Igniting Innovation to Promote Black Corporate Leadership

2014 WINTER GENERAL MEMBERSHIP MEETING
FEBRUARY 27 – MARCH 1, 2014
THE ROOSEVELT NEW ORLEANS – A WALDORF ASTORIA HOTEL
Message from the Council Chair
Fortune 500 CEOs Celebrate Black Executives at 2013 Gala
AARP and Prudential Sponsor 2013 Recognition Gala
13th Annual CEO Summit
Corporate Board Diversity Events in 2013 Set the Pace for 2014
Women’s Leadership Forum at Time Warner Center in New York Celebrates 10 Years
Membership Groups Celebrate the CBCF 43rd Annual Legislative Conference
19th Mid-Level Managers’ Symposium
Message from the Foundation Chair
Community Impact Initiative Awards Grant to NCCU
Leadership Development Week
Boardroom Diversity at a Standstill in Fortune 500 Companies
Message from the President & CEO
Summer General Membership Meeting in Washington, D.C.
Members on the Move and In the News
ELC Calendar of Events

On the cover: Incoming Council Board Chair Carla Harris with Civil Rights icon and Congressman John Lewis (D-GA), recipient of the 2013 Alvaro L. Martins Heritage Award.
Message from the Council Chair

Bernard J. Tyson

SETTING A STANDARD FOR INNOVATIVE GLOBAL LEADERSHIP

It has been an incredible honor to serve as chair of The Executive Leadership Council (ELC) board of directors for the past two years and for the three years prior to that as vice chair. The experience has been inspiring as ELC members and boards joined together to define the strategic vision that has set the course of action for this organization.

The work of the ELC is at an important point in time and each of us must keep this year’s gala theme, “Igniting Innovation – Leadership for the Future,” in mind as we extend our influence in corporate America. We are some of the most respected leaders in America and our focus on innovative thinking as a “game changer” will expedite the achievement of two of our strategic initiatives: increasing the number of black executives serving as CEO and one or two levels below by 500, and expanding the number of seats held by black executives on boards of publicly-traded companies by 200.

Our next step will be to expand the ELC to reflect a global mission, so we must continue to take the collective energy and intellectual capital of ELC members to increase the presence of black leadership throughout corporate America and the world. To accomplish this, we must continue developing a pipeline of successful black leaders through our educational and development initiatives so we are preparing the next generation of black leaders. We will drive change by redefining leadership.

Please join me in congratulating Carla Harris as she steps in as our next ELC Board Chair. Under Carla’s leadership, the ELC will continue to make significant strides in achieving our strategic initiatives to include more black executives in the top ranks as CEOs and board members. She will also bring fresh thinking to the overall direction of the ELC. She is a strategic thought leader, a respected senior executive, and a true partner who will lead with passion and collaboration. We can all feel confident with Carla at the helm.

It has been a great privilege to serve as Chair and I’d like to thank you for your support and leadership as we accelerated the ELC momentum by envisioning a stronger, more diverse and more successful future.

Wishing you the best this holiday season.
The Executive Leadership Council (ELC) and Foundation hosted another dazzling Annual Recognition Gala to celebrate the business achievements of black executives and thought leaders who support diversity and inclusion in global enterprises. More than 2,000 leaders in business, government and education packed the Potomac Ballroom at the Gaylord National Harbor to celebrate this year’s theme “Igniting Innovation: Leadership for the Future.”

The Gala highlighted the work of The Executive Leadership Foundation’s (ELF) community, pipeline and executive development programs, and honored U.S. Representative John Lewis (D-GA), TIAA-CREF CEO Roger W. Ferguson, Jr., and Marriott International. The 2013 Recognition Gala was sponsored by Prudential Financial, Inc., and AARP.

Celebrity Kevin Frazier, host of OMG! Insider, welcomed guests on the “Red Carpet” and delivered opening remarks.

1. (l-r) Essence Communications Founder Ed Lewis, 2012 Alvaro Martins Heritage Award recipient, with 2013 Achievement Award winner Roger W. Ferguson, CEO of TIAA CREF, and retired PepsiCo Executive Maurice Cox on the Red Carpet.

2. Below left, 2013 Business Case Competition First Place Winners Crystal Moore and Erica Jones of The Fuqua School of Business at Duke were introduced at the gala.

3. Scholarship winners participating in the ELF Honors Symposium posed on the Red Carpet with Fonzworth Bentley (center, white jacket) holding his recent book “Advance Your Swagger.”
Actress Gabrielle Union returned to the gala for a second year to serve as mistress of ceremonies.

During the Gala, The ELC promoted the work of its Foundation, which invests in education, leadership training and executive development programs, including providing scholarships and mentoring young people interested in corporate careers. In particular, the ELF highlighted its Community Impact Initiative, a national program to close the achievement gap for black high school and middle school students and prepare the next generation of corporate leaders through partnerships with INROADS, LEAD, and A Better Chance by announcing a $350,000 grant to North Carolina Central University.

Following the gala, DJ Jazzy Jeff had guests on their feet and dancing in the Ice Lounge reception, with support from McDonald’s.

Honorees
- Corporate Award winner Marriott International.
- Achievement Award winner Roger W. Ferguson, President & CEO, TIAA-CREF.
- Alvaro L. Martins Heritage Award winner The Honorable Congressman John Lewis, Civil Rights Icon and member of the U.S. House of Representatives.

4. Upper left, U.S. Representative John Lewis, 2013 Alvaro Martins Heritage Award recipient and Gayle King of CBS This Morning.
5. Upper right, ELC Member Raymond Bennett (l.), chief lodging services officer for Marriott International, presents the 2013 Corporate Award to Marriott CEO Arne Sorenson.
Two powerhouses in membership and financial services were co-lead sponsors for The Executive Leadership Foundation Annual Recognition Gala this year.

Through the generous support of AARP and Prudential Financial, members of The Executive Leadership Council and their guests paid tribute to scholarship winners and award recipients TIAA-CREF CEO Roger W. Ferguson, Jr., the Achievement Award recipient; U.S. Representative John Lewis (D-GA), the Alvaro L. Martins Heritage Award recipient; and, Marriott International, Inc., recipient of the Corporate Award which was accepted by Marriott President and CEO Arne M. Sorenson. Last year, Prudential hosted the pre-gala reception and AARP hosted the post-gala reception. CEOs for both companies, Barry Rand of AARP and John Strangfeld of Prudential, welcomed guests.

With the theme “Igniting Innovation: Leadership for the Future,” the focus was on the creative thinking that diversity brings to finding solutions, and the positive impact it can have on companies and communities. Innovative leadership was the thread that ran throughout October’s leadership events. The theme for the CEO Diversity Summit was “Innovative Leadership: Game Changing Conversations at the Top” and the theme for the 19th Annual Mid-Level Managers’ Symposium (MLMS) was “Leadership for Tomorrow: It’s All About Innovation.”

AARP and Prudential were joined by other major sponsors this year including contributing sponsors Shell, ING, and American Express and gala partners Alcoa and Verizon. McDonald’s was a supporting sponsor of this year’s Post-Gala Ice Lounge reception which featured DJ Jazzy Jeff.

The 2014 Annual Recognition Gala will take place at the Gaylord National Harbor on Thursday, October 30, 2014.

Below center, Gala Co-Chair Sharon C. Taylor, senior vice president of Human Resources for Prudential Financial and chair of The Prudential Foundation, and Prudential Chairman and CEO John R. Strangfeld, Gala Co-Lead Sponsor, posed with their Prudential colleagues and guests.
For over a decade, the Executive Leadership Foundation (ELF) has attracted more than 200 CEOs from major corporations to this one-of-a-kind forum, designed to deliver innovative approaches to inclusive global leadership. As CEOs continue to push their leadership teams to create innovative solutions for developing talent and driving business results, the Summit has emerged as a relevant roundtable for thought leadership and engagement. This year’s Summit, held as part of Gala Week, was limited to Fortune 500 or equivalent companies enterprise-wide CEOs and corresponding Executive Leadership Council (ELC) members.

