



# In The News

## Presidents Message

### CORE PURPOSE

To Enhance the Success of Women in the Construction Industry

### CORE VALUES

- Believe in Ourselves;
- Persevere with the Strength of Our Convictions;
- Dare to Move into New Horizons

### LEADERSHIP

Cecyle Brock  
President

Toni Brown  
Vice President

Erica Sharp  
Recording Secretary

Tamara Schissel  
Treasurer

Kathy Vincent  
Corresponding Secretary

Molly McClure  
Immediate Past Pres.

Directors

Jessica Bowman

Katrina Clifford

Molly Conein

Happy Holidays Everybody.

I hope you all had a wonderful Christmas and got to spend lots of time with family and friends. The New Year promises to bring a lot of exciting changes. The first and maybe biggest change is our location. Our first general meeting of the year will be held at our new location The Meridian Courtyard by Marriott (1789 S Eagle Road, Meridian, ID) Cocktails @5:30 PM followed by dinner at 6:00 PM. Try to make it at 5:30 if you can, we now have a great area for chatting/networking before the meeting starts.

The Membership Committee and the PR/Marketing Committees have teamed up and are working together to get our membership numbers up and to get our name out there. They've set some goals for the 2011 year which include a 30% increase in membership and a Membership Drive.

Our January meeting will feature our own Lisa Losness from ITD giving us a

talk on safety.

February's meeting will be "Speed Networking" like speed dating but we'll be exchanging information about our companies and what we do. We'll also be kicking off a food drive to benefit the Boise Rescue Mission and the Meridian Food Bank.

Marches speaker will be Jack Walburn from LPL Financial Services presenting information on the economy and trends in construction.

I wish you all a safe and happy Christmas and New years. See you next year!

Cecyle



### Inspirational Quotes

We will open the book. Its pages are blank. We are going to put words on them ourselves. The book is called Opportunity and its first chapter is New Year's Day.

**Edith Lovejoy Pierce**

**Character cannot be developed in ease and quiet. Only through experience and trial and suffering can the soul be strengthened, ambition inspired, and success achieved—**  
**Helen Keller**

**Courage is like a muscle. We strengthen it with use.— Ruth Gordon**

## New Meeting Location

New meeting location—Courtyard Marriott in Meridian (Southwest corner of Eagle and Overland Roads)

With the current membership totals we can no longer meet the guarantee number that the previous location requests.

The Courtyard Marriott has graciously offered the following;

- 1800 square foot meeting rooms
- Ample parking
- Free projectors and screens
- No minimum attendance
- Room fee waived

A poll was taken of the member-

ship and twenty members out of the 23 that responded were in favor of moving the meeting location. The board voted on and approved the location change.

### January 5th Menu

Beef Brisket with Wild Mushroom sauce and new red potatoes, green salad, broccoli with cheese sauce, rolls and Chocolate Mousse

Vegetarian Meal will be Roasted Winter Squash with wild rice & vegetable medley stuffing, Chocolate Mousse

Free beverages—Coffee, Lemonade or Ice Tea

Cost of Meal—\$20.00

Address -1789 A. Eagle Road, Meridian, ID



## Committee News

### Block Kids—Tina Lantz

No block kids competitions are scheduled as of yet. There is a concern as to the cost of the insurance this year and if it will affect holding future competitions. A competition held in April with the Boy Scout Troop will be submitted if other competitions are not held.

### General Meeting Calling Committee—Betty Dibble

The move to the Courtyard Marriott will bring on new menu items, which I don't have yet. So for our first meeting on Jan. 5<sup>th</sup>, they are supposed to have something to "knock our socks off".

I'm reminding everyone, that when your calling committee person contacts you regarding atten-

dance at each month's meeting and meal choice, to please respond to them by email or phone and let us know if you ARE or ARE NOT attending and if you have a guest, we'll need their name for the sign-in table. The Chef shops for the correct number of meals, by the food count I have to turn in on Monday before our meeting. It only takes a second to respond to an email with a "yes" or "no" and food choice. Also remember if you tell us you will attend and you do not, we still must pay the hotel for your meal and you'll be billed. We want everyone to come join this great organization and "feast" on the speaker and the food.

### Recycle Book/DVD Program

Remember to bring your slightly used books and DVDs for recycling. This

program will bring extra \$\$\$\$ to our chapter funds while allowing you to donate and recycle your used books and DVDs.

## Lets Celebrate- Birthdays

Katrina Clifford—Jan 7

Wilma Strohmeier—Jan 7

## Anniversaries

No Anniversaries to celebrate this month

# Leadership

## 10 Core Competencies Comprise a Good Leader

### 1. Visionary.

Good leaders create a vision, a picture of the future, of where they want to take their organizations. Leaders can improve both the quality and acceptance of the vision by partnering with their peers, executive team, key employees throughout the organization or outside consultants. To get the best vision you need lots of ideas, and people support what they help to create.

### 2. Inspirational.

Once a vision is established, great leaders can inspire everyone in the company to get on-board. Employees in great organizations are passionate about what they do. This inspiration extends to customers, investors, suppliers, boards of directors and all other stakeholders.

