PROGRAM GUIDE

2020 WICT VIRTUAL LEADERSHIP CONFERENCE

The Power of Resilience

THE 2020 WICT
LEADERSHIP CONFERENCE

OCTOBER 5–6

Women in Cable Telecommunications℠

@WICTHQ • #2020WLC

WE GRATEFULLY ACKNOWLEDGE THE TOP SPONSORS OF THE 2020 WICT LEADERSHIP CONFERENCE

PLATINUM
COMCAST NBCUNIVERSAL

GOLD
Charter COMMUNICATIONS

CHAMPION
Disney and ESPN Media Networks
TV ONE REPRESENT.

CONTENTS

Welcome 1

Sponsors 2

Conference Overview 4

Agenda at a Glance 6

Sessions 9

- Monday, October 5 9
- Tuesday, October 6 15

2020 WICT Leadership 21

- Board of Directors 21
- Staff 22
- Chapter Presidents 23

Fellowship Recipients and Chapter Scholarships 24

2019 WICT Chapter Award Winners 25

IMPORTANT CONFERENCE DETAILS

Monday, October 5
9:00 am – 6:30 pm ET

Tuesday, October 6
9:00 am – 6:00 pm ET

MOBILE APP SPONSORED BY Charter COMMUNICATIONS

2020 WICT LEADERSHIP CONFERENCE COMMITTEE

Sandra Howe, Chair
EVP & President, Americas, Technetix, Inc.

Adria Alpert Romm, *Chief People & Culture Officer,* Discovery, Inc.

Danielle Arnold, *Sr. Director, Community Impact,* Comcast

Julissa Bonfante, *VP, Content Publicity,* Univision

Karen Buchholz, *Chief Diversity Officer & EVP, Administration,* Comcast

Jen Caserta, *Chief Transformation & People Officer,* AMC Networks

Sara Clarke, *SVP, Corporate Strategy, Analysis & Communications,* Showtime Networks Inc.

Jocelyn Cooley, *former SVP, HR & Global Talent Acquisition,* Viacom Media Networks

Rhonda Crichlow, *SVP, Chief Diversity Officer,* Charter Communications

Julia de Boinville, *VP, Business Development,* Afiniti

Jennifer Dorian, *EVP, Turner Portfolio 360 Brand Strategy & GM, TCM & FilmStruck,* WarnerMedia

Chris Duffy, *Director, ON AIR Talent Planning & Development,* ESPN

Tina Evangelista, *VP, Human Resources,* Cable One

Jessica Fang, *SVP, National Accounts, Distribution,* Fox Networks

Jodi Friedman, *Account VP, Business Services,* CommScope

Catherine Frymark, *Group SVP, Communications,* Discovery, Inc.

Deanna Griffith-House, *Director, Strategic Initiatives,* Spectrum Reach

Marge Jackson, *SVP, National Call Center Sales,* Comcast

Marva Johnson, *VP, State Government Affairs - South Region,* Charter Communications

Sloan Kennedy, *VP, Domestic Network Distribution,* HBO

Jane Latman, *President,* HGTV

Emma Lyon, *VP, People,* Liberty Global B.V.

Jennifer Ostrager, *VP, Public Affairs,* Altice USA

Tina Perry, *President,* OWN

Amber Schwiesow, *Director, Procurement & Supply Chain,* Midco

Michelle Strong, *SVP, Content Distribution & Marketing,* A+E Networks

Alaka Williams, *SVP, People & Culture - U.S. Networks,* Discovery, Inc.

Dalila Wilson-Scott, *President,* Comcast NBCUniversal Foundation; *SVP, Community Impact,* Comcast NBCUniversal

Leigh Woisard, *SVP, Corporate Communications & Public Affairs,* Cox Communications

Beatrice York, *VP, Partnerships & Strategy,* Afiniti

WELCOME

DEAR WICT MEMBERS AND HONORED GUESTS,

Welcome to the first-ever virtual WICT Leadership Conference! We are delighted to set in motion Diversity Week 2020, and proud to be part of an industry that recognizes the importance of diversity, equity and inclusion as it continually evolves to ensure all voices are valued and represented. It is an honor to walk side-by-side with our sister organizations, NAMIC and the Walter Kaitz Foundation, for the weeklong program dedicated to leadership development for women and people of color.

This year's Leadership Conference theme, **The Power of Resilience**, captures so well the spirit and dedication of our industry and is a testament to your ability to pivot and adapt, both personally and professionally.

We applaud the tremendous efforts of our industry to keep the world connected and informed during the COVID-19 pandemic and demonstrations against systemic racism. THANK YOU!

We also admire the commitment you have made to enhance your leadership skills as you continue to plot your career journey amidst constant change. YOU are the future of this industry—and of WICT.

Inside this program guide, we recognize WICT's 2020 Leadership Conference sponsors—companies that help make this event possible—in particular, our Platinum Sponsor, Comcast NBCUniversal and Gold Sponsor, Charter Communications.

The 2020 Conference Planning Committee worked diligently with the WICT team to develop an unparalleled agenda of learning and leadership. Though the program will be virtual this year, we have incorporated live sessions to emulate what you've come to love about the WICT Leadership Conference experience – the ability to meet with your friends and colleagues face-to-face. Crowd favorites, including networking roundtables, one-on-one coaching appointments and fitness sessions, return to the program this year.

We are excited to bring you a dynamic array of speakers who encompass a wide variety of business disciplines. Our faculty includes a strong mix of key industry executives, business and career experts, distinguished journalists, entrepreneurs, top athletes, leading researchers, and academic thought-leaders. We have parsed the sessions into four tracks:

- **THE POWER PLENARIES** feature leaders and trailblazers in high-level strategic talks.
- **TECHNOLOGY & INNOVATION** breakouts offer insight into the future of the workplace, enabling participants to develop effective and inventive solutions to tomorrow's problems.
- **BUSINESS ESSENTIALS** feature practical, interactive conversations and real-life tactics to give leaders the skills and confidence they need to harness their full career potential.
- **THE LEADING EDGE** sessions provide both aspiring and experienced leaders with the skills and mindset to bring out the best in others.

