

THE 42ND ANNUAL H. NAYLOR FITZHUGH CONFERENCE
MARCH 28-29 | HARVARD BUSINESS SCHOOL

Leadership In The Era Of Globalization

PRESENTED BY THE AFRICAN AMERICAN STUDENT UNION



FRIDAY, MARCH 28TH

LEAN STARTUP COMPETITION - FEATURING KICKOFF KEYNOTE SPEAKER STEVEN ROGERS

6:30PM – 7:45PM // ALDRICH 107

OPENING RECEPTION

7:45PM – 9:00PM // SPANGLER MEREDITH ROOM

SATURDAY, MARCH 29TH

REGISTRATION & BREAKFAST

8:00AM – 8:45AM // SPANGLER MEREDITH ROOM

SPONSOR COFFEE CHATS

8:10AM - 8:40AM // SPANGLER PROJECT ROOMS

OPENING KEYNOTE - VALERIE MOSLEY // ALDRICH 112

8:45AM – 9:30AM

LEADERSHIP: REMAINING COMPETITIVE WITHIN CHANGING MARKETS

9:30AM - 11:00AM

The Perception of Being Capable (HBS Case Discussion) // ALDRICH 112

High Performance Collaboration in a Global Economy (Global Leadership) // ALDRICH 111

NEW OPPORTUNITIES: UNDERSTANDING WHERE WE FIT WITHIN A WORLD OF INCREASING DIVERSITY

11:15AM - 12:15PM

Thinking Globally, Acting Locally (Marketing/CPG) // ALDRICH 109

Unmatched (Technology) // ALDRICH 110

State of the Financial Industry (Finance) // ALDRICH 111

NETWORKING

12:15PM – 12:35PM // ALDRICH CLASSROOMS

NETWORKING LUNCH

12:45PM – 1:30PM // SPANGLER WILLIAMS ROOM

LUNCH KEYNOTE - DR. DAVID A. THOMAS

1:30PM – 2:15PM // SPANGLER WILLIAMS ROOM

POSITIONED FOR IMPACT: LEVERAGING NEW TOOLS TO WIN

2:30PM-3:30PM

Carving Out a Fulfilling, Holistic Career (Social Enterprise) // ALDRICH 110

Innovation in a Changing Market (Entertainment/Media) // ALDRICH 111

NETWORKING

3:30PM – 3:50PM // ALDRICH CLASSROOMS

VENTURE COMPETITION RESULTS

4:00PM – 4:15PM // SPANGLER AUDITORIUM

CLOSING KEYNOTE - OBIE L. MCKENZIE

4:15PM – 5:00PM // SPANGLER AUDITORIUM

CLOSING & RECEPTION

5:00PM – 6:00PM // SPANGLER WILLIAMS ROOM

NETWORKING & AFTERPARTY

9:00PM – 1:00AM // BALLROOM ABC AT THE HYATT REGENCY CAMBRIDGE

Dear Conference Attendees:

On behalf of the African American Student Union (AASU) at Harvard Business School, thank you for attending the 42nd Annual H. Naylor Fitzhugh Conference.

We have speakers from all over the world who have chosen to join us this weekend to discuss the most salient issues of our time. Our theme of *Leadership in an Era of Globalization* addresses the issue of how to compete in an increasingly diverse and global business environment. We will:

1. Openly discuss the reigning industry topics of our time across a variety of industries
2. Help each other develop our leadership styles by challenging each other in a constructive and supportive way
3. Converse on how to build and sustain a successful and fulfilling career
4. State diversity statistics today, discuss how those will affect us tomorrow, and how we can change the trajectory
5. Build lasting connections, creating a sense of brotherhood & sisterhood, that will propel our personal and professional lives forward

And so much more!

