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women in
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IMPACT

SPRING ISSUE 2022

In this issue...

Gratitude Strategies to Find the Good Through Challenging Times

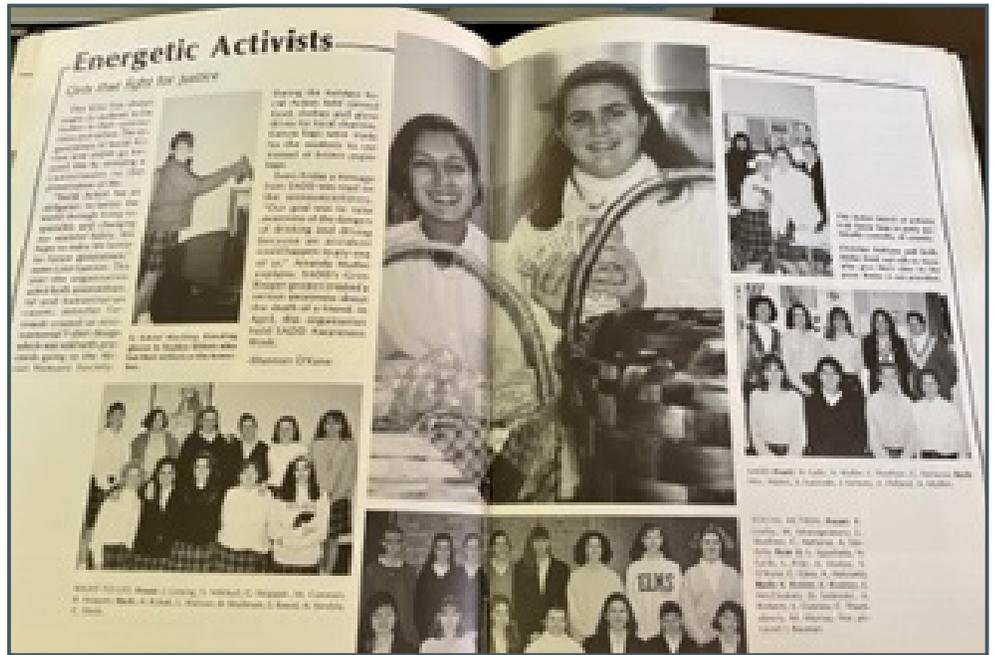


Letter from Allison Grealis



I often think about what makes some of us joiners and aspire to lead the groups we join. From an early age, I have not been able to control the desire to raise my hand and volunteer to be a part of a group. Being educated at a small Catholic elementary school and growing up in a Catholic family, I often was told that we should "help" and "serve others." I recall rolling pennies for annual charity collections and selling pizza to benefit good causes.

I volunteered and ultimately led my high school's social action committee and was involved in student government and liturgy committee (somewhat inspired by a very good-looking Top Gun-esque priest – don't judge). In college, I followed the same pattern and couldn't wait to join a club and immediately had aspirations to run them.



What inspired me then and now is the desire to make a difference. We all have seen inequality and problems, and I have always wanted to work with like-minded people to change things for the better. I know it sounds idealistic, but it is what keeps me going!

WiM's 2022 boards of directors for the association and education foundation are comprised of some amazing women and men, who I look forward to working alongside to create change and further our mission to support, promote and inspire women in manufacturing. We have accomplished a lot in the past decade, but as Grouplove states in their song, we have a "ways to go." While we've reached a record number of women through our events and educational programs this past year, there are still many women and male allies who have not heard of our organization or experienced WiM. We have a powerful network of nearly 13,000 members and have witnessed women rising to

leadership positions at a quicker pace, but there are still too few women at the top.

A special thanks and shout-out to two women who have stepped up to lead WiM's efforts in 2022—Virginia Harn, principal with CLA (CliftonLarsonAllen), chair of the WiM association board; and Cara Herzog, director of diversity, equity and inclusion with Southwire, our 2022 chair of the WiM education foundation board. I applaud their passion and enthusiasm for our work and mission!

As we look forward to accomplishing great things this year, we hope more women feel inspired by our work and raise their hands to serve our organization locally and nationally, now and in the future!

