

The Generator

Newsletter for the NextGen Network, Inc. – Preparing the next generation of African American Leaders

SPRING 2006

Leadership Perspectives: President Sekou Kaalund

By Sekou Kaalund



NextGen Network, Inc. hit the ground running in 2006 with the January inauguration of a new leadership team including, Sekou Kaalund, President; Joy Booker, Vice President; Jacqueline Jenkins, Treasurer; Bradlee Benn, Secretary; and a very talented group of committee chairs. As the first order of business, a Leadership Retreat was organized in February to develop a strategic plan and set the organizational direction for the upcoming year. In addition to continuing monthly career counseling, Spring/Fall meetings and regional networking receptions, NextGen Network, Inc. will:

- Grow membership.
- Develop new corporate/affiliate sponsorships.
- Increase Donna Jamison Lago Memorial Scholarship entries and number of awards.
- Organize the first NextGen Network, Inc. Youth Leadership Summit, with Entergy Nuclear Northeast.
- Enhance membership benefits.

In April, NextGen Network, Inc. held its first board meeting in 2006. Board members are very excited and have a strong belief that the organization will continue to solidify itself as the premier organization for future executives. In that regard, NextGen Network, Inc. continues to build strategic partnerships which to date include Prudential Financial, Inc., lead sponsor for 2006; Entergy Corporation, under-

writer of the Donna Jamison Lago Memorial Scholarship competition; and Black Enterprise Magazine, with whom NextGen Network, Inc. entered into a partnership that provides mutual benefit for both organizations. As part of the Prudential agreement, representatives of NextGen Network, Inc. were able to address a select group of the company's high-potential employees to tell them about the organization and its offerings; as a result, several high potential Prudential employees will join NextGen Network, Inc.

This year NextGen Network, Inc. celebrates Susan Chapman, Global Head of

Operations, Citigroup Realty Services, as the first member to become a member of The Executive Leadership Council. Ms. Chapman's accomplishment and history of being mentored by Council members represents the organization's mission of nurturing and developing the next generation of African-American executive leadership.

NextGen Network, Inc. is re-energized and dedicated to becoming the premier organization for high-potential African American mid-level managers. Look out for members on the move this year—in corporate America, in the community, and in the executive focus. ■

The Executive Leadership Council™ Celebrates 20 Years Of Advocacy Building Inclusive Corporate Leadership

By Joann Stevens, Director of Communications
The Executive Leadership Council

This year The Executive Leadership Council celebrates 20 years of advocacy developing inclusive leadership in corporate America. The theme of the anniversary celebration and the October 26, 2006 dinner is

“Celebrating Our Progress, Facing Tomorrow’s Challenges.”

The organization was founded in 1986 by 19 executives representing the most

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In This Issue

NextGen Network Inc. was founded in 1999 as a youth affiliate of The Executive Leadership Council(tm), the nation's premier leadership network of the most senior African American corporate executives in Fortune 500 companies. NextGen Network, Inc. is a world class professional organization that offers career and professional development, community service opportunities, and points of connectivity for African-American business professionals.

NextGen Network, Inc.'s mission is to create a professional network and development opportunity for African American professionals, to serve as an extension of The Executive Leadership Council and its charitable affiliate The Executive Leadership Foundation, to provide career and professional development for future business leaders, and to offer community outreach programming and support.

Which Way is Up?

—A Celebration of Susan Chapman

By Rochelle Beard

If you really want to know which way is up, ask Susan Chapman, she's heading in that direction. Recently, she became the first NextGen Network, Inc. member to become a member of The Executive Leadership Council—moving up from winning a Council essay contest in 1999.



Ms. Chapman also knows how to move up in corporate America. Since December 2004, she has served as Global Head of Operations for Citigroup Corporate Realty Services (CRS). In that role she oversees CRS operations including mergers and acquisitions, retail branch expansion, real estate administration, strategy and MIS for over 87 million square feet of space (over 12,500 facilities) in 96 countries supporting more than 300,000 Citigroup employees worldwide.