We want to acknowledge our conference team for their dedication to this effort:

- CFO: Lamar Warren
- Operations: Oneica Greaves & Neil Wusu
- Marketing: Erin Patten
- Sponsors Lead: Jonathan Ingram & Marc Wilson
- Lean Startup Competition: Terrance Story
- Global Leadership Panel: Ralph Johnson, Kevin Stone, & the Bert King Foundation (Mary Ellen Gardner)
- Prospective Students Session: Allyson Pritchett & the Bert King Foundation (Mary Ellen Gardner)
- Marketing/CPG Panel: Nicole Rennalls
- Finance Panel: Sydney Murray, Jerod Pierce, & Lamar Warren
- Technology Panel: Jamie Hanson & Calvin Young
- Social Enterprise Panel: Guy Kamguia & Erin Patten
- Entertainment Panel: Adia Matthews

We also want to thank MBA Clubs, MBA Operations, and Restaurant Associates for their assistance in this very large endeavor! We hope that you enjoy the conference!

Warmest Regards,

Stacie Smith, MBA 2014
HBS AASU Co-President
HBS AASU Conference Co-Chair

Creighton Taylor, MBA 2014
HBS AASU Co-President
HBS AASU Conference Co-Chair

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History:

Now in its 42nd year, the annual H. Naylor Fitzhugh Conference, hosted by the African-American Student Union at the Harvard Business School, provides a significant forum for the exchange of knowledge and ideas critical to the success of African-American business and community leaders. Each year, more than 500 current HBS students, alumni, faculty, prospective students, prominent business leaders, and community members attend the conference. In 2002, the conference was formally named after H. Naylor Fitzhugh to honor the rich and inspirational legacy he left after graduating from Harvard Business School in 1933.

The H. Naylor Fitzhugh Conference Objectives Are:

- *To bring together AASU members, alumni, prospective students, and the broader African-American community for a weekend of inspiration, reinvigoration, education, networking and development.*
- *To introduce and reconnect African-American alumni, business leaders and students to issues surrounding Black professionals and the impact these issues have on the community at-large.*

Inspiration for our Artwork

In the creation of the cover of the H. Naylor Fitzhugh Conference program booklet, we did not want to create a design that simply showcases the typical montage of millionaires, executives, and tycoons, but rather we wanted to craft a faint and cascading memory of pivotal moments that have gotten us to where we stand today. H. Naylor's Fitzhugh's mentorship and example were reminiscent of other groundbreaking moments in African-American History: when Madam C.J. Walker shattered ceilings and prejudices as she became the first self-made American female millionaire, and when W.E.B. Du Bois led a social revolution through his thought leadership on the importance of education and protest during African-American repression. As we consider where we are heading, we must reflect on where we have been. And far we have progressed. We hope that these images help to spark a holistic conversation that is both rooted in the powerful legacy of these intellectual and business leaders and conscious of the responsibilities their struggles, rigor and relentless community-mindedness confer upon us. We could do much worse for leadership in this era than to resemble that of theirs.

- *"Inspiration for our Artwork" was inspired by the beautiful words and design of talented designer Bianca Mahmood*

STEVEN ROGERS

Senior Lecturer of Business Administration // Harvard Business School
lean startup competition kickoff keynote:



Steven Rogers is a Senior Lecturer in General Management and teaches Entrepreneurial Finance in the executive programs, "Launching New Ventures" and "Owners, Presidents and Managers (OPM)". He also teaches the

Field Immersion Experience for Leadership Development (FIELD course in the MBA program, where students create their own entrepreneurial ventures). A 1985 graduate of the school, Professor Rogers holds a Bachelor of Arts degree from Williams College. Prior to teaching at HBS, he taught for 17 years at the Kellogg School of Management at Northwestern University, in the MBA, PhD and Executive programs in the U.S., Toronto, Germany, and Hong Kong. He received the Outstanding Professor Award for the Executive Program 26 times and the MBA Lawrence Levenson Outstanding Professor of the Year award twice. He was the first professor in the school's history to receive the latter award more than once.