Appropriately titled “Innovative Leadership: Game Changing Conversations at the Top”, Summit attendees were privy to candid conversations and comprehensive exercises on diversity and inclusion, innovation, talent management and CEO engagement. We were honored to host former Xerox Corporation Chairman and CEO and Target Board Director Anne Mulcahy as well as former General Electric Vice-Chair and PepsiCo Board Director Lloyd Trotter as our keynote and guest speakers this year. Both provided their sage wisdom and professional anecdotes from respective experiences in executive leadership.

Some of the topics focused on mapping an inclusive succession plan for CEOs; giving and receiving candid conversation; owning but not abdicating the shared corporate responsibility of equal opportunity. At the closure of the Summit, ELC members were equipped with a framework to begin and operationalize a comprehensive and sustainable model for black engagement in their companies.


Given the critical nature of the data, The ELC reviewed the strategic approach to continue to drive change relative to diversity and inclusion to meet the respective needs of CEOs and ELC members within parallel, closed sessions.

1. ELC COO Brickson Diamond, Immediate Past Foundation Board Chair Laysha Ward of Target, and ELC President and CEO Ronald C. Parker at the CEO Summit.
2. Anne Mulcahy, former chairman and CEO of Xerox Corporation, with The Executive Leadership Council Board Chair Bernard J. Tyson, chairman and CEO of Kaiser Permanente, at the CEO Summit. Mrs. Mulcahy was keynote speaker.
Corporate Board Initiative Events in 2013
Set the Pace for 2014

The Corporate Board Initiative (CBI) program has become one of The Executive Leadership Council’s (ELC) signature programs and is integral in supporting our strategic goal to add 200 global black executives to publicly traded company boards. Through the work of CBI, ELC members are focusing on awareness and readiness, and enhancing their visibility for board service.

Capital One sponsored a networking reception and panel discussion for members and guests at the City Club of Washington over the summer. It was the first time a non-member company hosted a CBI event, and it represented the beginning of what is expected to become a larger partnership. Brian Cobb, managing vice president for information technology, and Heather Cox, executive vice president of U.S. card operations at Capital One, kicked off the evening. CBI co-chair Billy Dexter moderated a panel on the impact of boardroom diversity on executive decisions. Panelists included D. Michael Bennett, senior vice president, information management and CIO, BAE Systems, Inc.; Christopher Lewis, partner and chief officer for diversity and inclusion, Blank Rome; and, Antoinette “Toni” Leatherberry, principal, Deloitte Consulting LLP.

ELC Member Herman Bulls, chairman, public institutions, Jones Lang LaSalle, welcomed more than 90 members and guests to the Gleacher Center in Chicago in September for a networking reception and panel discussion. Sheila A. Penrose, chairman of the board, Jones Lang LaSalle, welcomed guests. Theodore L. Dysart, vice chairman of the board and CEO practice at Hedrick & Struggles, moderated a conversation with Marty Nesbitt, co-ceo of The Vistria Group; Herman Bulls; Samuel C. Scott III, retired and former chief executive officer and president, Corn Products International, Inc.; and, Sheila Talton, president and chief executive officer, Gray Matters Analytics, Inc. The panelists gave insights into the top 5 skills needed for corporate board service.

1. Upper left, CBI Co-Chairs Louis Parker (l.) and Billy Dexter (r.) with ELC CEO Ronald Parker.
3. Above, San Francisco CBI panelists included (l-r) Shellye Archambeau, CEO of MetricStream; Kevin D. Sample, founder and managing partner of Opus Acquisitions Group, LLC, a private investment firm; and, Marc McMorris, co-founder and managing director of Carrick Capital Partners. The San Francisco panel was moderated by Michael J. Loiacano, managing partner with Heidrick & Struggles.
ELC Board Chair Bernard J. Tyson, chief executive officer of Kaiser Permanente, welcomed 70 members and guests to The Museum of the African Diaspora in San Francisco for a networking reception and panel discussion about private equity and technology boards. Following opening remarks from Dr. Ronald Copeland, a panel featuring Shellye Archambeau, chief executive officer, MetricStream; Marc McMorris, co-founder and managing director, Carrick Capital Partners; and, Kevin D. Sample, founder and managing partner, Opus Acquisitions Group, LLC, and moderated by Michael J. Loiacano, managing partner, Heidrick & Struggles, discussed opportunities for board diversity.

A curriculum of networking and development opportunities for general membership, board members and our two cohorts in 2014 will be announced soon to provide all ELC members the opportunity to prepare for board service.

4. Top, ELC CBI leadership and representatives of event host Capital One during the Washington CBI event.

5. Above left, CBI Committee member Akosua Barthwell Evans poses a question to the panel at the CBI event in San Francisco.

6. Above right, the Chicago CBI panel was hosted and moderated by ELC Member Herman Bulls (2nd from right).
The Executive Leadership Council (ELC) commemorated 10 years of professional development and leadership training programs for African-American women executives during its Women’s Leadership Forum (WLF) and “Black Women On … “ (BWO) panel series. More than 150 African-American female leaders participated in the event and celebrated this important milestone. The WLF theme, “Power 360°: The Next Act,” framed the annual off-the-record discussion, with a focus on ensuring that African-American women have a seat at the decision making table in corporate America – in the pipeline, C-Suite and on corporate boards.

ELC members kicked-off the two-day event at the historical Studio Museum in Harlem where they networked, enjoyed the Museum space, a walking tour as well as a chanteuse and jazz quartet al fresco.

The following day opened with a warm welcome from ELC President and CEO Ronald C. Parker, Board-Chairman Bernard J. Tyson, WLF Co-chair Leilani M. Brown and the President of People en Español and Essence, Michelle Ebanks, who represented Time Warner – event lead sponsor. Ebanks noted “how wonderful it was to see a room full of African-American, female business leaders.”

The keynote address by Ann M. Fudge, Young & Rubicam’s former chairman, was one of the Forum’s highlights. Fudge, an accomplished executive and engaging public speaker, encouraged attendees to prepare financially for the future and to remain agile throughout their careers.

WLF also saluted an invaluable trailblazer during “Celebration of 10 Years of WLF,” where Westina Matthews Shatteen was honored. Shatteen, who helped start many of the ELC’s executive development programs for African-American women, Shatteen took a leap of faith in 1995; and started “Black Women on Wall Street” during her tenure as an executive at Merrill Lynch. Over the decade, the session grew to become what is now widely known as the Women’s Leadership Forum.

The evening closed with the on-the-record “BWO…The Next Act, “forum in which Moderator Angela Burt-Murray, Cocoa Media founder along with panelists Starr Companies’ Chief Marketing Officer and WLF co-chair Leilani M. Brown; L.A. Sparks owner and former NBC Universal/GE executive Paula Williams Madison; Trilogy Films founder Dawn Porter; and Vice President and DePaul University’s Chief Human Resources Officer Stephanie Smith shared testimonials of reinvention, while managing changing careers, industries and families.

While some tried to retire, they found themselves happily “rewired” instead - living the dream in their next act.

1. More than 150 businesswomen attended.
2. ELC members and guests engaged in table exercises.
The Executive Leadership Council (ELC) was among several other membership groups hosting a reception to kick off the Congressional Black Caucus Foundation’s 43rd Annual Legislative Conference. More than 200 members and guests joined the leaders of Sigma Pi Phi Fraternity (The Boulé), The ELC, the LINKS, Incorporated, and the Congressional Black Caucus (CBC) for the rooftop reception at the law firm Skadden Arps.

