



Connection

A quarterly publication for all WinUP members

FALL 2016

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A note from our president

Intentional Efforts

Celebrate – to do something special or enjoyable for an important event; to praise someone or something; to say that someone or something is great or important

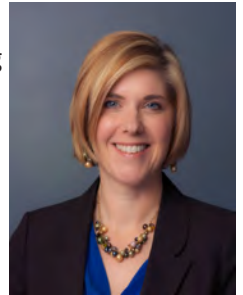
We have much to celebrate in WinUP this year – growth in membership, a hugely successful conference, exciting programs at the chapter and regional level, involvement and engagement in our respective communities – that's a lot for us to be excited about. Bravo!

One of the things I heard over and over again at the conference was the importance of being "intentional". That means intentionality in cultivating relationships, intentionality in investing in yourself and your development, intentionality in taking measured risks to stretch your boundaries for improvement.

All of the things we have to celebrate in WinUP are due to intentional efforts to do the right thing for our organization both at the chapter and international levels. Our membership has grown because we

are reaching out, building relationships and providing value to new and existing members.

The conference was a tremendous team effort, every moment of which was thoughtfully planned with the participant experience in mind. Above all, the goal was



Danette Scudder
**International
President**

to create an agenda focused on providing abundant opportunities for personal and professional development so that we could grow individually and together.

The breadth and depth of the activities and programs you are creating and offering at the chapter level is staggering.

I marvel every time I listen to the accomplishments of your chapters and I'm so proud to see your creativity and passion at work for your members and those within your communities that you touch through your outreach.

None of these things occur due to happenstance. Even if we might not



"NONE OF THESE
THINGS OCCUR DUE TO
HAPPENSTANCE."



CONTINUED ON PAGE 2

International News

DEADLINES AND DATES

December 13 –Executive Committee Meeting

December 15 – International Board Meeting

December 16 – Chapter Chair Meeting

January 1, 2017 – Officers, board members and committee chairs terms begin

Attention to all members:

Membership renewal forms and dues must be either paid online at www.winup.org/join-us or submitted to chapter treasurers in time for them to send the international portion for receipt by the executive director by February 1, 2017. A late fee is imposed on international dues postmarked after March 1 and a reinstatement fee is also required after March 31. Please send your payment and completed membership renewal form to your chapter treasurer in plenty of time to avoid these fees. If you joined October 1, 2016 or later, your 2017 dues are paid-in-full. Members-at-large send dues to Executive Director Claudia Powell.

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immediately characterize them as intentional efforts, they most certainly are. The success of WiNUP depends on continuing to be intentional in our assessment and evaluation of what we can do to improve the value of membership and taking action accordingly.

Our momentum and energy are exciting. If we can sustain it – which I believe we can – we will certainly have many successes to celebrate for years to come.

Thank you for the opportunity to serve you this year. Congratulations for your contributions to WiNUP's success. I am fortunate and humbled to be able to celebrate these accomplishments with you.



WiNUP Cheerleaders

Dear WINUP Fellowship Committee:

Last year the WINUP Fellowship committee awarded me the \$1,000 Lyle Mamer Fellowship to help with tuition expenses as I pursued a Master's degree in Corporate and Organizational Communications from Northeastern University.

Although AEP reimburses tuition, the limit is far below the actual tuition cost. I was

happy to bear that burden because this degree is important to me, but I very much appreciated WINUP's help.

I have now completed my degree.

Thanks to the scholarship from WINUP, I felt that I had the support of my colleagues



behind me as I worked on my classes late into the night every night for months and years on end. That's what the scholarship felt like to me: a chorus of my colleagues' and friends' voices cheering me on when things got difficult.

I can't tell you how much I appreciate that support. Thank you.

