

THE GENERATOR



Newsletter for the NextGen Network, an affiliate of The Executive Leadership Council

www.nextgennetwork.com

Fall 2005 Issue



"Preparing the Next Generation of African American Leaders"



President's Corner

By Andrew Frazier

2005 has been an outstanding year for the NextGen Network, Inc. (NGN). We have already accomplished all of our objectives and exceeded expectations in many areas. Our theme for the year is "Reinventing the Organization" which is exactly what we have done. The entire leadership team has pulled together to develop and begin implementing a 5-year strategic plan that will result in this becoming the premiere professional organization for African American leaders.

Over the past two years NGN has undergone a significant transformation and is poised to make a major positive impact for African American professionals in corporate America.

The following are some of our major accomplishments:

- Becoming an affiliate of The Executive Leadership Council and establishing a new board of directors
- Significantly increasing corporate sponsorship of our programs and activities
- Establishing a program management team to run many aspects of the organization
- Developing a top notch career coaching program
- Increasing our membership and opening up eligibility to a wider group of qualified professionals
- Upgrading website and newsletter communications

Our Vice President, Sekou Kaalund, will lead the organization over the next two years. NGN currently has the people, resources, and plan to take things to the next level. We look forward to great things being accomplished under his leadership. I appreciate having the opportunity to serve as President of the organization.

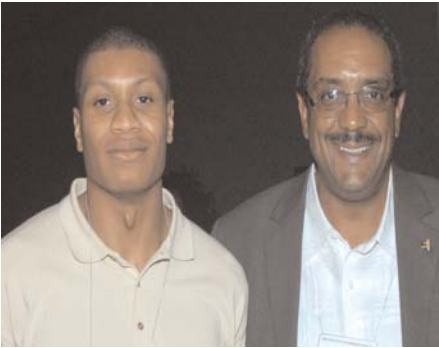
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NGN & Friends Networking



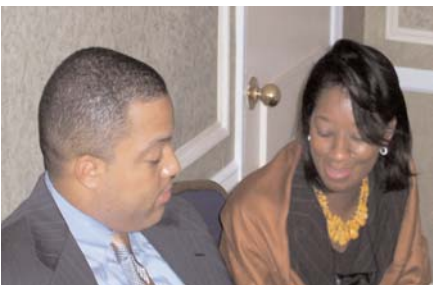
The NextGen Network (NGN) holds regional networking activities that are sponsored by various corporations across the country. In 2004, Merrill Lynch sponsored the one in New York City at their corporate conference center and New York Life sponsored a reception at Ozio in Washington, DC. This year R.R. Donnelley hosted us at their corporate headquarters in Chicago, New York Life sponsored a BBQ for the New York Metro Area, and Marriott International is sponsoring our Fall Meeting kick-off reception at the Mayflower Hotel in Washington, DC.



The NGN and Friends activities are a great opportunity for local members of the NextGen Network, The Executive Leadership Council, interested professionals, and sponsoring company representatives to connect. There may be differing formats and venues, but they are always a great time and an opportunity to meet some outstanding individuals. The NGN & Friends activities are fairly intimate because the attendance generally ranges from 20 to 100 people depending on location.



A NGN & Friends Networking Activity is planned for Charlotte, NC in November and we are looking into having something in Texas during the month of December. Also, we already have sponsorship commitments for 2006 from AIG and Prudential Financial. Please contact us via e-mail at ngn@urbanomics.com if you are interested in sponsoring a NGN & Friends Networking Activity in your area.



Spring Meeting Recap

“The Power and Value of Leveraging Your Personal Brand”

In June, NextGen Network members convened at the Ritz-Carlton Grand Lakes in Orlando, FL for our annual Spring Meeting focused on leadership training and professional development. It was held concurrently with The Executive Leadership Council Spring Meeting activities. NextGen Network members had their own agenda that included participating in two evening activities with members of The Executive Leadership Council.



