

Get plugged in with NAMIC-Carolinas UNPLUGGED Issue 3.0



President's Message

2014 – A Year to Grow

As this year comes to an end, we at NAMIC-Carolinas have a lot to celebrate. We held a great new event: the 1st Annual EPIC awards dinner, where we were able to recognize many local leaders that were an Exceptional Person In Communications (EPIC). NAMIC-Carolinas not only is dedicated to advocating for leaders who support ethnic diversity in Communications, but also developing leaders in the industry. The 5th Annual Digital Media Summit, a NAMIC-Carolinas Signature event, was held the day after the EPIC

awards dinner. This half-day informational event focused on exposing new and senior leaders to the trends on how diverse ethnic groups utilize technology.

We are delivering our third issue of NAMIC Unplugged, our local newsletter to inform you about our recent activities and to help educate you on ways you can develop yourself. Each issue is getting better and better!

Finally, we are excited to repeat another Signature event, the Leadership Development Seminar, on November 13th. The subject matter of Organizational Change is timely for many of our members, and the Senior Executives we have on our agenda will share valuable lessons with us on their experiences with change.

NAMIC-Carolinas events provide great opportunities for career development. We still have the Leadership Development Seminar and our upcoming Holiday Party networking mixer that will benefit you as a NAMIC-Carolinas member. It's not too late to invest in your development through active participation in chapter committees and local events this year. This is your time to grow with NAMIC-Carolinas, take the challenge!

~Monica Moore, President 2014, NAMIC-Carolinas

NAMIC-Carolinas' 2014 Executive Board



Monica Moore, President



Tunza Wallace, Vice President



Kellee Evans, Treasurer



Danine Prakash, Secretary



Executive Spotlight

Steven Barringer
VP of Internal Communications
Time Warner Cable

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

Steven Barringer: I've been in my current position for a little over a year and a half. Prior to this position, I served as VP of Internal Communications for the former East Region of TWC.

NL: How would you define your brand?

Steven Barringer: Actually, I have been thinking about this a lot lately. My personal brand is to be relentlessly curious, live a balanced life, share with and learn from those around me, and to be present.....at work and especially at home.

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

Steven Barringer: Like most people in my field, I studied Public Relations in college and my plan was to ultimately be a PR person. When I came to Cox Communications in 2001, internal communications was considered a starter job and a stepping stone to joining the PR team. When the opportunity arose for me to make that transition a few years later, I decided to stay with internal communications because it seemed to be a growing field and that decision turned out to be a pivotal one for me and my career. As for impactful people, the

person with the most impact on my career growth is Ellen East, Chief Communications Officer for Time Warner Cable. She has always been a great tutor, a source of sage advice and consistent opportunity, whether I was working for her or with another organization.

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

Steven Barringer: At a previous company I'd pretty much maxed out my progression and there wasn't a lot of opportunity on the horizon. It was a great company and I could have actually retired from there. But I went through this exercise of trying to determine if I wanted to be comfortable and stay in the role or if I wanted to continue to grow in my career. Sounds simple but the value of being "safe" in a role can't be overstated. Leaving means risk and as people progress in their careers they tend to become risk averse.

Ultimately, I felt it was better for me to leave and I was able to find a new position that was a step up and still provides an opportunity to continue to advance my career. But I had to be selective and patient to find the right situation for me.

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

Steven Barringer: Networking is a very important part of my growth. I will say that I have not been as active in networking as I should be and that may have cost me in some respects. However, I've established good relationships from a qualitative perspective and sometimes that's the most important element. I maintain those connections and look to make new ones. I am also looking to be more visible and do more in this regard because I realize there are people that I can help, as I was helped, and it's my responsibility to do so. I believe in paying it forward and I need to make good on that belief.

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

Steven Barringer: The most important thing for anyone, no matter what role you are in is to seek to master your craft and to always get better. I was once told that you need to be able to call on your talents immediately, anytime, anywhere. I've found that to be true at work, in meetings or in less formal settings. Your ability to be able to display your talents without a second thought can be the difference between being noticed and just being a face in the crowd.

