

ASWA FAX RETURN

American Society of Women Accountants — Houston Chapter No. 33 www.aswahouston.org

Member of *The Federation of Houston Professional Women*

VOL. 58 No. 2

Membership Meeting August 25, 2009

Speaker: Harold Mangum

Topic: Memory Training

CPE: 1 hours Level: Update Prerequisites: Basic

Where: The Briar Club, 2603 Timmons Lane
(corner of Westheimer and Timmons Lane)

Parking available in the member parking area across the street from the Briar Club. Valet parking is available.

Time: 5:30 p.m. Networking:
6:00 p.m. Dinner
6:45 p.m. Speaker (including Q&A)

Early bird reservations by Wednesday 5:00 pm prior to meeting:

Members and 1st time guests	\$30
Returning guests	\$35

Late reservations and walk-ins:

Members and guests	\$35
Returning guests	\$40

CPE portion only	\$15
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Administrative Policy: Per ASWA standing rules, if you register and do not attend, you will be charged for the regular meeting price.

[Reservations need to be made by the Wednesday preceding the meeting to Julianne Dorsett at \[meetings@aswahouston.org\]\(mailto:meetings@aswahouston.org\). Please contact Julianne with late reservations, even on the day of the meeting.](#) Special dietary requirements available upon request

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PRESIDENT'S MESSAGE

By: Melanie Norton

Mid-August is upon us, and that means "Back to School" for those of us with school-age children and grandchildren, or those of us who may be taking college courses ourselves. For all of us, it may mean summer vacations have come and gone and we're getting back to our usual routines. For the ASWA Houston Chapter, it means we resume our monthly dinner meetings and CPE. With the transition of our busy schedules, I believe that our "memory training" presentation for this month is relevant and timely.

Several board members and committee chairs met in July to discuss plan the Chapter's activities for this fiscal year and to develop the budget to support those activities. We accomplished a lot in a few hours of time, and I would like to personally thank those who attended. Many hands make light work!

At this month's business meeting, the key "action" items will be gathering reservations for the upcoming FHPW Women of Excellence Gala on September 19 (our Chapter is honoring Adrienne Brown) and determining who is willing to attend the ASWA/AWSCPA Joint National Conference in Las Vegas from October 19-21 and represent the Chapter as a delegate or proxy delegate. I hope that all of you will be able to support these extracurricular activities for our organization through direct participation or in some other way.

The Chapter's board of directors and committee chairs need your ideas and participation to continue the success of our organization, and we want to help you get the most out of your membership, so please make a commitment to attend our meetings as often as you can and to support a committee.

I hope you all have a great year, and I look forward to seeing you all soon!

2009-2010 Officers & Committee Chairs

President H 281-469-0970 W 713-353-1942	Melanie Norton president@aswahouston.org	Director H W 281-884-5183	Suzi Martin Member Relations relations@aswahouston.org F 281-884-5199
President Elect H 281-478-0778 W 281-884-5184	Julianne Dorsett Meeting Arrangements meetings@aswahouston.org C 832-563-3840	Database/Bylaws H 281-894-5253 W 281-894-5253	Eileen Neucere Career Center webmaster@aswahouston.org F 281-807-1520
Vice President W 713-353-1962 C 713-292-6183	Lien Le Student Activities scholarships@aswahouston.org		
Treasurer H 281-550-3675 W 281-504-8655	Kathleen Long treasurer@aswahouston.org		
Secretary C 281-773-1530 W 713-552-2105	Ursula Cornish Newsletter newsletter@aswahouston.org F 713-622-1366		
Past President W 713-584-6451 F 713-935-7701	Kristi DeNardo Membership membership@aswahouston.org C 832-595-5587		

Deadline for August newsletter: August 6, 2009 Newsletter Editor: Ursula Cornish Cell: 281-773-1530 Work: 713-552-2105 Fax: 713-622-1366 Email: newsletter@aswahouston.org	Additions and changes to the mailing list should be submitted to Eileen Neucere Home: 281-894-5253 Fax: 281-807-1520 Email: webmaster@aswahouston.org
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The FAX RETURN is the newsletter of ASWA Houston Chapter 33. It is published monthly, except December. You can receive the Fax Return by email or by snail mail. **Please let the editor know which form you would like to receive the newsletter.**

Standing Reservations

- | | |
|--------------------|---------------|
| Colene Blankinship | Eunice Reiter |
| Adrienne Brown | Ann White |
| Ursula Cornish | |
| Kristi DeNardo | |
| Julianne Dorsett | |
| Suzi Martin | |
| Eileen Neucere | |
| Melanie Norton | |

The Chapter will bill for reservations that are not cancelled by 5pm Wednesday prior to the meeting.