We encourage you to customize your learning experience by making use of the WICT Leadership Conference app, powered by Charter Communications. We hope all of our members and stakeholders take advantage of the days ahead. Our aim is for you to leave the conference fully energized and armed with the skills needed to lead the ever-adapting workplace of the future.

Stay well, friends, and we hope to see you in-person next year!

With warm regards,

Sandra Howe
2020 WICT Board Chair and
Conference Committee Chair
EVP & President, Americas
Technetix, Inc.

Maria E. Brennan, CAE
President & CEO
WICT

SPONSORS

THANK YOU TO OUR 2020 TOUCHSTONE PARTNERS

STRATEGIC PARTNERS

Charter Communications

Comcast NBCUniversal

CATALYST PARTNERS

accenture consulting

altice

CommScope

Cox

Disney and ESPN Media Networks

Google Cloud

Warner Media

INSPIRE PARTNERS

A+E Networks

AMC Networks

aws

Cisco

Discovery

Grande Communications | RCN | Wave

TV One Represent.

INDUSTRY PARTNER

walter kaitz foundation

MEDIA PARTNERS

BC Broadcasting+Cable

Cablefax

Multichannel News

INDUSTRY SPONSOR

SpeakeasyInc.com

THANK YOU TO OUR 2020 LEADERSHIP CONFERENCE SPONSORS

PLATINUM SPONSOR

COMCAST NBCUNIVERSAL

GOLD SPONSOR

Charter COMMUNICATIONS

CHAMPION SPONSORS

Disney and ESPN Media Networks

TV ONE REPRESENT.

GENERAL SESSION SPONSORS

accentureconsulting

AMC NETWORKS

Google Cloud

WARNER MEDIA

VIRTUAL NETWORKING ROUNDTABLES SPONSOR

A+E NETWORKS

MOBILE APP SPONSOR

Charter COMMUNICATIONS

OPENING ENTERTAINMENT SPONSOR

afiniti

BREAKOUT SESSION SPONSORS

aws

Cable One

Crown Media FAMILY NETWORKS

Red Hat

TV ONE REPRESENT.

COACHING SPONSOR

Precision OPTICAL TRANSCEIVERS

CONFERENCE OVERVIEW

POWER PLENARIES

The Power Plenaries feature leaders and trailblazers in high-level strategic talks.

MONDAY, OCTOBER 5

- **11:00 am** SUPER SESSION
  The Grand Opening
- **12:05 pm** KEYNOTE SESSION
  Acting with Power, Purpose and Resilience
- **2:30 pm** FIRESIDE CHAT
  Beyond the Hashtag: Moving from Grassroots to Grand Landscapes
- **3:15 pm** **Navigating Chaos in a COVID World**
- **4:20 pm** **Profiles of Champions: Becoming a Corporate Athlete**

TUESDAY, OCTOBER 6

- **11:00 am** KEYNOTE SESSION
  Grit: The Power and Passion of Perseverance
- **12:00 pm** **(Re)Creating Successful Employee Resource Groups**
  A Joint Session with NAMIC
- **1:00 pm** **L. Patrick Mellon Mentorship Session**
  Presented by NAMIC
- **3:25 pm** **Pearls of Wisdom: Defining Moments**

The Power of Resilience

TECHNOLOGY & INNOVATION

Technology & Innovation breakouts offer insight into the future of the workplace, enabling participants to develop effective and inventive solutions to tomorrow's problems.

MONDAY, OCTOBER 5

- **1:25 pm** **Rebel Talent: Why it Pays to Break the Rules at Work and in Life**

TUESDAY, OCTOBER 6

- **10:00 am** **Preparing for Tomorrow's Jobs Today, A Futurist's Perspective**
- **2:10 pm** **Trendspotting: Embracing Emerging Technologies**

BUSINESS ESSENTIALS

Business Essentials feature practical, interactive conversations and real-life tactics to give leaders the skills and confidence they need to harness their full career potential.

MONDAY, OCTOBER 5

- **1:25 pm** **Staying Financially Fit During a Downturn**

TUESDAY, OCTOBER 6

- **10:00 am** **Increasing Your Impact and Influence in the Virtual World**
- **2:10 pm** **Financial Acumen for the Non-Accountants**

THE LEADING EDGE

The Leading Edge sessions provide both aspiring and experienced leaders with the skills and mindset to bring out the best in others.

MONDAY, OCTOBER 5

- **1:25 pm** **Managing Up: Proven Strategies to Manage Management**

TUESDAY, OCTOBER 6

- **10:00 am** **Creating an Exceptional and Dynamic Culture**
- **2:10 pm** **The Activation of Courage in Leaders: What the Science Says**

AGENDA AT A GLANCE

SESSION TRACKS

1 TECHNOLOGY & INNOVATION | 2 THE LEADING EDGE | 3 BUSINESS ESSENTIALS

NOTE: All times are Eastern Time.

MONDAY, OCTOBER 5

9:00 – 11:00 am

SPECIAL ACTIVITY
LIVE – One-on-One Executive Coaching
> Advance sign-up required
SPONSOR: Precision Optical Transceivers

11:00 am – 12:00 pm **OPENING SESSION**

OPENING ENTERTAINMENT
Amanda Gorman, U.S. Youth Poet Laureate and Activist
SPONSOR: afiniti

SUPER SESSION
The Grand Opening
SPONSOR: COMCAST NBCUNIVERSAL

12:05 – 12:50 pm **KEYNOTE SESSION**

Acting with Power, Purpose and Resilience
> Presented by Stanford Graduate School of Business
SPONSOR: WARNERMEDIA

12:50 – 1:10 pm

Signature Luncheon PAR Awards Virtual Celebration
TOP SPONSORS: PREMIER COMCAST NBCUNIVERSAL | RUBY Charter Communications | CHAMPION accentureconsulting

