



NATIONAL ASSOCIATION FOR MULT-ETHNICITY IN COMMUNICATIONS  
EMBRACE DIVERSITY. EMBRACE SUCCESS.

# THE NAMIC LEADERSHIP SEMINAR

## ABOUT THE NAMIC LEADERSHIP SEMINAR

The NAMIC Leadership Seminar is a professional development program designed to transform high-potential employees into strong, effective leaders.

During three days of lively discussion and exchange of ideas, participants will go on a journey of individual development and exploration of what it takes to be a powerful contributor to team and organizational outcomes.

The program's highly interactive approach helps professionals in cable telecommunications obtain the knowledge, competencies, and diverse perspectives necessary for maximum performance and career enhancement.

All talented coordinators, supervisors, managers, and new directors (less than two years at that level) from across the cable telecommunications industry's multicultural spectrum are encouraged to apply.

## PROGRAM OVERVIEW

Continuous learning and leadership development are important for all professionals: those in the early stages of career management and those who have some work experience under their belt. The NAMIC Leadership Seminar curriculum draws upon the most respected academic research about what it takes to develop into impactful leaders in organizations where a high premium is placed on Diversity and Inclusion as a strategic business imperative.

The faculty—subject matter experts, authors, and lecturers from prestigious academic institutions—lead robust conversations and exercises to help participants accomplish the following:

- Explore professional strengths and performance-related developmental gaps
- Chart a course to enhance individual leadership skills and opportunities
- Master techniques for giving and receiving motivating feedback
- Become familiar with the tools for effective problem solving, conflict resolution, and decision-making in a diverse environment
- Understand and practice the skills involved in managing up
- Appreciate the concept of Diversity and Inclusion as a core organizational value and business cornerstone

The program is designed to help participants maximize strengths, develop new self-management insights, raise the bar on performance in current roles, and plan courageously and strategically for continuous growth and advancement.



2018 NAMIC Leadership Seminar - Atlanta



*"The NAMIC Leadership Seminar was a great experience. I was able to pause and consider my career through a completely different lens and, even more important, I was shown the tools of shifting into a higher gear of bringing my best self to my current role and relationships at work. What I learned in those three days will be a guide and a constant reminder of my capacity to grow."*

— **VALERIE KABEYA**  
Director, Prepaid Marketing  
**Comcast**



*"To say that the NAMIC faculty exceeded my expectations is an understatement. Not only did I find the content fascinating, but the quality of the speakers, and their genuine enthusiasm were equally impressive. Finally, it is worth noting that I have attended many seminars in the past, but this one generated a sense of connection to the other attendees that one does not generally find. And I look forward to staying connected to this network in the future."*

— **PETER GRIMES**  
Director, Marketing  
Caribbean & Latin America  
**ARRIS**



# THE NAMIC LEADERSHIP SEMINAR

## CURRICULUM

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

### Leadership Theory and Styles

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

### Maximizing Individual Contribution on Diverse Teams

Getting the most out of participation on a team that is rich in diverse cultural perspectives and world-views

### Dealing With Conflict

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

### Identity and Power

Establishing a healthy relationship with organizational power—as leaders as well as followers

### Mentoring and Networking

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

### Careers by Design

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

### Unconscious Bias

Understanding the sources of unconscious bias and developing strategies to combat bias and to leverage differences in order to improve intercultural effectiveness

### Action Planning

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

## ELIGIBILITY

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

## APPLICATION INFORMATION

Forty participants will be selected to participate in the NAMIC Leadership Seminar. Tuition is **\$4,200**, including books, materials, and meals (breakfast, lunch, and breaks). Expenses related to travel, lodging, and incidentals are the responsibility of the sponsoring company.

For more information on how to nominate participants for the NAMIC Leadership Seminar, please visit the NAMIC website at ([namic.com/dev/leadership-seminar](http://namic.com/dev/leadership-seminar)).

You may also contact:

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*“The NAMIC Leadership Seminar was 3 days packed full of career enlightening information. It felt like I was back in school with the rigor of preparation that was expected of me. The seminar has amazing, talented, and experienced experts who do an amazing job of summarizing the most important topics. The wealth of information I received will define and inform my career for years to come. And let’s not forget the network that I forged during those 3 days with like-minded industry professionals!”*

— **KYLE ESPINOSA**  
Manager, Digital Programming  
**Nickelodeon**

## ABOUT NAMIC

**NAMIC (National Association for Multi-ethnicity in Communications)** is the premier organization focusing on cultural diversity, equity and inclusion in the communications industry. More than 4,000 professionals belong to a network of 18 chapters nationwide. Through initiatives that focus on leadership development, advocacy and empowerment, NAMIC collaborates with industry partners to nurture and expand a workforce that reflects the cultural richness of the populations served. Please visit [www.namic.com](http://www.namic.com) for more information about NAMIC and its many opportunities.