

**Na Kilohana 'O Wahine**  
The Superior of Women

Honolulu, Hawaii

*A Chapter of the  
American Business  
Women's Association*



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**Generational Diversity in the Changing**

As President and Owner, Kathryn Inkinen created in 1992, and continues to build, a successful executive search and human resources consulting firm. Her professional foundation includes an extensive background in human resources management having held the top Human Resources positions for City Bank and the Kahala Hilton Hotel.

She earned a Bachelors Degree in Business Administration from the University of Hawai'i at Mānoa. Kathryn serves on the Boards of several community organi-

zations, some of which include the Red Cross-Hawaii Chapter, Travel Industry Management Alumni Association at the University of Hawai'i, the Better Business Bureau, HEMIC, and the Japanese Chamber of Commerce. She is a life-time member of the University of Hawai'i Alumni Association, the YWCA of Hawai'i and the Japanese Cultural Center of Hawai'i. Kathryn is a past inductee to the University of Hawai'i at Mānoa, Alumni Hall of Honor, College of Business Administration.



**Kathryn K. Inkinen, President  
Inkinen & Associates, Inc.  
Executive Search Firm**

**Multi-Generational Communication Tips**

The following are parts of two handouts distributed by Dr. John W. Gibson at the National Student Employment Association conference in 2011 where he spoke about Multi-Generational Workforce. Dr. Gibson is an expert on Aging. He has 3 graduate degrees including a PhD from Columbia University.

**Traditionalists (born 1922-1943)**

- Build Trust through inclusive language (we, us)
- A leader's word is his/her bond, so focus more on words, not body language
- Face-to-face or written communication

is received best

- Use more formal language
- Don't waste their time; they have a job to do
- Don't expect them to share their innermost thoughts immediately
- RESPECT is the Traditionalists' top psychological need (use formal titles and attire)

**Baby Boomers (born 1943-1960)**

- Boomers are the "show me" generation, so use body language to communicate

(Can't. See "Generations" page 2.)

*The older generation thought nothing of getting up at five every morning - and the younger generation doesn't think much of it either.*

*~John J. Welsh*

*The Mission of the American Business Women's Association is to bring together business-women of diverse occupations and to provide opportunities for them to help themselves and others grow personally and professionally through leadership, education, networking support, and national recognition.*

## Message from the Presidents

May 1st in Hawai'i is known as Lei Day ~ a time to celebrate native Hawaiian culture!

Congratulations go out to Donna Miyashiro, our 2012 Chapter Woman of the Year and to Patti Ann Hokama, our Top 10 Woman of the Year nominee. The honor is well deserved, Donna & Patti!

On May 9th we welcome Kathryn Inkinen as our guest speaker. She will be talking about generational differences in the workplace



Our Rendezvous at the Pearl fundraiser, planned for May 17th, is well under way. We are getting very excited and look forward to seeing you there.

*May Day is Lei Day in Hawai'i  
Garlands of flowers everywhere  
All of the colors in the rainbow  
Maidens with blossoms in their hair*

*Flowers that mean we should be happy  
Throwing aside a load of care  
Oh, May Day is Lei Day in Hawai'i  
May Day is happy days out there  
-by Leonard Hawk*

Aloha  
*Chas & Dawn*



### Generations (from page 1.)

- Speak in an open, direct style
- Answer questions thoroughly, and expect to be pressed for details
- Avoid controlling, manipulative language
- Present options to show flexibility in your thinking
- Use face-to-face or electronic communication to reach out to them
- RECOGNITION is most important to Boomers

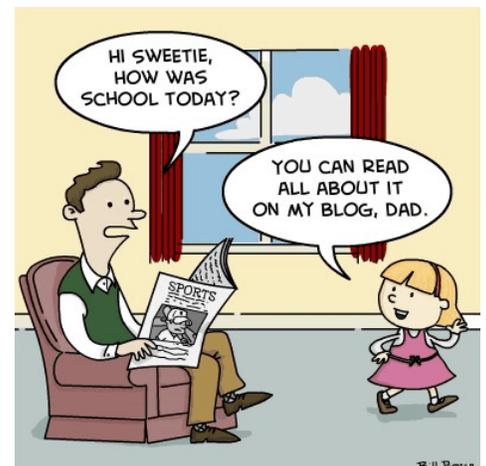
### Generation X (born 1960-1980)

- Use email as your primary communication tool
- Present the facts in short sound bytes to keep their attention; use straight talk
- Ask them for their feedback

- Share information with them immediately and often
- Use an informal communication style
- **Listen!** You just might learn something
- SKEPTICAL & INDEPENDENT are the key traits of this generation

### Millenials (born 1980-2002)

- Use action verbs to challenge them
- Don't talk down to them; they will resent it
- Use email and voicemail as primary communication tools
- Use visual communication to motivate them and keep them focused
- Constantly seek their feedback
- Encourage them to break the rules and explore new paths or options





Top: Patti Ann Hokama, 2013 Top Ten nominee.

