



President's Message

2014 – A Year to Grow

It has been an honor to be elected as this year's NAMIC-Carolinas Chapter President. For those of you looking for professional growth opportunities, I can personally attest to the power of becoming more involved in your NAMIC-Carolinas chapter. My personal goals were to become more visible as a leader and create connections with others in the industry. Due to my past and present roles with NAMIC-Carolinas, I have developed stronger public speaking skills and taken advantage of opportunities to network with executives in the communications industry.

If you are interested in opportunities to develop your leadership skills with NAMIC-Carolinas, but have been afraid to put yourself out there, please resolve to put your fear aside starting now. NAMIC-Carolinas members are not only the most passionate people regarding multiethnic diversity and leadership development, but they are also supportive and welcoming to those who are willing to be more involved in this worthy organization.

In addition, NAMIC-Carolinas events provide another great opportunity for career development. Whether it's a networking mixer, our Digital Media Summit, the Leadership Development Seminar, or a Resume Clinic, you can find something that will benefit you as a NAMIC-Carolinas member.

My challenge to you in 2014 is to invest in your development through active participation in chapter committees and local events. This is your time to grow with NAMIC-Carolinas, take the challenge!

~Monica Moore, President 2014, NAMIC-Carolinas

NAMIC-Carolinas'

2014 Executive Board

Click on the picture to learn more about each board member via LinkedIn



Monica Moore, President



Tunza Wallace, Vice President



Kellee Evans, Treasurer



Danine Prakash, Secretary

View our 2014 Executive Chapter Advisory Committee!

Click the link below

<http://www.namiccarolinas.com/about-the-chapter.htm>



Executive Spotlight

Darrel Hegar

RVP, Operations Carolinas

Time Warner Cable

NL: How long have you been in your current position?

Darrel Hegar: Four challenging, rewarding and successful years.

NL: How would you define your brand?

Darrel Hegar: A strategic leader and visionary with multiple successful experiences building high-performing teams, driving strong customer and revenue growth and delivering measurable performance by focusing on people, process re-engineering and the deployment of new technology.

NL: What person or situation has had the biggest impact on your career growth?

Darrel Hegar: Throughout the course of my career, I've been fortunate to work with numerous, talented leaders and mentors who invested time and energy in helping to develop me as a leader. All stressed adding value to an enterprise by driving results, personal accountability, developing innovation and building a strong team (top to bottom). These are "rules of thumb" I strive to adhere to on a daily basis.

NL: Have you ever experienced a trial or tribulation (concrete ceiling) in your career? How did you get past it?

Darrel Hegar: Everyone faces multiple trials in their career or in life. The key to overcoming these trials is to remain objective, seek sound advice from your Personal Board of Directors and execute a carefully crafted plan that allows you to overcome a perceived obstacle and achieve your personal goal.

NL: How important has networking been for your brand, career, and personal growth?

Darrel Hegar: Networking has been extremely important to my personal and professional growth. I believe networking can be the single most powerful marketing tactic to accelerate and sustain success for any individual or organization. However, the underpinnings of a strong network that can drive your brand, career and personal growth comes from the success you generate each day in your current responsibilities. Members of your network want to stay connected with, support and invest

in those who are seen as successful by others and the company you work for.

NL: What was the best advice you were given that you would like to pass on to someone else?

Darrel Hegar: Invest in the success of others. The ability to counsel team members to ensure their success is exponentially more important and rewarding than solely focusing on personal or individual goals.

NAMIC-Carolinas
Communications Team

Monthly Empowerment Pal

“It always seems impossible until it’s done” ~Nelson Mandela

Mission Accomplished

Women on the Rise:

click on the pictures to view LinkedIn profiles



Monica Alexander
Time Warner Cable

Monica Alexander is a dynamic leader on the move! As a member of both NAMIC-Carolinas and Women in Cable Telecommunications (WICT), it is a pleasure to recognize her growth from WICT Carolinas President to Emerging Leader Designee on the National Board. A charismatic leader with an insightful moral compass, Ms. Alexander is sure to continue blazing, an already impressive trail, up the corporate ladder.