On the first evening NextGen Network members participated in The Executive Leadership reception and dinner activities. The keynote speakers were two dynamic individuals who work together on a regular basis, Judy Smith, esq. and Billy Martin. They shared insights and behind the scenes perspectives on several of the high profile cases they have been involved, including the Monica Lewinski trial.



Robert Green, President of the National Association of Investment Companies / The Marathon Club and two other private equity professionals held a panel discussion on “Wealth Creation: Managing Your Brand’s Wealth.” They provided insight about the industry and potential opportunities for young African American executives to participate and benefit.



Executive Coach Alan Shatteen held a workshop entitled “Are You Playing To Win?” where he challenged NextGen Network members to take charge of their career success. He discussed proactive strategies for achieving the desired level of opportunity and happiness in your life. His workshop clearly demonstrated the value of career coaching for mid-level executives.



Larry Drake, member of The Executive Leadership Council and President, Nigeria Equatorial Africa Division, Coca-Cola Africa had a conversation with NextGen Network members about the value of a global perspective. He was impressed by the amount of international travel and work experience NGN members have. He strongly encourages an international work experience for anyone who aspires to a senior management role at a major corporation.



Welcoming ELC Institute Members



The Executive Leadership Council's Institute for Leadership Development & Research was created to develop African American corporate and non-profit leaders to achieve breakthrough performance and conduct cutting-edge research and advocacy focused on global diversity issues.

Participants in the seminars for high potential managers and senior leaders are automatically eligible for membership in the NextGen Network (NGN). We welcome them to the NGN family.



Mentoring Programs

The NextGen Network (NGN) has established two primary avenues for the membership to provide mentoring to others. One is through Management Leadership for Tomorrow (MLT) and the other is with the Granville Academy.

NGN and MLT have a formal relationship where NGN members become active volunteers/mentors to young minority aspiring professionals. They participate in the MLT Career Preparation Program by doing mock interviews for college students seeking fast-track entry-level job opportunities. NGN members also serve as career/industry advisors, resume/cover letter/essay reviewers, and virtual mentors.

The Granville Academy is a free, after-school coaching and counseling program designed to give inner-city youth an introductory knowledge of business and industry. For the past few years NGN has hosted Granville Academy students at some of our Fall Meeting activities as an opportunity for them to expand their horizons.

Program Management Team



Urbanomics Consulting Group has provided administrative support and helped manage programs for the NextGen Network (NGN) for the past few years. In 2005 their role and responsibilities have expanded significantly to include program management for the entire organization. They now serve as an extremely flexible and responsive staff for NGN.



Fall Meeting Preview

“Inclusive Leadership In the Global Economy”

**The Mayflower Hotel
Washington, DC**



Wednesday, October 26, 2005

- NGN & Friends Regional Networking Reception
Sponsored by Marriott International

Thursday, October 27, 2005 (NGN General Meeting)

- NGN Introduction & Overview
- Panel Discussion: “International Assignments and Career Planning in a Global Environment”
Sponsored by: Hudson Inclusive Solutions & Black Enterprise
- Networking Workshop: Strategies for Maximizing Your Networking Experiences
Performed by: NextGen Network Career Coaches
- ELC Speaker Series – “The Changing Focus of Corporate Foundation and Government Relations Activities as Businesses Become More Global”
Sponsored by: Prudential Financial
- Panel: “Diversity: A Competitive Advantage in the Global Business Arena”
Sponsored by: Sprint
- Guest Speakers Series: “Current Business Dynamics in the Global Economy”
Sponsored by the New York Life Insurance Company
- The ELC’s 17th Annual Recognition Dinner: “Inclusive Leadership In The Global Economy”
Sponsored by the Coca-Cola Company

Friday, October 28, 2005

- 11th Annual The ELC Mid-Level Manager Symposium: “*Evolving Leadership – A Global Reflection*”

Saturday, October 29, 2005

- NGN Business Meeting
- NGN Networking Lunch @ NGN Member’s Home

i2i Networking

Power networking! Innovative ideas! The NextGen Network (NGN) is an alliance partner of Hudson Inclusive Solutions i2i Networking Series. The series consists of upscale networking opportunities for 200-300 diverse professionals that are held in major cities across the country. The event format includes a named speaker, business leader panel discussion, and plenty of time for networking in comfortable surroundings. Further information is available at www.i2inetworking.com.