Ironically enough, Ms. Chapman's initial career goal was to become a real estate developer. Prior to business school, she focused on consulting and urban planning. She held various roles in real estate investment banking, land use, economic and development consulting and planning. However, while pursuing her MBA in Real Estate and Urban Land Economics at the University of Wisconsin-Madison, she realized that there were more options to consider. It was also during her time in graduate school that Ms. Chapman learned about The Executive Leadership Council's essay competition. She entered and won one of the 10 scholarships awarded in the National Business Commentary Essay Competition thus beginning her relationship with the organization. Through that relationship, Ms. Chapman became a founding member of NextGen Network, Inc. and the organization's second president.

After completing graduate school, Ms. Chapman accepted the position of Management Development Associate at Security Capital Group. She pro-

gressed to Finance Manager before she was bitten by the technology bug and moved to Level 3 Communications, Inc. where she served as the Director of Global Real Estate and Global Procurement. At Level 3, Ms. Chapman was responsible for the management and strategic direction of the company's real estate activity; including over \$3 billion of acquisition, sales and related financing transactions for the company. She also led the restructuring and centralization of the company's procurement organization.

During her time at Level 3, Ms. Chapman was based in Colorado and traveled to Europe on a monthly basis but still made time to help build NextGen Network, Inc. and to build relationships with The Executive Leadership Council members. She says that being exposed to The Executive Leadership Council and fellow essay winners has been a great experience and notes that the NextGen Network, Inc. became an instant group of peers who were experiencing similar situations and issues in the workplace and in life. When asked about mentors in The Executive Leadership Council, of course Ms. Chapman can't name just one. She says that so many people have provided support, encouragement, and strategy for her career. And that the organization's members have been the core group of people to help in her growth and development. She even credits them with encouraging her to seize the opportunity with Level 3 Communications.

Ms. Chapman is excited about becoming a member of The Executive

Leadership Council and feels that her membership provides a different perspective of the organization, its roles and its responsibilities. She has always seen The Executive Leadership Council members as her family, and as such, she feels the same sense of accomplishment that one would when making their very own parents proud. She also acknowledges that the access and exposure to The Council's members prepared her for building and managing relationships with senior executives in her organization. Now she has an opportunity to support others in NextGen Network, Inc. in the same way. When asked for her thoughts on her own success, Ms. Chapman proclaims, "what I have been given is a gift that must keep on giving beyond me". She also expresses that Next Generation Network will continue to be near and dear to her heart.

In addition to her demanding career, The Executive Leadership Council membership, and dedicated efforts with NextGen Network, Inc., Ms. Chapman mentors, has musical interests, does public speaking, and is involved in political activism. To describe her as simply driven is a gross understatement. A better description might be that she is driven to impact and influence for a greater good. Recounting a conversation she recently had, Ms. Chapman says that she wants "to go from success to significance to make things better for many people." She is well on her way to achieving that goal and it is her drive that has lead her to where she is today and to her accomplishment of becoming a member of The Executive Leadership Council. Ms. Chapman is quick to tell you that there is no specific secret to success but she has offered three suggestions which were instrumental in her career achievements.

- Chart your own path.
- Be willing to take on challenges that set you apart.
- Be a great relationship builder but also get results. ■

The Executive Leadership Council

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senior African Americans in corporate America. The individual membership organization today includes more than 350 African American corporate executives representing the most senior executives in Fortune 500 companies.

Throughout 2006, a series of leadership events will highlight The Council's history and strategic vision for the future. A global public recognition and thought leadership initiative known as The Leadership/Legacy 20 invites CEO leaders and senior corporate executives to build a positive legacy of corporate inclusion by supporting the 20th Anniversary dinner, sharing their best diversity practices in a series of New York Times Special Sections created to celebrate The Council's anniversary, and by participating in strategic thought

leadership forums with The Executive Leadership Council members, CEO peers and senior executive leaders from their companies. AIG is the lead dinner sponsor and will be the lead member company engaged in the initiative.

