Montana State University
College of Business
Women's Circle of Excellence
"Links of a Lifetime"
a Women's Leadership Conference
April 17-18, 2008
Hilton Garden Inn
Bozeman, MT

Montana State University
College of Business
Women's Circle of Excellence
408 Reid Hall
Montana State University
Bozeman, MT 59717

This event is sponsored in part by:

Women's Circle of Excellence
College of Business
Montana State University

Women's Circle of Excellence
"Links of a Lifetime"
Montana State University
College of Business
SCHEDULE OF EVENTS

THURSDAY, APRIL 17, 2008

11:30 CONFERENCE REGISTRATION
1:00 WELCOME
1:15 BECOME A PIONEER OF THE FUTURE, NOT A PRISONER OF THE PAST by Ris Higgins
   The term “authentic leader” shows up in much of the business media these days. The idea is, if you don’t have it, you’re missing out. But what does it really mean, being authentic? In this engaging opening session, you will learn how to speak your authentic voice in any situation by opening up your self-awareness. We describe it as, “a life by design rather than a life by default.”

2:45 NETWORKING AND REFRESHMENT BREAK

3:00 PERSONAL MISSION STATEMENTS: WHY PERSONAL REFLECTION IS A CRITICAL PART OF LEADERSHIP BUILDING FOR WOMEN by Carmen McSpadden
   This interactive and discussion-based presentation will focus on how and why personal mission statements change and evolve as you 1) gain insights into yourself and 2) determine your hopes and dreams for each part of your life.

4:00 COMMUNICATING WITH CHARACTER by Tammy Machowicz Olszyn
   Discover the vital ingredient to every skill or technique you have ever learned in working with people. Learn how to consciously step through walls of resistance and implement key principles to effectively communicate (with character) in any relationship - employees, clients, significant others, etc.

5:30 BREAK AND RELAX

6:30 GRADUATION CELEBRATION - 2008 MSU College of Business Women Graduates
   When the going gets tough - put on fresh lipstick! This presentation will explore tips and strategies for networking and succeeding in the world of work as a woman and graduate of Montana State University with a congratulatory send-off message from Carina Beck.

FRIDAY, APRIL 18, 2008

FRIDAY, APRIL 18, 2008 (CONTINUED)

7:30 CONTINENTAL BREAKFAST AND LATE REGISTRATION
8:00 WELCOME
8:05 PANEL DISCUSSION OPTION 1
9:25 GENERATION GAPS by Mary Perry
   People are recognizing more of a generation gap between the 20-something and 40/50-something age group. Differences in attitudes, values, work ethics and even vocabulary can contribute to misunderstandings and generational clashes, which can lead to unproductive and unhappy environments. Mary will explore ways to manage and blend generational differences in everyday life in order to improve understanding between generations and help foster creativity and innovation.

10:25 NETWORKING AND REFRESHMENTS BREAK
10:40 PANEL DISCUSSION OPTION 2
12:00 NETWORKING LUNCHEON
1:30 NEGOTIATE WHAT YOU DESERVE by Susan Dana and Nancy Dodd
   Many women dislike negotiating because they do not realize they already have the skills necessary to manage conflicts. This highly interactive workshop led by two trained mediators will help you recognize your skills and strengths and will enable you to become a more confident and successful negotiator.

3:00 NETWORKING AND REFRESHMENTS BREAK

3:15 IMPROVOSATION FOR THE SPIRIT: USING THE TOOLS OF IMPROV IN EVERYDAY LIFE
   Keynote address by Katie Goodman
   Feel like gagging your Inner Critic? Want to find a way to be courageous, spontaneous, self-confident and creative every day? Katie shows how the tools of improv comedy are available to anyone in any situation. Our egos, monsters that they are, are desperately afraid that people won't accept our authentic selves. That's why we fear speaking in public. And making a toast. And telling someone we love them. And putting our creativity on display. And wearing that?! We're afraid that when we put ourselves out there, we won't be worthy, lovable, understood, or good enough. We're afraid to be authentic because we're so worried about being authenticated, as in validated, like a piece of art that some expert is going to pass judgment on.

   Have you ever thought of applying the skills of improv comedy to every day life? These skills include trusting yourself, being present, opening your mind. When you look at life, and the many challenges you may face in a day, learning to approach living through 'laughter' colored glasses may just end up better than Rose could have ever imagined.

