

Welcome to Tucson!

From the GTEC web site...

Mission

Our mission is to attract and retain quality jobs for Greater Tucson. GTEC serves as the focal point for the public and private sectors to identify economic issues and to coordinate and facilitate relevant economic development activities that are critical for the financial health of our community.

GTEC Successes for Tucson

Assisted 9 companies in selecting Tucson as the location for their new facilities in 2003.

Steven W. Weathers President and CEO

Steve directs the operations of GTEC and has the ultimate responsibility for marketing the organization both nationally and internationally showcasing the Greater Tucson region as the location of choice for companies seeking to accelerate their opportunities in market share and business leadership. Steve's team is comprised of 13 full-time and 2 part-time staff members who, in addition to managing world-class business recruitment operations, support local public and private organizations that



focus on job growth and expansion. Included among Steve's executive leadership duties is the overall responsibility for ensuring constant communication and coordination between GTEC and its partners, in addition to facilitating the completion, adoption and execution of the Greater Tucson Strategic Economic Plan. Steve reports to a 62 member Board of Directors. E-mail:

[@opportunitytucson.org](mailto:sweathers)

@opportunitytucson.org

Arizona Relocation Alliance

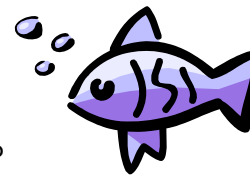
FISH! Philosophy

The fish philosophy is re-shaping the way we show up and participate in our daily work! If you are not familiar with the Fish Phi-



losophy, sit back, relax and enjoy the

video. For additional training materials or to introduce the Fish Philosophy into your fish pond, be sure to visit www.fishphilosophy.com.

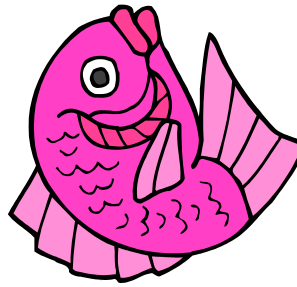


Remember to drop your business card in the fish bowl so that you are eligible to receive one of the 3 Fish books.

azrelocationalliance.com

Be sure to check the ARA website to update your personal and company information. To join ARA download the application or contact Janelle at relocation@movephoenix.com

Mark Your Calendars!



September 9, 2004 Diversity—
Bernadette Phillips-Garcia is our
speaker.

December 8, 2004—Annual ARA
Holiday Party, Gift Expo and
Charity Event—Realty Executives
Relocation House

March 16, 2005—Annual Elec-
tions of New officers & Directors

June 8, 2005

September 14, 2005

December 7, 2005

Holiday Gift Expo

Would you like to recommend a
potential Gift/Craft vendor for our
Annual Holiday Party on December
8th? A portion of the proceeds
will be donated to Charity. It's a
great opportunity to do your shop-
ping in a fun and stress free atmos-
phere while donating to a good
cause! **Contact XXXXX**

Pat Moniak & Janelle Kimura attended the ERC Re-
gional Round Table in Las Vegas and brought back a
wealth of information. Some of the ideas we heard
were:

Develop a template on how to hold an event

Contact Toastmasters for speaker ideas

Take a survey at each meeting

Offer Scholarships

Have ERC most our meeting dates on their web site

Attract corporate members (40%)

Board members should have business cards

Have corporate members on the board

Hold a silent auction

Have HR speakers that will attract corporate members

Have meetings hosted at a corporate location

Hold meetings in a public space such as a museum

Ask corporate members what they want to hear about

Have meeting scheduled an entire year in advance

Be willing to pay for speakers hotel and airfare

Valuing Diversity—September Meeting

Biography

Bernadette Phillips-Garcia, SPHR

Bernadette Phillips-Garcia, SPHR is a human resource management professional at General Dynamics, C4 Systems, headquartered in Scottsdale, AZ. GDC4S employs over 9,000 employees in the U.S., Canada, and abroad. The company specializes in command and control, communications networking, computing and information assurance for defense, government and select commercial customers in the U.S. and abroad.

Bernadette's Human Resources career spans over 30-years, and includes a wealth of experience in developing and implementing HR strategies that are important in the 21st century workplace. Cutting edge companies, such as GD4S, recognize that in a world that is constantly changing, the ability to attract, develop, and retain quality talent, regardless of individual personal characteristics, is a competitive business advantage. Through Bernadette's commitment to fair and equal treatment, she champions strategies that are deliberate and focused on Internal systems and processes, as well as manager's personal behaviors, in order to foster an environment where diversity, in the broadest sense, is acted upon as a competitive business advantage. She believes it is important to know and respect people, in and out of the workplace, as individuals, without labels or preconceived assumptions.

In addition to her diversity leadership responsibilities, she is an HR consultant to five business units within the company, advising them in areas of policy, staffing, retention, and employee relations. She also has oversight and liaison responsibilities for the company's relocation policies and processes. Bernadette attended Ohio State University, and began her career as a registered nurse. She is certified as a Senior Professional in Human Resources (SPHR), through the Certification Institute for the Society of Human Resources Management, and is a member of ERC.

Location to be Announced