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This year's 10 winners of the Women on the Move contest include business leaders, entrepreneurs and marketing executives. The annual awards, sponsored by Texas Executive Women, began in 1985 to celebrate the professional and community accomplishments of women in Houston. Money raised by the group benefits the TEW Mentoring Program, Texas Executive Women's Scholarship Fund at the University of Houston College of Business and community organizations serving women and girls. The annual luncheon is scheduled for Oct. 27 at the InterContinental Hotel. For more information, go to www.tewhouston.org.

Women on the Move

By L.M. SIXEL | HOUSTON CHRONICLE

QUESTION: What advice would you give young girls interested in business careers?



PAM GARDNER
Pam Gardner grew up in Wisconsin and put herself through college by waiting tables and working the graveyard shift at the local paper mill. After graduating from the University of Wisconsin-Stout, her first job was in the mailroom at a Chicago public relations and advertising agency. Over 12 years Gardner moved up the ranks to vice president before moving to Houston. Gardner sent a blind résumé to the Houston Astros in 1989 because they were looking for a director of communications. She got the job, and Gardner eventually became president of business operations. She is on the boards of the Houston Area Women's Center, Central Houston and the Newfield Exploration Co. She has two adult children.

"Find a great mentor and surround yourself with good teammates. You'll find opportunity and support that will help you accomplish your goals."



DANGUOLE SPAKEVICIUS ALTMAN
Danguole Spakevicius Altman was born in Boston to parents from Lithuania who had fled Soviet occupation. She didn't speak English until kindergarten and ended up earning a bachelor's degree in economics from Harvard University and an MBA from Yale. Altman started with the consulting firm McKinsey & Co., specializing in health care and insurance clients. She married a fellow consultant and they moved to Houston in 1989. Today she is co-founder and CEO of Vapogenix, which is completing pre-clinical pain management trials; managing director of Interlaken Ventures, a health care consulting firm; and corporate secretary of FemPartners, which manages physician practices and runs fertility clinics. Altman and her husband have four children.

"The advice I'd give any young person who is planning their career is the need to spend time upfront to really understand their values and what's important to them to achieve."



ELENA MARKS
After selling her stake in a temporary attorney-placement agency she helped create, Elena Marks got involved with Planned Parenthood of Houston and eventually became chair of the national organization. In Marks' current job as director of health and environmental policy for the city of Houston, she has added preventative care to health clinics, quickly assembled an all-volunteer mini-hospital that treated more than 10,000 Hurricane Katrina victims and wrote Houston's smoking ban. Marks is also on the boards of the Anti-Defamation League-Southwest Region and The Health Museum. Marks has a bachelor's degree from Emory University and a law degree and a master's of public health from the University of Texas. She is married with three sons.

"Know your strengths and play to them. And surround yourself, whether it's peer colleagues or people who work for you, with people who have complementary skills."



DIEDRA FONTAINE
Native Houstonian Diedra Booker Fontaine started her career as a computer programmer after graduating with a bachelor's degree from the University of North Texas. She moved into auditing and earned an MBA from Texas Southern University, going to class evenings and weekends. A love of travel led her to Continental Airlines, where she became an auditor in 1990. Today, Fontaine is director of diversity and sales development. Fontaine is on the board of Dress for Success Houston, the Ensemble Theatre, the Ronald McDonald House in Houston and Holocaust Museum Houston. She is married to one of Mayor Bill White's top aides. They have one 12-year-old daughter.

"My advice ... would be to choose something you enjoy doing, because you will spend a lot of time doing that. Be yourself, be very flexible and always do whatever you can do to continue to learn."



SOFIA ADROGUÉ
Sofia Adrogué was born in Argentina and moved to Boston with her family when she was 8. Three years later, her family moved to Houston. Adrogué received her bachelor's degree from Rice University and a law degree from the University of Houston Law Center. Adrogué worked for three area law firms before joining Epstein Becker Green Wickliff & Hall in 2004 for two years as a partner. Adrogué currently handles business litigation at Looper Reed & McGraw. Adrogué is on the board of the Memorial Hermann Foundation, Museum of Fine Arts Houston, Theatre Under the Stars and United Way of the Texas Gulf Coast. Adrogué has three children, and her husband is an investment banker.