Sincerely,

Jeri Matheney
Communications Director
Appalachian Power

International News — Conference Recap

Keynote: Mike Skaggs – Watts Bar 2 – 1st Nuclear Permit this century

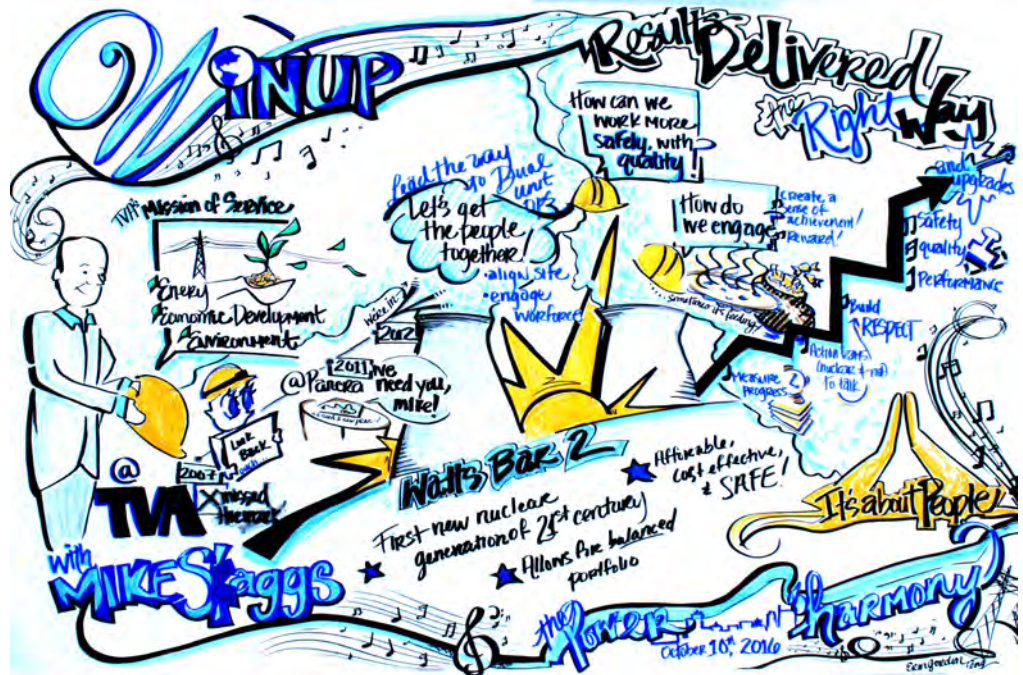
By Monica Sartain

Mike Skaggs, Executive Vice President, Operations for the Tennessee Valley Authority kicked the Conference off with a Keynote Address on Watts Bar 2, the first Nuclear Permit in this century. After reviewing some of TVA's history, Mr. Skaggs spoke briefly on the vision and mission of TVA. Created in 1933 and serving over 9 million people across multiple states, TVA focuses on the "three E's" to serve the public, Energy, Environment, and Economic Development. To accomplish their service, TVA uses a variety of different power generation sources including coal, gas, hydro, and nuclear.

TVA's newest nuclear reactor, Watts Bar 2 began commercial operations in October of 2016. Mr. Skaggs shared some of the challenges and successes encountered along the way in getting the project completed. One of his first goals was to get all 5,000 to 6,000 people working on the project to work together for a common goal. After the third safety issue within two days, the project was shut down, and management began having discussions with small groups of employees across the site with the main goal of having everyone working safely. They found that workers were not being given the right tools and the right direction. As management began making changes people started aligning with the common goal. They began awarding good performance by buying employees pizzas, and handing out candy bars. Managers would meet people in the parking lot as employees were heading home to shake their hands and thank them for their work. This allowed the employees an opportunity to share ideas. Things continued, and though not perfect, the team found a better, safer way to work together.

Mr. Skaggs also shared information regarding the community action panel they put in place during construction. The panel included interested parties from environmental groups opposed to the construction and start-up of the plant. Periodic meetings were held with the panel to update them on construction progress, and answer questions. Although the environmental groups did not change their support in favor of the nuclear power plant, Mr. Skaggs indicated they succeeded in coming to a mutual understanding and respect of goals to help support safety and the environment.

