

Leadership Perspectives: 2010 and Beyond

By Michael Watson, President, NextGen Network



Over the past 150 days, your leadership team has been working hard to ensure NextGen Network is facing in the right direction in order to make our collective 'walk' to success as smooth as possible. We have outlined several key areas in which we are focusing our attention and efforts in order to drive value into this organization:

- Raise the profile and visibility of the members, sponsors, and partners of our organization.
- Work diligently with the Executive Leadership Council (ELC) to put in place a model where NextGen Network and ELC can continue to extend our partnerships and collaborative activities in order to mutually support each other's short, medium, and long-term goals.
- Pursue cost-saving measures across our operations with a target of at least 20% reduction in overall operating costs.
- Invest in technologies that will enable us to extend the reach of the organization and facilitate networking.
- Enhance the programming curriculum that is offered to members via the monthly calls, bi-annual meetings, and regional events.
- Build our cash reserves to take advantage of new opportunities which will allow us to further our mission, goals, and objectives.

When we look at the areas of focus, it highlights an aggressive agenda of items that we need to implement or are in the process of implementing. As an executive leadership team, we have asked for your help, creativity, and resources and, as a membership, you have responded. You have recommitted yourselves to NextGen Network and sprung into action. You have supported our current strategic plan and direction and we, as an organization, are reaping the benefits. I would like to highlight a number of successes thus far:

- For 2010, Prudential has once again renewed their commitment to NextGen Network with a \$100,000 donation to the organization.
- We accepted 38 new members into NextGen Network, representing our largest and most diverse class of talented professionals ever.

"If we are facing in the right direction, all we have to do is keep on walking."

—Buddhist Proverb

- Over 60 members are registered for the upcoming Spring 2010 Meeting in Hilton Head, SC. The theme for this conference is 'Moving from Good to Great.'
- We have launched our 2010 member census survey, which will allow us to better serve our membership. To date, over 60% of the active membership has completed this survey and the number continues to increase.
- We have begun our migration to MemberClicks which is a robust membership management platform that will allow us to manage our membership activities more efficiently and effectively.
- We have reduced operating expenses by 20% and are still looking at areas of improvement. All monies saved will be re-invested into NextGen Network via programming, technology improvements, and research and development.
- Members continue to be promoted and are recognized by their companies for their hard work and tireless effort. Over the past year, over 30% of our membership has either been promoted or seen increased responsibilities in their current roles.

As a leadership team, we have been fortunate to have seen a number of successes over a short period of time. However, there are many other successes that we expect to achieve over the next 12 months that will make you proud to be a part of this great organization.

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EDITOR'S NOTE

The theme of this edition's Newsletter is "Spring into Action". Spring or "springtime" conveys the idea of rebirth, renewal and regrowth. As the seasons change from cold and blustery to warm and sunny, we are inspired to renew ourselves in our professional and personal lives. Spring is a great time to take stock of what is important to us and put together short term and long term goals including education, career changes, personal matters or to recommit to a goal that has fallen off the tracks.

As we embark upon another year at NextGen Network, we challenge the membership to renew and focus on reevaluating those professional and personal goals. We hope the articles in this newsletter will provide you with guidance and tips to remain focused in your personal and professional development.

This Newsletter also includes quotes from various NextGen Network members on their relationship with Carl Brooks and how his contributions over the years as ELC's (Executive Leadership Council) President have positively impacted the NextGen Network.

Finally, as Mario Lewis has transitioned from Communications Chair and Editor of the Fall and Spring Generators, we would like to introduce ourselves as the new Communications Co-Chairs. We are very excited about the opportunity and look forward to working with the membership.

Thank You.

India Metellus

Nicole Siblal

India Metellus and Nicole Siblal
Communications Committee Co-Chairs and Editors

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In This Issue

“Forging an Indomitable Spirit”

By Andre Branch

You can talk to any of our ELC colleagues about their trials and tribulations to understand that the road to the C-suite is not an easy one; yet, as aspiring corporate leaders, we tend to forget this.



In order to truly maximize our potential and make our dreams of corporate success – or even life success – a reality, we must adopt a spirit of perseverance and adaptability.

We are educated at the best schools, receive world class training, and show up to work with shiny PowerPoint presentations and sound strategic thinking with the expectation that this will get us promoted every 1.5 years, eventually becoming CEOs by age 35. However, life is not that linear; and corporate life is even less so. When our plans do not materialize as we may have calculated, many of us get discouraged and lose hope – too easily, I would assert. Even for the best among us, this false sense of entitlement can lead to career derailment. We must learn to manage our expectations better. The landscape and the players are constantly changing, and the demands of today are different from those of tomorrow. In order to truly maximize our potential and make our dreams of corporate success – or even life success – a reality, we must adopt a spirit of perseverance and adaptability.

This indomitable spirit is reflected in Brazilian Jiu Jitsu, which I have been training under the Gracie family. The Gracie's created this adaptation of Japanese Jiu Jitsu in the early 20th century and it is now the most dominant form of martial arts in the world. Perseverance and adaptability are cornerstones of the Gracie training routine. When visiting the Gracie Academy in London, where I train, you will see the motto on the wall, “Through Endurance We Shall Conquer.” Every exercise we perform is meant to increase our stamina and perfect our technique. We constantly learn new ways to defend against or attack our opponent (adaptability). Brazilian Jiu Jitsu is like a chess game; each move is carefully considered. When opponents of even technical ability are

paired, matches can become long and drawn out and the winner is always the one with more endurance (perseverance).

I have numerous friends in the corporate world, along with many who have left. Those who did well were always hungry for their success. They never stopped pushing when they encountered roadblocks. If they failed initially, they came back stronger. They accepted full responsibility for their setbacks. They figured out what they did wrong. They adapted, persevered, and eventually overcame the challenges.