Bottom: Donna Miyashiro, 2013 NKOW Chapter Woman of the Year



## Patti Hokama—Top Ten Nominee

Patti Hokama has been a licensed Real Estate Broker-Owner in the State of Hawaii for over 20 years, beginning her real estate career in 1988. She is an active member of the local, state and national professional trade organizations of the National Association of REALTORS®. She has received several awards/recognition from these organizations:

- Pacific Business News Businesswoman of the Year Nominee 2000.
- Honolulu Board of REALTORS® Aloha Aina REALTORS® Choice Award Nominees 1999, 2000
- Honolulu Board of REALTORS® Aloha Aina REALTORS® Choice Award Winner 1998

- Honolulu Board of REALTORS® General Membership Volunteer of the Year Award 1997
- Location's Kokua Award: 1989, 1990

Patti has been as active with NKOW and ABWA as she has been with the real estate world. She has held every executive office except treasurer and chaired just about every committee. Patti has sponsored 3 members, was Chapter Woman of the Year twice and has been nominated for Top Ten twice before. She has attended 2 spring and 9 national conferences. Could be a three-peat for NKOW. Best Wishes to Patti as she heads for the national competition.

## Donna Miyashiro—Chapter WOTY

Donna Miyashiro has been a member of Na Kilohana 'O Wahine since 1980. She has served in many elected positions including President and several times as treasurer. The position she is currently holding. Donna has stepped up and filled in where ever she was needed.

Donna earned her Bachelor's degree in Travel Industry Management from the University of Hawai'i at Mānoa

and remains an active alumna, volunteering to work with TIM students.

She has had many years of experience in the HR field, from Farrell's Ice Cream Parlor, to Prada, to BEI.

She is starting her own business as a Human Resources Consultant. If you have any HR concerns, Donna is the person who could provide you with the appropriate solution..

## Past Speakers Influence Na Kilohana Members?

Na Kilohana has been fortunate to have had many inspirational speakers. This year's line up included:

- Joe Burns—"Starting Your Own Business"
- Eliza Kim and associates—Health and Wealth Balance
- Wendy Nakamura—Building Your Leadership Legacy
- Nathan Hokama—Communicating Bad News Effectively
- Alice Inoue—Be Happy In Life

amongst others.

If any of the speakers have motivated you into action, please share your thoughts with the chapter. In the June issue, member stories will be featured. If you have made use of information provided by one of our speakers, please rely your story. Please contact Myrtle if you want help writing your story. It doesn't have to be long, a few lines would be fine.

*Keep away from people who try to belittle your ambitions. Small people always do that, but the really great ones make you feel that you, too, can become great.*

~Mark Twain

# Ka Lono Kilohana

## Feature Future Events . . .

**Hanauma Bay Clean-up—  
June 16th**

Mark your calendar for this community service project. We will be cleaning up Hanauma Bay upper area, followed by picnic. Bring friends and family for a fun work day. Bring rakes and work gloves. A head count will be taken later.

**Kahuku Farms—Date TBD**

The Member Ed Committee is working on an outing to Kahuku Farms sometime in July. Experience a 45 minute wagon ride and a healthy lunch. See website for more information. <http://kahukufarms.com/farm-cafe.html>



## May Day Outside of Hawai‘i

**May Day** is lei day in Hawai‘i. Outside of Hawai‘i, it is celebrated as well, not in the same manner but parallels can be drawn. May 1st has more holidays than any other day. It’s a neopagan festival, a saint’s feast day, a day for organized labor, President Eisenhower designated May 1 as both Law Day and Loyalty Day. The list goes on.

The earliest reference I was able to find was:

*“In medieval England, people would celebrate the start of spring by going out to the country or woods—“going a-maying”—and gathering greenery and flowers, or “bringing in the may.” This was described in “The Court of Love” (often attributed to Chaucer, but not actually written by him) in 1561.”* **Read more at [InfoPlease](#)**

The creation of leis on May 1st is a form of celebrating spring ... even if for us spring is pretty much year round.

According to [Wikipedia](#), May Day was an ancient northern hemisphere spring festival and usually a public holiday; it is also a traditional spring holiday in many cultures.

Many of the celebrations at local elementary schools showcase songs

and dances from other cultures. There is usually a Maypole dance. Ever wonder where that came from?

*...Let the winds lift your banners from far lands*

*With a message of strife and of hope:  
Raise the Maypole aloft with its garlands*

*That gathers your cause in its scope....*

*...Stand fast, then, Oh Workers, your ground,*

*Together pull, strong and united:  
Link your hands like a chain the world round,*

*If you will that your hopes be requited.*

*When the World's Workers, sisters and brothers,  
Shall build, in the new coming years,  
A lair house of life—not for others,  
For the earth and its fullness is theirs.*

These are the words of “The Workers’ Maypole” by Walter Crane written in 1894.

What’s that got to do with May Day? It is International Workers Day which commemorates the Haymarket Massacre of 1886 in Chicago where workers were fighting for an 8-hour work-day and other improvements to work conditions.

While Americans celebrate Labor Day in September, in many countries May Day is Labor Day or Workers Day and is an official holiday. Countries that will be celebrating workers on May 1 include: Argentina, Bolivia, Brazil, Canada, Chile, Peru Mexico and Uruguay ... and that’s just in the Americas. It is also celebrated in Asia, Europe and even Africa.