   About the keynote speaker - Katie Goodman
   Katie Goodman is an actress, author, and director who teaches that the skills a performer uses to remain present and freed-up on stage are the same skills we all use to lead creative and soulful lives. She is the Co-Artistic Director of the Equinox Theatre Company in Bozeman, Montana, and a founding member of Spon
taneous Combustibles Improv Comedy Troupe, as well as Broad Comedy, two nationally touring companies. She was one of the founders and the Artistic Director of the Philadelphia Women’s Theatre Festival as well as the founder of the National Women’s Theatre Festival in Los Angeles. Katie has been a featured author in “O” (the Oprah Magazine) and has completed her new book which will be available in July entitled “Improvisation for the Spirit: Living a Creative, Spontaneous and Courageous Life Using the Tools of Improv Comedy.”

4:45 THE LADIES GET A FELLOW AND CLOSING

6:00 RIVERSIDE COUNTRY CLUB DINNER & ENTERTAINMENT BY

FRIDAY, APRIL 18, 2008

HINDSIGHT’S 20/20 – There are those moments in our lives we wish we could do-over and there are also times you knew you made the right decision at a critical juncture. This interactive panel-based presentation led by successful business women will offer insight into how they got where they are today by taking a look back at where they’ve been and the decisions they made along the way.

Panelists: Ardi DeVries, Susan Carstensen, Linda Reynolds, and Paige Taylor

ENTREPRENEURIAL SPIRIT – Thinking about starting your own business? Learn what it takes from women who have started their own successful companies through this interactive panel-based presentation where they’ll discuss the challenges and rewards of running your own company.

Panelists: Molly Semenik, Dana Lasher, Shelby Nordhagen, and Katie Goodman

YOUR ENCORE CAREER – Are you starting to consider working less? Perhaps you want to retire within the next few years. Boomers like us may want to, but retire to what? Do we even want to really retire? An inspiring new group of role models for “engaged retirement” is emerging. This break-out session will explore what it means to redefine the second half of your life as a source of social and individual renewal.

Moderated by Ris Higgins
11:30 4:00 1:15 1:00

MEET THE SPEAKERS

CARINA BECK

Carina earned her Doctorate in Education from Montana State University and her Master’s and Bachelor’s of Arts from The University of Montana. Since 2001, she has been the Director of Career Services & Student Employment at MSU. Carina develops and implements creative methods to promote the quality and employability of MSU interns and graduates to potential and current employer partners. She encourages MSU students to meet the challenges of today’s and tomorrow’s employment market through the use of the MSU Career Planning Model.

SUSAN CARSTENSEN

As Chief Financial Officer for RightNow Technologies, Susan oversees the company’s Finance, Technology Operations, Professional Service, Field Operations and Human Resource organizations and serves on the company’s executive management team. She led the company’s financing activities from startup through its Initial Public Offering in 2004. Between RightNow Technologies and previous positions held by Susan, she has over 20 years experience in Finance. Susan serves on the MSU College of Business Advisory Board and co-chairs the Bridger Ski Foundation Alpine Committee.

SUSAN DANA

Susan is the Associate Dean for Academic Affairs and the Director of the Bracken Center for Excellence in Undergraduate Business Education at the MSU College of Business. She has taught a variety of courses at the College including Negotiation, Introduction to Law, and Cultural Dimensions of International Business, and has conducted numerous workshops on negotiation. She has also practiced law in Washington D.C. and served as a law clerk and Special Master to a District Court judge in Missoula. She holds a J.D. from Stanford Law School.

ARDI DEVRIES

Ardi holds a Master of Professional Accountancy from Montana State University and a Bachelor of Science in Business Administration from the University of Denver. She has worked in the automotive and trucking industries and is the former president/owner of Yellowstone Harley-Davidson in Belgrade, MT. Ardi has been involved with many community organizations and currently serves as a director on the boards of Big Sky Western Bank and the MSU Foundation. Ardi joined ERA Landmark Real Estate’s Commercial team in 2006 where she specializes in commercial real estate, IRS tax-deferred 1031 exchanges, and real estate investments and valuations.

NANCY DODD

Nancy is an Associate Professor of Management in the MSU College of Business. She co-coordinates the College of Business First Year Experience course (BUS 101), teaches upper division courses in management, and serves as the Director of the Family Business Program at the College of Business. Nancy also researches and consults on a variety of matters including organizational communication, wrongful discharge and employment discrimination. She is in the University Ombuds, in which capacity she helps MSU employees resolve workplace conflicts. She holds a PhD in Management from the University of Nebraska.

