

Leadership/Legacy 20 Companies Advocate the Power of Inclusive Leadership

Seven Fortune 500 companies have joined The Executive Leadership Council's global public recognition and thought leadership initiative known as The Leadership/Legacy 20 to support The Council's advocacy mission. The initiative invites CEO leaders and senior corporate executives to engage strategically with The Council to advance its mission and initiatives, share thought leadership and best diversity practices that make the business case for diversity, and to build a positive diversity legacy within their companies.

Martin Sullivan, President & CEO of AIG, the Lead Sponsor of the 20th Anniversary Dinner, is working proactively with Council President & CEO Carl Brooks to engage leadership throughout his company in The Executive Leadership Council and to encourage other Fortune 500 CEOs to join AIG in the initiative.

Fortune 500 companies that have signed up as Leadership/Legacy 20 partners are: AIG, The Altria Group, bp, The Coca-Cola Company, Master-

Card, Tyco International, and Verizon. Mr. Sullivan has written a letter to the CEOs of the Fortune 500 inviting them to get on board.

On Thursday, June 29, 2006, Mr. Sullivan and Mr. Brooks will host a CEOs Reception from 6-8:30 PM at The New York Times headquarters in NYC. CEOs and senior executives representing Leadership/Legacy 20 companies, sponsors of Executive Leadership Council programs and initiatives, and a

target list of CEOs have been invited to participate. The New York Times, the primary media sponsor of the initiative and the Dinner, is sponsoring the reception.

For information about becoming a Leadership/Legacy 20 company 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

20th Anniversary Recognition Dinner To Honor Legacy and Leaders

This year's 20th Anniversary Recognition Dinner supported by Lead Dinner Sponsor AIG is shaping up to become a powerful celebration of The Executive Leadership Council's legacy, as well as spotlighting the leaders of today. The event will take place on Thursday, October 26, 2006, at the Hilton Washington hotel in Washington DC.

Dinner emcees will be Hollywood power couple Tim and Daphne Maxwell Reid. Tim Reid is best known for his role as "Venus Flytrap" on the hit CBS TV show *WKRP in Cincinnati* and has been a fixture both in front of and behind the camera as an actor, writer, producer, and director for TV and film. Tim has starred in other

Continued on page 3

Inside This Issue...

- 2 Message from Council Chair
- 6 Annual Recognition Dinner Pictorial Recap
- 8 Members on the Move
- 10 Members in the News
- 14 Black Women's Leadership Summit Preview

Spring Membership Meeting Focuses on 2006 Political Season

The Executive Leadership Council Spring General Membership Meeting will be held June 1-4 at the Ritz Carlton-Grande Lakes Resort Hotel in Orlando, FL. Thursday night, President & CEO of the NAACP, Bruce Gordon—an Executive Leadership Council mem-

ber—discuss civil rights and public policy issues as they relate to the 2006 Congressional elections. Marc Morial, President of the National Urban League, has been confirmed as the keynote speaker on Friday night.

Continued on page 3

Message from the Chair

Expanding the Vision

The Executive Leadership Council has been a part of my life for more than 15 years. I credit the organization with much of my “success” both professionally and personally. Friends here helped me to understand the importance of self-determination in corporate America and gave me the courage I needed to make the necessary decisions in my corporate journey to negotiate those choices effectively. Some of the most fulfilling opportunities for me to “give-back” and make a difference in the lives of others have come through The Executive Leadership Council. I know the awesome “power” of this organization, and it is with this perspective that I express my heartfelt appreciation for this opportunity to help lead this phenomenal organization in a way that builds on the legacies of friends like Ann Fudge, Paula Banks, Ira Hall and Gerald Adolph who have served as Chairs before me.

In my view, the mission and vision of The Council has not changed in 20 years. I articulate it as follows:

VISION—*A Corporate World where inclusive leadership (especially enriched by African American perspective) is both prevalent and institutionalized as imperative to growth. A Black America with a strong, sustainable, economic foundation.*

MISSION—*To be regarded as the premier organization of senior level Corporate Executives, who are African American, and who are committed to strengthening both Corporations and Black America.* This guiding direction has served the organization well. Still, I would like to identify a few innovations that I think we need to move towards aggressively in the coming two years to advance Member Development, Corporate Diversity and Economic Foundations for Black America.

MEMBER DEVELOPMENT—We need to improve the service level of the organization and enhance the organization’s infrastructure. A few examples include an enhanced web community to facilitate member-to-member communications and information exchanges; an ongoing meeting planning committee to provide longer term thinking around key areas of skills development and informational programming to benefit members. Additionally, the Board is rethinking the member selection process. Members say they want to maintain a “family-like” community spirit within the organization and also acquire new levels of representation within the Fortune 500. (e.g. recruit from select companies, increase geographic diversity). Attracting members from key professional service areas as well as significant players within the entrepreneurial community is also desired. To address some of these issues, the Board will look at redefining the membership criteria (the focus will remain on Corporate) and developing a more targeted member-recruiting program.

CORPORATE DIVERSITY AGENDA—We’ve made significant strides with programs like the CEO Summit, which was attended by more than 30 CEO’s from Fortune 500 companies in 2005. I believe we can also make progress relative to 1) institutionalizing our mission within member companies and 2) conducting research that helps



Bridgette Heller

member companies enhance / refine success models for African Americans within their ranks. Examples of such research might include the recently completed Board Census commissioned by our Institute for Leadership Development & Research, and a new project we are formulating with higher education institutions and Catalyst to better understand the success factors of senior African American corporate women.