1:10 – 1:25 pm

Fast Break

1:25 – 2:25 pm **CONCURRENT SESSIONS**

TRACK 1: TECHNOLOGY & INNOVATION
Rebel Talent: Why it Pays to Break the Rules at Work and in Life
SPONSOR: Cable One

TRACK 2: THE LEADING EDGE
Managing Up: Proven Strategies to Manage Management

TRACK 3: BUSINESS ESSENTIALS
Staying Financially Fit During a Downturn

GENERAL SESSIONS

2:30 – 3:10 pm

FIRESIDE CHAT
Beyond the Hashtag: Moving from Grassroots to Grand Landscapes
SPONSOR: AMC NETWORKS

3:15 – 4:15 pm

Navigating Chaos in a COVID World
SPONSOR: Google Cloud

4:20 – 5:20 pm

Profiles of Champions Panel: Becoming a Corporate Athlete
SPONSOR: accentureconsulting

5:30 – 6:30 pm

SPECIAL ACTIVITY
Fun with Fitness – Pilates

5:30 – 6:30 pm

SPECIAL ACTIVITY
LIVE – Virtual Networking Roundtables: Time to Unwind and Exhale
> Advance sign-up required
SPONSOR: A+E NETWORKS

SESSION TRACKS

1 TECHNOLOGY & INNOVATION | 2 THE LEADING EDGE | 3 BUSINESS ESSENTIALS

NOTE: All times are Eastern Time.

TUESDAY, OCTOBER 6

9:00 – 10:00 am

SPECIAL ACTIVITY
Fun with Fitness – Yoga

9:00 – 11:00 am

LIVE – One-on-One Executive Coaching
> *Advance sign-up required*
SPONSOR: Precision Optical Transceivers

10:00 – 10:55 am — **CONCURRENT SESSIONS**

TRACK 1: TECHNOLOGY & INNOVATION
Preparing for Tomorrow's Jobs Today, The Futurist's Perspective

TRACK 2: THE LEADING EDGE
Creating an Exceptional and Dynamic Culture
SPONSOR: Red Hat

TRACK 3: BUSINESS ESSENTIALS
Increasing Your Impact and Influence in the Virtual World
SPONSOR: Crown Media Family Networks

11:00 – 11:55 am — **SUPER TUESDAY KEYNOTE**

Grit: The Power and Passion of Perseverance

12:00 – 1:00 pm

(Re)Creating Successful Employee Resource Groups
> *A Joint Session with NAMIC*

1:00 – 2:00 pm

SPECIAL ACTIVITY
LIVE – One-on-One Executive Coaching
> *Advance sign-up required*
SPONSOR: Precision Optical Transceivers

1:00 – 2:00 pm

Break for NAMIC's L. Patrick Mellon Mentorship Session
> *Free to WLC attendees*

2:10 – 3:10 pm — **CONCURRENT SESSIONS**

TRACK 1: TECHNOLOGY & INNOVATION
Trendspotting: Embracing Emerging Technologies
SPONSOR: aws

TRACK 2: THE LEADING EDGE
The Activation of Courage in Leaders: What the Science Says
SPONSOR: TV One Represent

TRACK 3: BUSINESS ESSENTIALS
Financial Acumen for the Non-Accountants

3:25 – 4:30 pm — **CLOSING SESSION**

Pearls of Wisdom: Defining Moments
SPONSOR: Charter Communications

5:00 – 6:00 pm

SPECIAL ACTIVITY
LIVE – One-on-One Executive Coaching
> *Advance sign-up required*
SPONSOR: Precision Optical Transceivers

Diversity & Inclusion is our foundation for innovation and drives our business forward.

Comcast NBCUniversal is proud to support the 2020 WICT Leadership Conference.

COMCAST
NBCUNIVERSAL

COMCASTCORPORATION.COM/DIVERSITY

SESSIONS

MONDAY, OCTOBER 5

9:00 – 11:00 am

SPECIAL ACTIVITY

LIVE – One-on-One Executive Coaching

> *Advance sign-up required*

A Leadership Conference crowd favorite, WICT's one-on-one coaching sessions offer customized guidance on your area of interest with a professional executive coach. Based on participant feedback, we have expanded the length of each session from 25 to 45 minutes, allowing you more time to explore with your coach any leadership or management issues relevant to your career. Time slots will be available at various points across both days of the conference, enabling more choices and flexibility.

SPONSOR: Precision Optical Transceivers

11:00 am – 12:00 pm

OPENING ENTERTAINMENT

Amanda Gorman

U.S. Youth Poet Laureate and Activist

AMANDA GORMAN

SPONSOR: afiniti

SUPER SESSION

The Grand Opening

Join us as we kick-off the WICT Leadership Conference and all of the Diversity Week activities! This dynamic opening session will set the tone for the next two days, as we collectively explore The Power of Resilience.

We are thrilled to welcome Sheinelle Jones as she takes center stage for an intimate fireside chat with Ebonne Ruffins. Be inspired by Sheinelle's stories of her life and career journey that speak to her own resilience.

SPEAKERS *(in order of appearance)*: **Maria E. Brennan, CAE,** President & CEO, WICT; **Sandra Howe,** WICT Global Chair, EVP & President, Americas, Technetix, Inc; **Karen Buchholz,** Chief Diversity Officer & EVP, Administration, Comcast; **Sheinelle Jones,** Co-Host, 3rd Hour of Today; **Ebonne Ruffins**, VP, Local Media Development, Comcast

MARIA E. BRENNAN

SANDRA HOWE

KAREN BUCHHOLZ

SHEINELLE JONES

EBONNE RUFFINS

SPONSOR: COMCAST NBCUNIVERSAL

MONDAY, OCTOBER 5

12:05 – 12:50 pm

KEYNOTE SESSION

Acting with Power, Purpose and Resilience

> *Presented by Stanford Graduate School of Business*

In most realms, men still hold greater power than women. Yet research shows women wield power more responsibly than men. As fear and uncertainty rise in society and in our workplaces, now more than ever, so does the need for responsible leaders who are not afraid to claim and use power. In this session, Stanford Professor Deborah Gruenfeld, author of the new book *Acting with Power: Why We Are More Powerful Than We Believe*, addresses how what we need from our leaders is changing, and how women leaders, in particular, can rise to the occasion, by learning to wield power without fear.