This doesn't mean good leaders have to be charismatic or great public speakers, though some are. Leaders may inspire by example or in low-key ways. Every word and action demonstrates their passion for the vision.

### 3. Strategic.

Strategic leaders are clear and directly face the strengths and weaknesses of their own organizations, as well as their external opportunities and threats. They think in terms of leverage, fishing where the big fish are and partnering to gain market advantage. While interested in one sale, they would rather create pipelines and strategic alliances

that generate thousands, or hundreds of thousands, of sales.

### 4. Tactical.

Wired like businesspeople, good leaders are bottom-line oriented and extraordinarily committed to results. They thrive on facts, figures, numbers and data. They're interested in ROI, ROE and EBIDTA. If not numbers-oriented themselves, they surround themselves with strong financial talent.

### 5. Focused.

Once vision and mission (a brief, clear statement of the reasons for an organization's existence) are established, good leaders achieve what they set out to do before launching new initiatives. By contrast, poor leaders may have dozens of conflicting programs and priorities. Leaders with 20 priorities essentially have no priorities.

### 6. Persuasive.

Not necessarily salespeople, good leaders can bring others to their point of view using logic, reason, emotion and the force of their personalities. They motivate by persuasion rather than intimidation. The key here is the leader speaking from his or her heart.

### 7. Likeable.

Good leaders are people-centric. They may be scientists, engineers or technical experts by background, but they recognize interpersonal skills are paramount. They display high degrees of emotional intelligence, and thrive on finesse and likeability.

They want to be liked -- and they are. Again, the key is what's inside the leader. Likeability comes from

the inside out.

### 8. Decisive.

Sometimes shooting from the hip, good leaders can make decisions quickly -- often with incomplete data. As Theodore Roosevelt said, "In any moment of decision, the best thing you can do is the right thing, the next best thing is the wrong thing, and the worst thing you can do is nothing."

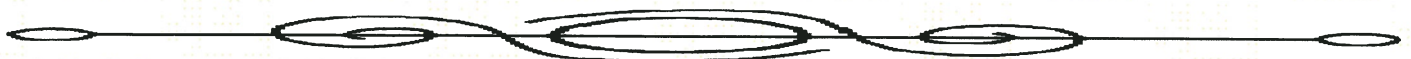
Rarely is a leader able to get 100 percent of the information needed for a decision. Typically it is "60 percent and go" or "80 percent and go."

### 9. Ethical.

Good leaders are direct and straightforward. They set clear performance expectations and hold people accountable. This requires being direct and truthful, which can be difficult but -- more often than not -- is natural for the principle-based leader. Good leaders know it's hard to beat the truth.

### 10. Open to feedback.

Good leaders are open and dedicated to lifelong learning. They seek feedback about their performance through direct conversations and objective tools such as 360-degree reviews. Seeking continuous improvement in their companies, they also seek it for themselves.



# Safety Corner

## Over the Counter Medications

The flu and cold season is upon us. Many people are suffering from flu, cold, or allergy symptoms such as watery eyes, runny nose, coughing, or general achy feelings. These symptoms can incapacitate some people to the point they must stay home to recover. Others push on because they have deadlines, no sick pay, or feel that their job might be in jeopardy or the company cannot function without them. These people are likely to take whatever over-the-counter medicines they feel are necessary to alleviate the discomfort of their symptoms.

The typical cold medications are antihistamines or decongestants or a combination of both. The side effects of these drugs can be dangerous depending on the use and dose. Many non-prescription drugs can cause drowsiness, inattentiveness, or impair one's ability to concentrate or make decisions, drive a car, operate machinery, and can slow down your reflexes.

The best practice is to stay home and rest until you are well but if you really can't stay home and must take over-the-counter medications keep these rules in mind:

**Follow recommended dosages on the packages:** Taking extra doses may only provide more side effects and not more relief. Double dosing can make you more drowsy and less able to concentrate. If you need the medication, take the smallest dose possible that will provide a level of relief while working.

**Don't use combination medicines:** If you need a decongestant, take a decongestant. If an antihistamine is needed, then only take an antihistamine. Avoid multi-ingredient products.

**Don't mix over-the-counter medications or use along with prescription drugs unless under a doctors care:** The side effects of mixing different medications can be severe and are often unpredictable. Check

with your doctor or pharmacist before mixing prescription and over-the-counter medications.

**Read the Labels:** Many over-the-counter medicines have warnings about such things as operating machinery, driving, and drinking alcohol when taking the medication. Before taking the medication read not only the label warnings but the product information provided inside the package. These inserts usually have more detailed information about the product and possible side effects/

**Find something that works and stick with it:** Don't change remedies every few days. Side effects usually diminish after a week or so of use. Try new medications over the weekend, so if side effects do occur, they won't jeopardize your safety.

Don't underestimate the dangers that over-the counter medications can cause to your safety and the safety of your coworkers.

Contact your physician if you have questions or if an adverse symptom persists.

Remember you may not be the only person affected by your decision to work under these conditions. Working in a hazardous industry is dangerous enough in itself. You must be alert at all times and able to react to and recognize safety hazards.

**Do not ignore the label warnings, your safety and the safety of others is at stake.**