ECONOMIC FOUNDATIONS ARENA—In my view, we’ve had less of a voice and focus in recent history. Yes, we have many fabulous programs. Our Technology Transfer Project, for example, clearly is designed to ensure that a new generation of brothers and sisters are well positioned to achieve economic freedom in whatever venue they wish to compete. Nonetheless, I can’t say that our programs are making a broad contribution to the economic foundation of Black America. I would like to see the organization step up planning for this level of contribution. It could take many forms, from creating a consortium of member companies to tackle the issue of health care disparity in the African American community, to developing a member funded investment group specializing in building meaningful businesses in Black Communities nation-wide. I would love to see our organization charter a major initiative in this arena over the next two years. Our power can and should play a major role in shaping the future of Black America.

To move the initiatives outlined forward, The Executive Leadership Council will need to capitalize on the energy and talent of many more members than we do today. As is the case with many organizations, we rely on a small group of “old heads.” The people doing most of the work today are the same people who have been doing the work for years. I know we are all contributing in other ways: We are building our businesses and careers, raising families, mentoring young people. The list, at times, seems endless. Still, this is our organization. You did not join The Council to be a solo player. You joined, in part, to contribute to a larger family. So step up and truly become a part of the family. Please reach out to me or to Carl Brooks or to another Board member and let us know in which of these initiative areas you would like to contribute. We are all listed in the members’ roster. We need the participation of every member to move us along in this journey toward our wonderful vision!

successful television series including *Simon & Simon*, *Sister, Sister*, and *That 70's Show*, but also produced and starred in the groundbreaking, critically-acclaimed series *Frank's Place*, which earned him two NAACP Image Awards for Best actor & Best producer in a Comedy series and two Emmy nominations. Daphne Maxwell Reid is also an accomplished actor, writer and producer. Best known for her roles as Aunt Vivian on *The Fresh Prince of Bel Air* and as mortician/embalmer Hannah Griffith on *Frank's Place*, she has also appeared in the shows *Snoops*, *Linc's*, and *Eve*. The couple is co-founders of New Millennium Studios and Obsidian Home Entertainment, where they continue to produce, write, direct, and distribute films and TV shows for the African American media marketplace.

This year's honorees are a representation of the commitment to diversity leadership that The Executive Leadership Council has dedicated itself to throughout our history.

Achievement Award

Clarence Otis, Jr.—*Chairman & CEO*, Darden Restaurants Inc.

When Clarence Otis, Jr. became Chairman & CEO of Darden Restaurants Inc., in late 2004, succeeding Joe R. Lee, he became only the eighth African American to achieve that position in a Fortune 500 company. Otis earned a BA, magna cum laude, from Williams College in 1977 and JD from Stanford Law School in 1980.



Mr. Otis joined Darden Restaurants back in 1995 and has served as the company's Chief Financial Officer, as well as Darden's Executive Vice President and President of the Smokey Bones division. He currently sits on the corporate boards of Verizon, St. Paul Travelers, and the VF Corporation.

Alvaro Martins Heritage Award

Dr. Johnnetta B. Cole—*President*, Bennett College

Dr. Johnnetta Cole, President of Bennett College for Women in Greensboro, NC, is a well-respected and influential educator, activist, and scholar. Prior to Bennett, Dr. Cole made history by becoming the first African American woman to serve as President of Spelman College back in 1987. During her tenure at Spelman, she was credited with making Spelman



a nationally recognized institution. During her tenure at Spelman College, all incoming freshman classes had among the highest SAT scores of any Historically Black College or University in the nation. By 1996, under Dr. Cole's leadership, Spelman was named the seventh best college in the US, best women's college, and top HBCU by *Money* maga-

will provide an update on the continuing Post-Katrina rebuilding efforts in the Gulf Coast as well as the latest findings from the National Urban League's State of Black America report.

Council members will also be able to attend workshops on Entrepreneurship and Deal-making sponsored by The Marathon Club and an African American Corporate Womens' issues forum, and receive updates on current Executive Leadership Council Programs and Initiatives. There will also be a health & wellness presentation and Dr. Price Cobbs will conduct his traditional closed door sessions for members. To register for this year's event, please visit our website at www.elcinfo.com for more information.

Corporate Award



Altria has a strong track record of being a leader on diversity issues. Back in 2002, Altria joined forces with The Executive Leadership Council to create the Corporate Board Development Training Initiative. To date, over 200 Council members have taken part in programs aimed at providing the latest in corporate governance news and

information, as well as insight on how the board nomination and selection process works. Altria has been named the most admired company in its industry when it comes to managing talent and diversity by *Fortune* magazine this year and was named the top company on diversity by *Diversity Inc.* magazine in 2005.

Tables and tickets are still available for purchase to take part in this once-in-a-lifetime event. For more information on how to purchase your table, please

visit our website at www.elcinfo.com. Once again, companies can showcase their support for The Executive Leadership Council by placing an ad in our special Commemorative Program Book. A full page ad runs for \$5,000, while a half-page ad runs for \$2,500. All ads must be received by August 18th. For more information on how to purchase an ad for this year's Commemorative Program Book, please contact Damon D. Williams, Communications Specialist, at (202) 298-6346 or by email at dwilliams@elcinfo.com.

20th Anniversary Special Sections Launched in Sunday New York Times

4 Sunday, April 30, the first of four special sections celebrating The Executive Leadership Council's 20th Anniversary was launched in the Sunday business section of The New York Times. This first section highlighted the 19 founding members, The Council's mission and advocacy in corporate America, and its support of higher education, focusing on Phase 2 of The Technology Transfer Project.

Council members highlighted in the article written by Michael Tucker included founding members Jim Kaiser, Elynor Williams, and Clarence "Buddy" James as well as Foundation Chair Herman Bulls, President & CEO Carl Brooks, Al Zollar, Rod Gillum and Leadership/Legacy 20 company supporters Jessica Isaacs of AIG and Jerri DeVard of Verizon.