The Obama administration provides a very real example in its successful

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President's Message • Continued from page 1

In closing, we want to encourage members to continue to network and reconnect with each other and ‘Spring into Action.’ We need you to keep investing your time, your talents, and your brilliant ideas in NextGen Network. It is from this investment that our goals, mission, and objectives are reaffirmed.

Even though we have a great team and supportive partners behind us, our success as an organization will be based on

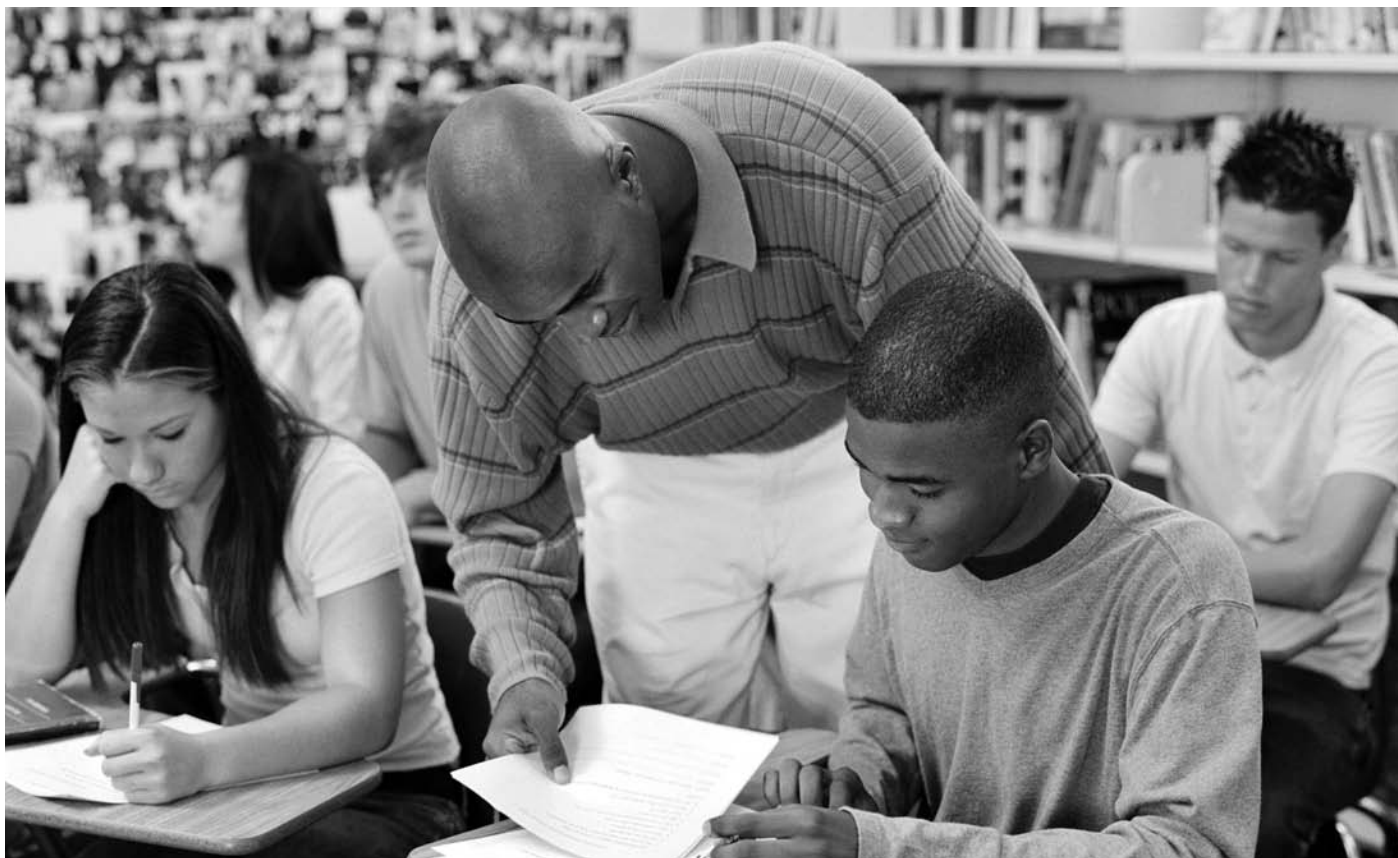
our ability to move forward in unison. So today, we encourage you to ‘keep on walking’ because great things lie ahead. We are facing in the right direction.

Regards,

NextGen Network Executive Leadership Team

NextGen Network Members Participate In the NewSchools Venture Fund Summit

By Kevin Hinton



Five NextGen Network members from across the country participated in the invitation-only NewSchools Summit on May 12, 2010 in Washington, DC. These members joined over 600 national education, business and public sector leaders committed to transforming the public education system and closing the achievement gap between white students and students of color.

NewSchools Venture Fund, the host of the event, is a national nonprofit venture philanthropy firm that “seeks to transform public education through powerful ideas and passionate entrepreneurs so that all children – especially those in underserved communities – have the opportunity to succeed.” Since 1999, NewSchools has raised over \$100 million for investments in non-profit and for-profit entrepreneurial organizations. Its investment portfolio includes charter school management firms, teacher professional development organizations, educational technology providers and other organizations launched to lift student achievement. African-American and Latino students comprise over 90% of all students educated by charter schools in NewSchools’ portfolio.

As host of the Summit, NewSchools also plays a role as a convener and community builder within the education reform movement. Through the Summit, NewSchools brings leaders from a variety of sectors together annually to “share ideas, resources and connections” and “gain a greater appreciation for the visionary education entrepreneurs who are fueling dramatic change throughout the public school system.”