SPEAKER: **Deborah Gruenfeld, Ph.D.,** Joseph McDonald Professor, Professor of Organizational Behavior and Co-Director, Executive Program in Women's Leadership, Stanford Graduate School of Business

DEBORAH GRUENFELD

SPONSOR: WARNERMEDIA

12:50 – 1:10 pm

Signature Luncheon PAR Awards Virtual Celebration

Welcome to the redesigned Signature Luncheon, brought to you as a video celebration. The virtual program showcases the exemplary work of the PAR Top Companies for Women to Work. Join us as we salute all the PAR Top Companies in honor of their efforts to build a more inclusive and equitable workplace. Let the celebration begin!

PAR Top Programmers:

FIRST PLACE **NBCUniversal**
SECOND PLACE **ViacomCBS**
THIRD PLACE (TIE) **Discovery, Inc.**
THIRD PLACE (TIE) **ESPN**
FIFTH PLACE **REVOLT**

PAR Top Operators:

FIRST PLACE **Comcast Corporation**
SECOND PLACE **Cox Communications, Inc.**
THIRD PLACE **Mediacom Communications**
FOURTH PLACE **Midco**
FIFTH PLACE **Charter Communications**

TOP SPONSORS:

PREMIER COMCAST NBCUNIVERSAL
RUBY Charter COMMUNICATIONS
CHAMPION accentureconsulting

1:10 – 1:25 pm

Fast Break

1:25 – 2:25 pm

CONCURRENT SESSIONS

TECHNOLOGY & INNOVATION

Rebel Talent: Why it Pays to Break the Rules at Work and in Life

There's a rebel in each of us. We live in turbulent times and the world seems more divided than ever. In this competitive environment, cultivating rebel talent is what allows businesses to evolve and prosper. And rebellion has an added benefit beyond the workplace: it leads to a more vital, engaged and fulfilling life. Sharing insights from her research on why, when and how to break the rules, Dr. Francesca Gino will provide the tools to take a different look at how you approach work and life.

SPEAKER: **Francesca Gino, Ph.D.,** Author & Tandon Family Professor of Business Administration, Harvard Business School; Chair, Negotiation, Organizations and Markets (NOM) Unit

FRANCESCA GINO

SPONSOR: Cable One™

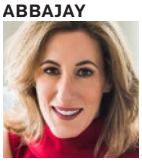
THE LEADING EDGE

Managing Up: Proven Strategies to Manage Management

Whether we like it or not, our bosses have enormous influence over our ability to succeed, thrive and advance in our organizations, our careers and ultimately, our leadership journey. Managing up helps you build relationships that foster more communication and understanding between people with varying levels of power, skills and perspectives. This lively and interactive presentation provides proven strategies and techniques to increase cooperation and collaboration with everyone on your team, regardless of position. Learning to effectively manage up is good for you, your boss and your organization.

SPEAKER: **Mary Abbajay,** Author, *Managing Up* and President & CEO, Careerstone Group, LLC

MARY ABBAJAY



BUSINESS ESSENTIALS

Staying Financially Fit in a Downturn

This unprecedented period has found us all reacting at record speeds to protect our people and our companies while continuing to serve our customers. And although the circumstances are extraordinary, for many of us, this is not the first economic downturn we've faced. This session will explore the impact on financial reporting and some of the unique considerations the downturn presents. From potential post-election taxes and regulations to new pricing strategies necessitated by changing customer demands, our presenters will highlight the opportunities and challenges leaders should monitor as we adjust to the new normal.

SPEAKERS: **Nichole Jordan,** Regional Managing Partner, Central Region, Grant Thornton; **Janet Malzone,** Partner, Regional Audit Leader - Midwest, Grant Thornton

NICHOLE JORDAN

JANET MALZONE

MONDAY, OCTOBER 5

▸ 2:30 – 3:10 pm

FIRESIDE CHAT

Beyond the Hashtag: Moving from Grassroots to Grand Landscapes

As we attempt to heal the deep wounds affecting our society, businesses have a moral obligation to hold themselves accountable and evaluate how they contribute to the tangled web of systemic racism. Our industry is one that wields great economic power, and we have tremendous social influence as content creators and conduits of information for billions around the world. Almost every major business has made a public commitment to diversity and inclusion following the recent social justice movement; however, we need to move past statements and spring into action if we are going to make real and measurable progress.

MODERATOR: **Lori Hall,** Co-Founder & Head of Creative, Pop'N Creative
SPEAKER: **Michael K. Powell,** President & CEO, NCTA – The Internet & Television Association

LORI HALL

MICHAEL K. POWELL

SPONSOR: AMC NETWORKS

ABOUT WICT'S #BEYONDTHEHASHTAG SERIES

This series was established at the WICT Leadership Conference in the wake of the #MeToo and #TimesUp movements, which ignited a global campaign about the obstacles women encounter routinely in their professional lives. WICT's #BeyondTheHashtag Series seeks to present real-world solutions by moving workplaces from dialog to action in an effort to build inclusive and equitable workplace cultures that end bias, bigotry and prejudice.

▸ 3:15 – 4:15 pm

GENERAL SESSION

Navigating Chaos in a COVID World

Unprecedented times call for unprecedented leadership. Since the outbreak of the COVID-19 pandemic, the world has experienced civil, economic and political upheaval like nothing in recent history. However, even in the midst of turmoil, strong leaders find creative ways to pivot and support their organizations and teams in spite of it—while continuing to work toward their own professional goals. Listen in on this frank panel discussion and learn practical tools, ideas and lessons to guide you through the still evolving COVID crisis, and ensure you are prepared for the next big challenge that comes our way. Come prepared with your burning questions for our experts.