Before joining the Kellogg Faculty, he owned and operated two manufacturing firms and one retail operation. Prior to becoming an entrepreneur, Professor Rogers worked at Bain and Company Consulting firm, Cummins Engine Company and UNC Ventures, a venture capital firm.

In 2013, he became the Faculty Director for the Inner City Initiative for Competition (ICIC) program, that has the objective of teaching business owners in urban cities how to grow their companies. Professor Rogers was selected to give a speech on the topic of Entrepreneurship at the United Nations in 2013 as part of the TEDxUNPlaza Program. In 2011, he joined Chicago Mayor Emmanuel's Supplier Diversity Task Force. In 2009, Ebony Magazine named him one of the top 150 influential people in America. In 2006, he was selected as one of the "100 Men Impacting Supplier Diversity." In 2005, he received the 'Bert King Award for Service' from the African American Student Union at Harvard Business School. In 2000, he received the 'Bicentennial Medal for Distinguished Achievement' by an alum from Williams College. In 1998, he was selected as Entrepreneur of The Year (supporter category) by Ernst & Young. In 1997 BusinessWeek named him one of the 14 "New Stars of Finance." In 1996, BusinessWeek named him one of the top 12 entrepreneurship professors at graduate business schools in the U.S.

VALERIE MOSLEY

Chairwoman & CEO // Valmo Ventures
keynote:



Valerie Mosley is Chairwoman and CEO of Valmo Ventures, which creates, advises, partners with or invests in companies expected to grow and generate value for shareholders and society. Prior to Valmo Ventures, Valerie was Partner, Senior

Vice President and Investment Strategist at Wellington Management Company, LLP, an \$800B global money management firm. During a 20-year investment tenure at the firm, Valerie personally managed billions for various institution. She established and chaired the firm's Industry Strategy Group, which identified key secular headwinds and tailwinds impacting various industries. Valerie was also a member of several investment strategy groups that established parameters for the firm's fixed income mandates.

Valerie currently serves as an independent director of The Eaton Vance Fund Family, a \$300B mutual fund complex, Dynex Capital (NYSE: DX), a real estate investment trust, and Progress Investment Management Company, a \$7.3 billion manager of emerging managers. Valerie funds early-stage technology companies as Treasurer, board member and investment committee member of Mass Ventures, a public-private venture capital fund in Massachusetts, and advises the Risk Audit Committee of the \$45B United Auto Workers Retiree Medical Benefits Trust. She serves

on a number of public and governmental advisory boards, including the Presidential Board of Advisors on Historically Black Colleges and Universities, the Federal Reserve Bank of Boston Advisory Board for Diversity, and the Public-Private Partnership Infrastructure Commission to explore creative financing options for infrastructure needs in Massachusetts.

Valerie graduated in 1982 with a BA in History from Duke University, where she served as President and Vice President of the student body. She received her MBA in Finance from the Wharton School of Business at the University of Pennsylvania in 1986 and served as President of The Wharton Club of Atlanta. Valerie has been honored several times by Black Enterprise Magazine as one of the 50 Most Powerful Women in Business in the country and one of the Top 50 and 75 African Americans on Wall Street.

Believing to whom much is given much is required, Valerie founded Valmo Villages, a non-profit that established the Financial Fluency Program, which empowers teachers to infuse personal finance into math class and simultaneously help prepare students for national testing standards.

Valerie's most prize accomplishment is her three children: Taylor (23), Ryan (21) and Amanda (19).

DR. DAVID A. THOMAS *Dean and William R. Berkley Chair // Georgetown University*

keynote:



David A. Thomas is Dean and William R. Berkley Chair of Georgetown University's McDonough School of Business. A recognized thought leader in organizational behavior and strategic human resource management, Dr.

Thomas' research focuses on issues related to executive development, cultural diversity in organizations, leadership, and organizational change.