Please contact **Julianne Dorsett** to be added or deleted from the Standing Reservations List.
832-563-3840 meetings@aswahouston.org

CALENDAR OF EVENTS

- Aug 25– Membership Meeting**– The Briar Club
Speaker: Harold Mangum– Memory Technology Institute
- Aug 25**– Board Meeting
- Sep 19**– FHPW 2009 Women of Excellence Gala
Adrienne Brown is our Honoree
- Sep 22- Membership Meeting**– The Briar Club
Speaker: David Aloha– Current Events in Internal Audit
- Sep 22**– Board Meeting
- Oct 19-21**– ASWA/AWSCPA Joint National Conference
- Oct 27– Membership Meeting**– The Briar Club
- Oct 27**– Board Meeting

Houston ASWA Memorial Fund

The Houston ASWA Memorial Fund was chartered in 1973 with the two-fold purpose of:

- Providing scholarships to deserving accounting students
- Furthering the mission of the American Society of Women Accountants -- “To enable women in all accounting and related fields to achieve their full personal, professional and economic potential and to contribute to the future development of their profession”.

The Memorial Fund receives contributions, in lieu of flowers, for members and their loved ones during times of grief. We receive contributions to celebrate special occasions and in honor of special people.

Please consider the ASWA Memorial Fund as an opportunity to honor or to memorialize the people in your lives.

Contributions should be made payable to:

ASWA Memorial Fund
c/o Eunice H. Reiter
5005 Woodway, Suite 200
Houston, TX 77056-1789

If your contribution is in honor or in memory of someone, be sure to include information regarding where to send the acknowledgement.

Charitable Project

Please remember to gather your sample toiletries when you travel and donate them to Miryam’s Hostel which is on the second floor of the Loaves and Fishes Soup Kitchen. It is a place where 6 – 8 women can spend the night, wash their clothes, take a shower and sleep in a bed. Then they are back out on the street. It is sponsored by Magnificent House which is affiliated with the Catholic church. They can use toiletries, towels, twin bed sheets, pajamas etc.

ADVERTISING RATES

The ads are to be emailed to the newsletter chair no later than the 1st of the month in which the ad is to appear.

\$300/ year—full page
\$160/ year—1/2 page
\$ 10/ month—business card size

The Fax return is published monthly except December.

Official National Registry Statement

ASWA is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State Boards of Accountancy have the final authority on the acceptance of individual courses of CPE credit. Complaints regarding registered sponsors may be addressed to the National Registry of CPE Sponsors: 150 Fourth Avenue, Nash-



The Federation of Houston Professional Women and
FHPW Educational Foundation

Women of Excellence Awards Gala

Women Standing Strong and Working Together

**Saturday, September 19th, 2009
5:30 - Reception/Silent Auction
6:30 Dinner**

Hyatt Regency

Federation of Houston Professional Women
Women of Excellence Gala

Next Meeting: September 19, 2009
Web site: www.fhpw.org

Location: Hyatt Regency
1200 Louisiana

ASWA Delegates: Kasi Wieding
Eunice Reiter

Alternates: Melanie Norton
Coleen Blankinship

Federation of Houston Professional Women (FHPW)

The Federation of Houston Professional Women is an alliance of women's professional organizations, chartered by the state of Texas as a non-profit, non-partisan business league. Each FHPW member organization, although diverse in style and structure, has professional or businesswomen members focused on education, networking, specific careers or community service.

FHPW offers quarterly events designed to bring its diverse membership together to promote a place of POWER and INFLUENCE. Quarterly events are open to both members and guests and allow Houston professional women the opportunity to network, have some fun and learn something new.

If you are a member of ASWA then you are automatically a member of FHPW.

The quarterly meeting for FHPW was July 27th. They introduced the 2009 Women of Excellence. Our own Adrienne Brown was among the women honored. Each woman was presented with a “goodie bag”. Mark your calendars for The 2009 Women of Excellence Gala on September 19th at the Hyatt Regency Downtown. This event is organized by the FHPW Advisory Council to benefit the FHPW Educational Foundation. Be a part of the wonderful celebration of the 2009 Women Standing Strong .

If you are interested in attending the WOE Gala to show your support for Adrienne, please contact Melanie Norton at mnorton@bvccpa.com or by calling her at (713) 353-1942 before the next Chapter meeting on Tuesday, August 25. If there are enough reservations to make a completed table of 10 persons, the individual ticket price will be discounted from \$75 to \$70. The reservations deadline for the Gala is August 31, so the Chapter will hold a “last call” for reservations at the meeting on August 25 and will collect funds for your reservation at that time.

Current Fundraiser

Our chapter has been registered with the Current Fundraiser Online program. It is very simple—all you have to do is shop online at www.CurrentFun.com, and when you check out, select:

State: **Texas** Organization: **ASWA – Houston** City: **Houston**.

Our chapter will receive a check quarterly for 50% of online sales that are attributable to our organization. Tell your friends and relatives, and help raise money for our scholarship fund. You can save some money for yourself and get some great products, and at the same time, contribute to the scholarship fund. What a deal!



Harold Mangum is the President of The Memory Technologies Institute. Harold brings 27 years of training and development experience to the industry, 17 years of which he has taught memory training specifically. Harold, a psychologist educated at the University of Texas spent 13 years with ARCO Oil & Gas Company as Director of Training and Development in the Operations and Engineering division before joining Memory Training Institute in 1989. After setting industry records as the fastest memory instructor ever to be certified, he was appointed President of the Memory Training Institute, Inc. In 1995 he created Memory Technologies Institute and began expanding the training paradigm to include a multi-faceted training company within the industry.