Grand Sire Archon James Payne of The Boulé, ELC President & CEO Ronald C. Parker, Links National President and ELC Member Margo James Copeland and reception Committee Chair Valerie Lewis of Safeway, Inc., who also is ELC board secretary, welcomed guests. U.S. Representatives Corrine Brown (D-FL), Eddie Bernice Johnson (D-TX) and Bobby Scott (D-VA) brought greetings from the CBC.

Each of the organizations have provided millions of dollars in scholarships and philanthropic support for other nonprofits including INROADS, L.E.A.D. Programs, A Better Chance, UNCF, NAACP Legal Defense Fund, National Urban League, Africare and the National Civil Rights Museum at the Lorraine Motel among many others. The theme of the reception was “Finishing Our Unfinished Business, Together,” acknowledging the progress made in the 50 years since the 1963 March on Washington and the work yet to be done to achieve parity for African Americans.

Skadden Arps is a global law firm with approximately 1,575 attorneys in 23 locations. It has hosted the Boulé-ELC-Links CBC private reception at its offices in Washington, D.C., for the last three years.

2. (l-r) Grand Sire Archon James Payne of The Boulé, Links National President Margo James Copeland, ELC CEO Ronald C. Parker, and Reception Chair Valerie Lewis of Safeway Inc.
3. More than 200 guests joined members of Sigma Pi Phi Fraternity, ELC and The Links Inc. at the CBC Networking Reception held at Skadden Arps in DC.
4. Immediate Past Foundation Chair Laysha Ward of Target with Links National President Margot James Copeland and guest.
More than 800 aspiring managers and executives joined members of The Executive Leadership Council (ELC) for The Executive Leadership Foundation’s (ELF) Mid-Level Managers’ Symposium (MLMS) held at the Gaylord National Harbor on October 25, 2013. The symposium was organized by the ELF Institute for Leadership Development and Research.

“Leadership for Tomorrow: It’s All About Innovation” was the theme, and the event focused on helping mid-level managers become innovative leaders in their companies. Through facilitated workshops, and interactive modules, participants learned how to leverage disruptive innovation to deliver creative, sustainable results in the work place.

Sponsors of the Symposium were PepsiCo Foundation and Target Corporation. Once again, journalist and Professor Dr. Marc Lamont Hill hosted and moderated a panel featuring leading business executives, including: Dave Bozeman of Caterpillar, Dr. William Carson of Otsuka Pharmaceutical, Carla M. Moore of Home Box Office, and Donna M. Wilson of Johnson & Johnson. Futurist Dr. Nat Irvin II, Strickler executive-in-residence and management professor at the University of Louisville, College of Business, served as keynote speaker.

Breakout sessions featured ELC Chief Operating Officer Brickson Diamond, Dr. James R. Calvin of Johns Hopkins University Carey School of Business, Carla Harris of Morgan Stanley, Dean D. Keith Pigues of the North Carolina Central University School of Business, Herman Bulls of Jones Lang LaSalle and Mrs. Iris Bulls.

For more photos, please click here for our page on flickr. Click here to join us on LinkedIn.

1. MLMS panelists included (l-r) Donna M. Wilson of Johnson & Johnson, Carla M. Moore of HBO, Dr. Marc Lamont Hill, Futurist Dr. Nat Irvin II, Dr. William Carson of Otsuka Pharmaceutical and Dave Bozeman of Caterpillar.

2. ELC Chief Operating Officer Brickson Diamond (2nd from right) with MLMS participants.
LOOKING TO A BRIGHTER FUTURE

The ELC is dedicated to ensuring that there is a robust pipeline of black executives to drive business growth. This is our future.

For nearly a quarter century, The Executive Leadership Foundation has launched scholarship programs and national initiatives to help black students thrive academically. We have also established a leading research and professional development institute.

This year we awarded more than a quarter million dollars in scholarships to our Ann Fudge, Alvaro Martins, National Essay Contest and Business Case Competition scholars. Over the next three years we plan to double our scholarship contributions.

Through our Community Impact Initiative, we are making a strategic investment in the next generation, providing $1 million in just three years to deserving grantees such as INROADS, LEAD, and A Better Chance to help close the achievement gap for Black middle and high schools students. This year, we expanded our impact and reach by providing a $350,000 grant to North Carolina Central University’s Summer Youth Business & Entrepreneurship Academy. This program offers youth exposure to entrepreneurial leaders in the community and corporate enterprises that have achieved global success.

The programs under the Institute for Leadership Development & Research's umbrella, such as Leadership Development Week and the Mid-Level Managers’ Symposium, are helping us fill the pipeline of business leaders through executive development, leadership training and mentoring. Women members of The ELC celebrated 10 years of professional development and leadership training programs for black women executives during the Women’s Leadership Forum and “Black Women On ...” panel series. More the 150 female leaders participated in the event, observing this important milestone.

All of these efforts have been created and directed towards producing cutting-edge research on black executives in corporate America, tracking their progress in the C-Suite and boardroom. Through the work of our Foundation, we have made great progress in building a pipeline of high-potential Black business leaders. However, there is still much work to be done, particularly as we expand our reach internationally.

One of the keys to the success of the Foundation is your support. Let us work together for a common good. Let us share our futures and good fortune to accomplish something great together, develop the next generation of Black leaders together, and prosper together. We look forward to your full participation in the Foundation’s efforts as advocates, speakers and sponsors.

You have my best wishes for a joyful holiday season and a happy and prosperous New Year.
Community Impact Initiative Awards North Carolina Central University $350,000 for Summer Youth Business & Entrepreneurship Academy

GRANT WILL SUPPORT THE NEXT GENERATION OF BLACK BUSINESS LEADERS

The Executive Leadership Foundation Community Impact Initiative Awards Grant to North Carolina Central University.

The Executive Leadership Foundation (ELF) awarded North Carolina Central University (NCCU) a $350,000 multi-year grant during the 2013 Recognition Gala. The grant was provided through ELF’s Community Impact Initiative, a national program aimed at closing the achievement gap among black middle and high school students. Previous grantees include INROADS, LEAD and A Better Chance. Dr. Debra Saunders-White, NCCU chancellor accepted the award which will support the university’s Summer Youth Business & Entrepreneurship Academy.

The NCCU School of Business and ELF are aligned around the goal of preparing students for career success and global leadership. Under the Summer Youth Business & Entrepreneurship Academy, high school sophomores and juniors take part in a two-week, non-residential business and entrepreneurship immersion program. Students participate in lectures, corporate visits, and a case competition, where they work in teams to prepare a business plan. A panel of judges from the business community evaluates the plan and awards a prize to the winning team.

“This generous gift from The Executive Leadership Foundation will enable NCCU to invest in training for the next generation of business leaders, entrepreneurs and scholars,” said Dr. Debra Saunders-White, NCCU chancellor. “We are thankful to the ELF for supporting our efforts to build a pipeline of skilled individuals for the workforce in North Carolina and our nation.”

The partnership with ELF will allow the NCCU Summer Youth Business & Entrepreneurship Academy to expand its outreach to include more students and provide additional services at no cost to the student. The program began in 2012 with 16 and is expected to grow to 60 students in 2014 and double its enrollment in both 2015 and 2016.

Founded in 1910, North Carolina Central University was the first publicly supported liberal arts college for African-Americans. Today, the campus has a diverse student body of 8,500 enrolled in academic programs including law, biotechnology, library science, business, nursing, education and the arts. Visit us at www.nccu.edu.

For more than 40 years, North Carolina Central University School of Business has developed global leaders who have made significant contributions to industries around the world. NCCU School of Business has worked to remain relevant and progressive by providing innovative teaching methods focused on entrepreneurship, globalization, technology, leadership and integrated management — all to prepare globally competitive students.
This year 103 aspiring black executives gathered at the Mandarin Oriental Miami in August to participate in the Institute for Leadership Development & Research (Institute) Leadership Development Week (LDW). Three of the Institute’s programs for managers and executives were featured during the week: Strengthening the Pipeline, Strategic Pathways, and Bright Futures.