In the article, Martin Sullivan, CEO, AIG, acknowledged that "Twenty years of building the diversity pipeline is a significant milestone." He said that AIG and other corporations on the journey with The Council are proud to share this historic moment and support the organization because "We, The ELC corporate partners, will be the benefactors of the organization's success, which will allow us all to compete more effectively globally."

The first special section was sponsored by AIG and The New York Times, who have signed up to support the remaining three sections. Future sections will highlight The Council's women members and corporate women allies helping to advance inclusion in corporate America (June 11); Council initiatives and partners supporting recruitment,

retention and development of the inclusive mid-level pipeline (August 13); and 20 years of advocacy by The Executive Leadership Council and senior corporate leaders to transform the corporate workplace (October 22).

Companies supporting the special sections with advertising get to share their diversity practices and also support the editorial section developed on behalf of The Council. To learn how you can support the special section contact Joann Stevens at 202-298-8239 or at jstevens@elcinfo.com or Mark Szollar at 212-556-3656 or mszollar@nytimes.com

Council Women Prominent in BE 50 Most Powerful List

Black Enterprise magazine recently released its listing of the 50 Most Powerful Women in Business, featured in its February 2006 edition. Nearly 40% of the executives featured are members of The Executive Leadership Council. Former Executive Leadership Foundation Chair **Jerri DeVard** appears on the cover of the issue. And **Susan Chapman**, the first Next Generation Network mentee to become a Council member, is among the women highlighted. We would like to honor all the extraordinary women featured:

- **Susan Chapman**, Global Head of Operations, Citigroup Realty Services
- **Jerri DeVard**, Senior VP, Brand Management & Marketing, Verizon

- **Ann Fudge**, Chairman & CEO, Young & Rubicam Brands
- **Linda Gooden**, President, Information Technology, Lockheed Martin
- **Glenda G. McNeal**, Senior VP, Global Partnerships, American Express
- **Kim Green**, Executive VP, Willis Global Risk Solutions
- **Carla A. Harris**, Managing Director, Global Capital Markets, Morgan Stanley
- **Bridgette Heller**, Global President, Baby, Kids & Wound Care Franchises, Johnson & Johnson Consumer Products
- **Donna James**, President, Nationwide Strategic Investments, Nationwide Mutual Insurance Co.
- **Ingrid Saunders Jones**, Senior VP, Corporate External Affairs & Chairperson, The Coca-Cola Foundation, The Coca-Cola Company
- **Kim Nelson**, Vice President, General Mills Inc./President, Snacks Unlimited
- **Vicki R. Palmer**, Executive VP, Financial Services & Administration, Coca-Cola Enterprises Inc.

- **Debra Sandler**, Worldwide President, McNeil Nutritionals LLC, Johnson & Johnson
- **Paula Sneed**, Executive VP, Global Marketing Resources & Initiatives, Kraft Foods
- **Pamela Thomas-Graham**, Group President, Liz Claiborne Inc.
- **Tracey Thomas Travis**, CFO & Senior VP, Finance, Polo Ralph Lauren Corp.
- **Mary Winston**, Executive VP & CFO, Scholastic Corp.



LEADERSHIP *in the* NEW MILLENNIUM

A Message from the President & CEO



Carl Brooks

President & CEO, The Executive Leadership Council

Success Measured by More than Numbers

The 17th Annual Recognition Dinner was not only a magnificent affair, but it also showed how committed our corporate partners are to what we are accomplishing and the vision we have set forth for the future of The Executive Leadership Council. I want to thank The Coca-Cola Foundation for its multi-year commitment to The Institute for Leadership Development & Research and IBM, our 2005 Diamond Award winner, for providing its support to launch Phase 2 of The Technology Transfer Project. Ongoing sponsorship of other initiatives come from companies such as Altria, PepsiCo, General Electric, ExxonMobil, Prudential, and Merck, among others. After a dinner that set new records in attendance, revenue, and prestige, it is not those indicators which motivate me.

Maintaining a strong fiscal foundation for the longevity of the organization is second only to ensuring that The Executive Leadership Council's initiatives are impactful and beneficial to all of our constituencies and that our program offerings serve as the "gold standard" for developing and propelling African American corporate leaders of the present and future from the classroom to the boardroom. In this regard, I am no different than the nineteen visionary leaders that made the decision to come together and create this powerful business organization. In 2006, we are celebrating the 20th Anniversary of their momentous decision and the spectacular growth of the organization. We now have nearly 400 members, comprised of the most senior African American executives in corporate America.

Our mission to build a pipeline of leadership, predicated on developing high quality research and advocacy of diversity best practices has resulted in a rich legacy to higher education, the development of a mid-level pipeline through programs like the Next Generation Network, an affiliate of The Council, The Institute for Leadership Development & Research, and The Mid-Level Managers' Symposium—now in its 12th year. We should all be proud of what we have accomplished and be excited for the future. But, we should also take this time to remember that there is still more work that needs to be done.

The Corporate Board Development program founded with Altria's support has raised public awareness about the lack of diversity on corporate boards and our partnership with the National Association of Corporate Directors and the Kellogg School of Management has provided extensive training and certification to Council members. As a result of our collaboration with Catalyst and the Hispanic Association for Corporate Responsibility (HACR), we have formed the Alliance for Board Diversity (ABD) to advocate inclusion on corporate boards and research. As the 2006 Chair of ABD, I will work to move the agenda forward.