The New York Times is the primary dinner supporter and will produce special advertising sections to run in select issues of the Sunday business and magazine sections. The sections will tell The Executive Leadership Council's story from its early engagement with higher education to its current leadership initiatives. Companies that participate in the special sections will also be invited to participate in select Leadership/Legacy 20 activities.

The yearlong celebration will climax with a dinner and leadership events in October; the highlight being the 20th

Anniversary Recognition dinner and gala awards ceremony October 26, at The Hilton Washington hotel in Washington, DC. Tim and Daphne Reid will emcee the event where there will be recognition awards presented in three areas: The Alvaro Martins Heritage Award will go to Johnetta Cole, President, Bennett College; the Achievement Award to Council member Clarence Otis, Jr., CEO, Darden Restaurants; and the Corporate Award to The Altria Group of companies.

For information and updates about The Executive Leadership Council's 20th Anniversary celebration, or to explore how your company can get involved, consult The Executive Leadership Council website at www.elcinfo.com or contact Joann Stevens, Director of Communications, at 202-298-8239 or jstevens@elcinfo.com ■

Young Professional's Toolbox: International Business Travel

By Alex Dixon

International business travel can be both a blessing and a curse depending upon the circumstances of the trip. Four key areas of concern for any international traveler include; scheduling, logistics, cultural awareness, and professional/personal development. Learn how to maximize your experience by leveraging the tips below:

SCHEDULING

- Minimize the impact of the rigors of international flights on your work week by scheduling meetings at the beginning or end of the week, ideally Monday or Friday.
- Avoid scheduling meetings directly before or after national holidays in the country you are visiting.
- Although red-eye flights are grueling, they often reduce the amount of jet lag you incur and maximize travel time.

LOGISTICS

- Create a one page document with all critical addresses, phone numbers and directions; do not rely solely on PDAs or Blackberries.
- Identify a contact person in the country you're visiting who can help you with any travel related difficulty incurred during your stay. Time Zone differences may prevent you from contacting US based resources when needed.

- Arrange a workstation at your satellite office or hotel as a contingency office in the event that meetings run over time or inclement weather prevents you from returning to the home office.
- Rent an international cell phone or contact your cell phone provider to arrange to make international calls. Buy an electrical converter for your cell phone charger.
- Research the optimal hotel through your travel department or the following websites: www.tablethotels.com; www.pferred-boutique.com.

CULTURAL AWARENESS

- Research the proper business etiquette of the visiting country at www.executiveplanet.com and seek advice from company professionals who have worked abroad.
- Read the local newspaper online in the country you are visiting to be able to converse on topics of importance to clients and colleagues.

- Learn basic phrases and common slang. Visit www.word2word.com for free online language courses.
- Practice the pronunciation of the names of clients and colleagues.
- Research the cost of taxis to and from popular destinations. Do not fall prey to unscrupulous taxi drivers. Agree on the rate with the driver prior to departure.
- Prior to your trip, identify restaurants and food selections that will be palatable.

PERSONAL/PROFESSIONAL DEVELOPMENT

- Maximize time by scheduling "coffee meetings" with colleagues whom you normally do not have the chance to meet with on a daily basis.
- Incorporate sightseeing or additional travel opportunities during down time.
- Touch base with your mentor, extended professional network, and academic alumni office to leverage their contacts in countries you visit. ■

Mr. Kevan McCrae

Superintendent, Irving Terminal, ExxonMobil Pipeline Company



NextGen Network, Inc. Member Spotlight caught up with Mr. McCrae late one evening while he was still busy at work. As the Superintendent for ExxonMobil Pipeline Company's terminal in Irving, Texas, he is responsible for the day-to-day operations at the organization's facility, which distributes refined gasoline and diesel fuel. Mr. McCrae finds his work both rewarding and challenging since he and his team are tasked with the flawless execution of the terminal's business strategy, implementation of improvement initiatives, and maintaining constant focus on safe operations.