Participants universally expressed their delight with being nominated by their companies to attend one of the programs.

*The Strengthening the Pipeline* program helped individual participants gain an understanding of more advanced concepts in leadership with a special emphasis on enhancing self-awareness, learning to navigate the organization, and creating a career development plan.

*Strategic Pathways* focused on emerging women leaders. Participants had an opportunity to hear the perspectives of female executives and learn core leadership concepts and the management skills necessary to succeed and achieve career goals.

---

1. During the Strengthening The Pipeline program participants work together to find solutions to business challenges.
2. More than 100 managers and executives participated in the Institute signature programs during Leadership Development Week.
3. Participants in Bright Futures during Leadership Development Week in Miami.

*The Bright Futures* program helped participants become more confident and comfortable with leadership and provided a practical framework to help new managers prepare for successful careers in corporate America.

Leadership Development Week will once again be held in Miami, August 10 - 15, 2014. Registration will begin in the spring.
In its biennial study, The Alliance for Board Diversity (ABD) reported that women and minorities have made no real gains in the boardrooms of corporate America. The ABD is a collaboration of four leadership organizations: Catalyst, The Executive Leadership Council (ELC), the Hispanic Association on Corporate Responsibility (HACR), and Leadership Education for Asian Pacifics, Inc. (LEAP). The Prout Group, Inc., an executive search firm, is a founding partner of the ABD and serves as advisor and facilitator.

According to the report, Missing Pieces: Women and Minorities on Fortune 500 Boards, 2012 Alliance for Board Diversity Census, in the Fortune 100, women and minorities remain vastly underrepresented at the decision-making tables of corporate boardrooms, with white/Caucasian men comprising nearly 70 percent of the 1,214 seats. The trend is similar in the Fortune 500, with white/Caucasian men accounting for 73.3 percent of the total 5,488 board seats. Overall, there have been only very small gains in boardroom representation since the first ABD census of Fortune 100 board directors in 2004.

According to the ABD, the challenge to board diversity is not on the supply side. There are more qualified women and minority executives than ever before for board positions at Fortune 500 companies. The ABD is doing its part to ensure that qualified candidates are considered for board opportunities. Each ABD member supports initiatives that position qualified women and minorities for service on Fortune 500 corporate boards.

In collecting its research, the ABD utilized a Census methodology that counts Fortune 500 board directors to provide an accurate measurement of their representation and progress of women and minorities, allowing comparable statistics year-to-year. The ABD analyzes companies on the Fortune 500 list, which is published annually.

Founded in 2004, the ABD’s mission is to enhance shareholder value in Fortune 500 companies by promoting inclusion of women and minorities on corporate boards. More information about ABD and access to Missing Pieces: Women and Minorities on Fortune 500 Boards is available at www.theabd.org.
Message from the President & CEO

Ronald C. Parker

ANTICIPATING A GREAT 2014

It’s been just over a year since I gained the privilege of leading an organization I love, and what a year it has been.

Our gala was one of the largest ever, with more than 2,000 members and guests who gathered to honor TIAA-CREF CEO Roger Ferguson, Congressman John Lewis, Marriott International and nearly 30 scholarship recipients. It was a great evening demonstrating the power and influence of our collective membership, with generous support from our lead sponsors AARP and Prudential Financial.

The October leadership events were a great way to cap an exceptional year. We have made significant progress towards helping ELC achieve its goals of increasing black representation at the highest levels of corporate leadership and on boards. During the year, record attendance at our membership meetings in Boca Raton and Washington, DC, and greater participation in our Corporate Board Initiative events energized our members.

Member participation and engagement is what has made The ELC a force for the power of inclusive leadership for more than a quarter century. Working together, we intend to accomplish much more.

As we enter a new year, we are expanding our reach to include global black executives from Latin America, Europe and Africa. We will refresh our brand and create a new website that will include an enhanced portal for members. The Institute and Foundation also will chart new courses. The ELC has momentum. Through our various programs and initiatives, we are changing the game – transforming global enterprises into models of inclusive leadership.

In addition to our ambitious goals to add 500 Black executives to the C-suite and 200 positions on corporate, non-profit and private equity boards, we will double the number of Foundation scholarships from $2M to $4M, and increase our footprint through our Community Impact Initiative, which has provided more than $1M over the past three years to support promising high school students in their preparation for college and careers.

These are bold aspirations. But we are bold. Our track record is good. But “Good” is not enough in today’s environment. Taking our organization from “good” to “great” is the goal we’ve set for ourselves. And, we will be great.

We invite you to attend your 2014 Winter General Membership Meeting in New Orleans at the end of February. We will hear from our new Council Chair Carla Harris of Morgan Stanley, and we will honor the years of service of outgoing Council Chair Bernard J. Tyson, chairman and CEO of Kaiser Permanente. You also will have an opportunity to learn more about our strategic plan that sets the tone for our organization through 2025.

As you gather with family and friends over the holidays and into the New Year, remember that we are your community, our community. Pledge to work with your fellow members to share... engage... support. Share the great work we’re doing at ELC within your companies and also in your supplier networks. Engage with us and with our programs that support education and give back to our communities. Support the programs and initiatives that benefit our mission and our vision.

I look forward to seeing you at our events in 2014. Thank you for your continued partnership and support. You have my very best wishes for a safe and productive new year.
The Executive Leadership Council (ELC) held the 2013 Summer General Membership Meeting in Washington, D.C., which had a strong turn-out of more than 170 members, guests and leading influencers. The theme was “The Power Play: Public-Private Partnerships,” addressing how ELC members and their companies can work with the White House, federal agencies and members of Congress to improve the nation.

The meeting at the Willard Intercontinental included briefings by ELC Members Barry Granger of DuPont and Howard Woolley on what members should expect in their meetings with federal agencies and members of Congress. Jonathan McBride, deputy assistant to the President and deputy director of Presidential Personnel at the White House, spoke to members about the presidential appointment process for commissions and advisory councils.

Members participated in meetings with Senate Majority Leader Harry Reid (D-NV), House Majority Leader Eric Cantor (R-VA), House Minority Whip Steny Hoyer (D-MD), Congresswoman Debbie Wasserman-Schultz (D-FL), and Congresswoman Maxine Waters (D-CA) among others. Members also met with David Johns, the newly appointed executive director of the White House Initiative on Educational Excellence for African Americans, and David Hinson, national director of the Minority Business Development Agency, U.S. Department of Commerce.

Futurist Dr. Nat Irvin of the University of Louisville’s College of Business spoke to members about his ground-breaking demographic research on the future of African Americans in business. Lonnie Bunch of the Smithsonian National Museum of African American History and Culture presented updates on the museum’s progress, currently under construction on the National Mall and scheduled to open in 2015.

More than 30 of 43 new members were officially inducted into the ELC at the Summer Meeting and participated in an

1. ELC President and CEO Ronald C. Parker addresses new members at the 2013 Summer General Membership Meeting in Washington.
2. Jonathan McBride of the White House Presidential Personnel Office briefed members before their visits to Capitol Hill and federal agencies.
orientation with the ELC leadership and Membership Committee. ELC President and CEO Ronald C. Parker presented the ELC’s strategic plan, which will chart the course for the organization from 2014 – 2017 and beyond.

Members of Calibr, formerly the NextGen Network, joined ELC members for a chat with TheRoot.com Publisher Donna Byrd and Judy Smith, the inspiration for the hit television series “Scandal,” on crisis management for corporate boards.

As always, the meeting featured a “members only” session with Dr. Price Cobbs and Dr. Marilyn Parker, who engaged members in a private discussion.

The 2014 Winter General Membership Meeting is scheduled for February 27 – March 1, 2014, in New Orleans, LA, during Mardi Gras. Make your travel reservations now. Registration for the meeting and accommodations will be available in January. The 2014 Summer General Membership Meeting will be held in Atlanta, June 5 – 7.

