



*What if* the future pathways for  
African-American managers  
could yield limitless opportunities?

*What if* the successful business  
paradigms of yesteryear became  
instantaneously null and void?

THE EXECUTIVE LEADERSHIP COUNCIL'S  
INSTITUTE FOR LEADERSHIP DEVELOPMENT & RESEARCH

*is proud to present the*

# **15th Annual Mid-Level Managers' Symposium**

## *Creating Organizational Dexterity in the 21st Century*

**Friday, October 9, 2009**

**8:00 AM – 4:30 PM**

**Gaylord National Harbor Resort & Convention Center • 201 Waterfront Street • National Harbor, MD 20745**



# REGISTRATION BROCHURE



# 15th Annual Mid-Level Managers' Symposium

## Friday, October 9, 2009

### 8:00 AM – 4:30 PM

*What if the future pathways for African-American managers could yield limitless opportunities? What if the successful business paradigms of yesteryear became instantaneously null and void?*

Change is the one constant in a shifting workplace. As it was last year, and the year before, the workplace is shifting. The workplace is no longer primarily dependent upon workers with strong technical skills, but on leaders who possess creativity, awareness, and cultural adeptness. The current workplace requires leadership proficiency at every level of an organization. To successfully navigate a variety of business situations, managers have to think and act differently. They must think and be prepared to act beyond their current responsibilities. So what is new on the horizon for African-American managers? What next steps can they take to ramp up their capacity and perspectives to execute more effectively to meet the demands of unprecedented times—to be proactively prepared?

#### Symposium Format:

The Mid-Level Managers' Symposium (MLMS) provides an opportunity for managers to learn and network in professionally safe settings. The MLMS also honors the achievements of African Americans and pro-diversity companies working to make the business case for diversity and the corporate workplace more inclusive, equitable, and successful. In the MLMS, participants interact with leading experts in business and education to help them achieve greater levels of success and recognition. These experts offer candid and unflinching personal stories about their leadership journeys. Participants also exchange ideas with senior executives and peer managers during breakout workshop sessions, and the networking lunch. Each year, this annual conference attracts more than 1,000 managers and executives from more than 200 companies.

#### *Each year, MLMS helps participants understand how:*

- the future is going to be quite different and mid-level managers need to be prepared;
- the workplace is changing and so is the definition of success;
- to be more opportunistic about how they manage their career;
- to acquire new skills;
- to discover points where they can consider doing things differently;
- to take a multidimensional view of their careers and the things which can be done to enhance them.

#### Symposium Overview

This year's symposium is a one-day professional development seminar designed to help ambitious mid-level African-American

managers consider ways to advance their careers. The symposium will provide six critical areas of development mid-level managers need to examine in the current business landscape.

- Leveraging Your Network in Times of Crisis
- Leadership Skills for the Emerging Executive
- Black Women's Executive Forum
- Developing Organizational Influence and Strategic Relationships
- Are *YOU* Your Worst Manager? An Exercise in Self Assessment
- Above and Beyond: Leveraging Your Passion to Sustain Performance

#### Who should attend:

- All mid-level managers aspiring to the next level of leadership within their organizations.
- Those with at least five (5) years management experience in a corporate or business setting.

#### Symposium Fees & Deadline:

	ELC Member Companies	Non-Member Companies
General Registration	\$450	\$550
Late Registration (after September 4 <sup>th</sup> )	\$600	\$700
<b>No refunds for cancellations, however, we can substitute participants</b>		

Register online at [www.elcinfo.com/mlms.html](http://www.elcinfo.com/mlms.html)



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### Symposium Sponsors:



The PepsiCo Foundation is the proud founder and lead sponsor of the Mid-Level Managers' Symposium for the 15<sup>th</sup> consecutive year. We view this as the premier leadership development program for high achieving people of color. We believe that you will gain enormously from the experiences of the senior business executives, academic leaders and peers you will meet.