Over the past 20 years, the African American community has made tremendous strides in corporate America, the entrepreneurial ranks, and the non-profit sector. The Executive Leadership Council has educated Fortune 500 CEOs, public policy and academic leaders, and a global audience of the rich talent pool of African American executives at every level in corporate America. But yet, much more must be done to provide access and opportunity for the progression of the totality of our community. This year will not only be a year of celebration, but of rededication to the prospects of building an African American prosperity grid that can impact our community in exponential ways. We also hope to expand our repository of knowledge as an organization and continue to create value added program offerings that will enrich all of our constituencies. But, the most significant commodity we have produced are those within the leadership pipeline who have gained from our experiences and programs. Their stories represent the best promotional tool to showcase what we are as an organization and the potential for what we want to accomplish in the future.

A handwritten signature in cursive script, appearing to read "Carl".

Inclusive Leadership On a Global Scale

6



Dinner host and NPR News & Notes host Ed Gordon



Eli Lilly President & COO Dr. John Lechleiter and Council member Derica Rice, Vice President & Controller were part of the record turnout for the Diversity Summit.



George Perry, President & CEO of Yazaki North America and Yazaki Council member Marcia Goffney review their notes during the 5th Annual CEO Diversity Summit.



Former US Secretary of Transportation Rodney Slater (standing) was among several special guests that took part in this year's historic dinner.

President & CEO Carl Brooks, May Snowden, Council member and Vice President, Global Diversity, Starbucks, her Chairman & CEO Jim Donald, and Darrell Gambero, President & CEO-CitiAssurance, Citi-group confer during a break in the Summit.





Jones Lang LaSalle President & CEO, Colin Dyer (center) and Goldman Sachs Vice Chairman of the Board, Robert Kaplan exchange ideas with Council Board Vice-Chair CT Tomlin.



Pitney Bowes President & CEO Michael Critelli accepts the Corporate Award from presenter Jessica Isaacs, AIG.



Executive Leadership Council President & CEO Carl Brooks greets President John Kufuor of Ghana prior to his receiving a special award from The Coca-Cola Company. In the background are Coca-Cola Chairman E. Neville Isdell and Council member Larry Drake, Coca-Cola.



Alvaro Martins Heritage Award recipient Dr. Price Cobbs with presenter Paula Banks.



President Kufuor represents the first African head of state to address The Executive Leadership Council Dinner.



Radio One Founder & Achievement Award recipient Cathy Hughes with presenter Westina Matthews-Shatteen, Merrill Lynch.

Inclusive Global Leadership Highlighted at Council's Annual Recognition Events

Nearly 2500 global corporate leaders, mid-level managers, academicians, public policy leaders, and entrepreneurs joined The Executive Leadership Council's annual recognition events in Washington, DC October 26-28 to highlight the strength of inclusive leadership in the global economy. The first commencement exercises for the inaugural class of 22 corporate and non-profit leaders attending The Executive Leadership Council's **Institute for Leadership Development & Research's *Strengthening the Pipeline*** class were held. Ann Fudge, Chairman & CEO, Young & Rubicam Brands was the keynote speaker and imparted words of wisdom.

The following day, the **5th Annual CEOs Diversity Summit** brought together 38 CEOs of Fortune 500 companies. The Summit discussion was facilitated by noted professor, author, and executive leadership development authority **Dr. David Thomas**, the H. Naylor Fitzhugh Professor of Business Administration at Harvard Business School.

The **17th Annual Recognition Dinner**, sponsored by **The Coca-Cola Company** and hosted by Emmy-award winning journalist **Ed Gordon**, raised \$3.65 million dollars for The Executive Leadership Foundation. Radio One Founder and Chairperson **Cathy Hughes** was honored with the Achievement Award; **Pitney Bowes**, represented by Chairman & CEO **Mike Critelli**, received the Corporate Award; **Dr. Price Cobbs**, internationally-renowned psychiatrist, author, and lead faculty member for The Institute for Leadership Development & Research received the Alvaro Martins Heritage Award, and **IBM** received the Diamond Leadership Award for its multi-year, multimillion dollar commitment to the Technology Transfer Project. The night was also memorable thanks to an address from the President of the Republic of Ghana, His Excellency **John Agyekum Kufuor**, the first African leader to take part in the Dinner.

The 11th Annual Mid-Level Managers' Symposium, sponsored by the **PepsiCo Foundation**, highlighted global leadership and how executives prepare to compete and actually manage in the global business arena. Leadership insights were provided by keynote speaker **Alexander Cummings**, President & COO, The Coca-Cola Company and President of Coca-Cola Africa along with executive panelists such as **Sheryl Adkins-Green**, Global VP/GM, Pro-Line International; Debra Sandler, Worldwide President, McNeil Nutritionals; and **Leslie Mays**, Vice President, Global Diversity & Inclusion, Pfizer. **Dr. Nat Irvin II**, President & Founder of Future Focus 2020, provided a lively interactive presentation discussing the future of global business and leadership along with insight on the "thrival" generation. The symposium was co-moderated by **Dr. Ella Bell**, Associate Professor of Business Administration, Dartmouth College and 2005 Al Martins Heritage Award recipient **Dr. Price Cobbs**.

Members



Donna James, President—Nationwide Strategic Investment, Nationwide recently announced her retirement from Nationwide after 25 years



Art Harper, President & CEO of GE Equipment Services, has announced his retirement from GE after 21 years in order to start his own private equity firm, NextGen Capital Partners. He was also named to join the Board of Directors of Gannett Co. Inc.

Jerome Adams, Senior Vice President of Administration at BMC Software Inc. has announced his retirement from the company.

on the Move



Keith Wyche, Area Vice President, Western Operations for Pitney Bowes, was promoted to President, US Operations for Pitney Bowes Management Services.

Lloyd Trotter has been promoted from CEO of GE Consumer & Industrial to Executive Vice President with operational oversight of all of GE's businesses.

Challis Lowe, Executive Vice President, Human Resources, Dollar General Corporation, recently was named to the Board of Directors of The South Financial Group Inc.

