



According to WICT's 2011 PAR Survey, women in the cable industry represented:

- ε 43% of full-time employees, a 7% increase from 2009 findings;
- ε 30% of the executive ranks, the highest percentage reported since the WICT PAR Initiative began in 2003;
- ε 30% of the top 10% highest paid employees; and
- ε 20% of board of directors' seats, a figure that outpaced Fortune 500 companies by 4%.

Complete results of the survey are now available for download from the [WICT website](#).

The PAR Initiative showcases best practices regarding company policy and procedures, which are changing the landscape of the industry. Throughout the coming year, WICT will conduct a series of webinars for its members called "PAR at Work," which will provide information about how members can apply lessons from the PAR Initiative in the areas of pay equity, advancement opportunities and resources for work/life support. WICT will also publish a "Path to PAR" report that delves into top practices as identified by diversity experts, while sharing case studies from the 2011 PAR Initiative Executive Report. Finally, the WICT Signature Luncheon will recognize and showcase the PAR Best Companies during a luncheon being held in conjunction with The Cable Show on May 21, 2012, at the Westin Boston Waterfront.

Underwritten by:



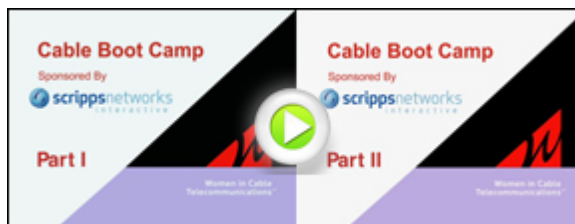
and

Supported by WICT Chapters nationwide

[\(Back to top\)](#)

Cable Boot Camp Video Now Available; Sponsored by Scripps Networks Interactive

Are you new to the cable industry, or maybe you're in need of a refresher on how the industry works behind the scenes? If the answer to either of these questions is "yes," then the Cable Boot Camp video recently posted on [WICT Connects](#) may be just what you need.



Recorded at the WICT Leadership Conference in October 2011, "Cable Fundamentals" with Dick Clark, President, The Cable College, includes a broad overview of the history of cable; a review of the financing structure that brings programs to life; an easy-to-understand description of the means by which cable signals reach customers' homes; and a brief look at cable's competition. The video is available to view online in two, 30-minute segments for your convenience.

WICT would like to thank Scripps Networks Interactive for sponsoring the session at the 2011 WICT Leadership Conference, as well as the video presentation.



[\(Back to top\)](#)

Rising Leaders Program Applications Now Being Accepted

WICT's Rising Leaders Program (RLP) is designed for emerging cable executives with approximately 5-7 years of professional experience who are ready to undertake increased leadership responsibilities. Created in 2006 with the assistance of a grant by the Walter Kaitz Foundation, the program expanded last year due to the overwhelming interest of the cable industry, doubling the number of accepted candidates to 120.

Applications are now being accepted and must be received no later than **5:00 pm (Eastern) on Friday, January 27, 2012.**

[Click here to apply online today!](#)

During this intensive immersion program, participants take part in leadership analysis and case study work while expanding their cable business acumen. After completing this program, participants will know how to:

- ε Leverage key management tools to build and develop high-performance teams.
- ε Utilize advanced tactical and strategic methods to expand organizational impact.
- ε Map the landscape, build alliances and become an effective advocate.
- ε Assess diverse leadership styles and align team competencies to exceed organizational goals.
- ε Create and manage a personalized leadership development plan.

This is a competitive, application-based program and all applicants must be approved by their companies in order to participate.

Scholarships

With the support of a grant from the Walter Kaitz Foundation, WICT is pleased to offer eight scholarships to attend the 2012 Rising Leaders Program (RLP). The intention of the scholarship is to assist women working in companies that couldn't otherwise afford to pay for their participation in the program.

All scholarship applicants are required to complete the normal RLP online application as well as a scholarship application form. Applying for a scholarship does not automatically ensure you a seat in the program. Your RLP application will be reviewed and assessed within the pool of all RLP applications received, as part of our normal process. Should you be accepted into the program but not awarded a scholarship, you may choose to attend and pay on your own, or you may decline the seat in the program.

Complete details on the scholarship opportunity and application instructions are posted on the [WICT website](#).

