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VOLUME 6 | ISSUE 1 | FALL 2025
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On the cover

DUBUQUE AREA
CHAMBER

300 Main Street, Suite 200, Dubuque, IA 52001
www.dubuquechamber.com 563-557-9200

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Director of Production: Megan Gloss
Design: Anthony Frenzel

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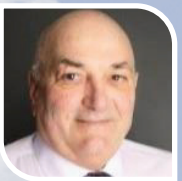
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WELCOME

FROM THE CHAMBER PRESIDENT /CEO

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This fall, we celebrate one of the Chamber's most impactful programs: Leadership Dubuque. For decades, this cornerstone initiative has equipped professionals with the tools, experiences, and connections they need to grow as leaders while deepening their ties to our community.

What makes **Leadership Dubuque** so powerful is its ability to bring people together. Each class represents a cross-section of our region—professionals from diverse industries and backgrounds who share a common goal: to learn, to lead, and to serve. Along the way, participants discover not only new perspectives, but also new opportunities to engage with and strengthen the community we all call home.

As we highlight stories from this year's program, I am reminded that leadership is not a title, it is action. It's about building relationships, fostering collaboration, and creating a stronger Dubuque for today and for the future.

Thank you to all our members who continue to invest in leadership development. Together, we are shaping a vibrant, connected, and resilient community.

Kindly,

President & CEO, CCE, IOM
Dubuque Area Chamber of Commerce

Welcome New Members



4/24/2025



5/1/2025



5/5/2025

Welcome New Members



5/7/2025



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**A cornerstone program
of the Dubuque Area
Chamber of Commerce**

Leadership Dubuque

BY DAN RUSSO

Like a great meal from one of the Key City's restaurants or food trucks, each Leadership Dubuque class brings together flavors of humanity from every walk of life and nourishes the community.

"It was just such a great experience," said Erin Sieverding, a member of the class of 2024 who is vice president of employee benefits at Kunkle & Associates, a local insurance agency. "I wish I had done it earlier in my career because I made so many great connections."

Participants of Leadership Dubuque say the experience has strengthened their local ties. Sierverding, for example, helped organize an opportunity for her colleagues to assist Toys for Tots and visit a food pantry as part of a class assignment. As a result, she now volunteers with the the United Way on a regular basis.

For decades, Leadership Dubuque has been a cornerstone program of the Dubuque Area Chamber of Commerce, equipping professionals with the tools, connections and experiences to grow as leaders while deepening their ties to the community. At the helm is Justine Paradiso, vice president of events & programs, who has both participated in and now leads the program. Her passion for cultivating leaders and creating meaningful connections continues to shape the program's impact — not only on participants, but on Dubuque as a whole.



OPPOSITE PAGE, LEFT: Leadership Dubuque 2025 Education Day included a trip to NICC's Peosta campus to see the facilities they have for people going into skilled trades.

OPPOSITE PAGE, TOP RIGHT: As a part of Nonprofit Day, the Leadership Dubuque class volunteered to ring bells for the Salvation Army at each of the three HyVee locations.

OPPOSITE PAGE, BOTTOM RIGHT: During team building, the Leadership Dubuque class of 2025 worked together to get everyone in their group to scale a wall and make it to the top of the lookout tower.

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Leadership Dubuque class of 2024 held their final day with a celebration wrap up at Field of Dreams.

“When I first joined the Chamber in 2016 and began promoting Leadership Dubuque, I knew it was a wonderful opportunity — but it wasn’t until I personally went through the program the following year that I truly understood its value,” Paradiso said. “It was hands down the best professional and personal experience I’ve had for expanding my network and deepening my understanding of the community where we live, work, play, and do business. Now, as I lead the program for the fifth year, I continue to discover new facets of Dubuque

and connect with individuals who are passionate about bettering themselves and our community for today and for the future.”

Chamber of Commerce members encourage their staff to take part in Leadership Dubuque. The classes take place over several months and involve field experiences. Many graduates say the program exposed them to aspects of the Dubuque area they would never have known about otherwise.

“Coming from a different state, I thought it was a great networking



“It was hands down the best professional and personal experience I’ve had for expanding my network and deepening my understanding of the community where we live, work, play, and do business.”

Justine Paradiso



opportunity,” said Jeff Staudenmaier, a native of Washington who relocated to the area with his family.

He now serves as Senior Gas Operations Manager for Black Hills Energy.

“I liked going to the state capitol,” he recalled. “That was a cool thing — learning the history.”

Sheena Moon an associate planner with the City of Dubuque, was a relatively new employee when she took part in Leadership Dubuque’s 2022 class.

