



WAAI SEPTEMBER 2006 NEWSLETTER

Women's Automotive Association International

DATE: Sept 19, 2006

Official Newsletter of the Womens' Automotive Association International

1-248-646-5250

Message from the President



Why was the Women's Automotive Association International created?

Mission Statement

The Women's Automotive Association International is the automotive industry's premier professional organization, established in 1995, to:

- recognize the achievements of women in the industry;
- provide educational e-news to automotive career-focused individuals;
- build relationships through networking and other interactive forums; and
- encourage growth through mentoring, educational endeavors, and scholarships.

The focus of the Association is on the development and retention of women leaders and the education and support of all persons, without prejudice, who have an interest in the automotive industry.

What and Who will help us sustain and grow our membership, scholarship fund and the growth of our organization in support of Women in the automotive industry for 2006 and the future?

Please email your thoughts, comments, area of volunteer interest and your suggestions today to jdevere@askpatty.com.

Jody De Vere
President
Women's Automotive Association International

Women's Automotive Association International
2006 Professional Achievement Award Dinner

October 26, 2006

Honoring Pamela Rodgers of Pamela Rodgers Chevrolet

Thursday October 26, 2006

6pm Cocktails -- 7pm Dinner

Ed Peper - General Manager, Chevrolet Div.General Motors
Honorary Chairman
Detroit Athletic Club, Detroit Michigan

Corporate Table sponsorships and tickets available NOW for this event
Contact Lorraine Schultz at 248-646-5250 or email LHSWAAI@aol.com

Pamela E. Rodgers
Chevrolet Dealer Owner to be Honored by
the Women's Automotive Association International



Ed Peper GM General Manager of Chevrolet to present Pamela E. Rodgers with the prestigious Professional Achievement Award October 26, 2006.

Detroit, MI (PRWEB) September 13, 2006 -- Pamela E. Rodgers, owner of Rodgers Chevrolet, Woodhaven, MI., will be honored by the Women's Automotive Association with a Professional Achievement award at the Detroit Athletic Club, Detroit, MI, on Thursday October 26th, 2006. Ed Peper, the General Manager of the Chevrolet division of GM, will be the honorary chairman of this prestigious event and present this distinguished award. Ed Peper was appointed Division General Manager of Chevrolet in March, 2005. Previously, he was Regional General Manager for General Motors Northeast Region since February 2004. He also previously held the position of Vice President of Sales for Saab Cars, USA.

"We are very pleased to honor Pamela E. Rodgers with our 2006 Professional Achievement award as her achievements, commitment to the community and contributions in support of women exemplifies the essence of this award," states Lorraine Schultz, Founder and CEO of the Women's Automotive Association International.



Ed Peper

The event will be held October 26th, 2006, at the Detroit Athletic Club, Detroit, Michigan. There will be a 6 p.m. Cocktail Reception, the dinner and award presentation at 7 p.m. For tickets and table sponsorship information for this event, go to <http://www.waai.com> or email Lorraine Schultz for more information.

Established in 1997, the Professional Achievement Award is presented annually to a professional woman in the automotive industry in recognition of her Commitment, Professionalism, and Success in the automotive industry. Qualities that each recipient of this award has in common include: a) outstanding accomplishments in career, b) leader in business and community, and c) influence and support of other women in the automotive industry.

Click this to read the Press Release for full details on this event:

Welcome to our newest members:

Trudi Waite - UGS - Livonia Michigan

Heather Conary - Down East Toyota - Bangor Maine

Heather has also been nominated as our new Director of Dealer Relations
Congratulations Heather!

Lindsay Agor - Student Northwood University Midland Campus

Recipient of a WAAI Northwood Scholarship was elected to be our
New President of Northwood Midland Campus Student Members. Congratulations Lindsay!
Lindsay is looking for women to volunteer to mentor young female students at the Midland
Michigan Northwood University Campus. Lindsay and the 25 student members will begin
visiting high school campuses in Michigan during the month of January 2007 to offer advice
and provide information on automotive career choices for female high school students! Please
contact her for more information:
Lindsay Agor email - agorl@northwood.eduLindsay Agor

Automotive Careers

Automotive career opportunities are not limited to just working under the hood. A variety of positions and career paths are available within the industry, and women are becoming more and more involved and visible in these opportunities. Below is a collection of career paths and positions in all aspects of automotive, some of which you may not have considered.