This year’s Summit agenda focused significantly on the role of public policy and political advocacy in fostering innovation in education. This choice of focus was influenced by the historic shift in public education policy under President Barack Obama and Education Secretary Arne Duncan. Event highlights included a moderated conversation and open Q&A session with

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Secretary Duncan and US Representative George Miller, Chairman of the House Committee on Education and Labor; and a session entitled “Closing Achievement Gaps: The Civil Rights Issue of the Next Decade.” This session featured a multicultural, multi-generational panel of education reform leaders moderated by Bryon Auguste, Worldwide Managing Partner of McKinsey & Company’s Social Sector practice.

NextGen Network members attending the Summit included Kimberly Spears Carter, Manager, Strategy and Operations at Deloitte Consulting in Atlanta; Kevin Hinton, a business and product strategy consultant based in Washington, DC; Ozias Moore, Director, US Commercial Operations at Pfizer, Inc. in New York City; Kimberly Smith, Vice President - Education at PBS in the Washington, DC area; and Matthew Reese, Director, LifeLink Data, Inc. in Seattle. NewSchools partner April Chou acknowledged NextGen Network’s participation publicly at the Summit 2010 welcome breakfast for first-time Summit attendees.

NewSchools’ Investment Strategy and Diversity Initiative

NewSchools makes seed and early stage investments in entrepreneurial organizations seeking to transform public education. NewSchools focuses its investment activity in three broad areas:

- Innovative schools, which may include charter schools, virtual schools and hybrid schools
- Human capital solutions, which focus on the development of teacher and school leadership talent
- Technology solutions and tools that help teachers and schools boost student achievement

Additionally, NewSchools recently launched an innovation fund that it will use to invest selectively outside of these areas.

NewSchools is seeking to expand the diversity of the community it is building through its Diversity Task Force Initiative. Deborah McGriff, a NewSchools partner and previously the first female General Superintendent of the Detroit Public Schools, is

leading this initiative. NewSchools aspires to increase the number of education reform leaders of color; increase the number of new education entrepreneurs; increase the number of leaders from industries outside of education who are interested in public education reform; and increase the number of women in leadership positions in the education reform movement.

Further Exploration of Opportunities for Collaboration and Partnership

McGriff and Hinton met last fall at an education conference in Washington, DC and began discussing the possibility of NextGen Network’s involvement with NewSchools in January. McGriff extended an open Summit 2010 invitation to NextGen Network in March, and several members participated in conference calls with NewSchools staff in March and April.

As a next step, NextGen Network and NewSchools have agreed to discuss how NextGen Network and its members can work with NewSchools and their portfolio companies on an ongoing basis. ■

Please contact Kevin Hinton at knhinton@yahoo.com if you would like to learn more about NextGen Network’s involvement with NewSchools (www.newschools.org). For more information regarding the NewSchools Diversity Task Force initiative, please contact NewSchools partner Deborah McGriff at dmcgriff@NewSchools.org.



Tamara Nall

President & CEO of The Leading Niche

“Carl’s commitment to ELC’s pipeline, The NextGen Network, has been seen throughout the short time that I’ve known him. Whether supporting our programs, encouraging qualified high performers to apply or simply lending advice to members on a one-on-one basis, Carl’s love and dedication were obvious.”

The Executive Leadership Council Focus

Bridgette Heller



By India Metellus and Nicole Siblal

NextGen Network spoke with Bridgette Heller, Executive Vice President and President of Consumer Health Care at Merck & Co., Inc.

As the theme for the newsletter is "Spring into Action", what keeps you motivated to continue to move up the corporate ladder?

The things people think about most often (i.e. money, power) are actually not the most motivating for me personally. I am motivated to make a difference. I really truly enjoy learning new things and working with others to improve something - bring new benefits to a product, make an environment better for the people working there, build a business by making it stronger both financially and on an equity basis than when I found it, etc. That's the kind of stuff that gets my juices going. I also am really motivated to know I am living into the potential that others saw in me and that I am inspiring young people, especially young women like my daughters, to live into their potential.

What tips would you give young executives to stay motivated and to thrive in corporate America?

Focus. Too often I see young people trying to be everything to everyone or bending and shaping themselves to fit what they think the role calls for without a good understanding of what "success in the role" really looks like. Unfortunately, this is the fastest way to burn-out both mentally and physically. When you take a new role, figure out what are the one, two or possibly three things you **MUST** get done to be viewed successful. Make a short term list (6-12 months) and a long term list (2 to 3

years). Check these lists with your manager so that you are on the same page. Be careful to read verbal and non verbal cues here and to listen effectively. Remember, most people struggle with conflict and are simply not that good at training others. They sometimes won't tell you that you have the wrong list if they don't believe you are open to hearing that. Or, they will tell you in a subtle way and then they will say "I told her but she heard what she wanted to hear; she wasn't listening". If you have a trusted mentor at your managers peer level, check the list with them as well. Once you have the list, focus on getting those things done. Don't get distracted by other peoples' projects. Don't get distracted by other things that seem to be opportunities for fame and glory. I'm not suggesting you close your mind to opportunity but I am suggesting that opportunity is usually the result of getting those things on the list done!

Who has been the biggest influence in your career and how?

Ann Fudge - she saw me as a Senior Executive in Corporate America before I even knew what that was. She then opened doors for me early on in my career that she knew I was courageous enough to step through and talented enough to impress people when I did.

What are the signs you look for that tell you it is time for a change in your career whether it be a new position or company change?

I become restless when I see my potential for impact shrinking vs. growing. It's usually a sign that it's time to look for the next opportunity.

What obstacles have you experienced in your career progression and what are the lessons that you have learned from those experiences?