James H. Lowry has been promoted from Vice President to Senior Vice President of The Boston Consulting Group.

Rosalind Brewer, President, Global Nonwovens, Kimberly Clark was appointed to the board of Molson Coors Brewing Company.

Lesia Bates Moss has been named Vice President, Single-Family Counterparty Risk Management at Fannie Mae.



Mary Beth Stone West, President & Group VP, North American Grocery Sector, Kraft Foods, was recently named to JC Penney's Board of Directors.

W. Frank Fountain, Senior Vice President, External Affairs & Public Policy, DaimlerChrysler Corp. was recently named the new Chairman of the Africare Board of Directors.

Bernard J. Tyson has been named Senior Vice President of Health Plan/Hospital Operations for Kaiser Permanente Health Plan, Inc.

Deborah Elam was recently named Vice President and Chief Diversity Officer for GE.

CT Tomlin was recently promoted to General Manager, Business Excellence for the Platform Services Division at Microsoft.

Carolyn Green, Vice President, HES Regulatory Affairs, Sunoco Inc. was recently named Chair of the National Petrochemical & Refining Association's Environment Committee in March and First Vice Chairman of the American Association of Blacks in Energy in April.

Jackie Wynn was recently named the new Vice President of Strategy and Business Development for HP Services America.

Franklin Raines has been named to the Board of Directors of Revolution Health Group, a new health care holding company venture created by former America Online founder and AOL Time Warner CEO Steven Case.

Shelley Stewart Jr. was recently promoted to Senior Vice President, Operational Excellence and Chief Procurement Officer, Tyco International.

Jessica Isaacs was recently promoted to Senior Vice President and Global Reinsurance Officer, AIU Personal Lines, AIG, and has become a member of The Executive Leadership Council board.

Tim McChristian has been promoted from Senior Vice President, Global and Major Customers, to General Manager, Enterprise Customers for Dun & Bradstreet (D&B).

Pamela Thomas-Graham, Group President, Liz Claiborne, was named to the Board of Directors of The Clorox Company.

Members in the News



Jessica Isaacs, Senior Vice President and Global Reinsurance Officer, AIU Personal Lines, AIG and **Elisee Wright**, Senior Vice President—Human Resources, Aetna were recently named to The Network Journal's Top 25 Most Influential Black Women in Business for 2006. The honorees will be recognized at the Network Journal's Annual Awards Luncheon in New York City.

Joyce V. Hayes-Giles, Senior VP, Customer Service, DTE Energy, was recently appointed by Michigan Governor Jennifer M. Granholm to the Mentor Michigan Leadership Council, which was established to advise the governor and state leaders on educating and encouraging Michigan citizens about the importance of mentoring.

The Executive Leadership Council's 17th Annual Recognition Dinner received tremendous press coverage including feature stories on *Black Enterprise.com*, *The Network Journal*, *Minority Business News USA*, and the *UnityFirst.com* website which logged over 100,000 hits in two months on Dinner and Institute stories web streamed on the site.

The Wall Street Journal released a special Sunday Journal magazine section in November 2005 entitled The New Diversity. Several Council members were featured discussing issues related to diverse leadership, mentoring, and pipeline development. Members featured included **Carl Brooks**, President & CEO of The Executive Leadership Council; **Dennis Dowdell, Jr.**, Executive Director of The Institute for Leadership Development & Research; **Gerald Adolph**, Senior Partner, Booz Allen & Hamilton; **Joseph Cleveland**, CIO & President, Enterprise Information Systems, Lockheed Martin; **James Lowry**, Senior Vice President, The Boston Consulting Group; **David Price Jr.** (retired); **May Snowden**, VP, Global Diversity, Starbucks; **Arnold Donald**, Chairman & CEO, Merisant; **Ted Childs**, VP, Global Workforce Diversity, IBM; and **Patrick Prout**, President & CEO, The Prout Group. **Next Generation Network** member and recent Institute graduate Karen Boothe, AXA Financial, was also highlighted.

The Executive Leadership Foundation Chair **Herman Bulls**, CEO—Public Institutions, Jones Lang LaSalle and President & CEO of Bulls Capital Partners, LLC recently was named Entrepreneur of the Year by the African American Real Estate Professionals (AAREP) organization and will be honored at their Third Annual Awards Gala in May.

Carl Brooks served as moderator for both the 2005 Rainbow PUSH Project Wall Street Panel Discussion on Diversity on Corporate Boards and the Presidents' Roundtable Panel Luncheon at the National Eagle Leadership Institute's Annual Conference. He was also quoted in the January 2006 issue of *Black Enterprise* in a story about Ronald Williams being named President & CEO of Aetna.

Shelley Stewart Jr., Senior Vice President, Operational Excellence and Chief Procurement Officer for Tyco International, was recently named "Supply Chain Manager of the Year" by *Purchasing* magazine. He also recently released a new book entitled *Straight to the Bottom Line: An Executive's Roadmap to World Class Supply Management*.

Wynn Watkins, Senior VP & Director of Community & Public Affairs, J.C. Penney Co., was featured in the December-January 2006 issue of *Minority Business News USA* discussing the diversity pipeline.



Deborah Elam, Manager, Diversity & Inclusive Leadership, GE, and **Donna James**, President, Nationwide Strategic Investment, Nationwide, were featured in the November 14th issue of **Time** magazine discussing the pathways to power for minority women in the workplace. Ms. James was also featured in the March 26th edition of **The Columbus (OH) Dispatch** in which she talks about her recent decision to retire from Nationwide and her plans for the future.