MTI—THE MEMORY TECHNOLOGIES INSTITUTE



Topic: *“A great memory doesn't just happen...it's developed! Come experience the life changing benefits of a trained memory!”*

In this one hour presentation you will learn the techniques that will enable you to recall important client info and gain the competitive edge needed in today's market!

Speaker: *Harold Mangum*

Never experience the embarrassment of forgetting a client's name again.

Description: Productivity will soar after achieving the lifetime tool of a *Trained Memory!!!*

- Meet clients and be able to recall their names next time you see them!
- Ever had the name drop when the handshake drops? Meet potential clients in rapid fire introduction and be able to retain their name first time around!
- Be able to deliver a presentation on any topic and never lose eye contact by referencing notes.
- How impressed are you when someone remembers your name and details of your last meeting !!!!

Retain changing tax laws without referencing notes

Over the past 17 years, he has conducted workshops for companies and associations including AICPA, American Institute of Architects, AT&T, Shell Oil, Johnson & Johnson, Smith Barney, Regions Bank, American Airlines, Schlumberger, GTE, Motorola, IBM, F & S Architects, and many more.

This is one meeting that you definitely want to REMEMBER!

AMERICA'S MEMORY TRAINERS

Career Center

Please remember to encourage friends and colleagues to register and that there is not cost to individuals to post their resumes. Members can help by letting their HR Departments at work know about the site. Using the site is a win-win-win-win proposition because 1) employers gain access to a pool of specialized job seekers, 2) individuals seeking employment in accounting and finance can easily connect with employers/recruiters looking for candidates with those skills, and 3) the ASWA raises funds that it uses to 4) provide scholarships to worthy individuals.

Support a worthy cause by spreading the news about the ASWA Career Center today!

‘They think they know everything!’

Helping all age groups get along

Resentment drives a wedge between older and younger workers

Each generation represented in the workplace comes with a different set of beliefs, experiences and working styles. But along with adding diversity, these differences often lead to conflict among the various age groups.

That’s the situation Johanna, a manager, found herself in when a veteran employee spoke out about his resentment toward younger workers.

Veterans vs. newbies

“Those kids are driving me bonkers!” Frank, an employee, said.

“Kids? I wasn’t aware we had any of those in the office,” Johanna said.

“You know who I’m talking about,” Frank said. “The newbies. They come in here and act like they rule the place. Next thing you know, I’m the one picking up after their mistakes.”

‘I know what works’

“Can you be a bit more specific?” Johanna asked.

“Well, Kyle for one,” Frank said. “He volunteered to be a group leader for our project.

“He thought he had great ideas, but when I told him they wouldn’t work, he refused to talk to me anymore.”

“Did you explain why his ideas wouldn’t work?” Johanna asked.

“Yeah – because I’ve been around long enough to know what works,” Frank said.

'They're all the same'

Johanna raised her eyebrows. "You know that's not the kind of attitude that's going to help you here," she said.

"Well, I'm sorry, but they're all like Kyle," Frank said. "Think they know everything and deserve all the praise and perks."

"Frank, don't you think you're being a little harsh?" Johanna asked. "I think our new workers have been doing a fantastic job so far."

"I'm not surprised you think so," Frank said. "A few of us have been talking about how this company seems to want the new generation of workers over us old-timers. The old way of things doesn't seem to work."

The big question

Johanna was concerned about Frank's comments. It was clear the group of newer workers had yet to gel with the veterans. And while she understood people needed time to adjust, they still needed to be able to work together.

After all, the company wanted the veterans' experience *and* the new workers' fresh perspective.

If you were in Johanna's situation, what would you do? One of the ideas offered below might provide some guidance.

What you need to know:

To help bridge generation gap:

- Match up veterans with newer workers for mentoring, and
- Ask workers to share their preferred communication and working styles

How Two Managers Would Solve the Above Communication Problem

1 Hold a forum for them to express their views

We'd bring the groups together for a breakfast or lunch, and ask for their feelings on the generation gap. This would give everyone a chance to explain the way they do things, and we could also figure out what exactly they're clashing on. Then we'd delineate expectations for the group – and reinforce that in spite of our differences, we're all here to accomplish the same goals. Through this get-together, hopefully we'd inspire a discussion that would help employees understand each other's differences.

*Joan Carroll, Director of HR
South Jersey Radiology Associates, Voorhees, NJ*

2 Look for ways to bring them together

Whenever we've faced this problem, we try to find some common ground between the groups. For example, since they have different feelings toward technology, we'd try to get the veteran workers to learn and take advantage of the new employees' computer skills. On the other side, we'd remind new employees that veterans have a great deal of experience that needs to be valued. Even if their way seems like the "old way," those methods and working styles are still necessary to achieve the finished product. I find that when you explain there's a reason behind everything, the groups work better with each other.

*Harriett Ryan, Personnel Director
Abbott & Cobb, Inc., Feasterville, PA*

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Empowering Women In The Accounting and Financial Professions Since 1938