Nubia Castillo
Time Warner Cable

Nubia Castillo is an inspiration to all those who have had the pleasure to work with her. Ms. Castillo's hard work and industry acknowledgments have led to various roles on employee resource group boards at Time Warner Cable and active membership in affinity groups such as NAMIC-Carolinas. With her willingness to coach others and lead with integrity, it's no surprise to us that she was promoted to Sr. Manager Digital System Test for Time Warner Cable.

NAMIC-Carolinas' wishes both of these women continued success!

Brittany Hardin
NAMIC-Carolinas
Communications Team

NAMIC-Carolinas' Confessions

Tunza Wallace
Knowledge Management, Time Warner Cable

Vice President of NAMIC-Carolinas



Ronda Bryant
Brittany Hardin
NAMIC-Carolinas
Communications Team

HR Hub

When considering a career change, transitioning to a different role within your own company may be most beneficial. Many companies are dedicated to assisting employees with reaching their professional goals. Ralena Rowe, Director of Talent Acquisition and Movement, answers a few questions about applying for an internal job.

NC: What type of preparation should I do to apply for an internal job?

Ralena Rowe: Have some questions prepared to ask the leader about the role, be ready to answer some of the more traditional interview questions like, “Why are you looking to make a move?”

NC: What are some great questions to ask when applying for an internal job?

Ralena Rowe: What are your expectations for someone in this role for the first six months?

NC: Is it ever appropriate to talk about money in an interview?

It is only appropriate if the interviewer brings it up. If they do, then you can answer whatever questions they might have for you. Specific questions about money should be directed to the Recruiter prior to participating in the interview. The Recruiter should know the leader’s salary desires and budget for the open position.

NC: What is a common mistake that applicants make during the hiring or interview process?

Ralena Rowe: One mistake an applicant can make in the interview process is to not own the interview. Many applicants sit back and wait for questions to be asked instead of engaging the interviewer(s) with real contributions about how they can add value to the role.

Jihad Edwards
NAMIC-Carolinas
Communications Team



Instant Replay

Rahman Khan

Director, Diversity Recruitment Strategy

Time Warner Cable

NAMIC-Carolinas member Rahman Khan recently received the NAMIC-Carolinas Community Recognition Award for his work with GoodWorks Media Group. Khan, President and Founder of GoodWorks Media Group, created the organization to help inspire, educate and motivate the community in the areas of environment, education and diversity.

Through different mediums including speaking engagements, community events and volunteer work, GoodWorks Media Group showcases people and companies throughout the community and encourages others to get involved. Khan also uses his televised show, “GoodWorks with Rahman Khan,” as another opportunity to communicate and inspire the community. The show shares the stories of notable figures, such as Hill Harper, Iyanla Vanzant, Tyrese, Boris Kodjoe and even Winnie Mandela, as well as everyday people who have gone above and beyond to help others. As a NAMIC-Carolinas member for four years, Khan understands the value of the networking provided through NAMIC and sees it as similar to what he does with GoodWorks Media Group. “Becoming an active member of NAMIC-Carolinas creates opportunities to meet with other professionals and reinforce our collective missions to give back to others,” said Khan.

GoodWorks Media Group has expanded its efforts to promote the good in the community through its GoodWorks Youth Awards. During the annual event, about 20 students are recognized and honored through gifts and college scholarships from corporate sponsors. Last year’s Youth Awards focused on “Doing Good and Living Healthy” and included keynote speaker Debra Plousha Moore,

programming were introduced as early as K-5, America could regain the lead that it once dominated in the technology field.

There are additional challenges to teaching kids to code. The lack of qualified educators with coding expertise presents a chicken and egg situation. How does one teach without having been taught? In the last couple of years there have been organizations focused on teaching everyone to code. The popular site **Code.org** connects you to Code Academy which teaches the basic beginnings of programming in multiple languages.

The age of Computer Science at this moment is in its infancy. Those who choose technology as a path will require some sort of programming knowledge. Teaching kids an essential skill during a time when their minds are growing would seem to be a crafty educational move on America's part to regain the title of Technology Superpower.