Ann Fudge, Chairman & CEO, Young & Rubicam Brands recently received the 2006 Uncommon Height Award from the National Council of Negro Women (NCNW). She also served as the keynote speaker at the 32nd Annual Whitney M. Young Memorial Conference developed by the University of Pennsylvania, Wharton School of Business African American MBA Association.

Carla A. Harris, Managing Director, Morgan Stanley, was featured in the February 7th issue of **The Wall Street Journal** discussing how she balances the roles of being a senior business executive, gospel recording artist, and philanthropist.

Stanley O'Neal, Chairman & CEO, Merrill Lynch & Co. was among several CEOs featured in the "Lessons in Leadership" section of the December 12, 2005 issue of **Fortune** magazine.



Dr. Bradley Sheares, President, US Human Health, Merck & Co., was featured on the cover of the February 6, 2006 issue of **Fortune** magazine as an executive likely to be one of the next great corporate CEOs.

A. Shuanise Washington, Vice President, Government Affairs Policy & Outreach, Altria Corporate Services, Inc., was featured in a December 2005 issue of **The Washington Afro-American** newspaper accepting a \$500K donation from GlaxoSmithKline on behalf of the Congressional Black Caucus Foundation (of which she is a Board member), and its new Supplier Business Initiative partnership.

The October-November 2005 issue of **Minority Business News USA** featured **Diane Ashley**, Senior Vice President & Director, Citigroup in a story on supplier diversity issues in the banking and financial services arena.

Ken Chenault, Chairman & CEO, American Express was recently named one of the World's Best CEOs by **Baron's Magazine**.

Rodney O'Neal, President & COO, Delphi Corporation, was interviewed for **The Network Journal's** November 2005 issue for a story on the US auto industry. The magazine also featured **Ingrid Saunders Jones**, Senior Vice President, The Coca-Cola Company & Chair, The Coca-Cola Foundation, receiving the 2005 McDonald's 365Black™ award.

Westina Matthews-Shatteen, Managing Director, Community Leadership Planning & Strategy, Merrill Lynch, was featured in the January 2006 edition of **Ebony** magazine discussing strategies for mid-career success in corporate America. She was also featured in the October 2005 edition of **Black Enterprise** discussing the importance of mentoring and the Next Generation Network (NGN). The article also had comments from then NGN President **Andrew Frazier**, New York Life, and recent graduate of The Institute for Leadership Development & Research's *Strengthening the Pipeline* Class, **Karen Boothe**, AXA Financial.

Ron Parker, Senior Vice President - Human Resources, PepsiCo North America served as keynote speaker in February at the 20th Annual Brenham Activist Association's Black History Breakfast in his hometown of Brenham, WA.

Paula Sneed, Executive VP, Global Marketing Resources & Initiatives, Kraft Foods, was guest lecturer in February at the Sam M. Walton College of Business at the University of Arkansas on the topic of minorities in corporate America.

Stephanie Bell-Rose, President, The Goldman Sachs Foundation, was a speaker at a two day conference sponsored by the Foundation and ETS (Education Testing Service) held to discuss developing high potential minority youth and decreasing the achievement gap.

Cleve Killingsworth, President & CEO of Blue Cross Blue Shield (BC/BS) of Massachusetts, was recently presented a special community service award from the Mayor of Boston, Thomas M. Menino at the 12th Annual African American Awards in February.

Message from the Foundation Chair



Herman Bulls

THE EXECUTIVE LEADERSHIP FOUNDATION™

Taking The Lead

Sustaining a mission for 20 years requires a significant commitment. As The Executive Leadership Council celebrates two decades of advocacy on behalf of African American senior corporate executives, our members are proud of the initiatives and programs we've launched to help build the inclusive leadership pipeline in corporate America.

The Executive Leadership Foundation—the nonprofit, charitable affiliate of The Council—was developed three years after The Council. Yet, The Foundation has emerged and continues to be the financial bedrock that supports The Council's many corporate and community leadership efforts that make the business case for diversity and develop the African American community.

Five overarching initiatives guide The Council's work and programs: Senior Leadership, Mid-Level Pipeline and Talent Management, Higher Education, Technology and Assessment, and Public Recognition. Two newly developed initiatives to support the African American community include The Spirit of Health, which aims to address health disparities, and our Hurricane Katrina relief effort, aimed at helping displaced faculty and damaged historically black colleges and universities in New Orleans. Both programs are funded by The Foundation—the health initiative, specifically, with funds provided to The Foundation by Merck, and the HBCUs are being helped by proceeds from the 2005 Annual Recognition Dinner.

As The Council spends this year celebrating 20 years of advocacy, The Foundation will continue its financial leadership and oversight roles to develop the needed funding to keep The Council's mission and progress robust and strong. But we can't do it alone. We need the commitment of corporate partners. The support of foundation leaders and the continued interest of friends and colleagues willing to support our initiatives and public recognition events such as the Annual Recognition Dinner to be held October 26 at the Washington Hilton Hotel in Washington, DC.

Thanks to the leadership of Executive Leadership Council members at AIG and their CEO Martin Sullivan, we are delighted that AIG is providing major support as Lead Dinner Sponsor of the 20th Anniversary Dinner. More importantly, the company is sharing the spotlight with other pro diversity companies through an initiative known as The Leadership/Legacy 20. As a result of the Dinner sponsorship, public recognition and thought leadership being provided by Leadership/Legacy 20 companies, The Foundation is well on its way to a banner fund raising year to help endow Council initiatives for years to come.

So far six companies have joined AIG on the journey of Leadership/Legacy 20 companies. They are committing resources, CEO leadership and senior executive support to work with Council leaders to leave a positive legacy of inclusion within their companies and within corporate America. These companies are: AIG, The Altria Group, BP, The Coca-Cola Company, MasterCard, Tyco International, and Verizon. In recognition of their support and leadership, we will proudly highlight them throughout the year, hold CEO leadership events, and salute them at our 20th Anniversary Recognition Dinner.