RIS HIGGINS

Ris co-founded Leadership Outfitters, a Bozeman, Montana based coaching and experiential learning company 15 years ago to offer a unique development approach for clients seeking to achieve breakthroughs in their business and personal lives. Past clients include Kraft, Capital One, Albertsons, FINRA, Turner Enterprises, Inc., Houston Rockets, Chevron Texaco, and Heineken U.S.A. Ris’s professional background encompasses a corporate executive, government manager, magazine editor, business owner, and executive coach.

TAMMY MACHOWICZ OLSZTYN

Tammy is the owner of Harvest Coaching, a business dedicated to coaching people and growing business. Tammy specializes in assisting entrepreneurs, business leaders and their teams to be more productive, build and sustain relationships and ultimately create enduring profitability. She has 20 years experience harvesting the potential of individuals and groups in various business and academic environments.

DANA LASHER

Founder and co-owner of Get Ready Girls, Inc., Dana graduated from the MSU College of Business in 1990, and spent 15 years in “Corporate America.” She worked for Fortune 100 companies, including Unilever and Coca-Cola USA, until starting Get Ready Girls, Inc., more than a year ago. Her company licenses and manufactures women’s products for NASDAQ and universities under the sub-brand names “Race Ready Lady” and “Spirit Ready.”

SHELBY NORDHAGEN

Shelby is the owner of NetNewMarketing, an internet consulting firm assisting business clients in identifying unique online strategies and tactics for generating sales in association with or as a direct result of a client’s web presence. Shelby developed her internet expertise over the past 15 years working for a variety of technology businesses and organizations including RightNow Technologies, ProClarity (acquired by Microsoft) and Extended Systems (now Dynasearch). She holds a Business Marketing degree from Montana State University.

CARMEN MCGPADDEN

Carmen is the Director of the MSU Leadership Institute, adjunct faculty in management for MSU’s College of Business, and a trainer for Leadership Montana. In December, Carmen and her husband Doug launched www.outdoorgiftworks.com, an internet retailer. Prior to her current work, Carmen was the founder and general manager of an adventure travel company for ten years, which offered distinctive vacations throughout the world and served over 1,000 clients yearly.

LINDA REYNOLDS

Linda built a financial services practice in a 24-year association with Northwestern Mutual and was ultimately appointed as Managing Partner for a three-state area, retiring in 2006. Prior to this accomplishment, Linda worked in engineering and management as well as provided personnel consulting services for many businesses. Linda has a Chemical Engineering degree from Montana State University.

MARY PERRY

With over 25 years of experience in business, Mary Perry has worked with Nestle brand promotions and financial institutions before she joined Ryan Partnership in 1995. Ryan Partnership, recently named “Agency of the Year” by PROMO magazine, is the leading independent marketing agency in the United States. As the President of the Promotion Agency, Perry is supported by six divisions spread over twelve offices with more than 300 employees who cater to iconic brands such as Dove, Heineken, Nestle, New Balance, Advil, and Energizer. She graduated with a B.S. in Marketing from Mercy College in New York.

PAIGE TAYLOR

Paige received her Bachelor’s Degree from Montana State University in Psychology with a minor in Women’s Studies. After completing her education at MSU, she pursued a graduate degree at Northwestern University in Counseling Psychology. Paige is currently employed at Bridger Psychiatric Services in Bozeman, MT where she practices counseling for many psychological issues.

SHEILA TAYLOR

Sheila Taylor is the founder and operator of two fly fishing businesses, Tie the Knot Fly Fishing Instruction and Yellowstone Fly Fishing School. In 2001, she became a Certified Fly Casting Instructor through the Federation of Fly Fishers (FFF) and obtained her guide license. She then became a Master Certified Fly Casting Instructor (one of 150 Masters in the world and the ninth woman in the world) in the spring of 2006. Tie The Knot Fly Fishing provides fly fishing instruction in Montana and through out the United States. The company also provides guided fly fishing destination trips in Montana and Idaho for women. The Yellowstone Fly Fishing School offers instruction to fly fishers of all ages and skill levels.