MODERATOR: **Joseph B. Fuller,** Professor of Management Practice, Harvard Business School
SPEAKERS: **Kathleen Finch,** Chief Lifestyle Brands Officer, Discovery, Inc.; **Soraya Loerts,** VP, Product Quality, Liberty Global; **Michelle Rice,** General Manager, TV One

JOSEPH B. FULLER

KATHLEEN FINCH

SORAYA LOERTS

MICHELLE RICE

SPONSOR: Google Cloud

4:20 – 5:20 pm

GENERAL SESSION

Profiles of Champions Panel: Becoming a Corporate Athlete

Athletes possess specific traits developed over years of competitive sports that translate well into a corporate culture. From perseverance and discipline to teamwork and reliance, these attributes are what make or break winners during their career. Among the highest-rated conference sessions, this encore panel presentation explores the intersectionality between high-performing athletes and high-performing executives. Learn invaluable strategies from these top players as they share their personal stories of trials and triumphs, empowering you to create your own corporate playbook.

MODERATOR: **Laura Gentile,** SVP, Marketing, ESPN
SPEAKERS: **Amanda McGrory,** Digital Archivist, Paralympian & Team USA Athlete; **Kristi Yamaguchi,** Olympic Gold Medalist, World Champion Skater & Founder, Always Dream

LAURA GENTILE

AMANDA MCGRORY

KRISTI YAMAGUCHI

SPONSOR: accentureconsulting

5:20 – 5:30 pm

Fast Break

5:30 – 6:30 pm

SPECIAL ACTIVITY

Fun with Fitness – Pilates

De-stress while you work on strengthening and lengthening your whole body during a Mat Pilates fitness class exclusively for WICT Leadership Conference attendees—open to all levels, from beginner to advanced.

5:30 – 6:30 pm

SPECIAL ACTIVITY

LIVE – Virtual Networking Roundtables: Time to Unwind and Exhale

> *Advance sign-up required*

BYOB (or not) and connect with leaders across the industry as you engage in a targeted discussion on a topic relevant to you.

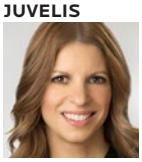
SPEAKERS: **Morgan Bondon,** Area VP, Sales, Cable & Media, Cisco; **Julia de Boinville,** VP, Global Business Development, Afiniti; **Tina Evangelista,** VP, Human Resources, Cable One; **Georgia Juvelis,** EVP & Co-Head Corporate Communications, AMC Networks; **Leslie Miles,** VP, Corporate Programs & Indirect Procurement, CommScope; **Lois Nemcovsky,** SVP, International Media Operations, A+E Networks; **Samira Panah Bakhtiar,** Senior Sales Leader, AWS; **Tina Shah,** EVP & General Manager, WarnerMedia -Turner Sports; **Michelle Strong,** SVP, Content Distribution & Marketing, A+E Networks; **Toni Stubbs,** VP, Technology, Engineering & Operations, Cox Communications; **Irene Thomas,** Head of Marketing, Google Cloud

MORGAN BONDON

JULIA DE BOINVILLE

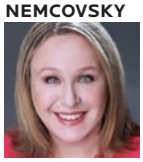
TINA EVANGELISTA

GEORGIA JUVELIS

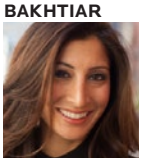


LESLIE MILES

LOIS NEMCOVSKY



SAMIRA PANAH BAKHTIAR



TINA SHAH

MICHELLE STRONG

TONI STUBBS

IRENE THOMAS

SPONSOR: A+E NETWORKS

Resilience. One of life's greatest skills.

Charter is proud to support Women in Cable Telecommunications.

Charter
COMMUNICATIONS

TUESDAY, OCTOBER 6

9:00 – 10:00 am

SPECIAL ACTIVITY

Fun with Fitness – Yoga

Create harmony within your body and mind during a yoga class exclusively for WICT Leadership Conference attendees—open to all levels, from beginner to advanced.

9:00 – 11:00 am

SPECIAL ACTIVITY

LIVE – One-on-One Executive Coaching

> *Advance sign-up required*

A Leadership Conference crowd favorite, WICT's one-on-one coaching sessions offer customized guidance on your area of interest with a professional executive coach. Based on participant feedback, we have expanded the length of each session from 25 to 45 minutes, allowing you more time to explore with your coach any leadership or management issues relevant to your career. Time slots will be available at various points across both days of the conference, enabling more choices and flexibility.

SPONSOR: Precision OPTICAL TRANSCEIVERS

10:00 am

In this welcome and introduction of Day Two, WICT's Immediate Past Chair, Marva Johnson, thanks our stakeholders and chapter leaders as we gear up for more learning and networking.

SPEAKER: **Marva Johnson,** 2020 WICT Immediate Past Chair; VP, State Government Affairs (South), Charter Communications

MARVA JOHNSON

10:00 – 10:55 am

CONCURRENT SESSIONS

TECHNOLOGY & INNOVATION

Preparing for Tomorrow's Jobs Today, The Futurist's Perspective

There is little doubt that our workplaces are currently undergoing extraordinary transformation, expedited by the pandemic. These changes may be undermining our sense of identity and challenging our ability to adapt. Where so many see change as threatening, futurists Heather McGowan and Chris Shipley see it as an opportunity to open the flood gates of human potential and shift the way we think about work and leadership. Join us for this candid discussion about adaptation, and learn ways to detach your sense of pride and personal identity from a job title, and connect to your sense of purpose. You will return to work with tools that will positively impact your career for years to come.

SPEAKERS: **Heather McGowan,** Future-of-work Strategist and Author, *The Adaptation Advantage*; **Chris Shipley,** Author, *The Adaptation Advantage*

HEATHER MCGOWAN

CHRIS SHIPLEY

TUESDAY, OCTOBER 6

10:00 – 10:55 am

CONCURRENT SESSIONS

THE LEADING EDGE

Creating an Exceptional and Dynamic Culture

There can be a disconnect between a leader's perception of an organization's culture and that of rank-and-file employees' perceptions. These disconnects can create miscommunication, sometimes resulting in reduced trust and confidence in leadership. Creating a people-centered culture has a positive impact on an organization's effectiveness and bottom line, however, changing mindsets and behaviors doesn't happen all at once. Culture transformation takes time and commitment from all levels of the organization. Join us for this session and learn how to involve your entire team in creating a dynamic culture that will benefit your company in the long term.