In tribute to them and the many corporate partners, friends and organizations who have supported The Executive Leadership Council over these past 20 years, I want to thank you on behalf of The Executive Leadership Foundation Board of Directors and our members. Whether you are a new sponsor, a continuing sponsor, or a previous sponsor, we thank you for your part in helping us reach this 20 year milestone on behalf of African Americans in corporate America.

NextGeneration Network, Inc. —On the Move in 2006



NextGeneration Network, Inc. (NGN) has hit the ground running in 2006 with the inauguration of its new leadership in January. New President, Sekou Kaalund took the reigns from outgoing President Andrew Frazier and immediately completed the group's leadership elections. Joining Mr. Kaalund on the leadership level are Joy Booker as Vice President, Jacqueline Jenkins as Treasurer and Bradlee Benn as Secretary. Committee chairs were selected at the end of the month.

Everyone is now busily working on this year's initiatives as this promises to be the organization's most ambitious year to date. In addition to continuing monthly career counseling, the Donna Jamison Lago Memorial Scholarship competition, Spring/Fall meetings and regional networking receptions, NGN will also focus on:

- membership growth,
- new corporate/affiliate sponsorships,
- organizing its first annual youth conference and
- enhancing membership benefits, just to name a few.

NGN has already finalized sponsorship agreements with Prudential Financial, Inc., Entergy Corporation, and Black Enterprise Magazine. And as part of the Prudential agreement, Mr. Kaalund was given an opportunity to address a select group of the company's high-potential employees about Next Generation Network and its offerings. NGN is expecting 100% active member participation again this year.

Also this year NextGeneration Network will celebrate Susan Chapman, Global Head of Operations, Citigroup Realty Services, the first NGN 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. NGN is re-energized, dedicated to growing, and to making NGN the premier organization for high-potential African American mid-level managers.

Look out for NGN members as they will constantly be on the move this year—moving up the ranks in corporate America, giving back to the African-American community, and being spotlighted as executive decision makers. Stay tuned for a power packed year with more to come.

NextGeneration Network 2006 Leadership

President **Sekou Kaalund**, Director Strategic Initiatives, Citigroup Consumer Assets Division
Vice President **Joy Booker**, Vice President, New York Life Investment Management
Treasurer **Jacqueline Jenkins**, Capital Expense Manager, Ann Taylor, Inc.
Secretary **Bradlee Benn**, Director, Global Product Strategy and Product Management, American Express

Committee Chairs

Fundraising/Corporate Development **Laurence Latimer**, Management of Leadership Tomorrow
Fundraising/Corporate Development **Daren Roberts**, Associate, Corporate Finance, Prudential Financial
Membership Communications **Kevin Hinton**, Product Manager, Washingtonpost.com Newsweek Interactive
Stewardship/Reporting **Glynda Brown**, Associate, Equity Capital Markets, Wachovia Securities
Corporate Governance **Tyrone Thomas**, Associate, Citigroup
ELC Relationship **Latoya Rembert**, State Legislative Coordinator, CMOR
Connections/Development **Crystal German**, Director of Finance, NC Institute of Minority Economic Development
Community Outreach **Jessica Che-Mponda**, Vice President, Internal Consulting, Citigroup
Reggie Harwell, Agent, AXA Financial

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Camilla McGhee Program Director, Executive Leadership Council & Foundation
Sekou Kaalund Director Strategic Initiatives, Citigroup Consumer Assets Division
Andrew Frazier Assistant Vice President, New York Life
Jessica Carter Senior Vice President & Associate General Counsel, Citigroup Global Markets

IBM Provides \$2.1 Million to The Executive Leadership Foundation™ to Support The Executive Leadership Council™ Technology Transfer Project

The Executive Leadership Council™ Technology Transfer Project (TTP) has moved into Phase 2 of its mission to prepare students at historically black colleges and universities (HBCU) to use technology for advanced career success in information driven work environments, thanks to more than \$2 million in support from IBM to The Executive Leadership Foundation—The Council's 501 (c) 3 charitable affiliate, the 2005 recipient of the Diamond Leadership Award.

TTP Phase 2 is supporting seven historically black colleges and universities in six states and the District of Columbia (Howard University, Florida A&M University, Hampton University, Morehouse College, Morgan State University, North Carolina A&T State University, and Tennessee State University) in a cross disciplinary, curricula transformation initiative. The focus of the initiative is on new course development, faculty training, curricula assessment and delivering new student teaching modules designed to enrich student learning and competency in using information technology. Students taking the courses are exposed to current, on-demand technology curricula. Technologies being used and taught are both IBM and open source offerings including Linux, Eclipse, DB2, Java, and Rational. More schools are expected to be added in 2006.

“This partnership is a win-win for everyone involved and an inspiration to the students and institutions engaged in educating tomorrow's workforce in the innovative use of technology,” said Carl Brooks, President & Chief Executive Officer of The Executive Leadership Council. “I want to thank Executive Leadership Council members Al Zollar and Ted Childs of IBM for their influential advocacy within IBM, for sharing their expertise and IBM's innovative technologies with HBCUs, and for being role models to HBCU students.” Al Zollar is General Manager of IBM Tivoli Software and Ted Childs is IBM's Vice President of Global Workforce Diversity.

Dr. Johnnetta Cole to Highlight Black Women's Leadership Summit

14 Dr. Johnnetta Cole, President of Bennett College, will be one of the marquee speakers at this year's Black Women's Leadership Summit to be held June 14-15, 2006 in New York City. Other invited speakers and panelists for the event include James Dimon, CEO of JPMorgan Chase; Bob Wright, President & CEO for NBC Universal; Joyce Roche, CEO of Girls Inc.; Dr. Ruth Simmons, President of Brown University; and Denise Napier, Connecticut State Treasurer.