3. Lonnie Bunch of the National Museum of African American History and Culture spoke during a welcome reception about the museum being built on the National Mall and scheduled to open in 2015.


5. ELC members met with and were briefed by House Minority Whip Congressman Steny Hoyer (D-MD) at the United States Capitol.
Carnival Corporation & PLC (Carnival) named Arnold W. Donald, immediate past president and CEO of The Executive Leadership Council and a board member of Carnival for the past 12 years, as CEO effective July 3. Carnival is the largest cruise company in the world, with a portfolio of cruise brands in North America, Europe, Australia and Asia, comprised of Carnival Cruise Lines, Holland America Line, Princess Cruises, Seabourn, AIDA Cruises, Costa Cruises, Cunard, Ibero Cruises, P&O Cruises (Australia) and P&O Cruises (UK). His appointment was featured in many media outlets including the Miami Herald, Black Enterprise, Savoy, and Forbes.

Curtis Tearte retired from IBM after 33 years of service. Most recently, he was the managing director of the State of Georgia Integrated Account.

Linda Gooden, executive vice president for Lockheed Martin, retired from the company after 32 years with the company.

Former PepsiCo executive and recently appointed board member for Bank of America Lionel Nowell III was the keynote speaker at a Financial Executives International dinner event at the Riverside Yacht Club in Connecticut.

Eric Watson, vice president – Office of Diversity & Inclusion for Delhaize America, is now president & CEO of the Carolinas Minority Supplier Development Council.

Keith Pigues was recently named to the Board of Advisors at the University of North Carolina’s Kenan Institute of Private Enterprise.

Angela Scott, former vice president – Employee Relations and Human Resources Compliance for MassMutual, has become a consultant for Resources Global Professionals.

Deadrick “DeDe” Baker, vice president for talent acquisition and development for Pacific Life, Edward Gadsden, senior vice president and chief diversity officer for Pfizer, and Keith Wyche, president of ACME Markets (SUPervalu), all retired from their respective companies.

Laysha Ward, president of Target Community Relations and immediate past chair of The Executive Leadership Foundation, was mentioned prominently in an article in The New York Times about a White House luncheon for the 2013 National Design Awards. Target was a sponsor of the associated teen awards, and her conversation with one of the students and Tim Gunn from “Project Runway” was liberally quoted.

Carla Harris, vice chairman of wealth management and senior client advisor at Morgan Stanley, was named Chair of the National Women’s Business Council (NWBC) by President Barack Obama.

AT&T Senior Vice President Xavier D. Williams was featured in a profile in the New Pittsburgh Courier for his business success and community support. He recently established the Xavier D. Williams Business Speaker Series Endowment at Edinboro University to enable experienced business leaders and entrepreneurs to share their insights and wisdom with students.

Jeffery J. Weaver, executive vice president & group head of Credit Portfolio Management at KeyCorp, was elected vice chairman of the International Association of Credit Portfolio Managers (IACPM), a professional association dedicated to the advancement of credit portfolio management. He will become chairman in 2014. Weaver also serves on the Credit Risk and Market Risk Committees at KeyCorp and is chair of KeyCorp’s Real Estate Concentration Committee.
The cover story in the September 2013 edition of Black Enterprise magazine covering blacks on corporate boards featured many ELC members and quoted ELC President & CEO Ronald C. Parker. In addition, Parker was featured in the May/June 2013 issue of Latina Style magazine receiving an award in April at the Hispanic Association on Corporate Responsibility’s 21st Annual Symposium in Houston, TX.

Todd F. Brown, formerly chief revenue officer and executive vice president of business development for yap.tv was named executive vice president and chief revenue officer for Johnson Publishing Company.

David Bozeman, vice president - Integrated Manufacturing Operations Division of Caterpillar, was recently selected to serve as senior vice president of the newly formed Caterpillar Enterprise Systems Group.

N. Cornell Boggs III, senior vice president, general counsel and corporate secretary for Dow Corning, recently was named to the Board of Directors of Thrivent Financial for Lutherans on December 1.

Robert Hagans, executive vice president and chief financial officer for AARP, was recently named to the Board of Overseers for the Malcolm Baldrige National Quality Award which is under the U.S. Department of Commerce.

Uptown Professional magazine recognized five ELC members during its Chicago Catalyst Awards ceremony at the Navy Pier Ballroom. Ronald C. Parker, president and CEO of The Executive Leadership Council; Billy Dexter, a partner with Heidrick & Struggles; Patricia Harris, global chief diversity officer at McDonald’s; Rodney Henry Scaife, vice president of HR for Allegis Group; and, Orlando Ashford, president of the Talent Business Segment of Mercer. They are featured in the winter edition of the magazine.

Sheila Talton, CEO of Gray Matter Analytics, became a board director for OGE Energy Corporation.

Chris Simmons, market managing partner for PwC, was featured as one of the keynote speakers at the Greater Washington Hispanic Chamber of Commerce’s 4th annual business expo and in the April 4-10, 2013, article in The Washington Informer.

Ken Coleman, chairman of Saama Technologies, was recently appointed as special adviser to Andreessen Horowitz, the venture capital firm whose portfolio companies include Zynga, airbnb and Skype.

Roslyn Dickerson, formerly senior vice president – Corporate & Public Affairs for InterContinental Hotels Group PLC (IHG), has become a partner at Carter Baldwin, an executive search firm.

John Webb, CEO and managing partner for Quantum Reach, was appointed to the board of directors of Trust Risk Management Services (TRMS), a managing general underwriter.

Priscilla Sims Brown, senior vice president and head of marketing and strategy for Sun Life Financial, recently became senior vice president and chief marketing and development officer for AmeriHealth Caritas.

The Executive Leadership Foundation’s 2013 Business Case competition was featured in the June 9 edition of BlackGivesBack’s blog and the Women’s Leadership Forum its August 13th edition. ELC was also quoted in a May 28 article for Kansas City Business Journal on the dearth of African Americans in senior executive positions. The 2013 ELF Recognition Gala and Community Impact Grant to North Carolina Central University were featured in numerous media outlets, including BlackGivesBack.com blog.

Jim Lowry, Boston Consulting Group senior advisor, wrote about the importance of accepting and learning from inter-generational wisdom in his March/April column for Diversity Executive magazine.

Pamela Edwards, executive vice president and CFO of Victoria’s Secret, was interviewed for an extensive profile on Black MBA Women available on www.vimeo.com.
Members in the News and on the Move Cont’d

**Debra Sandler**, president of Mars Chocolate North America, was among 14 CEOs of major food and beverage companies including The Coca-Cola Company, General Mills, and Campbell Soup, to sign a national letter on behalf of the Healthy Weight Commitment Foundation and their joint commitment to help fight childhood obesity, which was featured in a full page ad on May 30 in the *Washington Post.*

**Patricia Harris**, vice president and Global Chief Diversity Officer for McDonald’s, served as keynote general session speaker at the Multicultural Forum on Workplace Diversity 25th Anniversary forum hosted by the University of St. Thomas April 9-11 in Minneapolis, MN. Other ELC member speakers included **Ken Charles**, vice president — global diversity and inclusion for General Mills; **Kimberly Foster Price**, vice president — community affairs for 3M; **Jim Norman**, chief diversity officer for Kraft Foods; and, **Kim Strong**, vice president — diversity and inclusion for Target.

The March 2013 edition of Black Enterprise magazine featured Mel Parker’s recent appointment as president of Brinks North America in the magazine’s On the Move section. Also, Keith Wyche, former president & CEO of ACME Markets, was noted as one of the featured speakers at the National Sales Network’s 17th Annual Conference & Diversity Career Fair.

**Ken Chenault**, chairman & CEO of American Express, was interviewed by Facebook COO Sheryl Sandberg in the April edition of *Fortune* magazine about how important men should “Lean In” and help promote success for women in corporate America. Then, in the December 9th issue, he was ranked #45 among the magazine’s Top 50 in Business for 2013.

