

Recent Accruals



Reservation for October Meeting

- Due October 13, 2011

Upcoming Meetings

- Nov 15—Ethics
- Dec 6—Holiday Social
- Jan 17—Annual Tax Update

Other Monthly ASWA Events

- Oct 6—Sole Practitioners
- Oct 12—Investment Club
- Nov 28—Board Meeting

Student Career Night!

ASWA offers this opportunity for accounting students to network with accounting professionals and other accounting students. Students will also be able to visit with employers, educators, and accounting product vendors in order to explore career options.

To our tenured members, join us at Student Career Night for the opportunity to share your experiences with area students and also the possibility of winning a ticket to the Holiday Social. Enjoy great conversation and drop your card in the fishbowl, too! We will have two drawings...maybe you'll be lucky! (See page 3 for the Holiday Social details.)

We are looking forward to seeing you there!

Date	Tuesday, October 18, 2011
Location	Denver Athletic Club 1325 Glenarm St., Denver, CO 80204 (Parking is \$5 in DAC lot at 14th & Weldon)
Menu	Chicken Parmesan with bow tie pasta, served with fresh vegetable medley
Vegetarian	Eggplant parmesan with bow tie pasta, served with fresh vegetable medley

Time

5:30-6:30	Check-in & Networking
6:30-7:30	Dinner
7:30-8:30	Program

Cost	Members, \$30 Non-Members \$37
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Students Only \$5 !

Student ASWA Denver Chapter memberships are available for \$15. Student members have a chance to win a Becker CPA Review course.

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About the Program



Alphabet Soup



What do all of these accounting accreditations mean? Our distinguished panel of speakers include:

Cindy Dudden, Certified Public Accountant/CPA

Patti Simmers, Certified Management Accountant/CMA

Sarah Purkeypile, Certified Internal Auditor/CIA

Sheri Betzer, Certified Fraud Examiner/CFE

These accomplished professionals will discuss their career path and their respective accreditations. ASWA Student Night is a great way for our members to meet and discuss your particular career path and your involvement in ASWA with the student leaders of tomorrow.

ASWA Board Corner



“The best way for me to get lots of things done is to concentrate on the task at hand and do it well before I move on to the next one.”

Single Tasking

Today with all we have to do, Multi-Tasking calls out to us. I can empty the dishwasher while I’m talking on the phone. I can fold laundry while I watch the news. But the fact of the matter, for me, these things never work out as smoothly as I’d hope. I’m moving some plates to accommodate a large bowl and I end up asking the person, “what did you say?” I’m folding a towel and look down just as a picture is shown about the latest story, or I move with eyes glued to the TV and knock a stack of folded laundry off the arm rest to the floor.

One Christmas I was given a page a day desk Calendar titled “I Can Do It!” On March 23 the page said “The best way for me to get lots of things done is to concentrate on the task at hand and do it well before I move on to the next one.” As I struggled with long days and commitments at work and at home that struck me, so much so, that I saved the page and put it where I would see it. This was several years ago, and I misplaced the page, but found it when I was struggling with de-cluttering. It worked. I started in my dining room where I had piles of stuff on the table and managed to move on from there.

I have been hearing more about Single Tasking these days. I read on the Internet, “...we get so used to switching between one thing and another with our brains that we program them to have a short attention span. This is why it’s so hard to learn to focus on one thing at a time again.”

In a post written by Leo Babauta, he said that multi-tasking is less efficient due to the need to switch gears for each new task, and then to make the switch back again. Because it is more complicated, it is more prone to stress and errors. His suggestion was to set your to do list and do the most important task first thing. Turn off all other distractions. If other things should come in, take a note, then get back to the task at hand. If you feel the urge to check your e-mail or switch to another task – re-focus, breathe deeply and get back to it. He also said take breaks now and then. Go outside. Appreciate nature. Stretch, breathe deeply.