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WELCOME TO OUR NEWEST CORPORATE MEMBERS

*New Members from January to March 2022

January

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 Bowery Farming • Form Energy • Gleason Corporation • GMI Solutions • Hologic • Kymera International • Molson Coors • Pfizer
 Phillips Tube Group Inc. • Relativity Space • Salvagnini • Siemens • Steven Douglas Corp. (SDC)
 Tektronix • Winnebago Industries, Inc.



February

Charter Manufacturing • Dow, Inc • Libra Industries, LLC
 Microsoft • Nebraska Public Power District • Parker Hannifin
 Quanex Building Products • Rome Grinding Solutions



March

Armstrong Flooring • Autocam Medical • Barber-Nichols, LLC
 Essex Industries, Inc. • KPMG, LLP • LNS North America • Milwaukee Tool
 Polaris Industries • ProCaps Laboratories • Terex Corporation • ZF Group



INTRODUCING THE 2022-2023 BOARD OF DIRECTORS



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LAURA WILDE
ROCKETDYNE



Virginia Harn

*Chair, WiM Association Board of Directors
Principal, Manufacturing and Distribution
CLA (CliftonLarsonAllen)*

What inspired you to become the WiM Chair?

Back in 2015, a few of my CLA colleagues and I decided to check out the WiM SUMMIT held in downtown Minneapolis. We were hooked right from the start! Within CLA, I have had the privilege to lead our initiative as a WiM corporate sponsor, resulting in a strong bond among our CLA women in manufacturing scattered across the country. I've had the chance to help lead the WiM MN Chapter and to serve on the national WiM Board. I love the WiM mission to support, promote and inspire women in manufacturing careers. The mission is pervasive in absolutely every function of WiM I have encountered. Especially after the past two years of COVID uncertainties, I am thrilled to chair an association that sheds light and opens doors as we navigate forward!



Cara Herzog

*Chair, WiM Education Foundation (WiMEF)
Board of Directors
Director of Diversity, Equity and Inclusion
Southwire Company*

What inspired you to become the WiMEF Chair?

It all comes down to the mission. I have seen firsthand the impact this organization is making. We have felt it at Southwire, and we are committed to being an organization that accelerates progress for women in this industry. I am humbled by the opportunity to be a voice for other women, just as so many have been a voice for me. At the end of the day, it really is that simple - we are in this together, and I am honored to serve alongside this team.

Chapter Connection

Quarterly happenings from across WiM's network of 30+ local chapters!



(ABOVE) WiM ARIZONA HOSTED THEIR FIRST IN-PERSON EVENT SINCE 2019 ON APRIL 14. MEMBERS GATHERED IN PHOENIX FOR A NETWORKING SOCIAL, SPONSORED BY BMO HARRIS BANK.



(ABOVE) ON APRIL 7, WiM COLORADO LEADERS ATTENDED THE COLORADO MANUFACTURING AWARDS AND PRESENTED THE AWARD FOR 2022 COLORADO WOMAN IN MANUFACTURING OF THE YEAR.



(ABOVE) WiM OREGON HOSTED AN INTERACTIVE TOUR & TALK EVENT AT RAPIDMADE IN TIGARD ON MARCH 18.



(ABOVE) WiM SOUTH CAROLINA HOSTED A MEET AND GREET EVENT WITH SOUTH CAROLINA LT. GOVERNOR PAMELA EVETTE (THIRD FROM LEFT) ON MARCH 14.

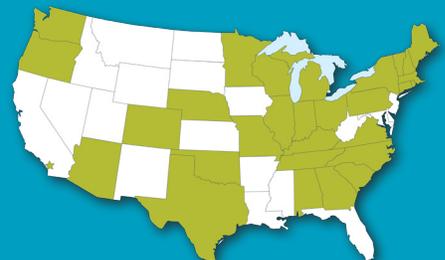


(BOTH ABOVE) WiM GEORGIA AND WiM SOUTH CAROLINA PARTNERED ON AN ACTION-PACKED DAY ON MAY 19. THE DAY KICKED OFF AT SPIRE POWER PARTNERS IN GEORGIA, WHERE ATTENDEES TOURED A NEARLY-16 ACRE FACILITY, LEARNING THE CHALLENGES AND BEST PRACTICES IN MANUFACTURING PARTS FOR POWER TRANSFORMERS. LATER IN THE DAY, ATTENDEES MIGRATED TO SOUTH CAROLINA AND TOURED THE GREENVILLE TECHNICAL COLLEGE'S CENTER OF MANUFACTURING INNOVATION.