“The program encourages you to be on these committees to plan these outings for your peers,” reflected Moon. “It was really interesting to see how people took on different roles. It was a great opportunity to learn about the city and meet people who work for businesses I didn’t know about.”

Hills & Dales, a nonprofit organization that serves people with physical and intellectual



At the start of the Leadership Dubuque, the Chamber partners with Team Building Blocks at the Four Mounds Rope Course for team building and bonding as the class gets to know each other.

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disabilities, has participated in Leadership Dubuque since 2018.

“Many relationships I built with the Class of 2018 remain strong to this day, and the connections made throughout the year across multiple sectors have opened doors to numerous opportunities benefitting the individuals with disabilities supported by our mission,” said Deanne Althoff, mission advancement & community relations director for the organization. “The personal and professional benefits of participation are plentiful and far outweigh the time and financial commitment to participate.”

Zach Thielen, an architect at Origin Design, is a life-long resident of Dubuque who learned a lot.

“One of the things I really liked about Leadership Dubuque was the opportunity to plug into a network of like-minded people in our community,” he said. “I was able to develop relationships with other professionals investing in Dubuque while advancing my own career and community development.”

The success of Leadership Dubuque has inspired the Leadership Dubuque Alumni Network — a new program designed for graduates who want to stay engaged with



Graham's Style Store hosted Leadership Dubuque for Arts & Media Day to talk about the art of fashion and professional dress.



their classmates, connect with other alumni, and support current participants.

LDAN members will have opportunities to audit one Leadership Dubuque session per year, attend four complimentary Power Hour events, and network at quarterly socials. It's an exciting way to keep the spirit of Leadership Dubuque alive long after graduation, according to Paradiso.

Dan Marti, a land surveyor, is another Origin employee who also graduated from the program.

"You are missing out if you don't send employees to Leadership Dubuque," Marti said. "As an attendee, you have so much to gain in networking, mentoring, learning, and appreciating all our community has to offer. It was a great benefit for me personally and professionally to attend."

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NEW KID ON THE BLOCK

Tri-City Group

BY DAN RUSSO

If there's a construction project going on in the Dubuque area, chances are the people of Tri-City Group are on site doing something.

"Most anything you can imagine in the industrial or commercial space, there is a good chance Tri-City has the capability to support it or has been involved," said John Amman, director of automated solutions and part of the business development team for the company.





John Amman

A native of the small town of Miles in Jackson County, Iowa, Amman is proud of his Iowa roots and is working to raise his company's name recognition in greater Dubuque. Although a relatively new member of Dubuque's Chamber of Commerce, Tri-City has been doing business locally for years.

"We've strengthened our existing relationships in the Dubuque area," said Amman, a graduate of the chamber's Leadership Dubuque program. "The best part from my perspective of wearing the orange and green jersey (Tri-City's company colors) is the people."

The firm has 35 plus employees living in the greater Dubuque region, among its more than 2,200 nationally.

Tri-City began in 1895 in what is now the Quad Cities. It is named "Tri-City" because there were only three cities on that part of the Mississippi

River at the time of its founding. The company is ranked 24th among electrical contractors in the nation and provides services in other areas of construction such as ironworks, millwright, fire protection, steel, concrete and masonry.

Currently, Tri-City is playing a role in the A.Y. McDonald Foundry project in Kieler, Wis. Its workers have contributed to many other large endeavors —the Dubuque Gate & Pump Station Flood Mitigation initiative, the Q Casino Family Entertainment Center, the Northeast Iowa Community College Peosta (Iowa) Campus Main Building Renovation & Additions and the Dubuque Regional Airport.

One thing that distinguishes the company, according to Amman, is the management's commitment to safety. Tri-City has a .59 Experience Modification Rating. The number system is used by insurance companies to set workers' compensation premiums. In this case, lower is better, and the company has an unusually low EMR for an operation of its size, Amman said.



“

“But while its capabilities and services have expanded over the last 130 years, Tri-City’s mission and values remain the same, keeping employees and their families, customers and communities as top priorities while redefining what’s possible in the industry.”

John Amman

”



Tri-City Group is playing a key role in the construction of A.Y. McDonald’s new brass foundry, near Dickeyville, Wis.

“It’s something we’re very proud of,” he said. “We want to make sure everybody goes home at night.”

Amman said the company is committed to building relationships with people. He cherishes the connections he made during his time with the chamber’s leadership program. Amman is also happy he gets a chance to better the community through his work for Tri-City.

“Electrical contracting has come a long way since the late 1800s — and so has Tri-City Group,” Amman said. “But while its capabilities and services have expanded over the last 130 years, Tri-City’s mission and values remain the same, keeping employees and their families, customers and communities as top priorities while redefining what’s possible in the industry.”