Members of the Executive Leadership council and the NextGen Network serve as panelists at all of the events. In 2004, i2i Networking activities were held in Chicago, New York, Washington, DC, Las Angeles, and Houston. Thus far in 2005, they have been held in Chicago, New York, and Washington, DC.

Other alliance partners include Hispanic Professional, eWomen Network, and the Richmond Group. I2i Networking Professional Association Partners include: ALPFA, BDPA, Chicago Latino Network, Hispanic Alliance for Career Enhancement, Hispanic National Bar Association, LISTA, NAAHR, NABA, National Bar Association, NBBMA, National Council of LaRaza, NSN, NSBE, NSHMBA, NULYP, New American Alliance, and SHPE.



2004 Fall Meeting Highlights



NGN Member Spotlight



Karen Boothe
By Mario Lewis

The Generator staff recently caught up with new NGN member Karen Boothe to discuss career, family, community and NGN. When taking aim at her career goals, Karen describes herself as diligent and always striving for excellence. With her recent promotion to Vice President in the AXA Funds Management Group, a unit of AXA Financial, she continues to be recognized as a valuable member of her team. Her key responsibilities include analyzing and communicating to senior management the financial profitability of mutual funds supporting AXA Financial's annuity and life products. In addition, she manages the investment administration related to the company's defined contribution and benefit plans and has oversight of expense management and budgetary operations within her business unit. For the past two years, Karen has represented AXA Financial on the investment technical committee of the Life Insurance Council of New York. She says, "The new position affords me the opportunity to be more influential within my team and the company. AXA Financial has been a great place to work and I plan to continue contributing to the preservation and generation of incremental value for employees, shareholders and the organization."

Karen has come a long way. She entered college a year ahead of schedule and earned her bachelors in business from Boston University in three and a half years. Karen was the first in her family to seek and attain an MBA. Along the way, she has taken direct responsibility for her career by actively mapping out her career goals, working hard in each new position, networking with colleagues and focusing on continuing education. Karen will continue to apply this focus in the future as she makes a difference within the AXA Financial family and looks forward to growing with the company

Karen pursued membership in NGN following her participation in the inaugural class of the ELC's - Institute for Leadership Development & Research. She believes that the relationships she has forged within both of these organizations have been, and will continue to be, essential as she navigates her career. "The network I have developed through the Leadership Institute has broadened the net of knowledge available to me." "While the Leadership Institute reinforces the significance of mentoring, networking, and sharing best practices, NGN is a great organization that actively promotes peer networking, professional development of its members, as well as mentoring of the youth that we expect to be our future leaders."

Karen is also actively involved in her community. It was through an NGN colleague that Karen found out about the United Way Linkages Program, a board training and placement program for non-profit organizations. Since completing the United Way Linkages Program, she was recently selected to join the board of Literacy, Inc., which focuses on mobilizing 'community resources to ensure young readers are good readers'. Additionally, Karen serves in a mentoring capacity offering guidance to young business professionals. She is also seen as a mentor to many members of her large extended family, stressing the importance of education and financial literacy. Karen acknowledges the growing challenge of being all things to all people. She focuses on managing her career and giving of her time, yet still tries to enjoy the rest of what life has to offer. Based on how far she has come, we are confident that Karen will continue to excel in all the challenges she undertakes.

Mentor Spotlight



Jeff Boyce
By Djena Graves

Mr. Jefferson C. Boyce became a member of The Executive Leadership Council in the Fall of 2004, yet he is already actively involved with the NextGen Network (NGN). At his first member meeting, he hosted the NGN & Friends Opening Reception that was sponsored by New York Life in Washington, DC. Mr. Boyce has also had an ongoing mentoring relationship with NGN members Andrew Frazier and Joy Booker for several years. Additionally, he participates on NGN's Professional Class Membership selection committee. In all of these ways, NGN has greatly benefited from his involvement.