Prior to his appointment at Georgetown University, Dr. Thomas was the H. Naylor Fitzhugh Professor of Business Administration at Harvard Business School, where he directed the school's Organizational Behavior Unit. He also served as senior associate dean and director of faculty recruitment at Harvard; led its business school's required first-year MBA course, Leadership and Organizational Behavior; and held the position of faculty chair for several executive education programs.

Prior to joining the faculty at Harvard in 1990, Dr. Thomas was an assistant professor of management at the Wharton School of Finance at the University of Pennsylvania. Dr. Thomas has co-authored two books—*Breaking Through: The Making of Minority Executives in Corporate America*

(Harvard Business Press, 1999) and *Leading For Equity: The Pursuit of Excellence in Montgomery County* (Harvard Education Press, 2009)—and more than 60 case studies and articles for leading academic journals and practitioner publications.

In addition to being widely published, Dr. Thomas has been recognized with a number of prestigious awards, including the Executive Development Roundtable's Marion Gislason Award for Contributions to the Theory and Practice of Executive Development. He recently received the Administrative Science Quarterly Scholarly Contribution Award for the article that had the most impact on the field in the last five years. He also earned the George R. Terry Award from the Academy of Management for the most outstanding contribution to the advancement of management knowledge for his book, *Breaking Through: The Making of Minority Executives in Corporate America*. Dr. Thomas received a Bachelor of Arts in Administrative Sciences and Master and Doctor of Philosophy degrees in Organizational Behavior from Yale University. He also holds a Master of Arts in Organizational Psychology from Columbia University. He currently is a member of the Board of Directors of DTE Energy and the Estoril Conferences Advisory Board.

OBIE L. MCKENZIE *Managing Director // BlackRock,*

keynote:



Obie McKenzie is a Managing Director at BlackRock, the largest institutional asset management firm in the United States, with \$4 trillion of assets under management. Mr. McKenzie graduated from Tennessee State University in

1967 and received his Masters of Business Administration degree (MBA) from Harvard Business School in 1972. He has experienced significant success over the last 30 years as an institutional asset management marketing executive where he has been instrumental in gathering over \$50 billion dollars of institutional assets for several firms. As a senior relationship manager for BlackRock, Mr. McKenzie is responsible for managing relationships with some of the largest pension funds in the United States, to include the Teacher Retirement System of Texas, New York City Employees' Retirement System, and the Federal Reserve Employee Benefits System to name a few. In 2010 Mr. McKenzie received the AIMSE Richard A. Lothrop Outstanding Achievement Award as recognition for his outstanding achievements in the investment management industry and his community. In 2011 he was named by Black Enterprise Magazine as one of the 75 Most Powerful Blacks on Wall Street. In 2013 he was named Public Fund Marketer of the Year by Money Management Intelligence.

During his career, he has held positions as Managing Director at Merrill Lynch Investment Managers (1990-2006) Executive Director at UBS Asset Management and Managing Director at Chase Investors (1987 to 1990). From 1984 to 1987, Mr. McKenzie was President and founder of McKenzie & Company, an NASD registered broker dealer.

During the late 1970's and early 1980's, Mr. McKenzie held positions at Citibank, Chemical Bank and Freedom National Bank as a commercial banker. Mr. McKenzie was also Manager of Banking and Pensions at the New York Times in 1975 and began his career as a Corporate Finance Associate for Morgan Stanley in 1972.

Mr. McKenzie has served as President of the Association of Investment Management Sales Executives (AIMSE); founding Board member of the TOIGO Foundation and Associate Advisor to the Texas Association of Public Employees Retirement Systems (TEXPERS). He was also a founding Board member of the National Association of Securities Professionals (NASP), where he received the Wall Street Hall of Fame Award in 2001. He was also a recipient of the Wall Street Award for Service to Children from the New York Mission Society in 2006.