CLICK OR SCAN TO VIEW THE ENTIRE CALENDAR OF UPCOMING CHAPTER EVENTS!

CLICK THE MAP TO FIND YOUR WiM CHAPTER



“No More Super Mom”



How this engineer balances parenting and her challenging career – **without guilt.**

*Featuring Alison Seward,
Senior Program Director at GE Appliances, a Haier company*

Barbecue tofu may not be the secret for every working mom, but it's helped Alison Seward cope during the pandemic. It wasn't just the energetic feeling the mother of two got from the healthful food. It was also who was doing the cooking. Her husband, Jamie was appointed the family's full-time cook while Alison's work expectations were especially high. Barbecue tofu is Jamie's specialty, and the family now eats a mostly plant-based diet that Alison says has them all feeling better as a result.

"I realized I needed to ask for help and accept it, so my family could have what they needed at a really stressful time," says Alison, who has two young daughters. Alison was promoted earlier this year to executive director of manufacturing quality for GE Appliances in Louisville, Kentucky.

"The team I was leading at the time was launching a new \$80 million dish-

washer production line, and it was at the start of the COVID pandemic," says Alison, who was formerly GE Appliances' senior director of the dishwasher program. Alison also identified a meal-prep company that would shop for her and deliver food when time was short so she could focus on her engineering challenges without worrying about shortchanging her family.

"It was clear to me very early on that the challenges of work and COVID could have a negative impact on my family, and that stress at home would negatively impact my leadership at work," she explains.

The myth that hurts working parents

"You just can't have true work-life balance – that's a myth," Alison says. "So the first step is to identify where you're feeling guilt over it and then find the right strategies to help."

Accepting help with the cooking – guiltlessly – has been one successful strategy for Alison.

So has outsourcing some other household responsibilities, such as using a cleaning service and finding an online resource that took the work out of purchasing and shipping her daughters' school supplies. Through her employer, Alison has also been taking steps to ease other parents' feelings of not being able to do it all. That starts with leading by example. Alison has been applauded at work for modeling a "one-life" philosophy that doesn't pit "work life" against "home life."

"You need to have honest conversations at work," she says. "Ask what your work really needs of you and what you can give."

"Find the 'and' wherever you can," Alison says.

Advocating for other mothers and fathers

Recognizing that others on her team may face even more challenging circumstances managing dual expectations, Alison's inclusive efforts at work have involved:

- Advocating for improved lactation rooms for nursing mothers at the GE Appliances headquarters and Kentucky assembly lines. The rooms are similar to pods found in airports and can be reconfigured as needed.
- Collaborating with the company's benefits team to create a maternity planning guide for new families. That aligned with the company's existing commitment of a parental leave policy that includes up to 12 weeks of paid leave for new parents.
- Launching a number of small support teams at GE Appliances to connect women at all stages of motherhood; Alison also serves as a mentor to many new mothers.
- Helping create and lead a committee specifically for working mothers in the company's Women's Network affinity group.

Alison says she counts herself as lucky to work for a company that puts people first. Team members at GE Appliances are encouraged to focus on

their wellness and the health of their families.

In 2021, GE Appliances earned a Great Place to Work Certification™ and was recognized as one of the Best Companies for Multicultural Women by Seramount.

For the last four years, the company has also earned the "Best Place to Work for LGBTQ Equality," while Healthiest Employers has recognized GE Appliances as one of the "Healthiest Workplaces in America."

Involving her family in healthy habits

Alison's healthful habits have extended to embracing yoga as a family with her husband and daughters. After committing to her own 30-day yoga challenge, Alison decided to keep the streak going. She practiced yoga for more than 200 days in a row, regardless of how busy work and family life became. Part of that was due to an occasional gentle nudge from her coworkers.

"If it was a tough day and I wasn't at my best, my team members would ask if I had done my yoga yet. It 100% made a difference for me and put me in a much better frame of mind," Alison says.

As a lifelong ballet student, Alison also kept up regular dance classes when it was safe to do so after the early days

of the pandemic. When she couldn't dance, she committed to a nightly two-mile walk with her family. The physical movement has been restorative mentally and emotionally.