To read more on this subject visit: www.theamericanconservative.com/kids

Should All Kids Learn to Code?

Original Article by: Gracy Olms

Travis Sanders
NAMIC-Carolinas
Communications Team
Picture from www.techcrunch.com

Lean Conversation

Healthy Eating

Let's not be quick to commit ourselves to that four letter word that seems to leave a bad taste in the mouth, "D. I. E. T." Never has there been a more ominous word touted at the beginning of the year. The stronger word to incorporate into your proclamation of health is, "choices." "Choices" is a word that you can and will feel good about. As discerning adults, most choices are made based on our knowledge regarding what we are choosing to do...and we will choose to eat! But our choices need not be limited, rigid, or tasteless. That is why knowledge is key!

Exploring food can be equated to the mind taking in facts and information thus learning...and there is much food to be learned. No, not the bacon cheeseburgers on donut buns, but the herbs, spices, fruits, vegetables and the host of preparation methods that can deliver just as much delight as something salty, greasy and fatty. Hopefully, in taking on a new, nutritious endeavor, you will come to appreciate how healthier choices can provide the same full sensation without the need to crash. Nutrient laden foods have a much better impact on the stomach receptors to give you that feeling of fullness. Thus, prompting you to stop eating. Chewing slower also leads to this sensation which can keep you on task towards a healthier you.

Do be mindful that you should consult with your primary caregiver depending upon your individual concerns and needs to make sure that you tailor a plan to give you optimal and sustained results. If you find that there are restrictions in what you can indulge, remember that there are other alternatives to be discovered and researched to implement into your.....dare it be said, the “D” word. The research on your part is a rewarding factor for you being accountable for your health. The more you research and learn, the better empowered you are in your success.

Here are some suggested foods for consideration. Hopefully they will be a springboard to propel you into a new lifestyle and mental approach to food and making great choices.



- **Avocado**- this grenade of nutrition should be given much consideration for its anti-inflammatory benefits and that it can help to lower the risk of heart disease. Yes, it is touted as being a high fat food, but these are beneficial fats that are friendly to the body in moderation. The nutrients that will detonate are fiber, vitamins B5, B6,C, and K, potassium, and only 233 calories from a 1 cup(146 grams) consumption. If you are still reluctant to indulge in this wonderful food in its natural form, consider avocado oil to add to salads.



- **Chia seeds**- yes, you read that correctly, chia seeds. It wouldn't be recommended that you'd start eating from the gift that may have been given to you causing you to question the relationship with the giver of the gift. From you research, you will come to find that these seeds are packed with essential omega-3 fatty acids, also contain calcium, protein and desirable fiber content for cleansing possible junk from the digestive system and can boost metabolism. Do consult with your doctor as the seeds may have an

undesirable effect on persons that may be on a blood thinning regiment



- **Turmeric-** somehow, this gem has been something of a secret to westerners and if you have not been introduced to this dynamic spice, please become deeply acquainted with turmeric. Turmeric has gotten many positive reviews and results from its anti-inflammatory properties to its having considerable effectiveness in prevention and treatments to conditions ranging from certain cancers to Alzheimer's disease. Turmeric can be consumed in pill or powder forms. However, it can be found in its original form of a tubular root in a deep marigold or whitish color. The powder or peeled root can be added to smoothies as well adding interesting color and perhaps flavor as an accelerant to better health. Also, the turmeric powder added to almond milk is a refreshing beverage!



- **Ginger-** not just for baking houses and men. If only. This fibrous, pungent root can be listed on the Holy Grail of foods. Just chopping and dicing of this aromatic is therapy in itself. Ginger is beneficial for digestion, anti-inflammatory, boosts the immune system, known to alleviate nausea and vomiting, handy for relieving cold symptoms and can be applied directly to burns to relieve pain.

So let the repentance become a wonderful relationship with food so that any manifesto of a new year's resolution that may have been penned with the aforementioned mind, body and soul steer towards a healthy transition. The body will follow.

Renita Jones
NAMIC-Carolinas
Communications Team

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You are a NAMIC-Carolinas' Member

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