A tool I just found is <http://v2.nowdothis.com>. You write your list (Be realistic about what you can get done.), click on Ready, it shows the first thing from your list, when you finish, click on Done, then it shows the next thing. When you finish it says “All Done!” What a good feeling to leave work or your house knowing it has been confirmed you are Done for the day. You know you’ll have a list for tomorrow, but for the moment you can focus on enjoying and being present in your free time.

~~~ Maggie Rerucha

## Other Monthly Events



### Denver Chapter Board of Directors Meetings:

Last Monday of every other month—November 28 at 6:00pm  
(All members are welcome to attend)

Contact: Heather Russ at 303-567-7285 for directions

### Sole Practitioners:

First Thursday of each month at 7:30 AM

Location: David L. Marfitano, CPA, 3650 S. Yosemite St., Suite 210, Denver, CO

Contact: Bobbie Marfitano (303) 290-9460

### Investment Club:

Second Wednesday of each month at 5:30 pm

Location: Ross-Cherry Creek Library, 305 Milwaukee St., Denver, CO

Contact: Sallie Gwinn (303) 234-9199

## Rocky Mountain Area Conference

*For Finance and Accounting Professionals*

On behalf of the Denver Chapter of ASWA, I would like to thank all of our committee members and volunteers who gave of their time and talents to help put on a great conference this year. We had another sell out! Thank you.

~~~ Heather Russ, President



Holiday Social

Denver's only Casino Night Murder Mystery Dinner!

December 6, 2011 @ 6 pm

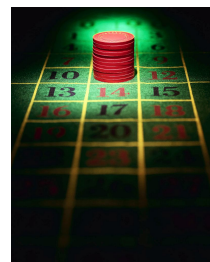
Bring your husband, friends, or just yourself, but don't miss this fun-filled night of gambling **without losing**, dinner and murder mystery!

Cost: \$39.99 per person

Location: Lumber Baron Inn

2555 W. 37th Ave.

Denver, CO 80211



This is a prepay event due to the reservation requirements. Reserve your spot on-line at www.aswadenver.org or print this flier and mail it and your check to:

Sandy Kemper
10901 W. 106th Place
Westminster, CO 80021

To our tenured members, join us at Student Career Night for the opportunity to share your experiences with area students and also the possibility of winning a ticket to the Holiday Social. Enjoy great conversation and drop your card in the fishbowl, too! We will have two drawings...maybe you'll be lucky!

Questions e-mail or call Joan Weishaupl @ weishauplcpa@q.com or 720.295.1040

Fitting the Culture to the Hire

It's called "cultural fit," and more and more employers today are interested in whether job candidates have it. The thinking goes like this: If companies can identify professionals most likely to blend easily into the prevailing corporate culture, they can minimize costly hiring mistakes that could undermine workforce productivity and morale.

There's a catch, though. Finding professionals who have the potential to thrive in your firm's culture isn't a clear-cut process. Sometimes, you'll know right away when a person has the "it" factor you seek. But more often, you'll have to dig a bit deeper. Here are some tips that can help:

Define your culture

If cultural fit will be a factor in your hiring decisions, then you'll need a way to clearly describe your company's values, such as teamwork, ethics, strong focus on the customer experience, leading-edge design, creativity and accuracy. The list goes on, but the point is that every firm is a bit different. The statement also should outline the expected code of conduct for staff, such as treating others with respect or supporting diversity. This "cultural statement" should be made known to all employees and reaffirmed in everything management says and does.

Keep in mind that the pace and structure of your work environment help to define your corporate culture, as well. If the climate is often intense, for instance, you should look for candidates with a history of thriving under pressure. Or, if you expect your staff to work with little supervision, you should seek out professionals who don't mind flying solo more often than not.

Provide a 'cultural snapshot' to job seekers

Every job description should give candidates a clear sense of your firm's culture so they can assess before applying whether or not they'd be a good fit. Phrases commonly used by employers include "fast-paced environment" or "collaborative workplace," but the more descriptive you can be the better. Consider including statements based on your company's defined core values, too, such as, "We value passion about our products" or "We promote work/life balance."