"Find your passion. Then pursue it with preparation, perspiration, persistence and panache. I don't think there is one secret to success. We have two choices: we can earn a life or design a life."



SUSAN HODGE
Susan Hodge was valedictorian of her high school class, and, except for a \$50 contribution from her parents, paid for college by working summers. She graduated from Iowa State University with a business degree and took an accounting job at Shell Oil Co. in Houston. She left a few years later to take other jobs, including one with Enron as assistant treasurer, which included assembling the financing for a Turkish power plant. She also earned an MBA at the University of Texas. Hodge returned to Shell as treasurer in 1997. Today she is vice president for transition management. She is married to a lawyer in Houston, and they have two children serving in the Marine Corps. She has a 1-year-old grandson and another grandchild on the way.

"The first thing you do ... starting in business or any career, is that you have to know yourself, your values and your principles. Then set your goals high and use that set of principles to achieve them."



KATHY WILLIAMS
Kathy Williams grew up in a military family and ended up in Texas for college. She graduated from Texas Woman's University and was editor of the student newspaper. From there she took a television reporting job in Lubbock and moved on to behind-the-camera jobs in a succession of bigger media markets including Washington, D.C., and Chicago. One of those jobs was in Houston, and she returned in 2002 to become vice president and news director at KRIV. Williams co-authored two children's books, including *Everybody Has a Daddy*, to expose kids to a variety of families. She is a board member at her alma mater. Williams has a son.

"Pick three people in different businesses and different careers that are different than your chosen field and ask them the best thing they have done in their chosen field and ask them what their biggest mistake was, and learn from those three people."



PATTIE DALE TYE
Pattie Dale Tye began her career selling life and disability income insurance, then moved up the ranks at AT&T in a variety of sales positions. A decade ago Tye switched careers again, becoming the chief operating officer for a call center in Orlando and then taking a similar position in Houston. Three years ago, Tye went back to the insurance business as president of Humana Health Plans in Houston. She oversees Humana's local network of 8,000 health care providers and 250,000 subscribers. Tye grew up in Lake City, Fla., and received a bachelor's degree in management from the University of Florida. She is on the board of the American Heart Association of Houston. Tye's husband is in the outplacement business.

"Never stop the learning journey, and, to me, one critical element of succeeding in business in Houston is to give back while you are moving forward."



FRANCES CASTAÑEDA DYESS
Frances Castañeda Dyess worked her way through the University of Houston in a part-time bank job, where she saw how fast the new college graduates were promoted. She became the first in her family to graduate from college, obtaining a bachelor's degree in communications from Southern Methodist University in 1992. Castañeda went on to work for Hispanic advertising agencies, developing campaigns for large consumer companies. Today, she is director of corporate services for the Houston Rockets, which includes marketing programs. She serves on the board of Talento Bilingüe de Houston. Castañeda got married this summer to a technology consultant.

"Find a degree tied to your passion and work in the field that you love. You don't want to find yourself in a job or career that at 4:45 in the afternoon, you are saying to yourself, 'Only 15 more minutes to go.'"



ILEANA TREVIÑO
Ileana Treviño moved to Houston 11 years ago when her husband's job transferred the family here. She joined the University of Houston as executive director for the office of affirmative action and later became vice chancellor of university advancement, directing fundraising, advertising and public relations. Four years ago, Treviño became the CEO of Memorial Hermann Foundation and heads its fundraising efforts. The daughter of a career Colombian diplomat, Treviño was raised in the Washington, D.C., area. She has a bachelor's degree from Boston College and a master's from Boston University. Treviño sits on the board of Holocaust Museum Houston. She and her husband have three children.

"There is no substitute for education in this day and age. Not only is a college degree imperative but a graduate degree is essential for success in the business world."

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