With ExxonMobil, Mr. McCrae has found a great fit. As the world's largest petroleum and petrochemical company, ExxonMobil is well known for its relentless emphasis on consistency and discipline as well as its focus on achieving superior results over the long-term. Likewise, Mr. McCrae focuses on utilizing these principles in approaching his career with this industry-leading company. "As a manager, I spend a significant amount of time with my team making fact-based decisions that impact the terminal's bottom line results. I also make every effort to develop my employees and try to remove any barriers that may hinder them from adding significant value to the corporation each and every day," Mr. McCrae explained.

Since joining ExxonMobil in 1997, Mr. McCrae has held various positions of increasing responsibility in the corporation's Global Procurement Organization, Fuels Marketing Company, and Refining & Supply Company. Additionally, he has completed several special projects in the United States and a short-term assignment in Lagos, Nigeria. Mr. McCrae aspires to continue his career progression within ExxonMobil and make significant contributions that assist the organization in achieving its goals and objectives.

As a founding member of NextGen Network, Inc., Mr. McCrae acknowledges that relationships with other members have benefited him greatly over the years in both his personal and professional development. "The ability to connect with numerous individuals with diverse experiences and discuss a broad range of important issues, such as professional development and career-family balancing is invaluable". Mr. McCrae believes that peer mentoring and networking are two key benefits that NextGen Network, Inc. provides to its membership. For example, when he was pursuing his MBA at Cornell University while still working full time, he admits, "it was helpful for me to be able reach out to my NextGen Network, Inc. colleagues who had gone through similar situations for advice and lessons learned."

A key aspect to Mr. McCrae's personal and professional life is his desire to give back to his community. He seizes opportunities to do just that while helping ExxonMobil continue to be a good corporate citizen in the greater Irving community. Mr. McCrae's time and efforts devoted to community service are primarily focused on helping young children. Through an ExxonMobil sponsored program, Mr. McCrae has been a regular volunteer for Junior Achievement, where he teaches 6th grade students about the global marketplace. This past year, he also participated in a company sponsored Math and Science Family Night with Girls Inc., an organization that is focused on the empowerment of young women. "It is extremely important to give something back and make an effort to help others reach their full potential in life," he noted.

He is active in other professional development organizations including the National Black MBA Association and the American Association of Blacks in Energy. In his spare time Mr. McCrae enjoys golfing, reading, and spending time with his family.

Jeannette Bartley

Product Marketing Manager,
Reebok International



After spending a little time talking with Jeannette Bartley, it becomes clear what can be achieved when a talented individual takes full advantage of the resources that NextGen Network, Inc. membership offers. As a Product Marketing Manger for Lifestyle Global Footwear for Reebok International, Ms. Bartley manages a multimillion-dollar business that designs and markets footwear from concept to commercialization. Her key responsibilities at this marketing powerhouse include the research, development and implementation of footwear product concepts, as well as development of strategic business plans that position each product for continual growth and to meet and exceed corporate goals.

After four years at Reebok, Ms. Bartley has developed a real passion for brand management/product marketing. On a daily basis, she leads cross-functional teams of associate product managers, internal/external designers, product developers, creative services and sales teams toward execution of new product concepts. Ms. Bartley loves her work because she has the opportunity to display her creativity by helping to define and develop new markets for global footwear. Based upon the product creation process timeline, she and her team are currently working on footwear concepts that will be in stores in the Fall of 2007. Ms. Bartley admits, "I find it exciting, knowing that I am fulfilling our customers' needs with innovative and fashionable footwear. It gives me a great pleasure when I see a customer wearing a product that I have helped to develop."

NextGen Network, Inc. has played a crucial role in Ms. Bartley's development into a marketing professional at Reebok. She says, "The organization has provided me with a strong support network of other young professionals that I can reach out

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to. In addition, the affiliation with The Executive Leadership Council, has given me the access to senior-level mentorship which has made a meaningful impact on my career progression." It was after meeting a member who was a Reebok senior executive at her first Executive Leadership Council Spring meeting that Ms. Bartley obtained her first career opportunity with Reebok. Soon after joining the company, she met Reebok's COO while he was attending The Executive Leadership Council's CEO Diversity Summit during the organization's fall conference. After a few months working in human resources, the COO, who became a mentor, suggested that Ms. Bartley interview internally for a product marketing position. "He wanted me to identify positions where my skills could make the greatest impact to the business'

bottom line", she remembers. Since then Ms. Bartley has not looked back, focusing on honing her product development and marketing skills and combining them with her love for footwear and fashion.

