

Creating Leaders. Together.



WIRE



October 2017

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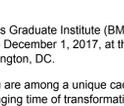
WICT Catalyst Partners



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BMLI Alumnae: Learn to Use "Design Thinking" at the 2017 Betsy Magness Graduate Institute



Register today

This year's Betsy Magness Graduate Institute (BMGI) program will take place November 30 - December 1, at the Gaylord National Harbor just outside Washington, DC.

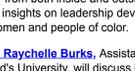
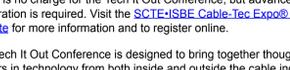
As an industry leader, you are among a unique cadre of executives operating during a challenging time of transformation and evolution. New technologies, revamped business models, and always-shifting consumer trends are creating unparalleled expectations for you and your organization.

Hear from facilitator Sara King, from the Center for Creative Leadership, on how participants will dive into an experience of disruption to ignite and design their leadership purpose.

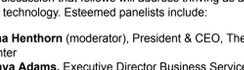
Patty Burke, an experienced C-level executive who has served in operational roles with large corporations and startups and as a consultant to venture capital firms, corporate venture and innovation groups and technology startups, and Andy Billings, Head of Profitable Creativity for Electronic Arts, will introduce you to the concept of design thinking: a methodology that draws on logic, imagination, inspiration and reflection to decipher complex problems and find desired solutions.

And don't forget about the class contest -- the class with the most alumnae in attendance will win \$500 toward the dinner tab at The Waitus Oyster & Ale House, a popular local destination near the Gaylord National Harbor.

Registration is open, so reserve your spot today!



Join Us for the 2017 WICT Global Tech It Out Conference



Register today for the 2017 WICT Global Tech It Out Conference, which will be held from 1:45 - 3:30 pm on October 19, in Denver, CO.

There is no charge for the Tech It Out Conference, but advance registration is required. Visit the SCTE-ISBE Cable-Tec Expo@ 2017 website for more information and to register online.

The Tech It Out Conference is designed to bring together thought leaders in technology from both inside and outside the cable industry. Speakers share their insights on leadership development with our target audience of women and people of color.

Keynote speaker, Dr. Raychelle Burks, Assistant Professor of Chemistry, St. Edward's University, will discuss how she uses pop culture to ignite an interest in and appreciation of science with her students. She'll also touch upon the importance of increasing the pipeline of women in STEM fields.

The panel discussion that follows will address thriving as a leader in the field of technology. Esteemed panelists include:

- Jana Henthorn (moderator), President & CEO, The Cable Center
Tonya Adams, Executive Director Business Services Operations, Comcast
Tal Laufer, Director, Product Management, ARRIS
Deborah Picciolo, SVP, Operations, West Region, Charter Communications

Prior to the Tech It Out program we will salute the 2017 Women in Technology honoree, Charter's Deborah Picciolo, Senior Vice President of the West Region. The award is presented jointly by WICT, SCTE-ISBE and Cablefax during the annual Cable-Tec Expo Awards Luncheon.

We hope to see you there!

\*This program is separate and distinct from the WICT Rocky Mountain Chapter Tech It Out program, scheduled for November 16, 2017. More information can be found on the WICT Rocky Mountain Chapter website.

WICT gratefully acknowledges the sponsors of the Tech It Out Conference

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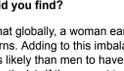
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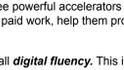
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INDUSTRY PARTNERS



New Research Explores How to Close the Gender Pay Gap: A Q&A with Accenture's Kathleen O'Reilly



New research from Accenture, entitled "Getting to Equal 2017," sheds light on the current state of the gender pay gap and what can be done to close it. WICT recently spoke with Global Board member, Kathleen O'Reilly, Senior Managing Director -- U.S. Northeast at Accenture, to learn more about the findings.

This is important research at a time when the gender gap is receiving increasing attention as a big challenge for companies and society. What did you find?

Our research found that globally, a woman earns an average \$100 for every \$140 a man earns. Adding to this imbalance is the fact that women are much less likely than men to have paid work (50 percent and 76 percent, respectively). If the current trend continues, the pay gap will continue to rob countries and families of greater wealth, stalling diversity and skills, and deepening social inequality.

The good news is that our research also found that women graduating from universities in 2020 in developed markets around the world could be the first of a generation that will close the gender pay gap in their professional lifetimes.

Those are pretty eye-opening figures. It seems to be an issue with no easy answers. So how can we attack it?

It's definitely a big challenge, but not an insurmountable one. Our analysis revealed three powerful accelerators that are most likely to get more women into paid work, help them progress, and ultimately close the pay gap.

The first is what we call digital fluency. This is the extent to which people use digital technologies to connect, learn and work. The second is career strategy. Women need to aim high, make informed choices, and manage their careers proactively - because digital alone will not erase the pay gap. Lastly, there is technology immersion, which presents an opportunity for women to acquire greater technology and stronger digital skills to advance in the workforce as quickly as men.

Globally, combining these three strategies could reduce the pay gap by 35 percent by 2030, boosting women's income by \$3.9 trillion.

That's helpful advice, for sure. But it's such a big challenge and women can't solve it alone. Is there anything specific our companies and institutions can do to help?