Mr. Boyce is a Senior Managing Director at New York Life Investment Management, LLC, and Senior Vice President of New York Life. He was the first African American to achieve the position of Senior Vice President (1994) at New York Life.

He also has administrative responsibility for the New York Life Investment Management's Equity Investors' Group (EIG), a quantitative money management unit that uses statistical algorithms to determine macro-economic, fundamental, and technical factors that best explain risk return relationships. These factors are then applied in a controlled portfolio construction environment to build efficient portfolios. Additionally, this unit manages tactical asset allocation strategies across several domestic and foreign asset classes. These products are distributed to institutional investors through individual separate accounts and retail investors through the MainStay® mutual funds.

In addition to being a member of NYLIM's Investment Committee, Mr. Boyce is also on the Management and Human Resources Committees.

Mr. Boyce began his investment management career in 1982 as a fixed income trader and portfolio manager. In 1988, he founded the quantitative money management firm, Monitor Capital Advisors, LLC, (now part of NYLIM's EIG), where he developed and managed several equity and asset allocation strategies. He also completed the Advanced Management Program at Harvard Business School and holds a BBA in Finance from Baruch College.

Mr. Boyce is a tremendous resource of guidance in the areas of leadership and responsibility for NGN members. NGN sincerely appreciates his involvement and looks forward to many more years working together!

Board of Directors



Why Do I Need A Career Coach?



By Janice Harrison Blackwell

- Do you have your career under control?
- Do you have someone you can talk to about career issues?
- Are you in the “Right” job?”
- Having difficulty with your manager, peers?
- Preparing for your next promotion
- Dealing with performance issues, office politics ...

Whatever the issue may be a Career Coach can assist you in navigating your way to a successful career. The need is prevalent today to have that confidant who can coach, mentor, teach and sometimes just listen to the career issues you face on a daily basis. Many recognize that the internal HR person or even their manager may not be the right person to share certain concerns or issues. How do they deal with this?

They hire themselves a personal Career Coach – sometimes called Executive Coach and many other names. What they are called is not the point, its what they do that will make the difference for you when making major career decisions and being successful at work.

As your Project Leader for Career & Professional Development, I will lead your newly formed Career Coaching Team consisting of Alan Shatteen, Will Lucas, Alan Isaacs, Renee Bob, Natalyn Roman, Sulaiman Avery, and Dr. Price Cobbs. This team of highly experienced Career Coaches will focus their attention on providing NextGen Network members the following career services:

- Education & Training**
- One-on-One Coaching**
- Career Planning & Transition**

Along with focusing on career development issues, we will also put greater effort and attention on strengthening the Next Generation Mentoring Program to assist members in building strong relationships with their Mentors while growing and improving skills. We will be sharing more information on the Career Development Program by way of conference calls, e-mails, and in future publications. Be sure to take full advantage of this service.

DJL Essay Competition Winners

By Reggie Harwell

In keeping with NextGen’s mission of community outreach programming to enhance the lives of African-American youth, we are pleased to announce the six finalists and semi-finalists of the Donna Jamison Lago Memorial Scholarship 2005 Essay Competition. They are:

Finalists

Vanessa Burnside - Bronx, NY
Joshua Cross - Dumfries, VA
Rachel Okunubi - Washington, DC

Semi-Finalists

Joshua Coe - Indianapolis, IN
Rufus Crawford - Webster, NY
Steven White - Harrisburg, PA

Each applicant was required to share their ideas about strategies to address global warming and other related environmental issues, as well as exhibit overall academic excellence in their studies. The competition provides African-American seniors with the opportunity to earn scholarship dollars while addressing critical issues affecting their community. This year NGN partnered with a corporate sponsor for the first time, Entergy Nuclear Northeast, a division of Entergy Corporation- one of the nation’s largest energy providers.



