



Letter from Lata:

It is hard to believe it that summer is almost over and that fall is just around the corner. I have asked myself several times--"Where did the time go?"

I have had an exceptional opportunity to serve with some fantastic people on the WICT New England Board this year. They are go-getters--individuals who are not afraid to make things happen. Even when they did not know exactly how to do something, they got in there and figured it out. As a result, I have seen them grow, change and become more confident in their leadership ability. This is one of the benefits of volunteering to serve on the board.



In this month's newsletter, I wanted to talk a little about getting out of the "comfort zone" in order to sustain our growth as leaders.

Imagine the comfort zone as a circle: Inside the circle are those things that we are comfortable doing; outside is everything else.

When we try something new or different, we push against the parameters of our comfort zone. If we do a new thing often enough, we gain confidence, breakthrough, and our comfort zone expands. If we back off from trying new things we remain within the boundaries of our comfort zone and become limited by it.

Our comfort zone is dynamic and either expands or contracts. When we succeed at something our confidence and self-esteem increases and we take it with us into other endeavors. When we "give in" to our comfort zone we are bound by its limitations and end up feeling stuck or trapped.



Women in Cable
TelecommunicationsSM
NEW ENGLAND

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Here is one of the great ironies of life: Those who consciously expand their comfort zone by doing new things experience no more fear than those who passively try to keep things "as comfortable as possible." Both feel the same fear. However, the person who develops the habit of moving through fear when it appears, feels it only once.

So, I encourage you to keep trying new things and expanding your comfort zone. Feel the fear and do it anyway!

Enjoy the remainder of your summer. I hope to see you at one of our up-coming programs!

Regards,

Lata Chawla
WICT NE President

Mentoring

Mentoring Program mid-point event - Luncheon in Sturbridge, MA (Host Hotel)

The mentoring program is pleased to invite the participants of this year's program to a mid-point event, which will take place in Sturbridge, MA at the Sturbridge Host Hotel on August 21st at noon. Lorie Valle-Yañez will be our guest of honor and speaker for our luncheon. Lorie is currently the Vice President of Diversity & Inclusion at MassMutual. She has a very diverse background and her wealth and knowledge about mentoring is incredible.

Membership

Summer Recruit-A-Member Campaign

Currently through September 30, the Summer Recruit-A-Member Campaign is called "WICT Summer 2008". The campaign awards WICT members who recruit new members into WICT. The summer campaign includes great prizes including \$25 and \$50 gift certificates through giftcertificates.com. **This year we are offering some great new technology toys including the iPhone 3rd generation, iPod Nano 3rd generation and the Nintendo Wii.** Members who recruited last year, earn double rewards increasing their chances of winning. Prizes can be won by any member who recruits new members. For more information about this national campaign, please call 703.234.9811 or visit: <http://www.wict.org/WICT/Membership/RAM/>

Keep Your Profile Updated!

These updates will automatically be made to our database and the online membership directory
[Click Here](#)

Making Strides Against Breast Cancer

[WICT Boot Camp](#)

[Health and Fitness](#)

[Call for Nominations](#)

"WICT on the Hill" A Tremendous Success!



On July 31, 2008 a panel of eight women leaders in the cable industry met with Capitol Hill and provided them with women's workforce issues and achievements. These women are top executives from companies who have been part of the WICT PAR initiative and have earned a spot as "Best Companies for Women in Cable".

The eight panelists were:

Benita Fitzgerald Mosley WICT

Brooke Johnson

Food Network/Scripps Network

Joan Gillman
Time Warner Cable

Kathleen Finch
DIY Network/Scripps Networks

Jennifer Danger
Discovery Communications

Grace Killelea
Comcast

Kelly Regal
Turner Broadcasting Systems, Inc.

Over 125 attendees, including WICT

Locally, WICT's New England Chapter will honor a WICT New England member at the 2008 Gala with the Recruiter of the Year award! This award will be presented to the WICT New England member who recruits the most new members between 10/31/07 - 10/1/08. WICT National tracks renewal-information and this data will be used to honor this year's award winner. For any questions about WICT New England Membership, please reach out to Kara Hughs at kara.j.hughs@disney.espn.com or call her at 860-766-9569.

Reach out to someone you know who would benefit from WICT today!

Student Outreach

What: Lunch & Learn - Learn about all the types of jobs (entry level/ internships) and careers in the cable industry

Date: Wednesday, October 15 at noon

Location: UCONN Storrs Campus - School of Business Dean's Boardroom, Third Floor

Raffle and fun gifts will be given away Sponsored by the Business Career Center and Presented in Coordination with Women in Cable Telecommunications

Panelists: Lata Chawla, President, WICT NE / President, Performance Edge Marilyn Ardito, ESPN, Vice President Organizational Development also an adjunct UCONN professor Suzy Persutti, Comcast Connecticut West Region, Vice President Human Resources also a UCONN graduate

Goal: The purpose of event is to educate communications and technology students (and UCONN business students) on opportunities in the cable industry and to pitch a reduced rate (UCONN will pay the difference) WICT Student Membership. Success will be deemed by having motivational panelists educate students about the cable industry and how they can best prepare to enter the industry. Four panelists. At least 30 student attendees.