**Charisse Lillie**, vice president — community investment and President & CEO of the Comcast Foundation was honored at the inaugural invitation-only Head and Heart Philanthropy Summit as its keynote speaker and later had the luncheon she was speaking at named in her honor. The event was featured in August 27th edition of blackgivesback.com web blog.

**James Rosseau**, president — affinity solutions for Allstate, was a keynote speaker in July at the National Black Chamber of Commerce’s 21st Annual Convention.

**Salaam Coleman Smith**, president of Style Media, was quoted in the September 2013 issue of *Essence* about Style Network’s upcoming Styled to Rock fashion competition show hosted and executive produced by pop superstar Rihanna.

**Clinton Lewis**, executive vice president and president, U.S. Operations for Zoetis (formerly Pfizer Animal Health); **Donald Frieson**, senior vice president – Replenishment, Planning, Innovations, and Real Estate for Sam’s Club; **Joyce Hayes Giles**, assistant to the chairman and senior vice president of public affairs for DTE Energy; and, **Jesse J. Tyson**, interim president and CEO for the National Black MBA Association were featured in the April/May 2013 issue of *Black Enterprise*. In addition, **Cindy Kent**, vice president and general manager of Gastro/Urology Therapies for Medtronic Inc., was featured in the magazine’s Power Player feature addressing the importance of collaboration in business. **Ursula Burns**, chairman and CEO of Xerox, and **Kerry Chandler**, executive vice president – human resources for the NBA, also were shown participating in the 8th Annual Women of Power Summit showcasing the success strategies featured during their sessions.

**Margot James Copeland**, executive vice president and director of corporate diversity for KeyCorp, was the keynote speaker at a Red Shoe Jazz Luncheon for the Fairfax County Alumnae Chapter of Delta Sigma Theta Sorority as the chapter celebrated their 20th Anniversary of service and sisterhood.

In the May – August 2013 issue of *The Network Journal* magazine, ELC members **Ehrika C. Gladden**, Cisco Systems; **Cindy Kent**, Medtronic; **Rhonda R. Mims**, ING; and **Sharon C. Taylor**, Prudential were featured being honored at the magazine’s 15th Annual “25 Influential Black Women in Business” Luncheon. ELC President & CEO **Ronald C. Parker**; Council Board Treasurer **Arlene Isaacs-Lowe**, senior vice president for Moody’s Investors Service; **Angela Guy**, senior vice president – diversity and inclusion for L’Oreal; and, **Maurice Cox**, retired vice president for diversity & inclusion development for PepsiCo, also attended the luncheon.

**Ron McCray**, private investor and corporate director, served as a keynote speaker at a recent Minority Corporate Council and National Black MBA of Dallas-Fort Worth chapter joint networking event held at the African American Museum in Dallas.

In the July 25 edition of *BlackGivesBack.com* blog, **Monica F. Azare**, senior vice president for Verizon Communications, and **Leslie Mays**, vice president and chief diversity and inclusion officer for Avon Products, Inc., are featured on the Benefit Committee organizing the 10th Annual “On Our Toes...In The Hamptons” Summer Benefit concert in Brighthampton, NY, for Evidence, A Dance Company.
In the May 20 annual issue of *Fortune* magazine’s Fortune 500 issue, CEO Clarence Otis is interviewed about how Darden Restaurants continues to maintain its corporate culture as one of the best companies to work for in the world.

Milton H. Jones, chairman and CEO of Certus Bank, was featured on www.blackgivesback.com in their June 21 edition as he helped to cut the ribbon on the United Negro College Fund’s new Washington, D.C. headquarters near Howard University.

Todd Brown, retired chairman of Shore Bank, was featured on www.blackgivesback.com in their May 16 edition as The Art Institute of Chicago and its African American affiliate group the Leadership Advisory Committee, of which Todd is a member, held an opening gala celebration for the exhibition, “They Seek a City: Chicago and the Art of Migration, 1910-1950.”

In the summer 2013 edition of Savoy magazine, the 2013 ELF National Business Case Competition sponsored by ExxonMobil was showcased in a feature article. In addition, Floyd Green III, vice president and head of community relations and urban marketing for Aetna, was featured introducing Aetna’s 32nd Annual edition of its African American history calendar. Renetta McCann, chief talent officer for Leo Burnett Group, was a profile in a special Diversity in Advertising section.

Arnold Donald, former president and CEO of the ELC, was highlighted for his appointment to the board of Bank of America. The issue also featured interviews with Aetna’s Green, Todd Corley, senior vice president and global chief diversity officer for Abercrombie & Fitch; Michelle Gadsden-Williams, global head of diversity and inclusion for Credit Suisse; Eric Watson, president & CEO for the Carolinas Minority Supplier Development Council; Rhonda Mims, president of the ING Foundation and senior vice president of ING U.S.; Kimberly Goode, vice president of communications and corporate affairs for Northwestern Mutual; and, Lisa Caldwell, executive vice president and chief human resources officer for Reynolds American Inc. were all interviewed and profiled in a special section on the power of corporate social responsibility.

Ursula Burns, chairman and CEO of Xerox was ranked #13 on the 2013 Fortune list of its 50 Most Powerful Women. She also took part in the Commencement Colloquy for Rensselaer Polytechnic Institute on May 24 titled Leading Cultural Shifts: Courage, Creativity, Commitment. She also received the 2013 Minority Corporate Counsel Association’s (MCCA) Lifetime Achievement Award at the MCCA Diversity Honors Gala held at Lincoln Center in New York City.

Linda Gooden, who recently retired as executive vice president for Lockheed Martin, was one of the recipients of the Inaugural S.T.E.M. Trailblazer Awards at the inaugural Scholarship Gala hosted by the Northern Virginia Alumnae Chapter of Delta Sigma Theta and its Delta Education and Community Service Foundation and featured in the July 13 issue of *The Afro-American* newspaper. In the June 8 issue of the newspaper, Calvin Butler, senior vice president of regulatory and external affairs for was named Utility Executive of the Year by the Maryland Washington Minority Contractors Association (MWMCA).

In the Winter 2013 issue of Savoy magazine Forest Harper, CEO of INROADS was part of the over 2500 participants who took part in the 50th Anniversary celebration for Iota Phi Theta Fraternity®, Inc. at their 34th International Conclave. In addition, the article noted that both Kevin Lofton, president & CEO of Catholic Health Initiatives and Shelley Stewart, vice president & chief procurement officer for DuPont Company are also notable Iota fraternity brothers. In addition, Margot James Copeland, executive vice president and director of corporate diversity for KeyCorp was quoted in an article on KeyCorp’s three-year, $300,000 continuation grant to Jumpstart Inc., a non-profit venture company working to support diversity initiatives for small businesses in Northeast Ohio. A pair of ELC members were featured in articles highlighting their entrepreneurial pursuits. Orlando Ashford, managing partner for Mercer, was featured talking about his CigarFinder app which helps people find cigar shops and other cigar-friendly businesses and David Albritton, vice president and chief communications officer for Exelis Inc. was featured talking about his RRV Holdings company which owns and operates several Big Chow Grill restaurants, a create-your-own stir-fry restaurant concept which is sweeping Atlanta and soon to expand. In a special supplier diversity section of the magazine, Aon Cornerstone President Leonard McLaughlin and Sonya Dukes, senior vice president and director of corporate supplier diversity for Wells Fargo talk about the unique ways their companies are leading in supplier diversity.

Geri Thomas, Georgia market president for Bank of America, recently penned a column for Atlanta Daily World’s website about Bank of America’s launch of the Summer Youth Employment Initiative (SYEI) in partnership with U.S. mayors across the country.