The biggest obstacles I have encountered have been managers who resented my leadership. I have worked for many types of people. I regard this as a blessing because I've seen lots of different styles. Most styles can be managed and I believe you can learn from most people. What you can't do is become someone you are not. When faced with these situations, I have always stayed true to myself. I have led more quietly at times. I have created leadership venues outside/beyond their presence. Most of all, I have found a way to deliver results. I have recognized that if someone is frustrating me by placing limitations on me then they are likely doing it to others, it's not personal — it's their shortcoming, not mine. Someone (usually someone above them) was aware of the situation and watching to see how I would navigate it. The situation was not ever permanent!

How did the recent global economic downturn affect you personally and professionally? What advice can you give our NextGen Network membership on how to cope with the economic downturns and recessionary periods?

The economic downturn affected me most in my not-for-profit life. It became extremely difficult to raise money for the most phenomenal of causes as the money on Wall Street dried up and the money from personal individual gifts became very tight in an uncertain economic climate. We had to be very tough on G&A to survive/thrive. One of the best business leaders I have

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ever worked with was taken through the most difficult challenge of her career. I was fortunate to be her partner in preserving an organization whose mission and work we both care deeply about. But, it was really tough. Thank goodness (actually thank GOD) the organization is strong

and healthy as a result of several very difficult decisions. As I went through that, it really forced me to proactively tighten up the P&L within my business. I think the advice is actually the same as the advice I gave above. You need to focus on what has to be done — don't hem and haw; don't

take it personally; just get it done. The one additional thing I'd say is that this is really painful stuff because in tightening up the P&L people may be hurt — underperformers and sometimes even good performers lose their jobs. Still, you must act — If you don't act, someone else will. ■

“Forging an Indomitable Spirit” • Continued from page 3

endeavor to reform healthcare. Consider the significant effort put forward and the commitment displayed by the Administration to pass this legislation; whether you support it or not, you should be impressed by the perseverance and adaptability of President Obama's leadership. He believed in his purpose even as he was slipping in the polls. When his original strategy appeared it would falter, he pursued alternate methods, such as the health care summit with bipartisan leaders, to get to resolution. I would argue that there were more difficult moments during the 16-month battle than promising ones; however the President's adaptability and perseverance eventually created the opportunity for success.

I believe that many of us give up too easily in our pursuit of corporate success. We jump to another employer too soon only to derail our careers simply because we get frustrated with our situation. There are many valid reasons to quit the proverbial “rat race” or make a move to another shop. Perhaps something has changed in your personal life; maybe an incredible entrepreneurial opportunity came your way; or your company is not a good cultural fit. To simply leave out of frustration or disappointment, however, is a misguided strategy. Circumstances are constantly evolving and we must evolve along with them. I am always shocked by the many conversations I have with colleagues who want to leave an employer because of a difficult boss or slow promotion track. The reality is that tough bosses and poor talent development processes exist in every

Never give up on yourself or on your ambitions. Adapt as much as necessary to your environment. Push yourself to persevere.



I believe that many of us give up too easily in our pursuit of corporate success.

corporation. Leaving one corporation for another is no guarantee of a change in fortune. What will you do when you encounter that situation again?

Never give up on yourself or on your ambitions. Adapt as much as necessary to your environment. Push yourself to persevere. If you get the urge to throw in the towel, ask yourself the questions below before doing so. If

you can honestly answer yes to all of them, then perhaps you should consider pursuing another route, but if not, I urge you to try harder.

- Am I really adding value or do I need to step it up?
- Do I have the skills and capability that I need to be successful? If not, am I doing everything that I can to grow myself?
- Have I pursued every possible alternative?
- Am I giving it enough effort?
- Do I really want it badly enough?
- Do I take enough risks?
- Have I created the right relationships and put the right network in place to get ahead?
- Am I firm in my convictions or am I unsure?
- Am I approachable?
- Am I open to feedback?
- Have I taken full responsibility for any setbacks?

Finally, if you are truly committed to winning in the corporate world by adapting and persevering, this behavior must permeate in every instance of your life. I once heard someone say, “How you do anything is how you do everything.” Push yourself to go another quarter mile on your next morning run. Finish that incomplete home project that left you frustrated. Foster a spirit of adaptability and perseverance throughout your entire life and there is nothing that will stop you from reaching your goals. ■



There's a lot more here than you think.

Pitney Bowes is proud to sponsor the NextGen Network.

Transformation. In line with our company's spirit and tradition of innovation, we are compelled to drive positive change in our communities. We are proud to sponsor organizations like yours that are dedicated to supporting our communities in ways that are meaningful and sustainable. **Imagine what we can do together at pb.com/diversity.**

The Prudential Effect: 5 tips from life coach Lucille Grey



Prudential

By Nacema Blake and Dawn Kelly

This is a great time of year to take a look at your goals and determine if you are really where you want to be in all aspects of your life, not just your career. Les Brown, the famous author and motivational speaker said, “Your goals are the road maps that guide you and show you what is possible for your life.”

A life coach can help you through this process. A life coach is a qualified professional trained to help individuals determine their goals and help keep them accountable for achieving them. At Prudential Financial, Inc. each employee can access a life coach to create a plan to meet their goals ranging from financial to career to work/life balance. But if you’re not able to work with a life coach, you’re in luck because **Lucille Grey**, a life coach at Prudential has five tips that can get you started.

“Your goals are the road maps that guide you and show you what is possible for your life.”

—Les Brown, Author and Motivational Speaker

1. Make yourself a priority.

Know that it’s ok to focus on and take care of yourself in every way. It’s important to make yourself a top priority, because if you’re not ok, you will not be able to offer guidance to anyone as a mom, dad, spouse or friend.