"You can't pour from an empty cup," she explains. Alison also makes sure her family focuses on the needs of others, by donating food and regularly checking in with neighbors.

"Give everyone some grace"

While Alison gives the impression of someone who has it all figured out, she admits that she can't always be "super mom." She explains that sometimes she has to say 'no' or 'not now' to her children. Yet her best advice seems to be to give grace – to other parents and to yourself.

"We need to build up other working parents, not tear them down when they make different choices than we might have," she says. "I try to remember to ask myself where I might not have met expectations. And I remind myself that it's OK that someone has made a different choice than I have."

UPCOMING EVENTS

click or
scan below



VIEW ALL
UPCOMING
EVENTS

JUNE

6-7



15



22



Virtual Learning Series Webinar: The "Secret Ingredient" in Your Talent Plan

According to Glassdoor, 86% of candidates are likely to research reviews and ratings before applying for a job. So how will you ensure your organization stands out from the competition? Learn to create and execute an Employer Branding Campaign that gets measurable results.

30



WiM Hall of Fame 2022 Nominations Deadline

The WiM Hall of Fame honors outstanding women who, throughout their established manufacturing careers, have made exceptional contributions to support, promote, and inspire women in industry. Submit a nomination and recognize an inspirational woman within your company or industry who is leading the way in manufacturing.

Submit a Nomination Before June 30

JULY

12



JFF Webinar Registered Apprenticeship Best Practices

Hear from a panel of workforce development leaders and learn how external resources can help small to mid-sized manufacturing companies encourage their employees to join a RAP.

13



Virtual Learning Series Webinar: Attracting, Retaining & Engaging Top Talent

Learn the top considerations for attracting, retaining and engaging talent during this unique time in our labor history. Gain insights into how each stage through the process, from attracting through engaging talent, works and is dependent on each other for ultimate success.

18-19



Summer Leadership Conference

Join us in Greenville, SC for SLC! Participants discuss and determine solutions to common industry challenges, network and exchange ideas, and walk away with tangible next steps to improve their workforce attraction, engagement, and retention. SLC is an exclusive event for the WiM Corporate member community and WiM national Board of Directors.

SAVE THE DATE

AUGUST

10

Virtual Learning Series Webinar: Self-Care for You, and for Your Team

11



Moms in MFG is an event series and community focused solely on supporting moms working in manufacturing. Participants access valuable content and opportunities to connect and collaborate with fellow moms working in the industry.

SEPTEMBER

14

Virtual Learning Series Webinar: Emotional Intelligence & Your Success

OCTOBER

10-12



The 2022 WiM SUMMIT will be a hybrid event—both an in-person and virtual experience! Join us in Atlanta, GA or digitally for three days filled with plant tours at leading manufacturing facilities, professional development sessions, roundtable discussions on important topics, and inspiring keynotes. All while engaging and interacting with peers through social and networking events!

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WHERE BIG IDEAS ARE BUILT

Gratitude Strategies to Find the Good Through Challenging Times

by Lisa Ryan, MBA, CS

In today's work world, why are gratitude and the concept of saying "thank you very much" so important? Because appreciation changes every aspect of your life, including your business. When you discover your gratitude strategy (or Grategy), not only will you notice the difference, but others will too.

So, how does gratitude change your perspective? Research shows that a regular gratitude practice rewires your brain. The key is consistency. However, forgive yourself and start again if you get out of the habit. Start and stop as many times as you need to establish a regular gratitude routine. Here are three practices that can help get you started:

Gratitude Journal:

When you wake up in the morning, take a notebook or journal and write down five sentences starting with, "I am grateful for...." Add some detail so you can feel the emotion of the moment. People ask me all the time, "do I really need to write this down? After all, I'm grateful all the time." The short answer is YES!

When you write things down, you're feeling the pen in your hand. You're hearing the words and feeling the emotion of gratitude. Another fantastic thing about writing your appreciation down is that when you have a terrible start to your day, you can turn back a couple of pages and remind yourself of the good things that you have in your life. Although taking pen to paper is my practice of choice, there are plenty of online and app options to develop your own journaling practice. Many people find an app more convenient

and accessible, making it a personal choice. Just make sure you choose the version that makes it most likely to use and establish the gratitude journaling habit. Also, don't be afraid to experiment with both formats and switch back and forth until you find the one that works best for your lifestyle, which may change over time.