In addition to the senior relationships she has built at Reebok, Ms. Bartley has had the benefit of having an Executive Leadership Council mentor who has provided her with continuous coaching and development for the past few years. As a NextGen Network, Inc. member, Ms. Bartley has held the positions of treasurer, membership committee chair and stewardship/reporting committee chair. While in these roles, she developed the key leadership, management and negotiation skills, which she has transferred to a corporate setting. "In addition to the many professional and networking relationships I have developed over the years, I have found the opportu-

nity to work as an executive coach to NextGen Network, Inc. and to be part of the benefit that the organization provides to members."

As an active member of Management Leadership for Tomorrow (MLT), an organization to increase the presence of qualified students of color in leading entry-level careers and major graduate business schools as preparation for leadership positions, Ms. Bartley uses her NextGen Network, Inc. membership to give back to her community. In addition, she serves on the Alumni Board of St. Francis College, her undergraduate alma mater, where she helps to organize and sponsor alumni events and fundraising. Ms. Bartley enjoys spending her spare time mentoring students by helping them identify career opportunities and prepare for leadership positions. ■

NextGen Network, Inc. Pipeline: Donna Jamison Lago Memorial Scholarship

By Glynda Brown & Mario D. Lewis

The Donna Jamison Lago Memorial Scholarship Essay Competition awards scholarships to outstanding high school seniors to help finance educational expenses. The competition encourages students to think critically about and to address in essay form, important issues that are currently affecting minority communities. The scholarship competition is named after a founding member of NextGen Network, Inc. who lost her battle to cancer in 2003. Since its inception, the competition has grown tremendously, awarding over \$25,000 in scholarship funds to deserving students. The competition is currently sponsored by Entergy Nuclear Northeast, a division of the Entergy Corporation—one of the nation's largest global energy companies.

The essay competition represents one of NextGen Network, Inc.'s many efforts to build a pipeline of young talented African American students who will ultimately become the next generation of leaders in corporate America. NextGen Network, Inc. seeks to provide students with the opportunity to begin thinking critically as they look at issues not normally addressed in their daily lives. This helps them hone the vital writing, communications and problem solving skills which will be invaluable to their success in college and beyond. The competition also provides winners with needed capital to offset higher education expenses.

Ultimately, NextGen Network, Inc. seeks to build out a mentoring pro-

gram which will allow members to pair up with competition participants and work with them throughout their college careers. Members will provide the support structure and professional resources that these students will need as they navigate the academic landscape. NextGen Network, Inc. members will provide continued support to the students as they embark on their professional lives. The hope is that essay competition winners will evolve into NextGen Network, Inc. members, and NextGen Network, Inc. members will evolve into The Executive Leadership Council members, creating a pipeline of talented, committed members for each organization. ■

The Executive Leadership Council Focus:

Celebrating Long-time NextGen Network, Inc. Supporters: Dr. Price Cobbs and Mr. C. Edward "Chuck" Chaplin

By John Burt

NextGen Network, Inc. has benefited from the tremendous support of The Executive Leadership Council and many of its members over the years. That support which has come in many forms including mentorship, sponsorship and professional guidance is greatly appreciated by the NextGen Network, Inc. and has been chronicled in past issues of this publication. However, this issue comes at a time of unprecedented growth and change for the organization. In celebration of that growth, we wish to salute two supporters who have been catalysts for our success. NextGen Network, Inc. is proud to recognize Dr. Price Cobbs, CEO, Pacific Management Systems and Edward "Chuck" Chaplin, SVP and Treasurer, Prudential Financial for their career accomplishments and tireless support of our organization.