2. What are the things that are important to you?

Just like organizations have mission and vision statements that outline what they stand for; it’s important for individuals to have personal mission statements to guide their lives. To create the statement, write down your values and examine if your life is in line with those values. Your mission statement should describe what you want to achieve.

3. What do you want to achieve in your life?

Life coaching is exactly that, about your entire life. There are multiple dimensions of a balanced life: work/career, finances, social, physical, family, recreation, health and personal growth. All these dimensions are important. Imagine with me for a

minute. It’s your eightieth birthday and your youngest grandchild asks you about your life. How do you answer? Did you live a life that you could be proud of? Take a personal inventory of your life and ask yourself, “Am I as fulfilled as I want to be?” Are you finding time to do the things that are important to you? Are you nurturing your whole self?

If you’re creative, are you taking time for art, music, drama or writing? Are you managing your money well? If not, it can make you feel out of control and imbalanced. Are you taking care of your health? It’s important to find time to exercise, get regular check-ups and be physically resilient in order to be able to achieve your goals. If you’re a spiritual person, are you making sure that you’re rejuvenating your spirit in ways that are meaningful to you?

Write down your strengths, gifts and passions. When you know them, you own them. We lead from our strengths. Knowing what you have going for you gives you the confidence to lead others.

4. Write down your specific goals.

You have to be specific about what you want to achieve in the multiple dimensions of your life. To get started, write down three specific goals you want to achieve by the end of the year. If you have your goals in your brain only, any crisis or life situation can de-tour you. So write them down and review them monthly. Next, write down five-year goals and readjust when needed. Once you have them written down, you can always readjust. Take your goals to the next level by writing down specific action steps and timelines for accomplishing each goal.

5. Have someone who can keep you accountable.

When you think about running a marathon, 26 miles, in one shot, you may want to quit before you even get started. But if you have a coach, someone who has done it before who can help you break the process down into steps, it’s easier to achieve. We all do better when we have accountability. Get someone who can be on your side coaching and mentoring you to achieve your goals, don’t go it alone.

Individuals who have successful careers can sometimes sacrifice other areas of their lives. But it’s important to have a balance and have goals in all aspects of your life. At the end of the day, how do you want to be remembered? ■



Member Spotlight

Jessica Che-Mponda

By Mario Lewis

Jessica Che-Mponda has been an active member of NextGen Network since joining in 2004. She is a Vice President in HSBC's Global Banking and Markets Technology Services where she is responsible for managing the program management office for client on-boarding and account maintenance. She is part of a team that coordinates with the various internal groups to ensure that clients are efficiently transitioned to the HSBC platform. Additionally, Jessica participates on the leadership team for the Asia-Pacific Islanders Committee and is a member of the African Heritage Committee, which are both HSBC employee resource groups.

Jessica Che-Mponda is a Vice President in HSBC's Global Banking and Markets Technology Services where she is responsible for managing the program management office for client on-boarding and account maintenance.

What impact has your membership in NextGen Network had on your professional career?

Soon after joining, I assumed a leadership role on the Connections / Development Committee. It was an amazing experience to work with such a talented group of peers to develop new and interesting programs to keep our membership engaged. I had the opportunity to interact with many ELC members and other senior executives, while encouraging them to become speakers and participate on our monthly Membership Calls and our Spring and Fall Meetings. This improved my networking skills as I become better at connecting and referring my colleagues to other like-minded professionals.

One of the most valued benefits that I have received as a member of NextGen Network is my interactions with other members. By engaging in peer mentoring relationships with dynamic individuals including Mario Lewis, Karen Booth-Begly, Michelle Greene and the Women of Epiphany (a group formed by NextGen Network women in the Metro New York area), I have been able to effectively navigate through many personal and professional hurdles.

During your tenure as the Connections/ Development Committee Co-Chair, what did you enjoy most?

During my six years with NextGen Network, I am most grateful for the many strong and lasting business and personal relationships I have developed. While chairing my committee, I have participated on numerous other committees and special project teams. In the process, I have had the opportunity to interact with so many wonderful people. Additionally, I benefitted from working with professionals, such as Dr. James Calvin and Janice Harrison Blackwell, who through their coaching and support have shaped the member programs we enjoy today. I also enjoyed recruiting new members for NextGen Network and spreading the word about this organization to others.

Describe your experience using executive coaching services?

For the past nine months, I have been using the executive coach services of Alan Shateen, who was referred to me and used by several NextGen Network members. This has been one of the best investments that I have made in myself. My one regret is not using these services earlier in my career. I encourage you to think about using the services of an executive coach as an investment in your career and personal life.

Do you have any final thoughts for our members?

NextGen Network is a vibrant organization with a plethora of opportunities to enable each one of us to enhance ourselves both personally and professionally. To truly benefit from all the great things going on in NextGen Network you have to actively participate and contribute to the organization and its growth. There are so many ways to get involved and get connected to this large group of upwardly mobile, like-minded professionals. I encourage you to join a committee or two. And, don't just stop there; become a brand ambassador for the organization and spread the word! ■

38 New Members Are Welcomed Into the NextGen Network

By Penny Allen and Kimberly Watson, Membership Committee Co-Chairs

The Membership Committee and NextGen Network are proud to welcome our 2010 new members. This group represents a diverse group of industries including: Communications, Consumer Products, Consulting, Energy, Financial Services, Healthcare, Industrial, Marketing, Retail and Technology. Their

roles and responsibilities span across a wide variety of corporate functions to include Business Development, Consulting, Finance, General Management, Health and Welfare, Human Resources, Information Technology, Marketing, Project Management, Product Development, R&D, and Strategic Planning. These candidates

have demonstrated key characteristics including the promise for continued career progression, continued professional development, and a strong commitment to community service. NextGen Network looks forward to the future contributions that our new members will make to this organization.