Format: The UCONN Business school will reach out to a student organization to sponsor at promote our Intro To The Cable Industry event. Event will be 1.5-2 hours overall: 20 minutes - Cable and WICT 101 - Caryn (or Jodi) or WICT boardmember to present, 30-minutes panel of WICT members from different companies, 20-40 minutes TBD of Q&A, afterwards informal hangout so individual students can reach out to panelists.

Roles: UCONN will coordinate logistics of coordinating on-site operational plans and promoting students to attend. Caryn will get panelists, create a take-home document with cable information, WICT brochures and raffle items for those who sign up on site.

Needs: Panelists - We are looking for one more WICT executive level members who may have attended UCONN, and/or who hires/HR

members, members of Congress and their staff and other association members made this event a tremendous success. WICT hopes to make this an annual event.

[Click here to read entire article:](#)

WICT New England Professional Development Event

Are you in the Driver's Seat when it comes to your Career, Finances and Wellness?

August 21, 2008
2:00 - 6:00

Sturbridge Host Hotel
366 Main Street
Sturbridge, MA

What is your Brand?
What are the obstacles/gaps in your career?
How are you handling stress?
What does your budget look like?

\$50.00 for Members
\$75.00 for Non-Members

[Click Here to sign up today!](#)

Announcing WICT New England's New Website

www.wictnewengland.org

The Benefits:

Increased Ease of Use

Better PayPal Functionality

Past Newsletters

Upcoming Events

Membership Info

related to talk to students about getting into these types of careers. Current WICT panelists include Lata Chawla, President, WICT NE / President, Performance Edge Marilyn Ardito, ESPN, Vice President Organizational Development also an adjunct UCONN professor Suzy Persutti, Comcast Connecticut West Region, Vice President Human Resources also a UCONN graduate

Calling all WICT members that recruit or have relationships with New England Universities and Colleges. The WICT New England chapter is looking to host a luncheon late September/early October to educate University/College career services departments about the WICT New England student program. We will be hosting a short WICT presentation and explaining how a student membership can help develop and grow members professionally in order to help them get ready and learn about opportunities in the cable telecommunications industry. We will also reach out to those attending to see if they want us to host a WICT/Cable Industry 101 for their students. Please contact Caryn Sullivan at 860-766-7542 or caryn.sullivan@disney.espn.com. For more information on the Student Membership benefits go to our WICT New England chapter website under student development.

2009 WICT New England Board

The 2009 WICT New England Board election period is upon us. Although there are still many months of great WICT NE events and programs ahead, it is time to start planning for next year's Board of Directors to ensure a smooth transition and continued growth of our great Chapter. We are looking for energetic, committed, forward thinking women to bring the WICT New England Chapter to new heights of leadership development and individual growth. Will you answer the call?

Thursday, August 14th an email blast went out to all WICT New England members outlining our 2009 Board Roles and requesting nominations. Please take a moment to nominate yourself or a fellow WICT New England member who demonstrates the skills and qualities for an elected position or appointed role. If you have any questions, please send an email to Jenn Kirkwood or have a conversation with a member of the Succession Planning Committee.

Committee Chair - Jenn Kirkwood - jennifer.kirkwood@espn.com

Membership Director - Kara Hughs - Kara.J.Hughs@disney.espn.com

Marketing Director- Shaelagh Florence - Shaelagh_Florence@cable.comcast.com



Coming Soon:

Blogs by Board Members

Videos and Event Photo Albums

And Much More...

American Cancer Society's Making Strides Against Breast Cancer

WICT New England Community Event October 19, 2008

Team Leaders Needed

Save the date October 19th 2008 for this year's WICT New England Community Event as we join the American Cancer Society's Making Strides Against Breast Cancer walks across New England. On Sunday, October 19th there will be local walks in Litchfield CT, Portland ME, Manchester NH, South Burlington VT and Providence RI.

We are looking for volunteers to be Team Captains in each of these areas to coordinate with the local organizers and area WICT walkers. Please contact Brooke Driskill Brooke_Driskill@discovery.com to volunteer or contact Jenn Kirkwood if you have questions Jennifer.kirkwood@espn.com

Marketing Director - Alecia Coffin - alecia.m.coffin@disney.espn.com

Past President - Deena Vandenberghe - Deena_Vandegerghe@cable.comcast.com

Board Election Timeline:

8/11 - 8/26 Nomination period for Executive Board officers, At-large Board roles and Committee directors.

