



Volume 63, Issue 3

September, 2011

Recent Accruals

Reservation for September Meeting

- Due Sept 15, 2011

Upcoming Meetings

- Oct 18—Student Night
- Nov 15—Ethics

Other Monthly ASWA Events

- Sept 1—Sole Practitioners
- Sept 3—Tri for Tine
- Sept 14—Investment Club
- Sept 26—Board Meeting
- Oct 2—Race for the Cure
- Dec 6—Holiday Social

RMAC—Rocky Mountain Area Conference

- September 22-23, 2011

Networking Event!

This evening has been devoted to meeting and greeting our friends, members and colleagues. Although there will be no continuing education program, September's Social will be a great opportunity for networking and enjoying some great appetizers in a fun environment. We look forward to seeing you there! Please pass this invitation to your co-workers, colleagues and associates.

We're all looking forward to seeing you there!

Date	Tuesday, September 20, 2011	Starts at 5:30 p.m.
Location	Denver Athletic Club 1325 Glenarm St., Denver, CO 80204 (Parking is \$5 in DAC lot at 14th & Weldon)	Let the Networking Begin!
Menu	Hummus, Olive Tapenade, & Roasted Red Pepper Hummus Crostinis & Grilled Pita Vegetable Spring Rolls w/MAD Sauce Vegetable and Fruit Trays	Cost Only \$15!!!!
Drinks	Tea, Water, Coffee, & a Cash Bar	Payable on PayPal at ASWADenver.org

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OH OH! IT HAS SOLD OUT! You may still sign up on a waiting list, though!

The Rocky Mountain Area Conference for Finance and Accounting Professionals is annually planned by the Denver Chapters of the American Society of Women Accountants, Institute of Internal Auditors, and the Institute of Management Accountants. This year the conference will be held on Thursday, September 22nd and Friday, September 23rd at the Arvada Center. We are once again planning to host topics that should be of vital interest to attendees with knowledgeable and expert Speakers.

Please look for more details at <http://www.accountingconference.org/index.html>.

ASWA Board Corner



We live in an age of Minimalism. We promote the K.I.S.S principle. We tweet and twitter in 140 words or less. Commercials grab our attention in just a few seconds. Programming continually shortens the number of required keystrokes.

I could go on.

*“We live in an age
of Minimalism.”*

There is a cost to extravagance. At some point, too many details, too much on your plate, becomes too much of a good thing. You become bogged down in clutter and lose sight of the why behind our actions and purchases. Some things we need. Some things we want. However, our needs and wants change over time. It might be time to look once again at what is important and minimize the distractions.