1. **Lisa Ashby**, Senior Vice President, Regional Investment Executive.
2. **Ivry Atlee**, Vice President, New City Capital.
3. **Conrad Banks**, Senior Manager of IT Global Sourcing, Pfizer Inc.
4. **Jessica Battle**, Director of Demand Management, Prudential Life Insurance Co.
5. **Cortez Bogard**, President & CEO, Bogard Insurance & Financial Services Inc.
6. **Ryan Boxill, PhD**, Clinical Psychologist, Blue Cross Blue Shield of Massachusetts.
7. **Agnes Brandon**, Senior Counsel, General Mills, Inc.
8. **Nicole Butler**, Vice President, Card Services & Business Development, Pentagon Federal Credit Union.
9. **Lisa Caldwell**, Associate Director of the Customer Marketing and Solutions Group, Merck & Co., Inc.
10. **Stephanie Chester**, Director of Cash Operations & Receipts, Prudential Retirement.
11. **Robert Childs**, Senior Vice President of Human Resources, American Express.
12. **Sheldon Cummings**, Director of Shopper Marketing, Walmart.
13. **Jimmy Davis**, Consultant, Development Dimensions International.
14. **Douglas Edwards**, Vice President & National Transition Lead, Jones Lang LaSalle Americas.
15. **Scott Ellison**, Founder, Simple Life Solutions.
16. **Matthew Forsythe**, Regional Operations Director, DaVita, Inc.
17. **Tim Foy**, Director of Vendor Governance, Prudential, Inc.
18. **Stanley Harris**, Founder & CEO, Web Yourself Now!
19. **Leon Hobson**, District Sales Manager, IPG Federal.
20. **Kelli Ingram**, Manager of Program Execution Office, NRG Energy, Inc.
21. **Monique Jefferson**, Assistant Vice President, Human Resources, New York Life Insurance Company.
22. **Jonora Jones**, Director of Retail Operations in Training, Food Lion.
23. **Jean Jordan**, Administrator for the Surgical Division, Memorial Sloan-Kettering Cancer Center.
24. **Chekeshia Kidd**, Chief of Staff & Head of Business Development for the Local Employer & Consumer Segment, Aetna, Inc.
25. **Delores Lenzy-Jones**, Portfolio Manager for Global Operations & Technology, Dell Inc.
26. **Aaron Long**, Technology Sales Engineer, McKesson Corporation.
27. **Karesha McGee**, Executive Communications Manager for the Office of the Chairman & CEO, Cisco Systems.
28. **Johnita Walker Mizelle**, Head of Corporate, Endowment & Foundation Sales, Progress Investment Management Company.
29. **Terrence Murray**, Director, Transactions/Capital Markets Group, Prudential Real Estate Investors.
30. **James Nixon**, Director for Product Strategy and Partnership, CNN.com.
31. **Iesha O'Deneal**, Senior Vice President of Diversity & Inclusion Business & Regional Client Executive, Bank of America.
32. **Hakim Savoy**, Director of Manufacturing Business Development, Kraft Foods Global Inc.
33. **Janelle Simmons**, Director of Community Relations & Philanthropy, Limited Brands, Inc.
34. **Danita Smith**, Customer Team (Sales) Manager of NE Commercial Operations Group, Merck & Co. Inc.
35. **Toya Spencer**, Diversity Manager of Diversity & Inclusion, Abercrombie & Fitch.
36. **Tracey Sumner**, Manager of Talent Acquisition, Food Lion, LLC.
37. **Sonnia Thomas**, Vice President in the Office of Global Leadership & Diversity, Goldman Sachs.
38. **TyKiah Wright**, Executive Director & Founder of WrightChoice, Inc. ■

Health & Wellness Segment: Embracing the Physiology of Wellness

By Dr. Vincent Anthony

The word “wellness” engenders the concept of psychological well-being.

In the hustle and bustle of life as a mid-level manager or executive, one tends to focus on stress management as the lone way to improve well-being. Although this is a large part of the wellness concept, we must also consider the physical side of wellness. This often goes ignored as the physical signs are often subtle in the young adult and middle-aged population. Given increased workloads, the signs are frequently overlooked. Further, the stress can lead to changes in body chemistry, which may promote some of the physiologic disorder. For example, it is common knowledge that stress plays a role in hypertension; but what about the effect on the regulator of that hypertension?