Vivian Pickard, president of the General Motors Foundation and director of Corporate Relations for GM, was featured on the blog The Six Brown Chicks providing advice on mentoring. Follow the conversation on Twitter #ChicksofGM.
Members in the News and on the Move Cont’d

Rodney O’Neal, CEO of Delphi spoke at J.P. Morgan’s Auto Conference presentation before investors in New York.

Laysha Ward, president of community relations and Target Foundation for Target, and Jo Ann Jenkins, executive vice president/chief operating officer for AARP and president of the AARP Foundation, were named to the 2013 Power & Influence Top 50 by The Non-Profit Times, a list of the most influential leaders in the non-profit arena.

In the June 2013 issue of Black Enterprise, Priscilla Sims Brown’s recent appointment as senior vice president and chief marketing and development officer for AmeriHealth Caritas was featured in its “From the C-Suite” section. Several members and their companies were featured on the magazine’s BE Top 100 lists including Joseph Anderson Jr.’s TAG Holdings L.L.C. at #63 on the 2013 Industrial/Service Companies list; Jim Kaiser’s Lexus of Memphis at #27 on the Top 60 Auto Dealers; and, Arthur “Art” Harper, Lloyd Trotter, and Jim Shepard’s GenNx360 Capital Partners #5 on the list of Top 10 Private Equity Firms.

Keith Wyche, former president of ACME Markets (SUPERVALU), wrote an article for BET.com on the real truth about work-life balance. His second book, “Corner Office Rules: The 10 Realities of Executive Life” was published.

In the September 2013 issue of Black Enterprise, Council Board Chair Bernard J. Tyson was featured for his advancement to CEO of Kaiser Permanente in the On the Move section. He also is featured in The New York Times in an interview on early leadership lessons and how to create an environment for candid, honest feedback.

Ingrid Saunders Jones, chair of the National Council of Negro Women, appeared as a featured speaker during the 50th Anniversary March on Washington event and was among the dignitaries participating in the Congressional Black Caucus Foundation’s Phoenix Awards Dinner, featured in the September 19-25, 2013 issue of The Washington Informer newspaper.

Ron Harrison, CEO and managing partner of Harrison & Associates, recently became a board member for RE/MAX.

Joyce Hayes Giles, assistant to the chairman and senior vice president of public affairs for DTE Energy, announced DTE Energy Foundation’s commitment to fund over 530 summer and year-round jobs for youth as part of a four year, million dollar “Youth Employment Initiative” and featured in the June 27th edition of Crain’s Detroit Business.

Alphonso Maldon Jr., founder, president and CEO of Partnership Strategies Consulting, and founding partner for The Washington Nationals Major League Baseball franchise, was named the chairman of the recently established Military Compensation and Retirement Modernization Commission by President Barack Obama.

Brenda Jackson, recently retired chief customer officer and senior vice president for Oncor, was named to the board of directors of Principal Solar, a publicly traded solar energy holding company using a unique roll-up strategy to become the first distributed solar utility. Brenda retired from Oncor after 40 years of leadership.

A. Barry Rand, CEO of AARP, was named #39 on the 2013 list of the 100 Most Influential People in Healthcare list for the trade publication Modern Healthcare and noted in the August 30th issue of Washington Business Journal.

Vicky Free, executive vice president and chief marketing officer for BET Networks, was quoted in Black Radio Exclusive magazine’s summer 2013 issue covering the widespread and lasting appeal of the Soul Train brand from a business perspective and the Soul Train Cruise as an entertainment excursion.

Theodore H. Bunting Jr., group president of Utility Operations for Entergy Corporation, was named to the board of directors for Unum, the global provider of employee benefits products and services.

Marva Smalls, executive vice president of public affairs and chief of staff of Nickelodeon Networks Group, will be the commencement speaker December 16 at the University of South Carolina’s winter graduation ceremonies.

Members in the News and on the Move Cont’d

Rodney O’Neal, CEO of Delphi spoke at J.P. Morgan’s Auto Conference presentation before investors in New York.

Laysha Ward, president of community relations and Target Foundation for Target, and Jo Ann Jenkins, executive vice president/chief operating officer for AARP and president of the AARP Foundation, were named to the 2013 Power & Influence Top 50 by The Non-Profit Times, a list of the most influential leaders in the non-profit arena.

In the June 2013 issue of Black Enterprise, Priscilla Sims Brown’s recent appointment as senior vice president and chief marketing and development officer for AmeriHealth Caritas was featured in its “From the C-Suite” section. Several members and their companies were featured on the magazine’s BE Top 100 lists including Joseph Anderson Jr.’s TAG Holdings L.L.C. at #63 on the 2013 Industrial/Service Companies list; Jim Kaiser’s Lexus of Memphis at #27 on the Top 60 Auto Dealers; and, Arthur “Art” Harper, Lloyd Trotter, and Jim Shepard’s GenNx360 Capital Partners #5 on the list of Top 10 Private Equity Firms.

Keith Wyche, former president of ACME Markets (SUPERVALU), wrote an article for BET.com on the real truth about work-life balance. His second book, “Corner Office Rules: The 10 Realities of Executive Life” was published.

In the September 2013 issue of Black Enterprise, Council Board Chair Bernard J. Tyson was featured for his advancement to CEO of Kaiser Permanente in the On the Move section. He also is featured in The New York Times in an interview on early leadership lessons and how to create an environment for candid, honest feedback.

Ingrid Saunders Jones, chair of the National Council of Negro Women, appeared as a featured speaker during the 50th Anniversary March on Washington event and was among the dignitaries participating in the Congressional Black Caucus Foundation’s Phoenix Awards Dinner, featured in the September 19-25, 2013 issue of The Washington Informer newspaper.

Ron Harrison, CEO and managing partner of Harrison & Associates, recently became a board member for RE/MAX.

Joyce Hayes Giles, assistant to the chairman and senior vice president of public affairs for DTE Energy, announced DTE Energy Foundation’s commitment to fund over 530 summer and year-round jobs for youth as part of a four year, million dollar “Youth Employment Initiative” and featured in the June 27th edition of Crain’s Detroit Business.

Alphonso Maldon Jr., founder, president and CEO of Partnership Strategies Consulting, and founding partner for The Washington Nationals Major League Baseball franchise, was named the chairman of the recently established Military Compensation and Retirement Modernization Commission by President Barack Obama.

Brenda Jackson, recently retired chief customer officer and senior vice president for Oncor, was named to the board of directors of Principal Solar, a publicly traded solar energy holding company using a unique roll-up strategy to become the first distributed solar utility. Brenda retired from Oncor after 40 years of leadership.

A. Barry Rand, CEO of AARP, was named #39 on the 2013 list of the 100 Most Influential People in Healthcare list for the trade publication Modern Healthcare and noted in the August 30th issue of Washington Business Journal.

Vicky Free, executive vice president and chief marketing officer for BET Networks, was quoted in Black Radio Exclusive magazine’s summer 2013 issue covering the widespread and lasting appeal of the Soul Train brand from a business perspective and the Soul Train Cruise as an entertainment excursion.

Theodore H. Bunting Jr., group president of Utility Operations for Entergy Corporation, was named to the board of directors for Unum, the global provider of employee benefits products and services.

Marva Smalls, executive vice president of public affairs and chief of staff of Nickelodeon Networks Group, will be the commencement speaker December 16 at the University of South Carolina’s winter graduation ceremonies.

Members in the News and on the Move Cont’d

Rodney O’Neal, CEO of Delphi spoke at J.P. Morgan’s Auto Conference presentation before investors in New York.

Laysha Ward, president of community relations and Target Foundation for Target, and Jo Ann Jenkins, executive vice president/chief operating officer for AARP and president of the AARP Foundation, were named to the 2013 Power & Influence Top 50 by The Non-Profit Times, a list of the most influential leaders in the non-profit arena.

