richmond, VA 23220

What are your hobbies?

Amateur needlepointing and volunteering with Housing Families First.

Three words to best describe you:

Risk taker, caring, determined

Best vacation you've been to?

Disney World with my girlfriends!

What's on your bucket list?

Travel!

Tell us a little about yourself and your family:

I was born and raised in Richmond, although most of my extended family lives in Chattanooga, TN. I have a black cat named Matilda (after the book/ movie) and spend most of my free time with friends or volunteering with my boyfriend.

Inspiration Station

Kit Hull, honorary member, delivered this inspirational invocation at our February 2018 Membership meeting.

Kit Hull, honorary member, delivered this inspirational invocation at our February 2018 Membership meeting.

Each of us only wants for the children of today to be inspired as they learn to read – that reading and learning can open any and all doors to their future. But, we, as adults can also learn from children



TREAT EVERY DAY AS A FRESH START – If yesterday was not your best, then try again today.

CREATIVE PURSUITS ARE FUN AND GOOD FOR YOU – Paint a picture, color outside the lines, do something you enjoyed when you were a kid.

BE COURAGEOUS – Children have not experienced failure – they recognize that if one way does not work, they will keep trying till it does.

LAUGH EVERY DAY – As Charlie Chaplin said, “A day without laughter is a day wasted.” We, as adults, sometimes forget to be silly, but children can find humor in the simplest things.

BE ACTIVE – Remember how you used to play when you were a child – you ran and played games and when it started to get dark, you begged your parents for just “five more minutes.”

NURTURE FRIENDSHIPS – Children find joy with their friends and look forward to making new ones . . . their motto is “the more the merrier.”

NOTICE THE LITTLE THINGS – We tend to stop noticing the tiny miracles that surround us daily as we race to the next meeting or appointment – a child’s smile – the beginning flower bud that will become a beautiful garden – a field of wheat or corn that is ready for harvest – and many, many more.

I will leave you with this quote from James Broughton, an American poet and filmmaker . . .
“I am happy to report that my inner child is still ageless” (and ready for a playdate).

FEBRUARY MEETING HIGHLIGHTS

Children’s Museum of Richmond EWI 2018 Literacy Night



**Children’s
Museum
OF RICHMOND**



Our February Membership meeting was an exciting evening! EWI of Richmond partnered with The Children’s Museum of Richmond (CMoR) for our 2018 Literacy event. Over the last few months member representatives have been collecting books for school age children to donate to CMoR and their Book Bank.

Member firm representatives brought in bags, boxes, and carts full of books for the Book Bank. Before we were able to get down to the fun part of the evening we



had some business matters to take care of, which didn’t disappoint. We were beyond thrilled to have Jennifer Benton, Recruitment & Retention Director, representing Virginia Credit Union, install three new member firms, Keiter, Millennium Advisory Services, Inc., Children’s Museum of Richmond, and a new member firm representative for Virginia Commonwealth University. We installed new member firm representative, Brittany Aerni, representing Keiter, Christine Slate, representing Millennium Advisory Services, Inc., Mary Beth Yates, representing Children’s Museum of Richmond, and Heather Davison, representing VCU.




After installation we heard from Stacy Smith, CMoR, about the great work and activities provided by CMoR to the Community. We then had a quick “boxed lunch” style dinner catered by Baker’s Crust and we set off to work sorting the books. It wasn’t long before the room was full of laughter and the cries of “I remember that book”, “that was my favorite book growing up” or “my kids loved that one”. We sorted over 2,400 books to be donated to the Book Bank and we truly could not have done it without the support of our community and our member firms.



Dates to Note

<p>April 12</p>	<p><u>Location:</u> <i>Richmond Raceway</i></p>	<p>May 10</p>	 <p>EXECUTIVE WOMEN INTERNATIONAL SCHOLARSHIP PROGRAM</p> <p>EWI Scholarship Program Awards</p> <p><u>Location:</u> <i>Dominion Energy</i></p>
<p>June 14</p>	<p>Chapter 51st Anniversary</p> <p>And</p> <p>Keiter Firm Night</p> <p><u>Location:</u> <i>Keiter</i></p>	<p>July 12</p>	 <p>EXECUTIVE WOMEN INTERNATIONAL ADULT STUDENTS IN SCHOLASTIC TRANSITION</p> <p>Adult Students in Scholastic Transition (ASIST) Awards Night</p> <p><u>Location:</u> <i>Reynolds Parham Road Campus</i></p>


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



Sending birthday wishes to the following EWI members:

March

11 Tanya Johnson
20 Debbie Clark
23 Jennifer Benton



CONNECTIONS | CAREERS | COMMUNITY
Flourish. Grow. Thrive.

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
43 Representatives**

- | | |
|---|--|
| <p>Better Business Bureau of Central Virginia
Cater Nation
ChamberRVA
The Children's Museum of Richmond
Corporate Living Solutions
The Community Foundation
Dominion Energy, Inc.
The Federal Reserve Bank of Richmond
First Class Limo
Greater Richmond Partnership, Inc.
Haley Buick GMC
IronBridge Sports Park
Keiter
Legal Resources
Marsh & McLennan Agency
Millennium Advisory Services, Inc.
The Money Mom
Morton's The Steakhouse</p> | <p>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</p> |
|---|--|

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 |

Thank you all for your invaluable service to EWI!