The Principal Financial Group has been a member of The Executive Leadership Council since 2001 and is pleased to be a sponsor for a 4<sup>th</sup> year of the Mid-Level Managers' Symposium. We congratulate The Council for making this valuable program available.



The ING Foundation is honored to sponsor this year's Mid-Level Managers' Symposium. We support The Executive Leadership Council's commitment to developing African American business leaders and are proud to be affiliated with this prestigious program.

### Registration:

Individuals may register online at [www.elcinfo.com/mlms.html](http://www.elcinfo.com/mlms.html)

### Group Registration Process:

- Contact the ELC Institute to obtain a group registration code
- Forward the names of all individuals to register, with the check\*, to our office.

#### Please make corporate checks for group registrations payable to:

The Executive Leadership Foundation  
ATTN: Robert Solomon  
15th Annual Mid-Level Managers' Symposium  
1001 North Fairfax Street, Suite 300  
Alexandria, VA 22314

- Distribute the group registration code to each attendee
- **Additionally, each individual attendee must be registered via our website at [www.elcinfo.com/mlms.html](http://www.elcinfo.com/mlms.html)**

Organizations which send 50 to 99 participants to the annual Mid-Level Managers' Symposium will receive a 10 percent discount on the group registration fee.

Organizations which send 100 or more participants to the annual Mid-Level Managers' Symposium will receive a 15 percent discount on their group registration fee.

\*The ELC must receive the company check **before 9/25/2009**; otherwise at the registration desk attendees will need to present a credit card for payment before they will receive conference materials.

### Hotel Information, no official overflows:

#### Gaylord National Harbor Resort & Convention Center

201 Waterfront Street  
National Harbor, MD 20745  
<http://www.gaylordhotels.com/gaylord-national/>





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#### The Executive Leadership Council®

The Executive Leadership Council® is an independent, non-profit 501(c) (6) corporation, founded in 1986 to provide African-American executives of Fortune 500 companies with a professional network and forum to offer perspective and direction on excellence in business, economic and public policies for the African American community, their corporations and the community at large. The Council is a unique, individual membership organization representing a cadre of senior-level corporate men and women who bring unparalleled insight to a variety of issues that affect American business. The Council's membership—400 strong, a third of them women, representing more than 200 Fortune 500 corporations—brings a new level of visibility to their corporations and especially to their leadership on the issue of workplace diversity. The goal of The Executive Leadership Council is to enhance the professional effectiveness of the membership, the work of member corporations and to ensure business opportunities for future generations of aspiring African-American corporate executives and entrepreneurs.

#### The Executive Leadership Foundation®

The Executive Leadership Foundation®, a 501(c) (3) organization, was established in 1989 as an affiliate of The Executive Leadership Council to promote and implement charitable and educational activities designed by the membership of The Council. The goal of The Foundation is to leverage Council expertise and resources in a manner that makes a powerful impact on business, social and economic policy and the quality of life in ELC member communities. To accomplish this goal, The Foundation focuses its attention on programs that promote education and leadership opportunities for future generations of African-American corporate executives, as well as economic empowerment for African-American-owned businesses. Foundation programs also focus on socioeconomic and business policy research. A key component of The Foundation's efforts is the recognition of achievement by or on behalf of African-Americans in business.

#### The Institute for Leadership Development & Research

The Institute for Leadership Development & Research (Institute) strives to be the preeminent institution for research and development of African-Americans in the corporate world: we pursue understanding and growth in the context of truth and excellence. The Institute provides executive-level seminars, peer mentoring, coaching, networking with top corporate executives, and leadership development training. The culmination of our mission is to help high-potential African-American business leaders achieve stellar performance and recognition. Additionally, the Institute offers cutting-edge research in the interest of more fully understanding the experience of African-American executives and managers.



1001 N. Fairfax Street • Suite 300  
Alexandria, VA 22314

*If you have any additional questions or concerns  
please contact the ELC Institute at:*

+1.703.706.5200 (office) | +1.703.535.6830 (fax)

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