In the June 2013 issue of Black Enterprise, Priscilla Sims Brown’s recent appointment as senior vice president and chief marketing and development officer for AmeriHealth Caritas was featured in its “From the C-Suite” section. Several members and their companies were featured on the magazine’s BE Top 100 lists including Joseph Anderson Jr.’s TAG Holdings L.L.C. at #63 on the 2013 Industrial/Service Companies list; Jim Kaiser’s Lexus of Memphis at #27 on the Top 60 Auto Dealers; and, Arthur “Art” Harper, Lloyd Trotter, and Jim Shepard’s GenNx360 Capital Partners #5 on the list of Top 10 Private Equity Firms.

Keith Wyche, former president of ACME Markets (SUPERVALU), wrote an article for BET.com on the real truth about work-life balance. His second book, “Corner Office Rules: The 10 Realities of Executive Life” was published.

In the September 2013 issue of Black Enterprise, Council Board Chair Bernard J. Tyson was featured for his advancement to CEO of Kaiser Permanente in the On the Move section. He also is featured in The New York Times in an interview on early leadership lessons and how to create an environment for candid, honest feedback.

Ingrid Saunders Jones, chair of the National Council of Negro Women, appeared as a featured speaker during the 50th Anniversary March on Washington event and was among the dignitaries participating in the Congressional Black Caucus Foundation’s Phoenix Awards Dinner, featured in the September 19-25, 2013 issue of The Washington Informer newspaper.

Ron Harrison, CEO and managing partner of Harrison & Associates, recently became a board member for RE/MAX.

Joyce Hayes Giles, assistant to the chairman and senior vice president of public affairs for DTE Energy, announced DTE Energy Foundation’s commitment to fund over 530 summer and year-round jobs for youth as part of a four year, million dollar “Youth Employment Initiative” and featured in the June 27th edition of Crain’s Detroit Business.

Alphonso Maldon Jr., founder, president and CEO of Partnership Strategies Consulting, and founding partner for The Washington Nationals Major League Baseball franchise, was named the chairman of the recently established Military Compensation and Retirement Modernization Commission by President Barack Obama.

Brenda Jackson, recently retired chief customer officer and senior vice president for Oncor, was named to the board of directors of Principal Solar, a publicly traded solar energy holding company using a unique roll-up strategy to become the first distributed solar utility. Brenda retired from Oncor after 40 years of leadership.

A. Barry Rand, CEO of AARP, was named #39 on the 2013 list of the 100 Most Influential People in Healthcare list for the trade publication Modern Healthcare and noted in the August 30th issue of Washington Business Journal.

Vicky Free, executive vice president and chief marketing officer for BET Networks, was quoted in Black Radio Exclusive magazine’s summer 2013 issue covering the widespread and lasting appeal of the Soul Train brand from a business perspective and the Soul Train Cruise as an entertainment excursion.

Theodore H. Bunting Jr., group president of Utility Operations for Entergy Corporation, was named to the board of directors for Unum, the global provider of employee benefits products and services.

Marva Smalls, executive vice president of public affairs and chief of staff of Nickelodeon Networks Group, will be the commencement speaker December 16 at the University of South Carolina’s winter graduation ceremonies.
## 2014 Calendar of Events

<table>
<thead>
<tr>
<th>Program</th>
<th>Location</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>February</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Winter General Membership Meeting</td>
<td>New Orleans, LA</td>
<td>February 27 – March 1</td>
</tr>
<tr>
<td><strong>April</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Case Competition</td>
<td>Fairfax, VA</td>
<td>April 30 – May 2</td>
</tr>
<tr>
<td><strong>June</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer General Membership Meeting</td>
<td>Atlanta, GA</td>
<td>June 5 – June 7</td>
</tr>
<tr>
<td><strong>July</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women’s Leadership Forum</td>
<td>New York, NY</td>
<td>July 28 – 29</td>
</tr>
<tr>
<td><strong>August</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership Development Week</td>
<td>Miami, FL</td>
<td>August 11 – 15</td>
</tr>
<tr>
<td><strong>September</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Boulé/ELC/Links Reception During Congressional Black</td>
<td>Washington, DC</td>
<td>September 25</td>
</tr>
<tr>
<td>Caucus Week</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>October</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ELC/ELF Board Meetings</td>
<td>Gaylord National Resort and Convention National Harbor, MD</td>
<td>October 29</td>
</tr>
<tr>
<td>Honors Symposium (scholarship winners)</td>
<td>New York and Gaylord National Resort and Convention National Harbor, MD</td>
<td>October 26 – 30</td>
</tr>
<tr>
<td>CEO Summit</td>
<td>Gaylord National Resort and Convention National Harbor, MD</td>
<td>TBD</td>
</tr>
<tr>
<td>Annual Recognition Gala</td>
<td>Gaylord National Resort and Convention National Harbor, MD</td>
<td>October 30</td>
</tr>
<tr>
<td>Mid-Level Managers’ Symposium</td>
<td>Gaylord National Resort and Convention National Harbor, MD</td>
<td>October 29 – 30</td>
</tr>
<tr>
<td><strong>December</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year End Annual Board Meeting</td>
<td>Washington, DC</td>
<td>December 4 – 5</td>
</tr>
</tbody>
</table>
### THE EXECUTIVE LEADERSHIP COUNCIL
#### 2013 BOARD OF DIRECTORS

**OFFICERS**
- **CHAIR**
  - Bernard J. Tyson
  - Kaiser Permanente
- **VICE CHAIR**
  - Carla Harris
  - Morgan Stanley
- **SECRETARY**
  - Valerie D. Lewis
  - Safeway Inc.
- **TREASURER**
  - Arlene Isaacs-Lowe
  - Moody’s Investors Service

**DIRECTORS**
- Phyllis Anderson
  - Humana Inc.
- Orlando Ashford
  - Mercer
- Cedric T. Coco
  - Lowe’s Companies, Inc.
- Gregory E. Deavens
  - MassMutual Financial Group
- Linda D. Forte
  - Comerica Bank
- Tracey Gray-Walker
  - AXA-Equitable
- J. Harold Hatchett III
  - The Hatchett Group LLC
- Nicole M. Lewis
  - Kelly Services
- Chris Simmons
  - PricewaterhouseCoopers LLP
- Eric N. Watson
  - Carolinas Minority Supplier Development Council
- Howard Woolley
  - Verizon (retired)

**EX-OFFICIO**
- Ronald C. Parker
  - President and CEO
  - The Executive Leadership Council, Inc.

**IMMEDIATE PAST CHAIR**
- Jessica C. Isaacs

**FOUNDATION TREASURER**
- Lloyd W. Brown II
  - Citi

---

### THE EXECUTIVE LEADERSHIP FOUNDATION
#### 2013 BOARD OF DIRECTORS

**OFFICERS**
- **CHAIR**
  - Michael C. Hyter
  - KORN/FERRY INTERNATIONAL
- **VICE CHAIR**
  - Rhonda R. Mims
  - ING
- **SECRETARY**
  - Ehrika C. Gladden
  - Cisco Systems, Inc.
- **TREASURER**
  - Lloyd W. Brown II
  - Citi

**DIRECTORS**
- Diane T. Ashley
  - Federal Reserve Bank of New York
- Stephanie Bell-Rose
  - TIAA-CREF
- Julia Brown
  - Mondelēz International
- Billy Dexter
  - Heidrick & Struggles
- Rick Frazier
  - The Coca-Cola Company
- Lydia G. Mallett
  - DuPont
- A. Louis Parker
  - GE Security (retired)
- Larry Quinlan
  - Deloitte LLP
- Lynton Scotland
  - Sustainable Star
- Sharon C. Taylor
  - Prudential Financial, Inc.

**EX-OFFICIO**
- Ronald C. Parker
  - President and CEO
  - The Executive Leadership Foundation

**IMMEDIATE PAST CHAIR**
- Laysha Ward
  - Target Corporation

**COUNCIL VICE-CHAIR**
- Carla Harris
  - Morgan Stanley