Members on the Move



Jeannette Bartley was recently promoted to Product Marketing Manager for the global kids footwear division with Reebok International Ltd. She now oversees a multimillion dollar business which accounts for over 50% of the company's kids business. Additionally, she has recently been selected to participate on the Corporate Social Responsibility Committee for Integrity for Reebok International Ltd



Daren Roberts has accepted a job offer as an Associate with Prudential Financial in the Corporate Finance Group - Treasurer's Department. His responsibilities include working on borrowing, liquidity and capital management for the enterprise. Additionally, he was recently nominated for the Board of Governors for Bishop Loughlin Memorial High School, his alma mater.



Cassandra Sloan passed the PMP (Project Management Professional) Examination.



Frank Clark has been selected as one of the Top 50 Under the Age of 50 African American executives nationwide by Black MBA magazine.



Mario Lewis has moved from Boston and purchased a home in Colonia, NJ. Additionally, his wife recently started a new position with Citigroup.



Dr. Sonya Summerour Clemmons is being featured in a book commissioned by First Lady Laura Bush entitled Extraordinary Women Engineers. It is scheduled for worldwide release in February 2006.

Alex Dixon has recently relocated within Goldman Sachs from the Industrials and Natural Resources Group in London, United Kingdom to the Technology, Media, and Telecommunications Group in Los Angeles where he will focus primarily on media and entertainment clients. For one week during Alex's transition, he volunteered at the Houston Astrodome with evacuees of Hurricane Katrina.



Andrew Frazier was recognized in the recent issue of Entergrate Magazine for coordinating New York Life's move of 1,000 employees to the company's facilities in Westchester.



Heather James was named INROADS/Northern New Jersey Alumni of the Year (2005). This is the third time she has earned this recognition (2004, 1997). Additionally, Heather was awarded the 2005 National INROADS Alumni Association Award for Excellence - Individual Contributor to INROADS, Inc.



Tjada D'Oyen recently left American Express to join GE Consumer Finance as a Vice President of Business Development. In this role Tjada is responsible for prospecting, sourcing, negotiation, and closing complex transactions including acquisitions, joint ventures and securitizations. Additionally, Tjada was appointed to the National Board of the Girl Scouts of the USA.



Kevin Hinton has co-authored an article entitled "How to Get to the Right Numbers: The Fundamentals of Revenue Forecasting," a best-practices article on the development of annual revenue budgets. The article will be published on www.productmarketing.com, a web site for product management professionals.

Prudential Financial

NGN Lead Sponsor for 2006

Prudential Financial has been a corporate sponsor of the NextGen Network for several years. For 2006, they have committed to be the lead sponsor of the organization and will provide \$100,000 toward NGN programs and activities.

We greatly appreciate the continued support and efforts of Prudential Financial members of The Executive Leadership Council Edward “Chuck” Chaplin and Sharon Taylor. We look forward to working closely with Prudential Financial in our continuing efforts to take NGN to the next level.

2006 DJL Essay Competition

Lead Sponsor: Entergy

Entergy sponsored the DJL high school essay competition in 2005 and plans to continue the partnership in 2006. The 2006 sponsorship also includes a Youth Leadership Retreat scheduled during the summer, where the essay winner awards will be presented. The 2006 DJL Essay Competition application will be available on the NextGen Network website sometime in November of 2005.

Additional Sponsorship Opportunities

The NextGen Network has many great programs and activities in need of sponsorship for 2006. We have prepared a 2006 Corporate Sponsorship Proposal outlining what opportunities are available and the commitment level of the various activities. Please e-mail us at ngn@urbanomics.com and we'll be glad to send you a copy.

Remaining 2005 Activities

October 26-29	Fall Meeting Activities – Washington, DC
November 12	NGN & Friends Networking – Charlotte, NC
November 15	Conference Call – Elections Update
December ?	NGN & Friends Networking – Texas
December 20	Conference Call – Guest Speaker: Carl Brooks



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