Before exiting the stage, Mr. Skaggs fielded questions from the conference attendees. When asked about



Graphic Recordings created by Erin N. Gordon, daughter of Past President, Carolyn Gordon

diversity in TVA's workforce, Mr. Skaggs indicated there is work to be done. TVA's workforce is approximately 19% female, but they are working to improve that number. When asked about support of STEM programs, Mr. Skaggs indicated that TVA does support STEM programs, but there are a number of opportunities within TVA that can provide a good career that do not need a higher education.

International News — Conference Recap

Former Kentucky Governor, Martha Layne Collins

Let's Talk

By Monica Sartain

The Honorable Martha Layne Collins, the first Female Governor of Kentucky, and the only one to date, was the first Motivational Speaker of the Conference. A true inspiration to women, she started her session, by inviting the audience in for a little "Girl Talk". In addition to leaving us with a lot of "take-home" pointers she gave us a brief look into her history.

The Honorable Martha Layne Collins grew up in a little town called Bagdad, KY. It was a small community where everyone knew what you did before you did it. An only child, she gained confidence through the encouragement of her Father who told her, "You can accomplish anything you set your mind to it." Her story about convincing the neighborhood children to dig a pool in her back yard showed her penchant for leadership started at a young age.

Here are some of the pointers she shared:

1. If you have an idea that sticks with you for more than four to five days it's a real idea not a whim.
2. Never start thinking like a corporation because the people will get left out. It will be about numbers not the people.
3. You have to keep learning everyday. There is always something new to learn. We have to learn, change, and adapt.
4. Keep your finger in what's is going on so you can keep working and keep making/influencing changes
5. We need to work with our kids to learn our history, cultures of others, for the future. Teach

children the importance of other cultures in addition to our own. The future for our world is global, we have to live together, we have to work together.

6. Don't just be content to go to work and go through the motions. You need to be thinking, be visionary. Women are needed!

She shared a couple stories from her time serving as Governor to drive home these points. One example was in her success bringing jobs to Kentucky. When she

took over as Governor the economy wasn't doing well, the state needed jobs. One of her staff advisors said she should concentrate on automotive. She visited the US companies and asked them to expand into KY, but they all declined. So they went to Europe and Asia. She found great success in bringing Toyota to Kentucky and it was due in large part to

embracing what makes her unique and special as a woman and using those qualities in ways that wouldn't occur to men. As she explained, there are advantages to being a female, but also a lot of challenges and responsibilities. Although there are issues in our society when it comes to women in the workplace including double standards. Women are great multi-taskers, are visionaries, compassionate, and persistent. We can use those qualities to help strengthen our place in the workforce. She also emphasized that when men and women work together amazing things happen.

At the end of her session she closed by encouraging us to use our imagination, and have fun!

"AS SHE EXPLAINED, THERE
ARE ADVANTAGES TO BEING
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International News — Conference Recap

The Executive Suite Panel

By Ashley Dickens

The executive suite panel occurred on Tuesday, October 11, wherein Nashville chapter's Dianne Nuñez and Ashley Dickens asked questions of

Ben cautioned the room full of women to build one another up rather than constantly competing with one another in the workplace. Overall, it was a very informative panel with over 30 minutes of questions from the audience.



Dianne Nuñez (left) and Ashley Dickens, program manager for TVA EnergyRight Solutions for Business and Industry and daughter of Nuñez, participate in a C-Suite panel discussion with Benjamin Felton, NiSource; Cindy Herron, TVA; and Val Armstrong, TN American Water

Benjamin Felton, Vice President of Power Delivery at NiSource, Cindy Herron, Vice President of EnergyRight® Solutions at TVA, and Val Armstrong, President of TN American Water. The nature of these questions sought to get a taste of their professional journeys and what tips might they have for the rest of us. The theme of their responses centered on intentionality. On the topic of increasing diversity in the workplace, they stressed the importance of being intentional with the hiring process and filling the talent pipeline with diverse employees. Advice that Cindy and Val both gave was to go where there is opportunity to grow and to never give up when you don't get the job you think you were made for, but understand that there is a bigger picture and the right job for you is just around the corner! In essence, they summed up the unofficial theme of the WiNUP 2016 conference by telling us to make lemonade out of lemons. Another important takeaway was when

"REALLY LOVED THE CONFERENCE!
YOUR CHAPTER AND THE VOLUNTEERS
AND SPONSORS DID A GREAT JOB OF
ORGANIZATION AND MAKING EVERYONE
FEEL WELCOMED..."