In addition to the support from the Walter Kaitz Foundation,



WICT recognizes the following sponsors of the 2011 Rising Leaders Program:

GOLD



A TimeWarner Company

SILVER



BRONZE

[\(Back to top\)](#)

Lesson in Leadership: Broadening Your Perspective

Experts in personal branding and leadership from the Stone Lake Leadership Group review many 360-degree assessments each year. A theme that often surfaces through the review process is that leaders need to broaden their thinking "by looking beyond their workgroup, function, or the current initiative and begin to have a broader impact on business strategy and results." By taking the time to develop a more global perspective, leaders can position their business ahead of changes in the business cycle, enabling them and their teams to achieve higher levels of success.

Gaining a broader perspective need not consume all your free time. Consider the fact that you likely have a well-developed network of peers and mentors. Reach out to the contacts you already have, and ask them about trends they are seeing in the workplace, what they are reading, and so on.

Technology offers you additional opportunities to stay informed. You can customize Google Alerts to compile news articles and websites based on search terms that you select. Following organizations like [WICT](#) and [Forbes](#) on Twitter will keep you on top of business trends and provide you with statistics and topics for discussion that you can share with your team.

Finally, as 2011 draws to a close, look back at the impact you and your team have had on your organization throughout the year. "Identify key stakeholders and gather their perspectives on the difference you made for customers, your boss, business partners, direct reports and peers. Listen for how your unique capabilities and your choices have created sustainable relationships and produced strong results." Absorb what they tell you, and, in an appropriate manner, share that with your boss and your team. "Know and share what makes you extraordinary."

This article is an abridged version of "Play Bigger in 2012 - Be informed," contributed by the Stone Lake Leadership Group, a consulting firm that specializes in personal brand management. Sessions led by Stone Lake's experts are integrated into the BMLI curriculum. To read this article in its entirety, visit the Public Discussions area on [WICT Connects](#).

[\(Back to top\)](#)

Chapter Spotlight: 2011 Chapter Award Winners Announced

WICT is proud to recognize its 19 Chapters for their strategic leadership in 2011. This year, we had a three-way tie for Chapter of the Year, with **Greater Chicago, New England, and Rocky Mountain** each receiving this highest honor. WICT would also like to congratulate the Chapter President of the Year, **Jennifer Kirkwood**, of the New England Chapter, for her exemplary leadership.

Other outstanding individuals were recognized for their contributions, including Chapter Leader of the Year **Brent Clark**, who served as this year's Programming Chair for the Southeast Chapter, and Chapter Volunteer of the Year, **Keely Buchanan**, whose efforts supported the Rocky Mountain Chapter.

Please join us in congratulating all of this year's honorees. The complete list is posted on the [WICT website](#).

[\(Back to top\)](#)

Reminder: Renew Membership and Update Your Member Profile

Tell us more about you! Now is the perfect time to log in and update your contact and demographic information. This will help ensure that you receive timely tools and resources tailored specifically for this stage of your career journey.

And don't forget that the **2012 WICT Membership Renewal Period** is in full swing. You can renew and update your profile at the same time and continue a commitment to your professional development by renewing with WICT today.

Three Easy Steps to Update Your Profile Online:

1. Go to www.wict.org and click on the "Log In" button near the upper right of the screen
2. Enter your email address and password under "Current Members," and click the log in button
3. To the right of photo on the next page that appears, click the "Edit Profile" button under "Members Only"

MEMBERS ONLY LOG IN JOIN NOW!

Your member log in is your email address. If you have forgotten your password, click on the link to retrieve it. A message with your password will be sent to the email address on file for your account.

Member Login:

Password:

[Forgot Password](#)

Remember Me

LOG IN

Members Only
Welcome to WICT, Susan

MY WICT

RENEW NOW!

LOGOUT

Special offer: Renew your WICT membership **BEFORE JANUARY 31, 2012**, and receive ONE entry in a drawing for a \$100 gift card.

[\(Back to top\)](#)

Welcome New Members and Thank You to Member Recruiters

WICT would like to send a warm welcome to our newest members! Check out the complete listing of new members on our [website](#). Plus, [click here](#) to see the hard-working recruiters who have enrolled new members this year.

[\(Back to top\)](#)

Happy Holidays from Women in Cable Telecommunications

WICT would like to wish all of our members, partners and friends the very best for a peaceful holiday season and a prosperous New Year. Click on the image below to view our holiday e-card (Flash required).



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