While researching information for this article, the author found the following news headlines for May Day, 2012 ... yes today!

“Workers, at Asia’s Day May marches, demand pay hikes.” - USA Today

“Day Day protests seek to rejuvenate Occupy movement” - Reuters

“May Day protests” - The Seattle Times

“US May Day protests planned, my disrupt commutes” - Associated Press

“Occupy May Day begins” - CNN Money

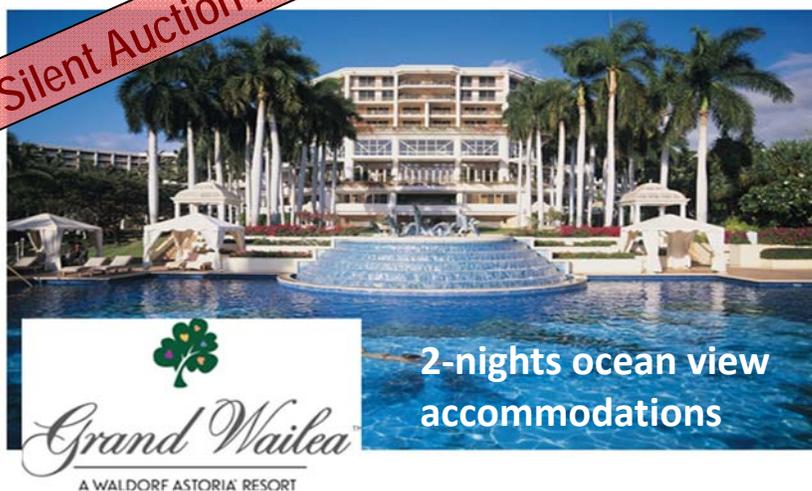
So, May Day is much more than lei day all over the world. Google “May Day and read all about it on the internet.

# Rendezvous at the Pearl...

May 17, 2012, 5:30pm  
Pearl Ultra Lounge  
Ala Moana Shopping Center

*...meet me there*

**Featured Silent Auction Item:**



### AND A CHANCE TO WIN...

- 2-nights at the Hilton Waikiki Prince Kuhio
- 1-night partial ocean view at DoubleTree Alana
- Dinner for 2 at Tropics, Hilton Hawaiian Village
- Dinner for 2 at Honu's King Kamehameha Kona Beach
- Sunday Brunch for 2 at the Halekulani
- Breakfast Buffet at the Plumeria Beach House
- Tickets for the Sheraton Hawaii Bowl
- Tickets for the Diamond Head Classic
- Maui Jim's Sunglasses

- One month free family swim at Oahu Club
- Certificate from Duke's Waikiki
- Gift Cards from Hard Rock Café Waikiki
- \$50 Gift Cards from Aloha Petroleum
- Tickets to Diamond Head Theatre
- Gift Basket from Paul Brown Salon
- Gift Basket from Big Island Candies
- Jewelry from Hooked Up Hawaii



## ABWA's Proud Code of Conduct

1. All members will serve as goodwill ambassadors for the American Business Women's Association.
2. Members will not allow their personal beliefs and convictions to interfere with the representation of ABWA's mission.
3. Members will always treat their member colleagues, guests, vendors and sponsors with honesty, respect, fairness, integrity, responsibility, kindness, and in good faith.
4. Members will maintain compliance with ABWA National, Chapter and Express Network Bylaws.
5. Members will not use their personal power to advance their personal interests.
6. Members will strive for excellence in their professions by maintaining and enhancing their own business knowledge and skills, and by encouraging the professional development of other members.



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## Upcoming Chapter Events

**May 9th**—Monthly Meeting: Guest  
Speaker: Kathy Inkinen  
Election of Officers for 2012-13

**May 5th**—Assemble auction items,  
Yvonne's house, more information to  
come through email.

**May 17th**—Rendezvous at the Pearl

**June 11th**—Monthly Meeting—  
Birthday Celebration, Installation of  
new officers

**June 16th**—Hanauma Bay Commu-  
nity Service

**June (Date To Be Determined  
[TBD])** - Top Ten/WOTY celebration.  
Committee considering a tea.

**July 8th**—Monthly Meeting—

May 9, 2012 — Monthly Meeting  
Japanese Cultural Center  
2454 South Beretania Street

5:30—Networking

6:00—Dinner

**Menu:**

Baked Parmesan Basil Chicken, Chinese Style Steamed Fish  
Mixed Greens with Dressing, Tofu and Watercress Salad  
Hapa Rice, Rolls with Butter, Chocolate Mousse  
Iced Tea, Hot Coffee and Tea, with condiments

Cost: \$26 for dinner; \$5 for parking

Raffles A-M

R.S.V.P. On-line at [www.abwahawaii.org](http://www.abwahawaii.org) by May 6th .

International Night

**July—date TBD**—Member Ed out-  
ing to Kahuku Farms

**July—date TBD**—transition meeting,

all current and incoming officers and  
committee chairs will be expected to  
attend.

Other items will be added when  
received—Contact Myrtle