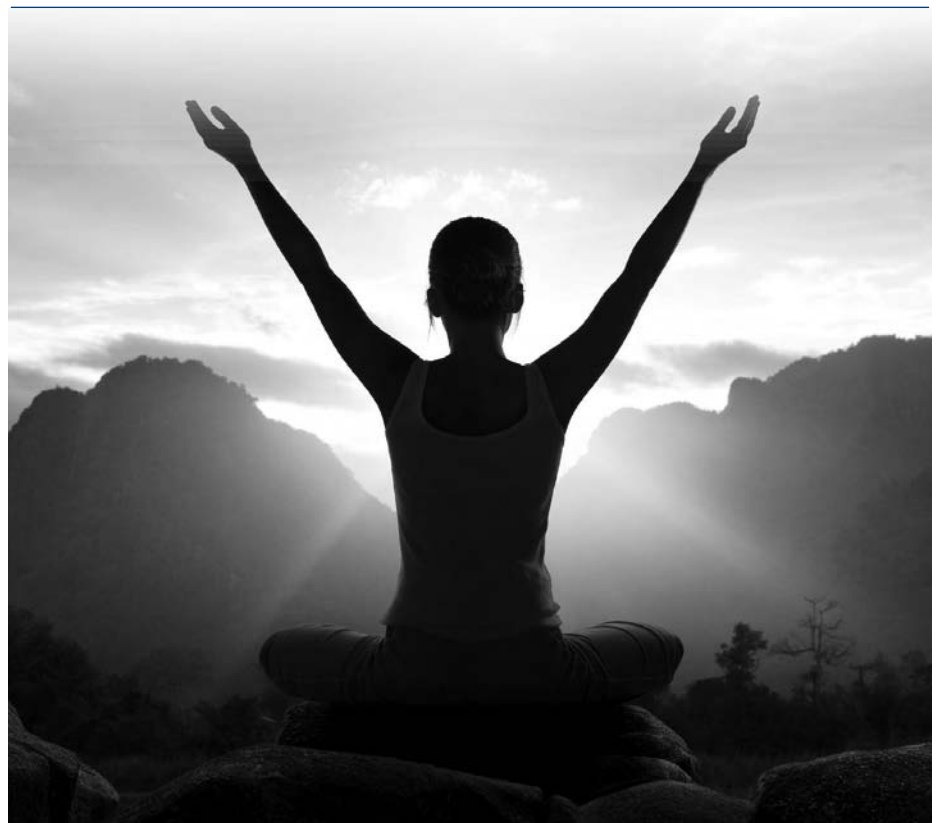
The kidney is the true regulator of blood pressure in the body. While the heart and blood vessels may regulate the volatility of blood pressure, but the kidney is responsible for the overall trend in blood pressure control. Kidney function is also important in blood mineral regulation, immune system modulation, red blood cell production, vitamin D axis regulation, waste elimination, fluid balance, hormonal regulation and many other biochemical processes occurring in the body. Thus, as increasingly negative physiologic changes occur at the kidney level, breakdown in important total body regulatory functions can occur. One may experience subtle signs such as more frequent “colds,” increasing tiredness, decreases in muscle strength, decreases in stamina, increasing episodes of “the doldrums” (i.e. depressed mood) and changes in cognitive and memory functioning. These all are

signs that highly motivated, upwardly mobile mid-level managers and executives will psychologically pass off as “job related” issues, totally unaware that their body’s physiology is sending warning signals for the individual to investigate.

Simple relaxation techniques, done regularly, may alleviate some of these issues; however, others may require

more extensive evaluation by a physician. All of these signs warrant a basic evaluation with urine tests and blood tests. Overall, the prudent mid-level manager or executive will recognize the body’s warning signals early to avoid future problems. The same early recognition that we pride ourselves on in the business environment also holds true for our personal health. ■

Simple relaxation techniques, done regularly, may alleviate some of these issues; however, others may require more extensive evaluation by a physician.



Vincent L. Anthony, MD, MPH, FASN, CPE
(Dr. Anthony is President and CEO of Kidney Care Institute, a company dedicated to the treatment of and education about chronic kidney disease.)

Connections/Development Committee Update

By Michelle Greene, Connections / Development Chair

What a year this has been! Jobs have been lost. The future of healthcare remains uncertain. Core economic indicators continue to lag and show little promise for near term change. NextGen Network members are not immune to the circumstances that we face as a nation. While the challenges we are facing may seem daunting, our members will emerge more resilient than ever due to our strong network and support system. Despite the many challenges that we have faced this past year, The United States of America has inaugurated its first African American President, which drives us as African Americans to continue to strive and embrace the opportunities that will evoke positive changes in our professional and personal lives.

In response to the feedback from our members, the Connections/Development Committee is focused on providing the professional and personal support tools to allow our membership to succeed in their careers. The programs and activities sponsored by the Connections/Development Committee arm our members with the tools, knowledge, and support needed to deal with professional and personal challenges.

The theme for the Fall 2009 Conference was “Understanding Leadership Agility for Career Mobility.” In our Opening Plenary, best-selling author, Noel M. Tichy, Professor of Management and Organizations at University of Michigan’s Ross School of Business, spoke to us on the topic of “Leadership Agility and the Upwardly Mobile.” Our keynote luncheon speaker, Rick Ancetti, CEO of Food Lion discussed “Reaching the C-Suite.” In the closing plenary, we assembled a panel including the following ELC members: Melphine Evans – CFO, U.S. West Coast at BP, Kyle Price – Vice President of Category Management at Food Lion, Susan Chapman – Global Head of Operations for Citigroup Corporate Realty Services, and Tracey Gray-Walker – Senior Vice President and Chief Diversity Officer, AXA Equitable. The NextGen Network Vice President, Oral Muir – Director of Global eCommerce Channels, Mar-



riott, International was also included on the panel to discuss “Irrefutable Strategies for Career Mobility.”

Our day also included breakout sessions by leading industry professionals covering related topics such as:

- **Todd Corley**, Senior Vice President of Diversity & Inclusion, Abercrombie & Fitch, spoke on “Moving from Good to Great”
- **Donna Dixon**, Prudential Financial, covered “Achieving Individual and Organizational Greatness”
- **Andrew Ward**, Associate Professor of Management at Lehigh University, discussed “What You Need to Know About Leadership Agility and Succession Strategy to Get to the Top and Stay:

- **Prudential Management Team** presented on the topic “What is Leadership Agility and How Do I Get It?”
- **Richard Dent**, Chief Executive Officer, Victoria Secret PINK, reviewed a PINK Business Case, and
- **Eric Watson**, Chief Diversity Officer, Food Lion, conducted a Food Lion Business Case.