Make the most of the interview process

A candidate's job application materials can provide some level of insight into whether he or she is likely a suitable match for your culture, but the interview can reveal even more. When meeting with potential hires, be sure to ask questions that can help uncover whether the people sitting before you have the qualities at the top of your list. Some examples:

- * How would you describe your last work environment?
- * How would you describe your former company's products and services? Were they easy to "get behind" and become passionate about?
- * What would be your ideal work environment?
- * Based on what you know about our firm so far, what do you think makes you a good fit for our team?

While cultural fit is often an indicator of whether candidates will be successful at your company, don't take it too far. Avoid hiring only likeminded people. You still need some diversity in work styles and perspectives. People who can offer a new outlook or different approach are often the employees who become your most valuable players.

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Submitted by Alix Peery, Recruiting Manager at Robert Half Finance & Accounting

Accountemps is the world's first and largest temporary staffing service specializing in the placement of accounting, finance and bookkeeping professionals. The company has more than 350 offices worldwide and offers online job search services at www.accountemps.com.

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Announcements



Nickie Rounds and her family gratefully acknowledge all of the expressions of sympathy received at the death of her husband Stephen. Your messages of caring and hope and your attendance at his memorial service gave us comfort. We also wish to thank the chapter for the generous contribution to the Scholarship Trust in Stephen's memory.

Thank you for your continued prayers and healing thoughts.

Debbie Warden, CPA, MBA, published an article in the September 16, 2011 Denver Business Journal. The article was in a section called "Colorado Counts on CPAs" and was sponsored by the CSCPA. Her article is titled "Business After 2008" and advises small business owners how to survive in this business environment.

JOB POSTINGS: Be sure to check out our website for the most up-to-date listings or email your contact information to Maggie Rerucha at Maggie.rerucha@frontrange.edu.

DATABASE/MEMBERSHIP:

Please remember to update changes in your contact information on the National ASWA website at aswa.org. It is also very helpful to me if you would also send me an email when you have a change, too. I am then alerted to check on the National website. National no longer "provides change reports" for quick access to determine changes (since March 2010) as in the past. I do check your contact information annually when you renew your membership but if it changes in between then I will not know unless you alert me. You can best reach me at sndypurdy@yahoo.com.

Also, my position needs to be filled, since I am now also the President-Elect, and definitely before I become President. Please let me know if you are interested. It takes about 3 hours per month to perform the main part of this job and then just responding to emails during the month. I can train you! You will probably do a better job than me for all you techy people out there. We use Microsoft Access to maintain the database.

Thanks, Sandy Purdy, Database/Membership Chairperson and President-Elect

BULLETIN DEADLINE:

- **The deadline for submitting bulletin articles is the 20th of each month**
- Articles should be submitted in electronic format
- Email as an attachment to: Cheryl@global.t-bird.edu

Thanks! Cheryl Michaels

SEPTEMBER EVENTS:

On September 3, 2011, ASWA was represented in the Boulder Sunset Tri/Du/Run hosted by Your Cause Sports. The cause that we chose to support was the Christina I. Alarcon Scholarship Fund at Regis University.



Blast from the Past...

Marilyn Wheeler presents the 1975 ASWA Student Award at the D.U. Awards Dinner.



Contact Us and Stay In Touch!

ASWA Denver is now on LinkedIn and Facebook!

(<http://www.linkedin.com>)
(<http://www.facebook.com>)

You can also find ASWA Denver on Twitter.

Join/Friend us and stay up to date on all of our events!

Denver Chapter 26 Contacts:

www.aswadenver.org

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Heather Russ, President

Phone number: 303-567-7285

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Maggie Rerucha, Employment Chair

maggie.rerucha@frontrange.edu

National Website: www.aswa.org

ASWA Mission Statement: 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.