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BEEN AROUND THE BLOCK



Origin Design



Origin Design on Main Street in Dubuque.



Exterior of Origin Design on Main Street in Dubuque.

BY DAN RUSSO

The professionals at Origin Design have made their mark on Dubuque's landscape and skyline for decades.

Origin Design is a professional design firm offering architecture and engineering that includes land development, municipal, structural, transportation, and water resources, as well as field services and land survey. They are client-focused, creative, technical experts that provide impactful and sustainable solutions, helping clients and communities we work with thrive and grow.



Codi Putnam (from left), Lauren Ray, Brenda Ritt, Pat Ready and Zach Thielen discuss topics during a meeting at Origin Design.



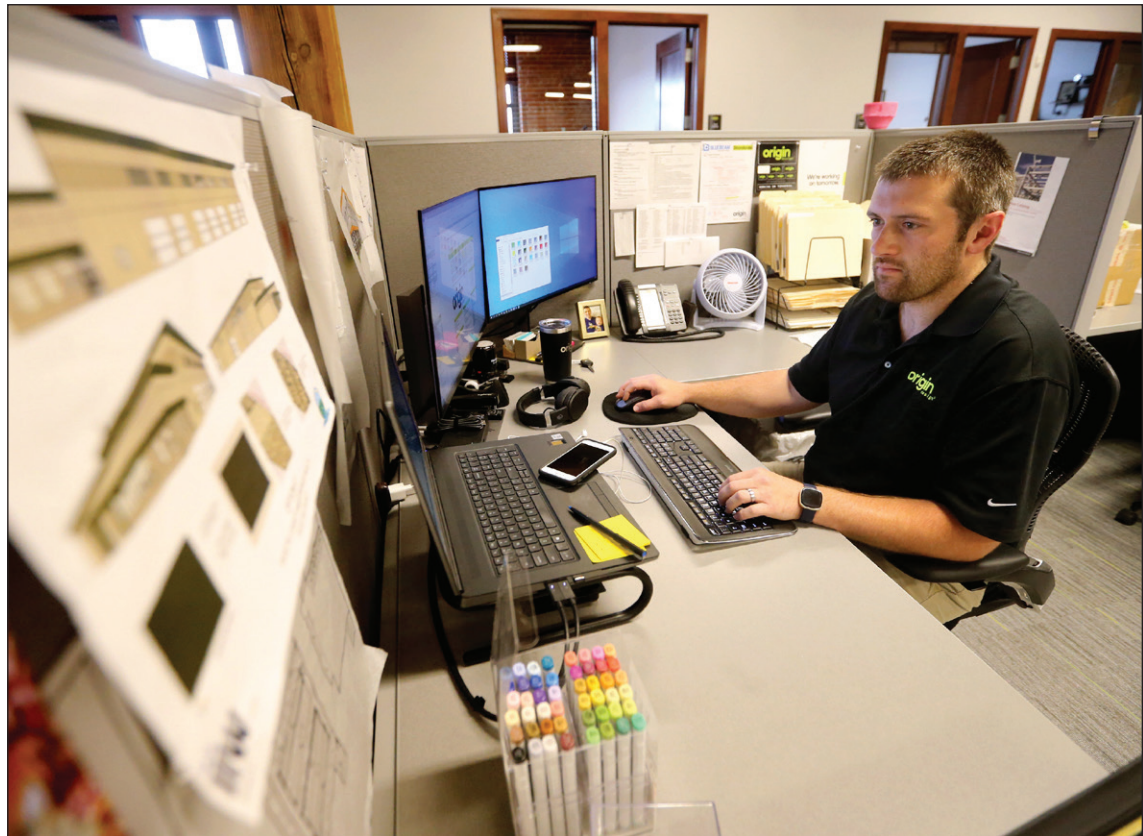
Jim Bousley (left) and Eldon Schneider talk at Origin Design.

"We're deeply committed to our work, our team, and our clients. Our focus isn't just on today's success, it's on building a better tomorrow," said Pat Ready, Origin's president and CEO "We collaborate on a wide range of private and public projects and truly value the opportunity to build strong partnerships with our clients."

Origin Design is a 100% employee-owned architecture and engineering firm. Every member of their staff is an owner and fully invested, taking great pride in service and successes.

You can see many of Origin Design's projects featured on their website. Ready is among several members of the firm who have completed the Chamber of Commerce's Leadership Dubuque Program.

"We believe the program inspires tomorrow's decision makers to take action, get involved, and make a positive impact in our community, Ready said. "We consider Leadership Dubuque an integral part of helping us create great leaders"



Nick Rettenberger works on a project at Origin Design in Dubuque.



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