Since our last edition of the Generator, our monthly membership calls have included guest speakers that have covered a broad range of topics:

- **Mark Szollar**, Director of Advertising and Sports Marketing at the New York Times and his colleague, Tara Newton, an Account Manager, gave us a presentation on the topic of “The A-Z on successfully using advertorials to increase brand awareness, promote services and increase membership.” During the call, which was conducted in December 2009, Mark and Tara provided their insight on how to creatively leverage media to market and promote products and services and increase brand awareness.
- **Marie Zara**, Development Manager for The PhD Project, joined us to provide an “Introduction to the PhD Project.” She discussed how

Continued on page 14



T. Hudson Jordan

Director, Global Diversity & Talent Strategies, Pitney Bowes Inc.

“Carl’s legacy is one of service and helping others. What easily comes to mind is the selfless mentor he is to me individually, but also to so many others.”

Connections/Development Committee Update • Continued from page 13

the PhD Project is dedicated to improving student success at the PhD level and how the organization is increasing diversity in the workplace. We were fortunate that Marie could attend our conference call to replace Bernard Milano, President and member of the Board of Directors of The PhD Project, who was unable to participate.

- **Dr. James R. Calvin**, Associate Professor of Management and Organizational Systems at the Carey Business School, Johns Hopkins University, joined us for two conference calls so far this year. In the first session, he reviewed a business case: "Reasoning Minds: 1 Million by 2015 - Can business play a bigger role in public education." This case study required us to prepare in advance of the conference call and then engage in a thorough discussion of how the company, Reasoning Mind Inc., could meet its challenging growth objectives. In his second meeting, Dr. Calvin shared with us his thoughts on "Changing Times Require New Ideas and Skills." He challenged us to think critically how we can, individually and collectively, emerge from the current global crises as more capable, better positioned persons and organizations.

Many members of NextGen Network are current leaders shaping the future of their respective organizations. We are entrepreneurs and corporate executives in marketing, finance, human resources, and information technology.



We welcome your feedback and suggestions.

So far this year, we have allocated more time on our monthly calls for networking and having an open forum for members to discuss their thoughts and ideas. We have received positive feedback from this approach as members are seeking to benefit hearing what their fellow NextGen Members are doing. In addition to our dedicated time for outside speakers, we will continue to ensure that our members are provided the time for open dialogue.

Many members of NextGen Network are current leaders shaping the future of their respective organizations. We

are entrepreneurs and corporate executives in marketing, finance, human resources, and information technology. We are teachers, government leaders, healthcare professionals and community activists. We are mothers, fathers, brothers and sisters. We make a difference in our local, national and global environment. The Connections/Development Committee is dedicated to delivering programming that embraces all of who we are.

The Connections/Development committee is central to the objectives of the NextGen Network. The committee was developed to determine and deliver programming that is of interest to our membership. Additionally, we continue to seek volunteers to keep this committee vibrant; it is a great way to get involved, meet other members, and have a voice in the programs that our members receive. The Connections/Development committee offers you the opportunity to make an immediate impact on membership satisfaction at NextGen Network. We welcome your feedback and suggestions. ■

As always, we value your feedback and suggestions. If you are interested in finding out more information about our agenda or joining this dynamic committee, please send an email to: connect.develop@nextgennetwork.com. We look forward to many more impactful years to come.

Members on the Move

Kimberly (Spears) Carter



Kimberly is transitioning to another area within Deloitte as Senior Manager, Leadership Development and Succession Planning. She was previously a Manager in Strategy and Operations for Deloitte Consulting based in Atlanta, GA. In this new position, Kimberly will provide heightened focus on early identification and preparation for leadership roles and coordinate the overall experience at Deloitte University scheduled to launch next year. Furthermore, her team has oversight in integrating diversity with development and succession responsibilities. On a personal note, Kimberly married Reico Carter on October 10, 2009.

Karesha McGee



Karesha McGee was recently accepted to a prestigious Rotary International Group Study Exchange (GSE) program in which she served as a member of a 4-person team who spent the month of May (2010) in the state of Minas Gerais, Brazil. Karesha (and her team) visited more than eight cities where they met with small and corporate business leaders across various industries including: technology, steel manufacturing, mining, medical, service, tourism, and leaders of state and federal universities, all while sharing her experiences as a communications professional in the hi-tech industry (at Cisco Systems), and continuing her study of the Portuguese language and culture.

James Nixon



James Nixon has transitioned from the New York Times as a Strategic Planning Manager to CNN as the Director, Product Strategy & Partnerships for CNN.com. James is responsible for working with the senior management team in identifying, analyzing and justifying the future direction of CNN.com as well as leading projects to align the CNN.com organization with its overall goals and initiating and managing both content partner and business development relationships for CNN.com.

THE NETWORK JOURNAL'S

40 UNDER FORTY

INDUCTEES



Oral Muir, Tamara Nall and Evan Frazier were selected as The Network Journal's (TNJ) "40 Under Forty" honorees for 2010. They will be profiled in the June 2010 issue of TNJ and honored at their 13th Annual 40 Under Forty Achievement Awards ceremony. This award celebrates their outstanding achievement, contribution, leadership and influence in both the corporate and non-profit arenas along with service to the African American community. Oral is the Senior Director for Global eCommerce Channels at Marriott International, Tamara is the President and CEO of The Leading Niche and Evan is the Senior Vice President of Community Affairs at Highmark.

Pictured left to right: Oral Muir, Tamara Nall and Evan Frazier



Mike Watson

Vice President, Corporate Internet Group, JP Morgan Chase

"At a time when Corporate America was struggling with how to ensure the pipeline of qualified African-American candidates remained robust, Carl was the shining light of action, results, and thought leadership. He executed his vision of designing and providing ongoing programming for developing and mentoring African-American professionals with precision. This has led to a robust pipeline of African-American professionals that will no doubt have a lasting impact on Corporate America."

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WE'RE REWARDED
FOR IT."

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