Marketing

Marketing careers offer a wide array of opportunities spanning multiple areas such as sales promotions, advertising, interactive media, relationship marketing and database marketing. If you are interested in marketing opportunities, you may also want to consider other related fields such as public relations, cause marketing and corporate identity that may often be inter-related to marketing roles and responsibilities.

Quick Lube (Store Level)

Quick lube store-level positions are exciting positions for energetic and responsible individuals. Positions can range from lube technician and mechanic positions, to customer-interfacing positions, to cashier responsibilities, to store manager roles.

Quick Lube Field Operations Management

Field operations managers could expect to direct and manage overall daily automotive operations for multiple service center locations or perhaps an entire region. These positions require responsible individuals who can ensure goals and key performance indicators are met for efficiency and economy of operations while delivering profits to the company. Individuals should have strengths in the areas of motivation and team building, customer service, auditing results and in financial performance from the aspect of growing the business and improving profitability.

Automotive Supply Stores

The automotive supply stores, whether retail, traditional or import specialist, hold a vast amount of diversity in their job openings. There are management positions, buyers, inventory control, counter personnel, delivery drivers,

and cashiers. If you are looking for lots of room for advancement a large retail chain could be your answer, or if you like the more one-on-one and get to know your customers, whether mechanics or walk-ins, the import specialist store could be the place for you. Because of the range of opening, the experience and education will vary, a solid start on a store career could be a ASE Parts Certification.

Automotive Purchasing

Purchasing career opportunities may include areas such as managing purchasing activities and third party supplier relationships, supplier sourcing, developing proposal and bid packages, negotiating competitive agreements, and establishing and auditing purchasing processes and practices.

Product Support/Management

Product management in the automotive aftermarket is a challenging field. Your responsibilities would consist of managing your product lines from the beginning of their life cycle to the end while maintaining line-fill, product coverage strategies, and business initiatives. If you enjoy working with operations, research, cataloging, purchasing, suppliers, marketing and customers, product management would be your fit. A strong knowledge of automotive products and business is a must.

Engineering

The automotive aftermarket industry has a vast array of engineering opportunities within their manufacturing and distribution facilities. Whether your engineering discipline is in mechanical, electrical, manufacturing, industrial, chemical or ceramic, there is a job for you. Engineering positions can include product design, material development, tooling design, testing, and manufacturing process development to name a few.

Automotive Training (Store Level and Technical)

Automotive trainers execute training programs to develop employee skills and impart technical, organizational practices and procedures by utilizing various learning methods (i.e., classroom, computer based and on-the-job). You could also investigate training resources for appropriate application, and suggest emerging performance issues for training application.

Professional Staff Training and Development

People in these positions assess staff training requirements and creates programs to meet career development needs, plans and administer training seminars (i.e., technical skills or employee relations issues), assess effectiveness of training and contract with vendors for special training services. These employees might also design and deliver management development training programs, works with all levels of management to design individual development plans, ensuring plans and programs are clearly aligned with company goals and objectives, and build credible relationships with senior managers to identify and address management development needs within sales, operations, and corporate business areas.

Customer Service Representatives

Customer service roles are critical to the success of organizations and require strong communication skills and problem solving techniques. If you like dealing with people and find resolving issues rewarding, this career path can include anything from working within a call center environment, to performing Web-based complaint and claim investigation, to the supervision of groups interfacing with end consumers and external customers.

Information Technology

Information technology (IT) careers span a broad category of skill pools. Most categories of jobs can be categorized within project management, infrastructure services and support, IT applications development and support, and IT line of business management. Career opportunities within IT may include infrastructure support services, technical support, network or systems engineer, network or systems architect, business analysis, portfolio management, customer service management, data management, applications consultancy and application services supervision.

Human Resources

Human resources (HR) careers are ideal if you enjoy working with people. Responsibilities in HR careers include all aspects of working with fellow employees, including employee orientations, maintenance and formation of

employee benefits, pension plans and maintenance of company insurance policies. HR professionals also handle personnel files, assist staff with HR-related matters and are in charge of payroll for the company.