Dr. Price Cobbs has established footprints throughout corporate America as a psychiatrist, consultant, moderator, and author to name a few areas of his sphere of influence. Over 10 years ago, Dr. Cobbs conducted focus groups with The Executive Leadership Council members as part of an initiative to understand and address stress within black executives. Since then Dr. Cobbs has maintained strong ties to The Executive Leadership Council. He is an honorary member, an ongoing consultant, moderator, and co-author of *Cracking the Corporate Code: From Survival to Mastery*, initially published by The Executive Leadership Council to highlight the careers of 32 Executive Leadership Council members (including Chuck Chaplin). Those who read Dr. Cobbs' book will benefit from the documented stories of the success strategies and challenges of high level African American professionals as well as learn the unwritten corporate rules of engagement for career success.

Dr. Cobbs' early discussions with NextGen Network, Inc. founding member and former president Susan Chapman and 2005 president Andrew Frazier established the foundation for his long-term working relationship

with the organization. Dr. Cobbs was instrumental in providing support and guidance to the organization during the September 11th tragedy and even provided post disaster outreach to NextGen Network, Inc. members. As the relationship has evolved, Dr. Cobbs has viewed NextGen Network, Inc. as an opportunity to support the next generation of business leaders. In Dr. Cobbs' opinion, NextGen Network, Inc. connects members to a powerful group of executives in an interactive way that is conducive to learning and understanding.



C Edward (Chuck) Chaplin has established a track record of success which is evident in his career progression at Prudential Financial, his many board memberships, and the establishment of an endowed scholarship at Rutgers University, just to name a few accomplishments.

Mr. Chaplin became a member of The Executive Leadership Council 10 years ago and later served as The Council's treasurer and board member. In his roles with The Executive Leadership Council, Mr. Chaplin has been able to observe the potential and commitment of NextGen Network, Inc. over the

Dr. Cobbs is pleased with NextGen Network, Inc.'s vision as set forth in the strategic plan, operational improvements, and enhanced "value-add" focus by the leadership team. This year the organization celebrates former president Susan Chapman the first member to become an Executive Leadership Council member. Dr. Cobbs sees Ms. Chapman's progression as an example of a great footprint for current members to follow. Dr. Cobbs currently serves as an advisor to NextGen Network, Inc. which affords him a bird's eye view of the issues and challenges of the next generation of African American leaders. His affiliation with the organization provides members with valuable touch points and opportunities to learn from the vast experiences of his life. As words of wisdom, Dr. Cobbs provided the following commentary; "networking is a living experience with long term value evidenced in relationships established over time."

It should also be noted that Dr. Cobbs co-authored the classic, *Black Rage*, authored *The Jesus Bag* and recently released his 4th book, *My American Life: From Rage to Entitlement*.

years. Mr. Chaplin has been pleased with the organization's growth and as a testament to that impression, he and fellow The Executive Leadership Council member Sharon Taylor, SVP and Head of Corporate Human Resources, Prudential Financial, attained a \$100,000 commitment from Prudential as the 2006 lead sponsor of NextGen Network, Inc.

According to Mr. Chaplin, NextGen Network, Inc. is a unique organization based on the selective membership of the best and brightest of the future generation of business leaders. In Mr. Chaplin's opinion, NextGen Network, Inc. is a good source of talent for developing future The Executive Leadership Council members and

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serves as a perfect vehicle to multiply the social and community power of The Council. NextGen Network, Inc. has the potential for significant influence comparable to The Executive Leadership Council and has an opportunity to reach a larger base of professional peers. He has also been impressed with NextGen Network, Inc.'s willingness to leverage the experiences of The Executive Leadership Council and move to a more formal operating model. NextGen Network, Inc.'s strategy for increased autonomy as an operating entity, implementation of an aggressive business plan, and effective resource utilization signal the commitment of the individual members.

With the operational foundation set, the organization can create a greater value proposition for individual members as well as sponsoring corporations. As an example, NextGen Network, Inc.'s strategy to become the destination organization of the best and brightest middle level African American leaders aligns directly with Prudential Financial's initiatives in diversity staffing and awareness. Additionally Prudential's sponsorship of NextGen Network, Inc. provides them with interactive touch points with a targeted consumer population, developmental opportunities for employees and executives, and support for the broader community.