NAMIC-Carolinas Communications Team

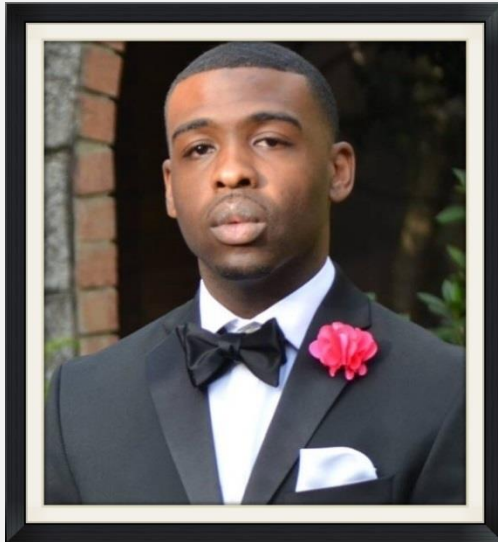
Monthly Empowerment Pal

"To be used for your highest purpose, you must be a forward-thinker and plan your life with change in mind." Bishop TD Jakes

Bree Pittman

NAMIC-Carolinas Communications Chair

Mission Accomplished



Deshea Spurgeon
Time Warner Cable

Deshea Spurgeon works as a Security Investigations Analyst in the Enterprise Risk Operations Center. In his first year at Time Warner Cable he led the Enterprise Risk Operations Center in the development and implementation of our company-wide Identity Theft Program. Mr. Spurgeon is currently an active member of NAMIC and recently attended the NAMIC Leadership Seminar in St. Louis. Mr. Spurgeon has also attended NAMIC Annual conference in September and the CFCA Annual Meeting in March of this year. Even though Mr. Spurgeon has been with Time Warner for less than two years he has made great advances with the company and we look forward to see his continued success.

Mission Accomplished



Me'Chel Morrow
Time Warner Cable

Me'Chel Morrow epitomizes integrity, energy, hard work, and dedication. Ms. Morrow is an active member of NAMIC-Carolinas and was recently selected to attend the NAMIC Leadership Seminar in November. This year Me'Chel has attended the Motivating Others/Influential Leadership Trainings in April, CFCA Annual Meeting in June, and the NAMIC Annual Conference in September. Ms.

Morrow is always seeking additional learning experiences and leadership challenges to augment her skill sets and business acumen. Ms. Morrow's current role at Time Warner Cable is a Security Investigations Analyst. There is no doubt that Ms. Morrow will continue to make great strides in the communication industry.

NAMIC-CAROLINAS wishes both success with their careers and we appreciate their participation with NAMIC.

Kellee Evans
NAMIC-Carolinas
Communications Team



Linnette Banks

Customer Care Escalation Supervisor

Time Warner Cable

2014 Six Man NAMIC Carolinas Epic Award Winner

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.

The following are 3-5 insider HR tips focused on job interviews and placement:

Interviews can be an unnerving time in one's life. People often walk into interviews without properly preparing for one, thus causing much anxiety. One of the best ways to ease your nerves is to take some time to prepare yourself. While you may not be able to anticipate all that may transpire during an interview, there are some typical questions that are often asked. Answering these questions correctly may not necessarily place you heads and shoulders above the competition; however, answering them incorrectly will more than likely have an opposing effect. Look at three typical questions asked during an interview and some recommendations as offered by the writers at www.jobinterviewtools.com. The key to answering these and other interview questions is preparation. Feel free to browse the site and learn more recommended answers for interview questions. I guarantee that if you master these questions, they will aide you in conducting interviews with confidence.

1. Why do you want to leave your job?

Recommendation: There is no right answer to this question, only wrong ones. You don't need to provide a long drawn out answer, just something short and positive is best.

After all, it really does not matter to the interviewer, as long as you don't say something foolish.

The point here is to convey to the interviewer that you are not leaving because you are mad, tired, bored, overworked, underpaid, or job hopping.

Example:

"I do enjoy working at my current job. The culture and the people make it a great place to work. But I'm looking for more responsibility with new and fresh challenges. I have worked on and successfully completed several projects, from start to finish during the past two years. Currently, advancement opportunities are scarce at my current job.