"I LOVED THIS YEAR'S CONFERENCE.
GREAT SPEAKERS AND FANTASTIC
NETWORKING. I MET SO MANY
INSPIRING WOMEN!"

Just a few comments from the Virginia Chapter...



By Angela Carroll

Kim Greene, Southern Company

Kim provided her early background information including that her father worked for the Tennessee Valley Authority and had always encouraged her to seek an engineering degree. Kim then opened her presentation with three thoughts to keep in mind:

- When opportunity knocks, open the door
- A great attitude is more important than a great education
- Follow your heart

At some point in your life there will be sacrifice and you must have the right attitude to accept it. While pursuing her degree in bio-medical engineering, she met and married a pilot. Instead of taking the job she wanted, she chose to remain in Birmingham where her husband worked. She got a job at the local power company and so began her career in the utility industry. She took projects and turned them into successes. "Give it to Kim, she will do it," would say many of her co-workers. Four years quickly passed

and she got a call from Atlanta to work for a CFO with Southern Company and there obtained her MBA. Her next adventure was in New York, working on the trading floor. This is where she found the need to be thick-skinned as the people there are not as nice as others, but she loved the excitement and fast paced atmosphere. Her experience in New York led to a job with a company called Merit. By then, she had two girls ages five and two and the year was 2001. On 9/11, she was watching the news knowing there were men she had worked with in the twin towers. They perished. She thought....that could have been me. Her kids would not have ever remembered her since she worked so many hours away from home. She stood back and reflected and determined this was not right. So she quit her job and returned to Southern Company. In 2007 life was good, both she and her husband were working with Southern Company. She recalled the day the phone rang and Tom Kilgore, former president of TVA, was on the other end. He asked her to interview at TVA. Knowing she would not get an offer, and if she did she would not take it, she kept going to interviews. After all, each time she was able to visit with her folks in Knoxville. Much to her surprise, she got that offer and declined. Tom said he would not fill the job, but would wait for her. Deciding to move to Knoxville was the hardest decision she had ever made, since she was happy and life was good. But on the other hand, she would be closer to her

parents and her children would develop a deeper relationship with their grandparents. So it was not about her, but her family. It was a hard conversation to have with her boss at Southern Company, but the best thing to do is what is best for your family, she remembered telling herself. Her 5+ years at TVA was the best experience of her life and she wouldn't trade it for anything. Her family was happy, she was happy. Now it's five years later and she remembered a day when her former boss at Southern Company, who interestingly enough is now CEO, called to tell her if she decided to leave TVA to be sure to call him. Lesson – Never burn bridges and keep relationships – stay connected. Finally, after a while with no response, the CEO of Southern Company called to tell her she needed to come home. Knoxville was her home but Southern was always her professional home. So once again she opened the door of opportunity. She ended by telling us to be bold but in a way that is courageous. A few things to remember:

- Fess up and ask for help when you need it
- Stop the guilt about leaving your kids for your career
- The best thing she ever did was to hire an au pair to live with her family
- You have to acknowledge that you can't do everything and be everywhere. Your kids will turn out great, hers did!

International News — Conference Recap

Steven Dyer, Central Service Association

By Elizabeth Kuhns



Steven Dyer spoke to the group about Cyber Security. He began his presentation by getting everyone on their feet by socially engineering us to dance when music was played. He explained that social engineering is cyber security's biggest threat.

Mr. Dyer explained that you can get

to know anyone (yourself, your boss, your coworkers) by asking them three questions and their answers to those three questions can tell you a lot about them. Those questions are: 1. What is your favorite color?

2. What is your favorite animal?

3. Close your eyes and picture yourself in a white room with no windows and no doors. How do you feel? The answers to the questions relate to 1. Favorite Color: How you want others to see you; 2. Favorite Animal: How you see yourself; 3. White Room: How you feel about death. He encouraged us to use this exercise to get to know people. A high social IQ is the largest indicator of success in business.