Mr. Chaplin's support and dedication to NextGen Network, Inc. has provid-

ed him an opportunity to mentor professionals, expand his view of the corporate environment, and help further his life purpose of providing service and creating value. As words of wisdom, Mr. Chaplin provided the following commentary; "achievement and accomplishment through service is a life goal that allows one to create value as an individual." Additionally, "connecting to organizations with similar interests, grow the value above and beyond the accomplishments of one individual."

Dr. Cobbs and Mr. Chaplin are living legacies of success who continue to provide guidance to NextGen Network, Inc. ■

Members on the Move By Glynda Brown



Wendy McAllister launched Evolution Consulting Group, Inc. (ECG), a progressive marketing and business develop-

ment company that leverages its extensive connections and innovative strategies to help advance businesses nationwide to the next step in their evolution. Ms. McAllister serves as President & CEO of the new organization. For more information visit the website at www.evolutionconsulting-group.com.



Jennifer Miles and her husband have purchased a 250 student pre-school in Fort Mill, SC. Fort Mill is just over the border from North

Carolina where the Miles recently relocated from Austin, TX. Ms. Miles also recently accepted a new position with GE Plastics in Charlotte as a Senior Professional in the Supply Chain Group.



Andrew Frazier accepted an opportunity within New York Life's recently created diversity office. Mr. Frazier is an Assistant Vice President with

the company and will report directly to the newly appointed Chief Diversity Officer. In his new assignment, Mr. Frazier and the diversity team will identify and implement best practices to drive the continued progress of the company in the areas of recruitment and training of a diverse workforce, development and promotion of minority and women employees, and the maintenance of an environment of inclusion.



Laurence G. Latimer recently joined Digicel USA, an early stage mobile telecommunications start up and the largest and fastest growing mobile provider in the Caribbean with 2 million subscribers across 15 countries. Digicel USA will begin providing mobile telecommunications service in the US market later this year, targeting the recent immigrant community. Mr. Latimer will

be working in the Products group and will be responsible for ideation and execution of innovative, value-added features for the target demographic. Additionally, Mr. Latimer married Ms. Sheila Diancin on May 6, 2006 in Cerritos, CA. ■



Sekou Kaalund recently accepted an opportunity as a Director in the Securities and Funds Services group, one of the three divisions

in Global Transactional Services under the Corporate Investment Bank at Citigroup. Mr. Kaalund will be responsible for developing/updating the group's strategy, coordinating non-organic deals (e.g., M&A) and will be leading and implementing targeted deals and initiatives that dramatically enhance the profitability and health of the franchise. Additionally Mr. Kaalund and his wife Jennifer recently welcomed their first child Caleb Hakim Kaalund on March 10, 2006.

Career Focus: Having a Mentor is Good Business

By Beverley Malcolm, Global Communications, Prudential Financial

How can you better yourself, become more successful and reach your potential? One way is to find a professional mentor. A mentor can offer perspective and insight from an angle that is completely different than your normal point of view. Additionally, a mentor can see things in you that you may not be able to see in yourself and can offer constructive criticism and feedback. He or she possesses the wisdom that only experience can provide, and will share lessons learned from his or her journey to success. A rewarding mentoring relationship is built between two people who have mutual respect and good chemistry.

Now that you are sold on the benefits of having a mentor, here are a few things to know before you begin your search:

Know yourself:	Consciously think about where you are in your career, and where you would like to be. Honestly assess what type of personality you have, and which personality types complement you. Consider your strengths and weaknesses, and define how a mentor might guide you through your growth.
Be proactive:	In some cases, mentoring relationships form naturally. But don't count on it happening that way. Develop a deliberate course of action to find a mentor.
Ask for referrals:	As with any search process, tap into your friends, colleagues and networks to expand your search. When requesting referrals, be clear about what you're looking for and why.
Keep an open mind regarding who this person is:	A mentor is someone who will help you grow in the areas most important to you. Look for someone who exemplifies the traits and skills that you want to adopt.
Identify where you may find a suitable mentor:	Good sources of mentors include your management team, industry associations or professional organizations. Also consider people outside your workplace such as retirees, local business owners and people associated with your hobbies.
Know what you want to achieve from the relationship:	A clear understanding of your purpose and desired result will ensure that you find a suitable mentor, and that you and your mentor find value in the relationship.
Think about people who have been mentors in the past:	Each of us has had mentors in our lives. Think about the people who have mentored you and the qualities that you appreciated most about them. Use these traits as barometers to finding a new mentor. ■ <i>Source: Inc.com</i>

READING RESOURCES:

"Coaching and Mentoring for Dummies" by Mary Broustein
A fun and easy guide to being a coach & advice on motivating, grooming and growing employees

"Making the Most of Being Mentored" by Gordon F. Shea
A source for people seeking info on the best way to gain from being a protégé.

"Mentoring" by Gordon F. Shea
Covers key questions for potential mentors, as well as the needs of a protégé.

NextGen Network, Inc. 2006 Leadership

President, Sekou Kaalund
Director, Head of Strategy, Securities and Fund Services, Citigroup

Vice President, Joy Booker
Vice President, New York Life Investment Management

Treasurer, Jacqueline Jenkins
Strategic Sourcing Manager, Ann Taylor, Inc.

Secretary, Bradlee Benn
Director, Global Product Strategy and Product Management, American Express

Committee Chairs

Fundraising/Corporate Development
Laurence Latimer, Products Group, Digicel USA

Fundraising/Corporate Development
Daren Roberts, Associate, Corporate Finance, Prudential Financial

Membership
Kevin Hinton, Consultant

Communications
Glynda Brown, Consultant

Stewardship/Reporting
Tyrone Thomas, Associate, Citigroup

Corporate Governance
Latoya Rembert, State Legislative Coordinator, CMOR

Executive Leadership Council Relationship
Crystal German, Director of Finance, NC Institute of Minority Economic Development

Connections/Development
Jessica Che-Mponda, Vice President, Internal Consulting, Citigroup

Community Outreach
Reggie Harwell, Agent, AXA Financial

Board of Directors

Carl Brooks President and CEO, The Executive Leadership Council & The Executive Leadership Foundation

David Thomas Vice President & Chief Diversity Officer, Sprint (retired)

Jessica C. Isaacs Senior Vice President, Personal Lines, American International Group

Kenneth Tanji Vice President, Finance, Prudential Financial

Camilla McGhee Program Director, The Executive Leadership Council

Sekou Kaalund Director, Head of Strategy, Securities and Fund Services, Citigroup

Andrew Frazier Assistant Vice President, New York Life

Latoya Rembert State Legislative Coordinator, CMOR

NextGen Network, Inc. Activity Overview

Future Events:			
June 14-15, 2006	Black Women's Leadership Summit; New York, NY	April 9-12, 2006	Institute for Leadership Development & Research; Strengthening the Pipeline: Critical Factors for Successful Leaders; The Ritz-Carlton Orlando, Grande Lakes; Orlando, FL
October 26, 2006	The Executive Leadership Council 6th Annual CEO Diversity Summit; Washington, DC	April 13, 2006	Laying the Groundwork for Success—NextGen Network, Inc. Northeast Networking Social; AXA-Equitable Headquarters; New York, NY
October 26, 2006	The Executive Leadership Council 20th Anniversary Recognition Dinner; Hilton Washington Hotel; Washington, DC	April 29, 2006	NextGen Network, Inc. Leadership Retreat II; New York, NY
Past Events:			
February 25, 2006	NextGen Network, Inc. Leadership Retreat; AXA-Equitable Headquarters; New York, New York	June 1-4, 2006	NextGen Network, Inc. Spring General Membership Meeting; JW Marriott-Grande Lakes Orlando; Orlando, FL

Please send inquiries about this publication to: ngn@urbanomics.com