The two day event will feature panel discussions on a host of topics including the dearth of African American women on corporate boards, globalization, opening doors for African American women in the public sector, along with the traditional "Black Women on

Wall Street" panel featuring some of the most senior African American women in the areas of finance and banking. Every year, over 300 African American woman executives and mid-

level managers attend the panel discussion. Recipients of the 2nd Annual Ann Fudge Scholars awards will be announced and a special session will be held with student and Next Gen Network mentees and their Executive Leadership Council mentors.

JPMorgan Chase, Citigroup, and Moody's Investors Services will host events at their corporate headquarters and the Black Women on Wall Street panel discussion will be held at the National Museum of the American Indian. Once again, the Black Women on Wall Street panel discussion will be featured on webcast. For more information on the Black Women's Leadership Summit or to review an excerpt from last year's event, visit our website at www.elcinfo.com.

The Power of Inclusion: A Corporate How-To Guide From Michael Hyter and Judith Turnock

Mike Hyter, President & COO, Novations, Inc., and Judith Turnock have joined forces to create a corporate how-to guide that was published by John Wiley & Sons. Mr. Hyter was on hand at The Council's Winter General Membership meeting to discuss and sign the book, which has received favorable reviews.

The Power of Inclusion: Unlocking the Potential and Productivity of Your Workforce, offers a wealth of strategic and tactical tools and techniques for creating a corporate culture where everyone can thrive. "Executives are always telling us that finding and keep-

ing good talent is a constant challenge, yet they overlook the vast majority of their employees," said Mr. Hyter. "That's wasting assets on a grand scale."

The key to finding good talent is seeing everyone with potential and then putting policies and procedures in place that allow all employees to achieve their potential, what Mr. Hyter and Ms. Turnock label "a culture of development." "With all employees giving 100%," says Ms. Turnock, "the whole company benefits. Productivity overall—and the bottom line—have to improve."

Chapters for Managers, HR professionals, leaders, and global practitioners lay out clear steps to maximizing potential and productivity, from day-to-day practices to longer-term strategies and techniques. Mr. Hyter, a former corporate executive, knows what every business leader demands; one chapter, for example, outlines how to measure results, while another lays out a variety of successful initiatives that can jumpstart the process at any organization.

For more information on the book or on Novations's work, contact Michael Hyter at mhyter@novations.com.



Dennis Dowdell
Executive Director

The Institute for Leadership Development & Research Executive Director's Report

Winter/Spring 2006

15

Since The Institute for Leadership Development & Research launched its first initiative in September 2004, at our “Strengthening the Pipeline: Critical Factors for Successful Leaders” seminar for high potential African American leaders within five (5) levels of the CEO, we have been pleased with our progress. Our “Strengthening the Pipeline” class has seen applications increase from 22 applications in 2004; to 56 applications in 2005; to 117 applications for 2006—a 531% increase. Based upon the number of new companies and the diversity of the applicants, we increased our accepted applicant class size from 35 to 42 participants in our 2006 class.

Our 2006 research agenda includes the following:

- Part II—Census of African Americans on Boards of Directors of Fortune 500 Companies—Implications & Recommendations;
- Three (3) articles regarding Mentoring;
- Mid-Evaluative Report by Claremont College & College of New Jersey regarding the “Outcomes”/“transformation” of our 2004/2005 “Pipeline” class members;
- Census of African Americans within three (3) levels of their CEO.

While the research and seminars are powerful components of what we do, those high potential and senior corporate officers who attend our leadership Institute development programs in ever increasing numbers are being drawn based on the uniquely intensive mentoring and coaching relationships that are forged with Executive Leadership Council members. Feedback from each class has been exceptional. The same holds true for our Annual Mid-Level Managers’ Symposium, where over 1000 Mid-Level Managers’ get to share, network, and gain wisdom from each other and from dedicated Council members who serve as facilitators for that day. I would like to thank those members who have committed this year to serve as mentors for our “Strengthening the Pipeline” program. It is my hope that all Council members will consider, in addition to mentoring, taking part in our Mid-Level Managers’ Symposium as facilitators because you will then have an opportunity to impart those lessons learned to the next generation of senior corporate leaders. Additionally, we are working with the Executive Leadership Council Chair Bridgette Heller, and Council members Kim Davis and Arlene Isaacs-Lowe, on the senior African American Women’s Research agenda.

The success of the Institute for Leadership Development & Research is measured by the depth of talent that is being groomed for breakthrough career performance and built on a foundation of research, whose results have met and exceeded all expectations. That is why we are receiving commitments from founding sponsor BP, current lead sponsor Coca-Cola, Moody’s, Key Bank, UPS and others to join in supporting our continuing mid-level pipeline development, senior seminars, and research. While still in our infancy, our success to date, is based upon the support of numerous constituencies—Council staff, faculty, researchers, mentors, members, vendors, Boards of Directors, our participants, and funding companies. We solicit your collective, ongoing support.

A handwritten signature in cursive script, appearing to read "Dennis Dowdell", located at the bottom of the page.

Mission Statement:

“Providing African American executives with a network and leadership forum that adds perspective and direction to the achievement of excellence in business, economic and public policies for the African American community, their corporations and the community at large”

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Upcoming Dates

Spring General Membership Meeting

June 1-4, 2006

The Ritz Carlton—Grande Lakes Resort
Orlando, FL

NY Times Special Section Women Leaders & The Global Economy

June 11, 2006

Black Women’s Leadership Summit

June 14-15, 2006

New York, NY

Leadership/Legacy 20 CEOs Reception

June 29, 2006

NY Times Building
New York, NY

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