SPEAKER: **Nicole L. Turner,** Founder/Principal, Nicole L. Turner Consulting

NICOLE L. TURNER

SPONSOR: Red Hat

BUSINESS ESSENTIALS

Increasing Your Impact and Influence in the Virtual World

Our current environment requires us to find ways to stay relevant as the industry and the world around us undergo dramatic changes. Experience a seismic shift in the way you think about yourself and your ability to lead during this energizing and insightful *Plan to be Amazing!*™ call-to-action for leaders at all levels. You will learn to ensure your voice is heard and your impact is felt in our virtual world, while you expand your understanding of what truly constitutes amazing leadership in the eyes of others. Presenter Carol Isozaki will help you develop a plan to bring your best, most authentic self to the table, especially when outside your comfort zone. You will return to the workplace rooted in enhanced intentionality, leadership clarity, and personal accountability.

SPEAKER: **Carol Isozaki,** Founder & President, Strategic Brand Intelligence

CAROL ISOZAKI

SPONSOR: Crown Media Family Networks

11:00 – 11:55 am

SUPER TUESDAY KEYNOTE

Grit: The Power and Passion of Perseverance

Grit—a unique combination of passion and long-term resolve—is the hallmark of high achievers in every domain, according to Angela Duckworth, best-selling author of Grit: The Power and Passion of Perseverance. Duckworth's book serves as a roadmap to understanding and building resilience in tough times. We invite you to join us for this personal, insightful and transformative conversation about what happens psychologically when an individual falters, and how perseverance—especially when faced with challenging conditions—determines one's level of success.

MODERATOR: **Michelle Ray,** Executive Director, Walter Kaitz Foundation
SPEAKER: **Angela Duckworth, Ph.D.,** Christopher H. Browne Distinguished Professor of Psychology, University of Pennsylvania and Founder & CEO, Character Lab

MICHELLE RAY

ANGELA DUCKWORTH

12:00 – 1:00 pm

GENERAL SESSION

(Re)Creating Successful Employee Resource Groups

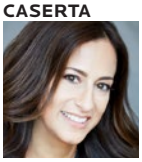
> *A Joint Session with NAMIC*

Once considered simply social networks to support underrepresented groups, ERGs are now recognized as drivers of greater workplace inclusion. Successful ERGs are a living, breathing example of how diversity drives business results. Attend this panel discussion of industry leaders and HR experts to learn best practices on building or fortifying your company's ERG.

MODERATOR: **Joiava Philpott,** VP, Regulatory Affairs, Cox Communications
SPEAKERS: **Jennifer Caserta,** Chief Transformation & People Officer, AMC Networks; **Lee Schroeder,** EVP, Government & Community Affairs & Chief Diversity Officer, Altice USA; **Mini Timmaraju,** Executive Director, Diversity & Inclusion, Comcast

JOIAVA PHILPOTT

JENNIFER CASERTA



LEE SCHROEDER

MINI TIMMARAJU

Presented in conjunction with

NAMIC

TUESDAY, OCTOBER 6

1:00 – 2:00 pm

SPECIAL ACTIVITY

LIVE – One-on-One Executive Coaching

> *Advance sign-up required*

A Leadership Conference crowd favorite, WICT's one-on-one coaching sessions offer customized guidance on your area of interest with a professional executive coach. Based on participant feedback, we have expanded the length of each session from 25 to 45 minutes, allowing you more time to explore with your coach any leadership or management issues relevant to your career. Time slots will be available at various points across both days of the conference, enabling more choices and flexibility.

SPONSOR: Precision Optical Transceivers

1:00 – 2:00 pm

L. Patrick Mellon Mentorship Session: "The Value of Mentoring"

> *Free to WICT Leadership Conference attendees*

This noteworthy conversation between Christy Haubegger and Ed Lewis will explore key aspects of successful mentoring, and its ability to build leaders, launch dream careers and create legacies. You don't want to miss this conversation!

MODERATOR: James Anderson, SVP, Enterprise Inclusion, Marketing and Communications, WarnerMedia

SPEAKERS: Christy Haubegger, EVP, Chief Enterprise Inclusion Officer, WarnerMedia; **Ed Lewis,** Co-Founder, CEO and Publisher, Essence Communications, Inc.

JAMES ANDERSON

CHRISTY HAUBEGGER

ED LEWIS

Presented by NAMIC

SUPPORTED BY: walter kaitz foundation

2:10 – 3:10 pm

CONCURRENT SESSIONS

TECHNOLOGY & INNOVATION

Trendspotting: Embracing Emerging Technologies

While we can't predict the future, we can envision what's possible, thanks to the latest technology. Join this panel discussion of senior-level industry leaders as they dive into the tech trends on the horizon. Learn how these trends will drive significant change and transform our ever-evolving business.

MODERATOR: **Orlando Hampton,** General Manager, USA, Afiniti
SPEAKERS: **Noopur Davis,** EVP, Chief Product & Information Security Officer, Comcast; **Stephanie Mitchko-Beale,** CTO & EVP, Charter Communications

ORLANDO HAMPTON

NOOPUR DAVIS

STEPHANIE MITCHKO-BEALE

SPONSOR: aws

THE LEADING EDGE

The Activation of Courage in Leaders: What the Science Says

What causes fear? What does it mean to act with courage? This session will address those questions and more as we explore the neuro-behavior of fear and bravery. You will come away from this fascinating session armed with tools and techniques that you can utilize to stay in control and lead with courage in the face of fear.

SPEAKER: **Dr. Arin Reeves,** President & Managing Director, Nextions LLC

DR. ARIN REEVES

SPONSOR: TV ONE REPRESENT.