Many people will tell me, "Well, I used to have a gratitude journal, but I got away from it." That's why I prefer a gratitude journal without dates in it. There's no guilt that way. When you have a journal with dates in it, you may miss a couple of days and feel that you must go back and fill it in or give up on it. When you don't have dates, then there's no guilt. The nice thing about journaling in the morning is that you can be grateful in advance.

For example, you can write, "I'm so grateful that I had a productive meeting with my boss today," setting the expectation of a good outcome.

Wins journal:

This practice involves writing down

five good things that happened during the day before you turn out the lights and go to bed. Again, after a particularly horrific day, this may be the more difficult practice to do, but again, it makes you realize that when you look for the good, you can always find it.

ABCs of gratitude:

Each night, you'll take a random letter in the alphabet and think of something that you're grateful for that begins with that letter. Then, continue in alphabetical order until you fall asleep. Now, there are nights when you will go through the alphabet, sometimes even twice. But in most instances, it'll only take five or six letters before

"Gratitude turns what we have into enough and more. It turns denial into acceptance, chaos into order, confusion into clarity...it makes sense of our past, brings peace for today, and creates a vision for tomorrow."

Melody Beattie

you fall asleep. Research proves that people who have a regular gratitude practice are awake less time before falling asleep. As a result, they sleep more soundly and awaken more refreshed. So, what's the moral of that story? Count your blessings, not sheep.

Not only does gratitude make you feel good, but it's also good for you. The Institute of HeartMath in California studies emotions and their impact on physical wellbeing. They conducted one research study comparing frustration and appreciation and their effect on the heart. They took a group of people, hooked them up to monitors, put them through a period of frustration, and then evaluated their heartbeat. Imagine what a lie detector test looks like – that's how your heart is beating when you are frustrated. Then they took that same group of people, hooked them up to monitors, and put them through a session of appreciation, gratitude, love, compassion. Their heartbeat was smooth and looked inflow.

What is that telling you?

All those people you are letting live rent-free inside your head are killing you!

A second HeartMath study compared the impacts of anger and compassion on the immune system. They discovered that for every five minutes you spend angry, you reduce the effectiveness of your immune system for six HOURS. Those same five minutes spent in compassion, however, elevate the performance of your immune system for those same six hours. As you rewire your brain for gratitude, you look at things differently. When you choose positive emotions, it directly impacts your health.

The next area impacted by appreciation is our relationship with others. You've probably heard the saying, "If you can't say anything nice, don't say anything at all." The Lisa Ryan addendum says, "But if you can say something nice, do." Many times, we assume that people know how we feel about them. Instead, please make a point to let them know. Perhaps you'll tell them, call them, text them, or write them a note. Give people tangible evidence of your appreciation of

them. To discover how the people in your life want to be appreciated, I recommend the book *The Five Love Languages* by Gary Chapman. You may also want to check out Paul White's version of the same thing called *The Five Languages of Appreciation in the Workplace*. The Cliff Notes version of both books is we are wired to get our "love tank" filled in five different ways. They are affirmation, physical touch, acts of service, quality time, and gifts. At the beginning of a relationship, we're all over it. We're sharing words of affirmation, physically touching, spending quality time, doing acts of service, and giving gifts. Unfortunately, over time, we revert to our love language, which may be causing a disconnect with the other person if that is not their preferred way.

It's essential to pay attention to the Platinum Rule, which states, "Do unto others as THEY would have done unto them." Notice the slight change from the Golden Rule – "Do unto others as you would have done unto you."

That's the point.

Take a moment and reflect on the things you are grateful for today. Then, think about someone who you need to thank. Remember, when you tell someone that you appreciate them, you create a beautiful memory. But when you write it down, you create a treasure. At work or home, gratitude works when you work it!



Lisa Ryan, MBA, CSP, is a Certified Speaking Professional who helps organizations develop employee engagement strategies that keep their top talent from becoming someone else's. Lisa is a best-selling author of eleven books and a proud Cleveland native. She spent thirteen years in industrial sales including seven years in the welding industry – and yes, she does weld. Lisa has been blissfully married to Scott since 1996 and they are the proud parents of two very spoiled cats.



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