Businesses must understand the dynamics that are attracting non-working women back into the workforce, and also create an environment where high-performing women want to stay with their current employer. These working environments - with an emphasis on flexible working hours empowered by digital fluency, mentorship programs, lifelong learning and training - are remarkably consistent across industries.

In developed markets, governments can encourage educators to make their STEM subjects more appealing and accessible to young women, at every grade level. Colleges and universities must raise awareness with women undergrads on the impact of course choices on future pay and advancement. They can steer young women toward careers in technology by offering role models, immersion programs and mentoring.

Collaboration among these institutions is key to providing the right opportunities, environments and role models that lead the way for change.

What is Accenture doing to address the issue?

We believe that gender equality is a global issue and an essential element of an inclusive workplace. Our focus on attracting, inspiring and advancing women is central to Accenture's future. We recently set a new goal to achieve a gender-balanced workforce, with 50 percent women and 50 percent men, by 2025. This is another milestone in our journey to being the most inclusive and diverse company in the world. Currently, we employ 150,000 women, nearly 40 percent of our global workforce.

In addition, we have taken a number of actions to attract, retain, advance and sponsor women on our path to achieving this goal. They include mentorship of our most senior women, launching initiatives that provide high-performing women with in-demand skills to fast-track their careers, and collaboration across business and government.

To view the full conversation with Kathleen O'Reilly, click here. For more information or to download a copy of the study, visit https://www.accenture.com/gettingtoequal.

Rising Leaders Program Applications - Now Open



WICT is now accepting applications for the 2018 Rising Leaders Program. Applications for all six 2018 classes must be submitted online by November 15, 2017, 1 p.m. EST.

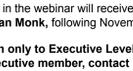
WICT's Rising Leaders Program is designed for industry professionals at the manager and director level who have demonstrated their high-potential and a desire for leadership and career advancement. During this intensive immersion program, participants will take part in leadership analysis and case study work, while expanding their business acumen.

Created in 2006 with grant assistance from the Walter Kaitz Foundation, the program doubled in size in 2011 due to the overwhelming demand from the industry. Continued support is provided by the Walter Kaitz Foundation and has been instrumental in the expansion of the program.

The program is limited to six classes of 30 women per class. There will be three sessions in 2018: April 22 - 27 in Ft Lauderdale, FL, June 3 - 8 in San Diego, CA, and September 23 - 28 in Denver, CO. Program details, including the application and fees, are available at www.wictrp.org.

WICT gratefully acknowledges the following sponsors of the Rising Leaders Program

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INDUSTRY PARTNER



Mindful Teambuilding: A Complimentary Webinar Exclusively for Executive Members

November 9, 2017

1:00 - 2:00 pm (Eastern)

Trust is a foundational principle for successful teams. When team members have mutual appreciation and recognition of each other's contributions, they set aside their personal interests for the sake of the greater good. Honest, compassionate and mindful communication from a leader who provides constructive feedback balanced with appreciation creates an atmosphere where team members empathize with each other and build strong bonds.

In this webinar, presenter Pandit Dasa, mindful leadership expert and former monk, will address the importance of creating an environment where ego battles aren't responsible for stifling the team's progress. This approach encourages individuals to appreciate the contributions of their co-workers instead of feeling threatened by them.

During this one-hour webinar, participants will come to understand the scientific research on mindfulness and how it can improve and enhance workplace cooperation. The session will close with a guided mindfulness practice that participants can take back to their teams to reduce stress, improve productivity and boost emotional intelligence.

BONUS: Participants in the webinar will receive a complimentary copy of Pandit's book, Urban Monk, following November's session.

This webinar is open only to Executive Level members. If you are not currently an Executive member, contact membership@wict.org or complete our online form to discuss your options.

Register today - spots are limited and will fill quickly.

About the presenter

Pandit Dasa is an expert on mindfulness and its relationship to leadership, and in this capacity he has spoken at a TEDx conference and been featured in the Wall Street Journal, The New York Times Psychology Today and The Huffington Post, and he has appeared on PBS and NPR. In his book, Urban Monk, Pandit writes about the turning point in his life that came after his family lost their multimillion-dollar business, which ultimately led him to living as a monk for 15 years in New York City. He uses his training and experiences to help his audiences manage stress and develop a work-life balance.

WICT gratefully acknowledges the Walter Kaitz Foundation as the Exclusive Sponsor of the Executive Level Distance Learning Series



Membership Renewal Season is Approaching: Update Your Contact Information to Stay Engaged

The 2018 membership year officially begins on November 1, and renewal notifications will follow soon thereafter. You can count on your WICT network when you need it, but we must be able to communicate with you. Now is the perfect time to make sure we have your most up-to-date contact information so we can help you make the most of the resources provided at both the local and national levels.

Three Easy Steps to Update Your Information:

- 1. Go to www.wict.org and click on the "Log In" button near the upper right of the screen.
2. On the login page, enter your email address and password where you see "Member Login."
3. Once logged in, the site will welcome you by name.

To review your profile, click the "Member Links" dropdown and select "Change My Contact Information."



If you have any questions, please contact Member Services by phone at 202-827-4794 or by email at membership@wict.org.



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