BUSINESS ESSENTIALS

Financial Acumen for the Non-Accountants

Understanding financial statements and cash flow charts are vital skills for anyone who intends to move upward in leadership. Successful executives understand and use financial data to help inform sound decision making and tap into their fiscal acumen routinely to succeed. This session will give you a primer on understanding financial reporting basics, like reading income statements and cash flow reports, helping you to gain confidence in understanding how financial data and non-financial metrics interact. Learn to forecast events and determine the best financial strategy to position your organization for financial stability and growth.

SPEAKER: **Thomas Smith, Ph.D.,** Associate Professor in the Practice of Finance, Goizueta Business School, Emory University

THOMAS SMITH

TUESDAY, OCTOBER 6

3:25 – 4:30 pm

CLOSING SESSION

Pearls of Wisdom: Defining Moments

This annual capstone session takes a page from the famed TED Talks, bringing together influential thought leaders to impart their wisdom in several mini-keynotes. Speakers will share their inspiring and powerful journeys and seminal moments, which will leave you energized and empowered to take your teachings and turn them into an action plan!

SPEAKERS: **Jane Latman,** President, HGTV; **Dr. Randy Ross,** bestselling author, CEO of Remarkable, and former Chief People Officer; **Saleema Vellani,** Founder & CEO, Ripple Impact; **Eboni K. Williams,** Host & Executive Producer, REVOLT Black News; **Tiffany Yu,** CEO & Founder, Diversability; Founder, Awesome Foundation Disability Chapter

JANE LATMAN

DR. RANDY ROSS

SALEEMA VELLANI

EBONI K. WILLIAMS

TIFFANY YU

SPONSOR: Charter COMMUNICATIONS

4:30 pm

Closing Remarks & Wrap Up

SPEAKER: **Joanna Dees,** SVP, Educational Programs, WICT

JOANNA DEES

5:00 – 6:00 pm

SPECIAL ACTIVITY

LIVE – One-on-One Executive Coaching

> *Advance sign-up required*

A Leadership Conference crowd favorite, WICT's one-on-one coaching sessions offer customized guidance on your area of interest with a professional executive coach. Based on participant feedback, we have expanded the length of each session from 25 to 45 minutes, allowing you more time to explore with your coach any leadership or management issues relevant to your career. Time slots will be available at various points across both days of the conference, enabling more choices and flexibility.

SPONSOR: Precision OPTICAL TRANSCEIVERS

2020 WICT LEADERSHIP

BOARD OF DIRECTORS

Executive Committee

CHAIR
Sandra Howe
EVP & President, Americas
Technetix, Inc.

IMMEDIATE PAST CHAIR
Marva Johnson
VP, State Government Affairs (South)
Charter Communications

STRATEGIC PLANNING COMMITTEE CHAIR
Catherine Bohigian
EVP, Government Affairs
Charter Communications

DEVELOPMENT COMMITTEE CHAIR
Justin Connolly
President, Media Distribution
Disney & ESPN Media Networks

GOVERNANCE COMMITTEE CHAIR
Jen Neal
General Manager, E! News, Live Events & Lifestyle Digital
E! Entertainment

CHAPTER DEVELOPMENT COMMITTEE CHAIR
Michelle Rice
General Manager
TV One

INDUSTRY RELATIONS COMMITTEE CHAIR
Leigh Woisard
SVP, Corporate Communications & Public Affairs
Cox Communications

PRESIDENT & CEO
Maria E. Brennan, CAE
President & CEO
WICT

Many of WICT's 2020 Board visited Comcast's Tech Center in Philadelphia

At-Large Directors

Julie Agnew
CHAPTER LEADER DESIGNEE
Executive Director, Construction & Delivery, Network Expansion
Virgin Media

Karen Bennett
EVP & Chief Human Resources Officer
Cox Communications

Morgan Bondon
VP, Sales
Cisco

Karen Buchholz
Chief Diversity Officer & EVP, Administration
Comcast

Rhonda Crichlow
SVP & Chief Diversity Officer
Charter Communications

Lauren Dolan
VP, Global Talent
Liberty Global

Johnita Due
SVP, Chief Diversity & Inclusion Officer
WarnerMedia News & Sports

Tina Evangelista
VP, Human Resources
Cable One

Carmela Fournier
EMERGING LEADER DESIGNEE
Executive Director, Data Platform
FreeWheel, a Comcast company

Jodi Friedman
Account VP, Business Services
CommScope

Catherine Frymark
Group SVP, Corporate Communications
Discovery, Inc.

Orlando Hampton
General Manager, USA
Afiniti

Jonica Hartman
EMERGING LEADER DESIGNEE
Director, Strategic Initiatives
Spectrum Reach

Georgia Juvelis
EVP & Co-Head, Corporate Communications
AMC Networks

Sloan Kennedy
VP, Domestic Network Distribution
HBO

Mary McLaughlin
SVP, Beltway Region
Comcast

Lee Schroeder
EVP, Government & Community Affairs & Chief Diversity Officer
Altice USA

Peri Shamsai
Managing Director
Accenture

Michelle Strong
SVP, Content Distribution
A+E Networks

Alaka Williams
SVP, People & Culture – U.S. Networks
Discovery, Inc.

STAFF

Maria E. Brennan, CAE
President & CEO

Jason E. Brown
Senior Director, Educational Programs

Julianne Churchill
Executive Assistant

Joanna Dees
SVP, Educational Programs

Kristin Edwards
AVP, Industry Relations & External Communications

Lesa Faris
Chief Development Officer

Greg Hickman
SVP, Technology & Digital Communications

Hassana Howe, CAE
VP, Member & Chapter Development

Cindy Key
Director, Business Development

Megan Marksberry
Sr. Manager, Program Administration

Donna McDonald
Director, Data Operations & Finance

Kathleen McNally
Director, Membership Operations

Sydney Rose
Manager, Chapters & Events

Kiersten A. Walker, CMP, CSEP
AVP, Events

Rebecca Walker, CPA, MBA
Chief Financial Officer

SAVE THE DATE

WICT Signature Luncheon

THE PLAZA HOTEL NEW YORK

Fifth Avenue at Central Park South

APRIL 29, 2021

HELD IN CONJUNCTION WITH THE CABLE HALL OF FAME DINNER

2020 CHAPTER PRESIDENTS

CAROLINAS
Christine Rodocker
VP, Distribution & Consumer Marketing
INSP

EUROPE
Soraya Loerts
VP Product Quality
Liberty Global, Inc

FLORIDA
Sadie Molinet
Field Marketing Manager
Spectrum Enterprise

GREAT LAKES
Darralyn Griffin
Finance Supervisor
Comcast

GREATER CHICAGO
Lisa Thomas
Sr. Mgr., Procurement
CommScope

GREATER MEMPHIS-JACKSON
Tonya Thompson
Manager, Strategic Execution
MaxxSouth Broadband