Inventory Management

Inventory management careers offer a wide range of disciplines, including material manager, warehouse manager, scheduler, planner/expeditor and production control. Inventory management offers analytical challenges, job advancement and growth within most organizations. An understanding of MRP systems and CPIM certification is a great foundation for a career in inventory management. In addition, you will find inventory management positions in all level of the automotive aftermarket, from manufacturers, to distributors, to your local parts store.

Quality

Quality is comprised of many career opportunities, like quality manager, quality engineer, quality inspector and quality lab tech. The quality field is a growing area and a necessary one if you want to do business in today's environment. Companies are being held to the highest of standards and are expected to maintain many of the available certifications, like QS9000, ISO14001 and ISOTS-16949.

FROM the COACH'S CORNER

Did you know that WAAI now has a professional Coaching Team?

Whether you want to resolve life/balance issues, improve relationships, powerfully set and achieve goals, create breakthroughs in performance, energize your team...or explore possibilities in any other area of your life, we're just a call or email away. See us at <http://www.waii.com/affiliates.asp>

Healing Conflict is an Inside Job

10 Steps for Greater Peace, Less Conflict and More Harmony

For many, conflict is a paralyzing experience in business, family life and communities. This article attempts to create a more appreciative understanding of the value of conflict and suggests that conflict can often be the creative edge of fruitful internal change, when handled as such.

In an extensive study of the attributes of harmony between partners, the author found that certain 'spiritual' approaches proved statistically effective in permanently transforming conflict toward greater peace and more harmony. Furthermore, and contrary to conventional conflict management or resolution techniques, just one party who heals can shift the entire paradigm of a conflict. Her findings suggest opportunities for further research in family life, business, communities and international relations.

For my 10 week conflict resolution plan, I chose the following actions:

Prizing: Consciously seeing the loving essence, practicing heartfelt listening and prizing my partner every time he calls or we have contact, a minimum of 5 times a week.

Forgiveness: Doing compassionate self-forgiveness a minimum of 5 times a week regarding judgments I've placed against myself and my partner.

Gratitude: Expressing gratitude to him every time we have contact, a minimum of three times a week.

Loving Energy: Sending my partner loving energy a minimum of 5 times a week.

To test whether there was any significant difference in my relationship with my former partner as a result of my treatment plan, I analyzed the difference between pre and post treatment data using statistical mean, standard

deviation and T-Test.

Discussion

The results of my research are charted below. Each variable of my conflict resolution plan proved statistically relevant at the 99.5% level or above. This means that the treatment plan significantly affected the overall quality of my relationship with my former partner.

Before and After State of Relationship

Aspects of Self	FROM	TO
Physical	Fatigued	Vibrant Health
Emotional	Angry	Peaceful
Mental	Self-Righteous	Compassionate
Spiritual	Isolated	Loving self & other

Conclusions

I suggest that a combination of various spiritual methods such as ‘forgiveness, gratitude, loving energy and prizing,’ empowers a person in conflict with a particular set of constructive tools for conflict resolution that are independent of others involved in the conflict.

If one party to a dispute refuses to ‘play by the rules of engagement,’ what typically transpires is continuing conflict, or only a brief abatement of conflict. The ‘Inside Job’ approach allows just one party to profoundly shift his/her experience and thereby actually change the rules of engagement. The so-called opposing party is not required to shift at all. Usually, however, once one party shifts, the entire conflict changes, often toward benefiting both in unexpected ways.

Undoubtedly a very high degree of personal development is necessary to embrace these methods, but what are our alternatives? Over the ensuing years since completing this research, clients in coaching relationship have employed several combinations of these spiritual methods—each with results that aided their conflict resolution and gave them added insights into their own behavior and responsibility. This methodology allows for a ‘learn as we go’ approach, a kind of test and review, taking the next step, course corrected.

Based upon the research outcomes and the statistical relevance of these spiritual methods, I suggest ten steps toward harmonizing difference as illustrated below in the following chart:

<p><u>Step 1</u> Situation</p> <p>What’s not working for you?</p> <p>Describe the situation</p> <p><u>Step 2</u> Learning</p> <ul style="list-style-type: none"> ▪ What would you like to learn from the current circumstance? <p>Ex: Boss criticizes me; I would like to learn not to take criticism so personally.</p> <p><u>Step 3</u> Focus</p>	<p><u>Step 4</u> Beliefs</p> <ul style="list-style-type: none"> ▪ Make a list of your judgments/limiting beliefs ▪ Reframe them <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Limiting belief</th> <th>More supportive belief</th> </tr> </thead> <tbody> <tr> <td>I am a failure</td> <td>I am learning everyday</td> </tr> <tr> <td>I am willful</td> <td>I am listening carefully and choosing with integrity</td> </tr> </tbody> </table> <p><u>Step 5</u> Magnet</p>	Limiting belief	More supportive belief	I am a failure	I am learning everyday	I am willful	I am listening carefully and choosing with integrity	<p><u>Step 7</u> Next Steps</p> <ul style="list-style-type: none"> ▪ Name 4 steps TO TAKE: <ul style="list-style-type: none"> ○ Mental: ○ Emotional: ○ Physical ○ Spiritual: <p><u>Step 8</u></p> <p>Forgive</p> <p>I forgive myself for judging...</p>
Limiting belief	More supportive belief							
I am a failure	I am learning everyday							
I am willful	I am listening carefully and choosing with integrity							

<ul style="list-style-type: none"> Name one word that best describes how you would like to experience your situation. <p>EX: Boss criticizes me; Confidence is the quality I would rather feel</p> <ul style="list-style-type: none"> Create an Affirmation that includes the quality you prefer to experience : <p>I AM CONFIDENT.</p>	<ul style="list-style-type: none"> Draw, paint, sculpt or write a 'collage' of how you ideally would like your situation to be <p><u>Step 6</u> Story</p> <ul style="list-style-type: none"> Write a story: 'a day in your life' describing the situation as you prefer it to be. 	<p>I forgive myself for judging my boss as critical and judgmental.</p> <p>I forgive myself for judging myself as critical and judgmental.</p> <p><u>Step 9</u> Affirm</p> <p>I affirm ... (what's true)</p> <p>I affirm I am growing in self confidence every day .</p> <p>I am parenting myself with tenderness, compassion and loving.</p> <p>I am doing my very best and that is enough.</p> <p><u>Step 10</u> Acknowledge</p> <p>I acknowledge myself...</p> <p>I acknowledge myself for confidently understanding my boss' concern and for course correcting in ways that meet my boss' concerns and are congruent for me in the organization.</p>
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One Sales Manager with whom I coached was newly hired and within months was in terror every time the CEO telephoned her. He micro managed her and was critical of her when end-of-month financials reported. There were many factors affecting her manufacturing plant's slump in sales, yet her boss focused upon her sales process as the key problem. She immediately took offense and counter responded that he had failed to handle a key client who subsequently dropped their account with the company. The battle was on. Fortunately, she took coaching about her dilemma, utilizing many of the 10 steps outlined above. Within six months, she was promoted to Sales Director.

If you or others you care about are locked in conflict, consider consulting with a coach who utilizes internal, spiritually based, methods to get at the real 'heart' of the matter.

—Marsha Jane Orr, M.A. (LR), of *Intreprenuer Coaching* is a member of the WAAI Coaching Team. To learn more about Marsha Jane and find out how working with a professional WAAI Coach can benefit you, visit our coaching page on the WAAI website. Click here for details: <http://www.waai.com/affiliates.asp>

MEMBER BENEFITS

When you join the WAAI, you become part of the automotive industry's premier professional organization dedicated to the recognition, advancement and support of women in the industry. The WAAI is the automotive industry's largest professional businesswomen's organization.

Membership includes:

- Invitations to all events and programs of the WAAI.
- Reduced administration price to events and programs.
- Scholarship opportunities.
- Professional development opportunities.

Plus, more:

- Enhance your career using proven strategies, techniques and tactics.
- Manage the challenging interplay between career and personal objectives to get ahead effectively and quickly.
- Bolster your career by networking with automotive leaders.
- Learn from professionals in the industry.
- Increase your knowledge of automotive issues, industry analysis, product development and marketing.
- Support and encourage the advancement and growth of women in the automotive industry.
- Demonstrate a commitment to education and growth within your career.
- Inspire entry into the automotive industry through mentoring and education.

ANNUAL MEMBERSHIP

Regular Membership \$85

Sustaining Membership \$125 (Offers a high level of support for WAAI.)

Student Membership \$25

JOIN or RENEW TODAY!

To register or renew your membership with the WAAI, download our Membership Application here <http://www.waii.com/membership.asp>, or if you prefer, please [Contact Us](#).

Thank you!

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