

THE NAMIC LEADERSHIP SEMINAR



NATIONAL ASSOCIATION FOR MULTI-ETHNICITY IN COMMUNICATIONS

EMBRACE DIVERSITY. EMBRACE SUCCESS.



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THE NAMIC LEADERSHIP SEMINAR

Supported in part by:



cable's **diversity** advocate

The NAMIC Leadership Seminar is a professional development program created specifically to transform high-potential middle managers into effective leaders. In 2012, supported by a generous gift from the Walter Kaitz Foundation, the NAMIC Leadership Seminar has expanded from two to three full days of educational content. Participants will experience an extended journey of professional development and exploration of their individual contributions to team and organizational outcomes. The highly-interactive instructional methodology sets the stage for professionals to obtain the knowledge, competencies, and diverse perspectives necessary for maximum performance and career enhancement. All talented coordinators, supervisors, managers, and new directors (less than two years at that level) from across the cable telecommunication industry's multicultural spectrum are invited to apply.

“The NAMIC Leadership Seminar provided a foundation for me to assess myself professionally and personally. We explored ways to polish our professionalism in order to embrace personal and professional empowerment. The Leadership seminar and the incredible presenters inspired me and gave me a boost to aim higher, and with enthusiasm.”

Aunree Houston
Manager, Marketing Operations
HBO



PROGRAM OVERVIEW

Continuous learning and leadership development are important for all professionals, but especially for those in the earlier stages of their careers. The NAMIC Leadership Seminar curriculum draws upon the most respected academic research about what it takes to develop into effective leaders in organizations where a high premium is placed on Diversity and Inclusion as a strategic business imperative. The faculty–subject matter experts, authors, and lecturers from prestigious academic institutions–will lead robust conversations and exercises to help participants accomplish the following:

- Explore professional strengths and performance-related developmental gaps
- Chart a course of enhancing individual leadership potential
- Master techniques for giving and receiving motivating feedback
- Become familiar with the tools for effective problem solving, conflict resolution, and decision-making in a diverse environment
- Understand and practice the skills involved in Managing UP
- Appreciate the notion of Diversity and Inclusion as a core organizational value and not just a human resources-driven tactic
- Create a career management template

The program is designed to help participants maximize strengths, fill in development gaps, raise the bar on performance in current roles, and plan courageously AND STRATEGICALLY for growth and advancement.

In 2012, the Leadership Seminar will be offered in the following markets:

Washington, DC	March 28-30, 2012
San Francisco, CA	August 1-3, 2012

CURRICULUM

The NAMIC Leadership Seminar curriculum covers the following topics, supplemented by outside readings and hands-on exercises:

- **Leadership Theory and Styles**

Gaining insight into individual leadership styles and learning how to “flex” for maximum effectiveness in achieving individual, team, and organizational objectives

- **Maximizing Individual Contribution on Diverse Teams**

Getting the most out of participation on a team rich with diverse perspectives and world-views

- **Dealing With Conflict**

Examining the root causes of conflict within the organization, learning how to distinguish between “good conflict” and “bad conflict,” and gaining insight into constructive vs. destructive responses to conflict

- **Nurturing a Healthy Relationship with Power**

Establishing a healthy relationship with organizational power—as a leader and a follower

- **Mentoring and Networking**

Exploring how to establish and nurture a mutually rich and rewarding mentoring relationship; building and strengthening a developmental network that broadens access to information, influence, and career advice

- **Careers by Design**

Taking a hard look at professional goals and beginning the important work of drafting a success credo linked to a career BY DESIGN, and not BY DEFAULT

- **Action Planning**

Creating a personal blueprint for applying the new knowledge and committing to a timeline for implementation



WHAT PEOPLE ARE SAYING 2011 Leadership Seminar, Los Angeles

"The NAMIC Leadership Seminar was an invaluable experience that allowed me to connect with individuals across the nation. There was a sense of belongingness for everyone that was there – regardless of background or position. It not only helped me build lifelong friendships, but I also learned the true essence of leadership. My biggest take-away from the program would be, leadership is not dependant on a title or position – rather on the willingness to succeed collectively with a team or group."

Osama Syed
Inbound Sales and Retention Operations
Comcast Cable, Chicago

"NAMIC Leadership Seminar was a fantastic opportunity to reflect on what I already knew of myself, consider innovative ways of thinking and apply my learnings to an action plan designed to grow me personally and professionally. Surrounded by a phenomenal faculty and a supportive group of industry peers, I made new discoveries and new friendships that have invigorated my definition of a career."

Jennifer Ng
Manager, Marketing Strategy
Disney ESPN Media Network

PARTICIPANT ELIGIBILITY

- Manager, supervisor, coordinator, or new (less than 2 years) director
- A strong performer
- Motivated to succeed and aspiring to higher positions with increasing visibility and responsibility
- Endorsed by his/her company to participate in the NAMIC Leadership Seminar

APPLICATION INFORMATION

Forty participants will be selected to participate in the NAMIC Leadership Seminar. Tuition is \$3,000, including books, materials, and meals (breakfast, lunch, and breaks). Expenses related to travel, lodging, and incidentals are the responsibility of the sponsoring organization.

For more information on how to nominate participants for the NAMIC Leadership Seminars, please visit the NAMIC website at www.namic.com.

You may also contact:

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The NAMIC Leadership Seminar

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ABOUT NAMIC

NAMIC is the premier organization focusing on multi-ethnic diversity in the communications industry. Founded in 1980 as a non-profit trade association, today NAMIC comprises over 2,600 professionals belonging to a network of 16 chapters nationwide. Through initiatives that focus on education, advocacy and empowerment, NAMIC champions equity and inclusion in the workforce, with special attention given to ensuring that the leadership cadres of our nation's communications industry giants reflect the multi-ethnic richness of the populations they serve.