9/16 - 10/1 Election period for Executive Board and At Large Board roles.

10/30 - Elected officers will be announced at the Awards Gala.

12/1 - Appointed Committee directors will be announced on the WICT New England website.

If you are not able to commit to a full time WICT New England Board roll, please consider participating on a sub-committee or be an event volunteer. The Chapter's success depends on you!

[Click here for Board Role Descriptions](#)

[Click here to nominate](#)

WICT: Developing Women Leaders, Transforming the Industry

An article in the Q3 national Publication of Diversity Edge showcased Doug Guthrie and asked Deena Vandenberghe (WICT New England's Past President) about Doug and his nomination from last year and Comcast's involvement and support of WICT.

Here are a few snippets from that article:

"According to Guthrie, "We're really focused on employee engagement, and we want our employees to know that this is an opportunity for them to showcase their skills, to learn more and to network. It is important for our employees to know they are supported. It shows in our numbers - in fact, nearly 40 percent of our senior leaders are women!"

"We want to ensure that we're retaining and attracting the best talent out there to make us competitively sound. The declining number of senior women in the industry is a concern for us. The key thing for Comcast is making sure that we're positioning ourselves for the future and that we're showing the right respect and support for women in the workplace," said Guthrie"

"Developing women leaders is WICT's mission. With support and collaboration from companies like Comcast, and leaders like Guthrie and Vandenberghe, WICT is certainly succeeding in its goal to transform the cable and telecommunications industry."

Call For Volunteers

**Volunteers needed
for upcoming events and
subcommittees**

Email: Brooke Driskill
Brooke_Driskill@discovery.com

WICT Boot Camp

**The Cable Center
Denver, CO**

October 28-29, 2008

Cable Boot Camp and Beyond provides the perfect training ground for professionals who are new to the industry and need a comprehensive and valuable introduction to the business - and for those who may need a refresher!

Sharpen your cable business knowledge through this comprehensive two-day program, which will take you from how cable came about to what the current marketplace looks like, including who the players are and what key issues the cable industry faces today.

[Click here for more information and to register.](#)

Touchstones: Be Fearless

Take Risks. Be confident in your convictions. Bring others along. Great leaders look fear in the eye and use it to their advantage. As the force driving them into uncharted territory. And the adrenaline that keeps them climbing the corporate ladder. They are smart, strategic, and always ready to take action. They don't surrender or retreat. They're committed to their vision and believe in it above everything else. Because of this, others are willing to follow. Without fear.

How:

Take a Risk: Boldly Go Where You Have Not Gone Before / Step Out of Your Comfort Zone



Health & Fitness The health benefits of Yoga!

When you are thinking of a new exercise routine. You may want to think about the benefits of adding Yoga to your daily routine.

Here are just a few of the benefits taken from the website the ABC of Yoga.

Physiological Benefits:

- Stable nervous system
- Pulse rate decreases
- Respiratory rate decreases
- Blood Pressure decreases
- Musculoskeletal flexibility
- Dexterity skills improve
- Posture improves
- Strength and resiliency increase
- Endurance increases
- Energy level increases
- Weight normalizes
- Sleep improves
- Immunity increases
- Pain decreases
- Steadiness improves
- Balance improves

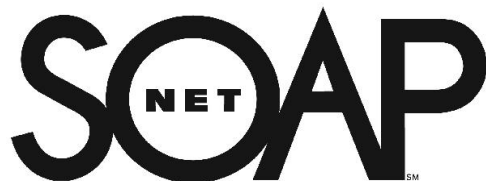
Psychological Benefits:

- Anxiety and Depression decrease
- Hostility decreases
- Concentration improves
- Memory improves
- Attention improves
- Learning efficiency improves
- Mood improves
- Social skills increases
- Self-acceptance increase
- Depth perception improves

Call for Nominations

Help us celebrate the achievements of New England professionals in the cable and telecommunications industries. Nominate a colleague today for a WICT New England award!

[Click here](#) to nominate and see you at the Gala on October 30th!

The ESPN logo, featuring the word "ESPN" in a bold, italicized, black sans-serif font.The ESPN 360.com logo, with "ESPN" in red and "360.com" in black, all in a bold, italicized sans-serif font.The SOAP NET logo, with "SOAP" in large, bold, black letters and "NET" in smaller, bold, black letters inside the "O".

THE NEW WAY TO WATCH SOAPS

The Turner logo, featuring the word "Turner" in a stylized, italicized, black font with a white outline, set within a black rounded rectangle.

A TimeWarner Company

The Comcast logo, with a red "C" icon followed by the word "comcast" in a black sans-serif font.The Boston Globe logo, featuring the words "The Boston Globe" in a white, gothic-style font on a green square background.

WICT NE

Women in Cable Telecommunications - New England Chapter