2. Tell me about yourself?

What do you want the interviewer to know about you when you leave your employer, such as your work experience or your personal interests? I'm confident their hiring decision will be based on your work experience, save your personal interests for the water cooler after you get the job. Briefly talk about your current employer. Discuss 2-3 of your most significant accomplishments. Talk about a few of your key strengths as they relate to the job for which you are applying and how they can benefit from your strengths. Then discuss how you see yourself fitting into a position at their company.

3. Do you prefer working with others or alone?

Basically, the interviewer is asking if you are a team player. If your answer is with others, then the interviewer will think you can't work alone and if you answer alone, then the interviewer may think you have some personality issues working with other people. Your response needs to show that you can work well in a team atmosphere and still shoulder individual responsibility, as well. Before you answer, make sure you know if the job requires you to work alone or not.

Example:

"I enjoy working alone when necessary as I don't need to be constantly reassured of my work. But I would prefer to work in a group as I believe much more work can be accomplished when everyone is pulling together."

Tunza Wallace

NAMIC-Carolinas

Communications Team

Instant Replay

NAMIC-2014 Digital Summit





The 2014 NAMIC Digital Summit was another successful event filled with lots of enthusiasm and great speakers. There were many speakers such as Angela Talton, who brought forth a well of knowledge and experience.

The atmosphere seemed to be one of interest to the subject matter. The speaker from Nielsen did a great job breaking down demographics, ethnic interest and spending habits. The panelist help to tie the different areas together as the subject matter affects business, and their specific areas of professional responsibility.

After the summit was over everyone had an opportunity to network with one another and share their takeaways, which I felt was positive. The formula that we have been using seems to be a good one. Each time I walk away feeling that I have grown and learned a little more about this big picture of cable television. If you did not have the opportunity to attend this year, you truly missed out on a treat. However, it is never too late to participate in the upcoming Digital Summit events.

Kevin Gaillard

NAMIC-Carolinas

Communications Team

NAMIC-2014 EPIC Awards

This year marked the beginning of the first annual NAMIC Epic Awards held at the Foundation for the Carolinas. What a spectacular event it was! The 2014 Honorees include:

- **Mike Lajoie-EVP, Chief Tech & NetOps-Career Achievement Award**
- **Charlon McIntosh-GVP, Customer Care, TWCBC-Mentorship Award**
- **Sandra Howe-SVP Global Marketing, ARRIS- Outstanding Achievements in Technology**
- **Linnette Banks-Supervisor, Customer Care, TWC-Sixth Man of the Year**
- **Tameka Green-Manager, Diversity & Inclusion, TWC-Sixth Man of the Year**

Also, featured was a keynote address by Vicky Free-BET Executive President, Marketing and Chief Marketing Officer.

Each honoree expressed heartfelt gratitude when receiving their respective awards. One honoree, Tameka Green thanked family, friends, co-workers, and NAMIC for acknowledging her accomplishments. Sandra Howe also shared the importance of launching different technology and inclusion of various people from diverse backgrounds with during this progression. Ms. Howe states: "Teams need to be completely diverse in age, gender, race, and age."

To end the evening, the vibrant keynote speaker, Vicky Free left the audience with the following 5 principles to help one achieve EPIC success:

1. **Be clear about what you want**-often people don't know what they want.
2. **Be an Advocate**-Everyone has the power to advocate for someone else
3. **Know your weaknesses better than anyone else**-Self-awareness of blindness is key and don't be afraid to ask for help!
4. **Boldly own your strength and strengthen them**-Be able to articulate them. This is known as "Brand Identity"
5. **Know how your company makes money and how it adds value**-Get close to the

money if possible.

If you were not in attendance you definitely missed an elegant night filled with good food, entertainment, and lots of inspiration. However, next year's planning is underway for the NAMIC 2015 EPIC Awards~You don't want to miss it!

Tanisha Walker

NAMIC-Carolinas

Communications Team



TECH TALK

It's no secret that Apps and the Cloud are dominant fixtures in our society. The age of media provides us with multiple channels of new information. With the way to the future increasingly being mapped by algorithms and programming languages, it raises the question, "Should students begin to learn code?" Computer Science has become one of the most lucrative fields of study dating back to the 1990's. The number of college graduates simply has not kept up with the demand for qualified programmers. Experts believe that if 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

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Picture from www.techcrunch.com