Room: How you feel about death. He encouraged us to use this exercise to get to know people. A high social IQ is the largest indicator of success in business.

Mr. Dyer then explained how utilities get hacked. He showed a video of a fake LinkedIn phishing email that

was sent to an HR manager which clicked on a link in the email and gave the hackers access to the utility's entire network. It's that easy. Other ways that utilities get hacked include emails from fake vendors or fake customers, thumb drives with viruses that are given away inserted in computer, staff/employees get paid for customer information, theft of things lying around the office or vehicles, hackers or criminals take advantage of good customer service staff who are willing to please.

He explained ways that we can protect ourselves and our family and our utility. First, put down our phones. Everyone is on their phone, ALWAYS. Be aware. Know who is in your office at all times. If there is a sign-in sheet, require an ID when they sign-in before they're granted access. Do not put external drives (thumb or USB drives) in your computer. You never know who had access to that drive before you received it. Stop sharing everything about your life on the internet. People are watching! Turn off GPS tagging on your phone. There is no reason to tell everyone where you

are. Trust but VERIFY. You can never be too careful. STOP clicking on things in social media or in emails. And finally, teach your family, friends, and coworkers these lessons. Do

NOT assume that it can't happen to you or that your IT department has it locked down. IT CAN.



International News — Conference Recap

Awards Reception held at the mother church of country music

Each year, WiNUP conferences lead a group of women back to their places of work, back to their hometowns, or back to their families with a few nuggets acquired from two and a half days of motivational speakers and presentations from industry experts. The 2016 conference planning committee hopes that to be true for The Power of Harmony 2016. As well as making sure your inner work person is adequately “fed”, the conference also has to have an element of fun; so each planning committee searches for a special place to hold the awards program. After touring many unique places in downtown Nashville, the 2016 planning committee was drawn to the historic Ryman Auditorium. Music City boasts many notable places, but perhaps none so engrained into the national mindset as the Ryman Auditorium. She exudes character, history, and music at every turn. That decision was easily made. So 240 WiNUP members, sponsors, and guests enjoyed the Ryman as she hosted our WiNUP group on Tuesday evening. The food was amazing and the networking opportunities equally fulfilling.

The awards program takes on a different meaning for many as their chapters have worked hard toward an end goal. Perhaps your chapter has submitted applications for

the newsletter award, or the chapter achievement award. Excitement builds as winners are awarded and achievements are recognized. Individually, those who were nominated for the OAK, POWER, and Honorary Life Membership Awards wait anxiously as biographical information is read aloud until something is said that ultimately gives away the identity of the winner.

When it is all said and done, the honors bestowed upon

chapters and individuals at the annual WiNUP conferences are treasured memories with friends. As we grow in our chosen profession, being recognized for hard work is an honor. The WiNUP organization seeks to acknowledge the efforts of its membership in part by creating the annual awards ceremony. It's a time to be proud, but also to be humbled as our peers take seriously the painstaking task of choosing winners. Here are some of the highlights of this year's awards ceremony.



2017 Officers Installed L to R: Danette Scudder, Immediate Past President; DeCoffette Ward, President; Kay Bostick, Treasurer; Holly Huffman, Secretary; and Dianne Nunez, Vice President



2016 First Place Newsletter Award - Virginia Chapter



2016 Second Place Newsletter Award - Ohio Chapter



2016 Third Place Newsletter Award - Indiana Chapter

International News — Conference Recap



2016 Chapter Achievement Award - Ohio Chapter



2016 Chapter Achievement Award - Nashville Chapter



2016 Chapter Achievement Award - Atlanta Chapter



2016 POWER Award Winner, Debbie Sain - Nashville Chapter



International News — Conference Recap

Dr. Phyllis Qualls-Brooks

By Elizabeth Kuhns

Dr. Qualls-Brooks welcomed our group to Nashville. She spoke to the fun, rich, diverse history of Nashville: from our many honky tonks to our many universities, from Vanderbilt to Trevecca to Lipscomb to Tennessee State University to Fisk University. She emphasized that each one of us is important. Each of us contributes. We are all small specks, but all of us matter.

