



American Society of Women Accountants

Working With Diverse Groups and Teams

Today's dynamic business climate demands that financial professionals are able to work well with diverse groups of people. Shifting demographics are reshaping the makeup of accounting departments, and compliance projects and expansion initiatives are requiring inter-functional – and even international – collaboration.

Accounting managers are not immune to these trends; they must learn to effectively communicate and interact with colleagues from a variety of backgrounds. Following are some tips for accomplishing this feat:

Set common goals but appreciate differences. Whether leading a cross-departmental team or launching a new project, start by establishing the group's objectives. As the project progresses, encourage people to offer differing viewpoints to stimulate brainstorming and innovative ideas. This will demonstrate your belief that everyone is a valuable contributor and that all voices will be heard.

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Calendar of Upcoming Events

February 16, 2006

HSA, MSA & COBRA

Mark Newbold

Dave Kimmet

Moloney, O'Neill, Corkery & Jones

March 22, 2006

Sarbanes Oxley

Joint Morning Session

Oxford Suites—7:30 a.m.

April 20, 2006

Economic Development Council

May 18, 2006

Human Resources

Nicole Tetro, Associated Industries

June 22, 2006

Installation of Board and Gardening Tips

RSVP to Marie Vanover at 953-2736

mariev1@williams-webster.com

RESERVATIONS DUE Monday by 10:00 am week of the meeting. Contact Marie Vanover at (509) 953-2736 or mariev1@williams-webster.com

Dinner Meeting Details

HAS, MSA, & Cobra

with Mark Newbold

And Dave Kimmet

Moloney, O'Neill, Corkery & Jones

Thursday, February 16, 2006

Red Lion Hotel at the Park

W. 303 North River Dr. Spokane

		<u>Cost:</u>	Students	\$15
Networking	5:30 pm		Members	\$20
Dinner	6:00 pm		Guests	\$20

RSVP by Monday, February 13th at 10:00 am:

mariev1@williams-webster.com



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President's Message

We are half way through the year and it is time to think about the next year. The Nominating Committee met and came up with a complete Slate of Officers for next year. We will vote on the Slate of Officers at the April meeting.

The 2007 Regional Conference will be here before we know it. So please think about what committee(s) you may be interested in helping with: programs, fun night, finance, promotion or registration. We will have a Saturday meeting, in February or March, to sign up committee members and start working on the next details for the conference.

I want to welcome our two new members: Sara Melendy and Gwen Smith. We are processing membership applications for Hazel Flynn-Parkison and Cheryl Bzdawka. It is nice to see the membership increase.

Thank you to Linda Carter for the Tax Update program last month. The IMA will join us for the February meeting with Mark Newbold and David Kimmet speaking on HAS, MSA & COBRA.

See you at the February 16th meeting.

Lisa

Spokane Chapter Officers

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ASWA MISSION STATEMENT

The mission of the American Society of Women Accountants is to empower women in all fields of accounting and related fields to achieve personal, professional, and economic success and to contribute to the future development of their profession.



Working With Diverse Groups and Teams (continued from page 1)

Customize your style. Recognize that, in managing people, one size doesn't fit all. Take the time to discover the preferred work styles of your team members and what each can offer. Find out what "makes them tick" and place them in a position to succeed by offering the necessary tools and assistance.

Don't buy into stereotypes. When working with colleagues, making assumptions about people based on superficial attributes usually leads to errors of judgment and misunderstandings. Put aside your preconceptions and make the effort to learn more about each individual's background and experiences, and try to form a fair opinion of the strengths and weaknesses each person possesses.

Create learning opportunities. Provide employees an open forum to discuss their projects and needs. For instance, when working with international staff on an initiative, give them a chance to discuss the unique challenges they face within their locales and the types of resources and support they'll require from colleagues.

The ability to lead a diverse work group – from your own employees to project team members in different countries – is an increasingly in-demand skill for accounting managers. This need will only grow in importance as workforce demographics evolve and the level of international business expands. When managing people from different backgrounds, keep in mind that showing the proper respect and giving others the individual attention they deserve will go a long way toward achieving success.

Accountemps is the world's first and largest temporary staffing service specializing in the placement of accounting, finance and book-keeping professionals. The company has more than 330 offices throughout North America, Europe, Australia and New Zealand, and offers online job search services at www.accountemps.com. For more information, please contact Dianne LaValley at 509-747-2058

Chapter Updates:

A proposal was made at the January 19, 2006, meeting to amend change to the by-laws of local regular and affiliate members dues to \$35. The proposal will be voted on at the February 16, 2006, meeting. If you are unable to attend the meeting and have a concern, please let Lisa Kroiss know before the meeting.

The Nominating Committee: Dianne LaValley, Sandi Pendleton and Lisa Kroiss, met January 30th to come up with the 2006 - 2007 Slate of Officers.

2006 Slate of Officers:

President—Lisa Kroiss
President Elect—Gwen Smith
Vice President—Dianne LaValley
Treasurer—Don Mackey
Recording Secretary—Sandi Pendleton
Corresponding Secretary— Sarah Melendy
Director 1—Jennifer Vasconcellos
Director 2—Marleen McCammond
Immediate Past President—Marie Vanover

The Slate of Officers will be voted on at the April 20th meeting.

Upcoming ASWA Conferences

2006 Northwest Regional Conference

June 16-18, 2006
Seattle University, Seattle

2006 Joint National Conference

September 18-20, 2006
Bally's Hotel, Las Vegas

2007 Northwest Regional Conference

May 31-June 2, 2007
Red Lion Hotel at the Park, Spokane

The ASWA Spokane Chapter 4 Newsletter is published monthly. Advertising opportunities are available. Contact Newsletter Editor Katy Miller at katy@coffeynet.com

Spokane Chapter ASWA Cookbook

We are currently accepting submissions of recipes for a chapter cookbook, the proceeds will be put towards the Mary M. Fraijo Scholarship. Currently there is no deadline for recipe submission. Each recipe should be e-mailed to mariev1@williams-webster.com or sent via regular mail to the ASWA PO Box. Recipes should include the name of the contributor. More information will be provided concerning deadlines and sales information as more recipes are submitted. Thank you for your support.