GREATER OHIO
Jeannette Richardson
Director, Human Resources
Charter Communications

GREATER PHILADELPHIA
Lisa Vetere
Sr. Director, Finance Capital Strategy & Analysis
Comcast Cable

GREATER PITTSBURGH
Danielle Erringer
Sr. HR Director
Comcast

GREATER TEXAS
Nikia Farria-Green
Director, Business Assurance
Comcast

HEARTLAND
Terri Rice
Sr. Manager, Marketing
Cox Business

LATIN AMERICA
Fernanda Merodio
Sr. Director, Distribution
Hemisphere Media Group

MIDWEST
Lisa Neuwirth
Sr. Director, Strategic Readiness Office
Charter Communications

NEW ENGLAND
Anna Ciccone
Supervisor Remote Crewing
ESPN

NEW YORK
Mary Susan Schilling
Director, Traffic
Formerly Charter Communications

NORTHERN CALIFORNIA
Jillian Harvey
Permitting Construction Manager
Comcast

PACIFIC NORTHWEST
Abbie O'Dell
Sr. Director Learning Services: Field Operations
Charter Communications

ROCKY MOUNTAIN
Kukis Moran
Executive Director, Communications Engineering
Comcast

SOUTHEAST
Renita Griskel
Director, Emerging Media Content
Discovery, Inc.

SOUTHERN CALIFORNIA
Jennifer Miles
Sr. Director, Brand Marketing
Disney/ESPN

SOUTHWEST
Monica Cole Evans
Sr. Manager, Technical Project Management
Cox Communications

UNITED KINGDOM
Julie Agnew
Exec Director, Construction & Delivery
Virgin Media

VIRGINIA
Shinese Collins
Sr. Marketing Manager
Cox Communications

WASHINGTON DC/BALTIMORE
Anne Thompson
Sr. Delivery Manager
Celerity

2020 WICT LEADERSHIP CONFERENCE FELLOWSHIP RECIPIENTS

CHERYL GREENE FELLOWSHIP
Shannon Saviers
Vice President
Sand Cherry Associates

LUCILLE LARKIN FELLOWSHIP
May Cho
Director, Inbound Sales & Quality
Comcast

JUNE TRAVIS FELLOWSHIP
Aretina Maholmes
Sr. Product Marketing Manager
Cox Communications

NOMI M. BERGMAN FELLOWSHIP
Joanna Casas
Network Engineer
Charter Enterprise

MARTHA SOEHREN WOMEN VETERANS FELLOWSHIP
Crystaljean T. Smith-Allen
Social Media Support Specialist
Cox Communications

CHAPTER SCHOLARSHIPS

The following WICT chapters provided scholarship opportunities to the WICT Leadership Conference:

Carolinas
Europe
Great Lakes
Greater Chicago
Greater Philadelphia
Greater Pittsburgh
Greater Texas
Heartland
Midwest
New England
Pacific Northwest
Rocky Mountain
Southeast
Southern California
Southwest
Virginia

2019 WICT CHAPTER AWARD WINNERS

Chapter of the Year

Greater Philadelphia

Chapter President of the Year

Fernanda Merodio (Latin America)
Sr. Director, Distribution
Hemisphere Media Group

Chapter Advisor of the Year

Marge Jackson (Greater Philadelphia)
SVP, Multicultural Symphony & Sales Enablement
Comcast

Chapter Leaders of the Year

Nancy Allen (Great Lakes)
Account Executive—Xfinity Communities
Comcast

Georgia Jones (United Kingdom)
Sr. Legal Counsel – Programming
Virgin Media

Chapter Volunteers of the Year

Sesaneen Allen (Carolinas)
Business Analyst, Customer Ops
Charter Communications

Alexandra Piña (New York)
Director, Programming & Production
DeSales Media

Most Improved Chapter

Greater Pittsburgh

Best Chapter Programming of the Year

1. **Greater Philadelphia**
2. **Heartland**
3. **New York and Southern California (tie)**

Chapter Mentoring Excellence

1. **Rocky Mountain**
2. **Midwest**
3. **Greater Chicago**

Community Service Award

Southeast

Inspire Award

Carolinas

Europe

Florida

Greater Philadelphia

Greater Pittsburgh

Heartland

New York

Rocky Mountain

Southeast

Southern California

United Kingdom

Virginia

Washington DC/Baltimore

SAVE THE DATE!

Mark your calendars for next year's

WICT LEADERSHIP CONFERENCE

New York Marriott Marquis Times Square

October 4-5, 2021

Customize your own #2020WLC leadership journey with WICT's mobile app, powered by

Charter
COMMUNICATIONS

DOWNLOAD TODAY!

Download on the App Store

GET IT ON Google Play

Women in Cable Telecommunications℠

2000 K STREET, SUITE 350
WASHINGTON, DC 20006

#2020WLC

VISIT US AT WICT.ORG OR

LINKEDIN.COM/COMPANY/WICTHQ

TWITTER.COM/WICTHQ

INSTAGRAM.COM/WICTHQ

FACEBOOK.COM/WICTHQ

WE GRATEFULLY ACKNOWLEDGE THE TOP SPONSORS
OF THE 2020 WICT LEADERSHIP CONFERENCE

PLATINUM

COMCAST NBCUNIVERSAL

GOLD

Charter COMMUNICATIONS

CHAMPION

Disney and ESPN Media Networks

TV ONE REPRESENT.