MOLLY SEMENIK

Molly is the founder and operator of two fly fishing businesses, Tie the Knot Fly Fishing Instruction and Yellowstone Fly Fishing School. In 2001, she became a Certified Fly Casting Instructor through the Federation of Fly Fishers (FFF) and obtained her guide license. She then became a Master Certified Fly Casting Instructor (one of 150 Masters in the world and the ninth woman in the world) in the spring of 2006. Tie The Knot Fly Fishing provides fly fishing instruction in Montana and through out the United States. The company also provides guided fly fishing destination trips in Montana and Idaho for women. The Yellowstone Fly Fishing School offers instruction to fly fishers of all ages and skill levels.
**TRAVEL ARRANGEMENTS**

A block of rooms has been reserved for $99.00 + tax per night at the Hilton Garden Inn. Please call 1-800-782-9444 or 1-406-582-9900 and mention the Women’s Circle of Excellence conference to reserve rooms at this rate.

Call Montana Travel at 1-800-247-3538 for discounted airfare to Bozeman for the conference.

**STAYING THE WEEKEND?**

If you’re planning on staying the weekend in Bozeman after the conference and would like a list of Bozeman area activities, please contact the Bozeman Area Chamber of Commerce at 1-800-228-4224 or visit their website. www.bozemanchamber.com

**CONTINUING PROFESSIONAL EDUCATION (CPE) CREDITS AVAILABLE**

The CPE credits offered will be announced on our website upon finalizing the number of hours with the State Board of Accountancy. A nominal fee may be charged for those wishing to obtain credits. www.montana.edu/cob

**SPONSORSHIP OPPORTUNITIES**

Are you or your employer interested in sponsoring a portion of this year’s conference or donating prizes for the graduation celebration? If so, please contact us at audrey.lee@montana.edu and we will send you a brochure detailing the levels of sponsorship opportunities available.

**THE LADIES GET A FELLOW**

How better to meet the Circle’s mission than to enrich the lives of our current women students before they become alumnae? That’s what our faculty members do daily. The Core Committee is proud to announce the creation of the Montana State University College of Business Women’s Circle of Excellence Outstanding Female Faculty Endowment with the long term goal of developing a prestigious Fellowship. At the closing of next year’s conference, the first award will be granted to an outstanding female faculty member of the College of Business, who will have been selected by the current female students of the College. This endowment will assist the College in its quest to retain the highest quality faculty and will give recognition to a deserving female professor or adjunct professor that mentors, inspires and educates our future members of the Circle of Excellence. If you are interested in supporting the endowment fund, you may include a donation with your registration. For more information contact Jackie Sather, Director of Development for the College of Business at 406-994-6766 or jsather@montana.edu.

This event is sponsored in part by: [logo]

**REGISTRATION FORM**

**NAME:** ____________________________________________________________

**ADDRESS:** _______________________________________________________

**CITY/STATE:** ____________________________________________________ **ZIP:** __________

**DAY PHONE:** _______________________ **EVENING PHONE:** ________________

**EMAIL:** __________________________________________ **YEAR OF GRADUATION:** ______

**SPECIAL ASSISTANCE REQUESTS:** ______________________________________

**PLEASE SELECT THE TWO PANEL OPTIONS YOU WOULD LIKE TO ATTEND (SEE SCHEDULE OF EVENTS):**

[ ] Your Encore Career       [ ] Hindsight’s 20/20       [ ] Entrepreneurial Spirit

**DEADLINES & PRICES**

(Registration fee includes all workshops and associated materials as well as food and refreshments during the course of the event)

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<tr>
<td>EARLY REGISTRATION: FEBRUARY 29</td>
<td>$75.00</td>
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*Alumnae from the class of 2005, 2006, or 2007

**PAYMENT MUST BE INCLUDED WITH REGISTRATION**

[ ] Check (please make checks payable to: Montana State University Foundation)

[ ] Credit Card (MasterCard / Visa)

**AMOUNT ENCLOSED: ___________________________________________**

**CARD #: ___________________________ EXP. DATE: __________**

[ ] I would like more information on sponsorship opportunities

[ ] I would like more information on the Women’s Faculty Endowment ‘The Ladies Get a Fellow’

[ ] Please accept my donation of $_________ to be placed in the new Circle of Excellence Outstanding Female Faculty Endowment

**FAX THIS FORM TO 406-994-6206 OR EMAIL TO AUDREY.LEE@MONTANA.EDU**

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