Dr. Qualls-Brooks gave a brief history of the Tennessee Economic Council on Women (TECW) which was established 18 years ago to evaluate and research issues through a woman's lens. Her speech focused on a study that the TECW did which researched the economic impact of violence against women. Violence is a thief. Violence closes doors and cripples one's ability to grow.

Tennessee has regularly ranked among the worst in women killed by men and loved ones. One in three women will experience some sort of harassment or assault in her lifetime. In the study done by the TECW, they found that the economic impact of violence against women is catastrophic. The total cost to law enforcement in the state from violence against women is \$27,731,000. The study found that more than 161,000 hours of legal counsel result from violence against women, which leads to an estimated cost

of \$36 million in legal services. Approximately 40 percent of children in children services have witnessed violence against the women in their family, and there is increased care required to care for those children. The medical and mental health costs for violence against women, according to the study by the TECW, is approximately \$438 million in the state of Tennessee. Social service organizations, which provide immediate and necessary help to victims, survivors, and their children, was found to cost \$181 million. Workplace productivity and wages lost due to high levels of absenteeism and presenteeism are estimated to be anywhere between \$57 million to \$203 million. The TECW's study found the total estimated cost of violence against women to be \$886,171,950, but the true figure is incalculable and much higher.

The results of the study led the TECW to make the following recommendations: the cycle of "I saw it, so I will do it" must be broken; prioritize recovery-oriented funding and teaching victims financial literacy; need control-oriented offender counseling; find a way to allow for there to be some sort of coding within health care systems to

document domestic violence incidents; increase community awareness; emphasize faith-based organizations and outreach; do something. These things DO happen. And the impact is immeasurable.

Another project that Dr. Qualls-Brooks discussed is the cost of gender bias and how much it costs the state of Tennessee when the



wrong person is chosen for a job based on gender. She explained that explicit bias is almost non-existent anymore but that implicit (unconscious) bias does occur.

Dr. Qualls-Brooks finished by noting that it's not about the past. It's about the future. Together, we are stronger.

International News — Conference Recap



A Labor of Love

Over 400 hours and 49 different colors, Kim Maynard kept this beauty a secret until the silent auction at this year's conference! It is truly a work of art. Thank you so much Kim! I am sure whomever won this will treasure it forever.



The silent auction items along with the T-shirt sales generated over \$3,000 for The Governor's Books from Birth Foundation and Dolly Parton's Imagination Library. Thank you all for helping promote childhood literacy!



The Kentucky Chapter took on the difficult job of registration. They did a fabulous job! The beautiful Thirty One bags were also from the Kentucky chapter. The conference planning committee, comprised of the Nashville, East Tennessee, Kentucky, SW Virginia/NE Tennessee, and Atlanta chapters



worked tirelessly in bringing this conference to the membership. If you see one of these gals, give them a pat on the back. Event planning is hard work!

Another part of the conference was Head Shots by Dustine Roberts



a.k.a. Fine Portraits by Dustine. With over 96 of you requesting head shots, Dustine began shooting on Saturday afternoon and continued throughout the conference. The conference planning committee was sure this would be a hit and it was. Dustine is a professional photographer in her other life away from TVA. She

does a great job and we appreciate so much the hard work and time she spent making us all look the professionals we are. Headshots will be delivered via email and are on schedule to be sent your way sometime in January. Please keep in mind, Dustine is donating her editing time. Thank you, Dustine!

On To Philly!

Next year's conference in Philadelphia is already keeping the planning committee busy. Thank you for the delicious goody bag items. We can't wait to see your beautiful, historic city!



See You In Philly!

Largest public power utility in U.S. recognizes employee accomplishments in WiNUP

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Nuñez named WiNUP 2017 international vice president

5 hours ago · by TVA Today · 34 Views



It was a good conference for the 14 TVA staff and six TVA retirees who attended the recent Women's International Network of Utility Professionals (WiNUP) International Conference in Nashville. But for Dianne Nuñez, global business consultant for TVA Economic Development (*far right in photo*), it was truly a "WiNUP-win" when she was named the 2017 international vice president of the organization.