In the words of Forrest Gump, “And that’s all I have to say about that.”

~~~ Cheryl Michaels, CPA

## Other Monthly Events



### Denver Chapter Board of Directors Meetings:

Last Monday of every other month—September 26 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

## Activity Corner!

### Race for the Cure

~October 2, 2011 @ 7 am



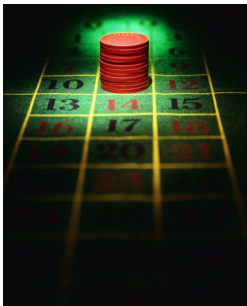
Join Team ASWA in supporting the Susan G. Komen Foundation in their continuing efforts to find a cure to this horrible disease! Let's lace up our shoes and walk or run for all our friends and family who have fought and continue to fight every day!

Register online at [www.komendenver.org](http://www.komendenver.org).

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### Holiday Social

~December 6, 2011 @ 6pm



### Denver's only Casino Night Murder Mystery Dinner!

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. 37<sup>th</sup> Ave.

Denver, CO 80211

This is a prepay event due to the reservation requirements. Watch our website and the coming newsletters for more information.

Want to plan an activity or have an idea? E-mail or call Joan Weishaupl @ [weishauplcpa@q.com](mailto:weishauplcpa@q.com) or 720.295.1040

## **‘Out of the Office’: How to Lead Remote Teams**

Today, distance workers are hardly a rarity. A manager may allow some employees to work remotely from a main location for a variety of reasons. For some supervisors, it’s to help valued staff achieve better work/life balance. For others, it may make the difference in convincing top talent to join the firm. Underpinning this trend are technological advances that make it easier than ever before for remote professionals to work cohesively with other team members.

Still, many managers find it challenging to effectively lead geographically dispersed employees. Even with today’s communication tools, remote working arrangements provide limited opportunity for the type of everyday interaction that helps supervisors keep employees motivated. And because it can be harder to gauge how much structure these workers need, leaders often end up either micromanaging or not providing enough support to them. Following are tips for building positive and productive relationships with remote team members:

### **Explain the tie to the big picture – and keep communication going**

The more remote workers understand project goals, and how their contributions move forward company objectives, the easier it will be for them to buy into those goals and contribute at a higher level. To reinforce your expectations about performance and deliverables, work with remote staff to establish a timeline, in writing, for achieving action items and other objectives. Make sure they have the resources they need for success, including any necessary training.

Maintaining a positive relationship and strong communication channels with remote employees is crucial to clarifying accountabilities and ensuring they can continue to handle their workload. After setting clear objectives, select a date for an in-person follow-up meeting and arrange for subsequent trips for these employees to your main location to discuss progress and strategize for the next period. Meetings in between these visits can be conducted via phone if geographic constraints make it difficult to get together often.

### **Make good use of technology**

Although technology tools can’t surmount every challenge in remote working relationships, at least make sure you’re taking advantage of everything you can to enhance communication channels. Solutions such as telepresence videoconferencing and web conferencing allow you to have more “face time” with remote employees, and can help create a more “human” experience when meeting with dispersed team members.

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Additionally, your employees can make use of a wide array of online collaborative work tools that allow them, no matter where they are, to contribute to projects and stay apprised of changes. Internal use of social media also can help far-flung teams build camaraderie, which boosts overall workforce morale. (Just make sure the firm has clear policies about on-the-job use of these technologies and information security.)

### **Be inclusive – and give praise**

Your off-site personnel should never feel left out, so be sure they have the same or similar opportunities as their on-site counterparts. For example, if your CEO will be addressing the whole office, let remote workers listen in by conference call or watch the meeting online. If you offer training, allow off-site staff to participate virtually or attend the session in person, if possible. And don't forget the small gestures: During the holiday season, for instance, send a basket of treats to remote employees who can't attend the company party.

Last but certainly not least, never fail to personally and promptly praise remote workers for outstanding performance. Be sure to share their achievements with other staff, as well – for instance, by sending a “shout-out” email to all project members or specifically mentioning the employee's achievement during a weekly team conference call. Acknowledgement of contributions not only will help remote workers feel like vital team members, but also raise their profile throughout the firm.

The bottom line: If communication channels are kept open and wisely used, motivating remote staff and keeping them on track can be as effective as managing on-site employees.

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

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## Announcements

*Our Sympathies* go out to Nickie Rounds who lost her husband, Stephen Rounds, on August 22, 2011.

### 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](mailto:Maggie.rerucha@frontrange.edu).



**CONGRATULATIONS** to two ASWA Members, Sandy Hsia and Jessica Neering! Both were married during August.

### DATABASE/MEMBERSHIP:

Please remember to update changes in your contact information on the National ASWA website at [aswa.org](http://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](mailto: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](mailto:Cheryl@global.t-bird.edu)

Thanks! Cheryl Michaels

### AUGUST EVENTS:

On August 13, 2011, seven intrepid ASWA members set out to get a little sun (and mosquito bites) at Meyer's Ranch. No story was submitted, only smiles and an excellent picture.



## Blast from the Past...



ASWA Members attend a  
1968 Conference in Washington DC

## Contact Us and Stay In Touch!

ASWA Denver is now on  
LinkedIn and Facebook!  
(<http://www.linkedin.com>)  
(<http://www.facebook.com>)

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

### Denver Chapter 26 Contacts:

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National Website: [www.aswa.org](http://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.**