Mr. McKenzie is an accomplished public speaker and vocalist and has been an expository Bible teacher for over 30 years. He was a senior Bible teacher at Canaan Baptist Church in Harlem New York for over 20 years before joining Community Baptist Church of Englewood, NJ, where he is a layman. He is currently writing a book entitled "Bible Economics - Things I wish I had known" in which he writes about his experiences in understanding money from his 42 years on Wall Street and his spiritual revelations as to what the Bible says about money, which he has developed from his 30 plus years of studying and teaching the Bible.

Mr. McKenzie resides in Englewood, New Jersey with his wife Natalie Bowen-McKenzie. He is a proud father of one daughter, Keisha McKenzie-Pagden and grandfather to Samuel McKenzie-Pagden.

Lean Startup Competition

Entrepreneurs from across the country seeking funding for their ideas submitted business plans. Three finalists were selected and will pitch their business ideas to a group of judges with significant entrepreneurial and investing experience.

keynote: STEVEN ROGERS *judges:* DAN GEBREMEDHIN // TARLIN RAY
ROB RUFFIN // RICHARD TAYLOR

DAN GEBREMEDHIN *Associate Medical Director, Trend Management // Harvard Business School*

judge:



In his current role as the Associate Medical Director for Trend Management at the Harvard Pilgrim Health Plan, Dr. Gebremedhin is at the front lines of striving for quality, cost effective health care. He also serves as a faculty physician in

Internal Medicine at the Massachusetts General Hospital (MGH) and clinical instructor at Harvard Medical School. He completed his residency at MGH and obtained an MBA from the Harvard Business School. Prior to his current roles, Dr. Gebremedhin spent time as an entrepreneur in the Health IT industry, serving as President and co-founder of ImplementHIT, a software training company.

Dr. Gebremedhin's background and interests range from medical education to Health Care Policy and Reform. His experience as an MCAT Instructor led him to found The Step 1 Method: An innovative test preparation consultancy for the USMLE STEP 1 Exam, that has helped entire medical schools and thousands of students consistently score

above the national average in test scores and pass rates. He has worked to expand health care infrastructure in the developing world, serving as a consultant for the Clinton Foundation in Ethiopia. He has been a contributing policy author for Doctors for America (A Washington D.C. based PAC) and for Congressman Joseph Kennedy III. He is a sought after public speaker and travels regularly speaking on topics ranging from Health Care Policy and Reform to Medical Exam Preparation.

He attended the Morehouse School of Medicine (M.D.) and the University of California, San Diego (B.S.), graduating from both with Honors.

TARLIN RAY *Managing Director // Triple Threat Advisors*

judge:



Tarlin Ray is a strategic business consultant (dba Triple Threat Advisors) for early stage and venture backed companies focusing on consumer, education and ed tech. Tarlin is the co-founder and co-president of Harvard Business School

Alumni Angels of Boston and New England, and is on the board of advisors for New Space Global, Knowyo (Prepmatic, Inc), LTG Exam Prep Platform and Fetch'D. He is also a mentor for LearnLaunchX, Mass Challenge and IBM Global Entrepreneur. In Tarlin's 15-year career he has held leadership positions at Kaplan Test Prep and

Admissions, Virgin Charter (Richard Branson backed travel marketplace), The Groove Alliance (Proprietary 3D gaming technology company) and T.w.I.S.M (Shaquille O'Neal's clothing company).

Tarlin volunteers as Vice Chairman of Roxbury Prep Charter Schools, Vice Chairman of Newton Montessori School and member of board of trustees for Warren Christopher Scholarship Foundation. Tarlin has his AB in economics from Harvard College and his MBA from Harvard Business School.

ROB RUFFIN *Principal // Bain & Company*

judge:



Rob Ruffin joined Bain & Co. in 2005. He is a principal in Bain's Boston office. Since joining the firm, he has worked in the Industrial Products and Performance Improvement practice areas. Rob has cross-industry experience in strategy

development, manufacturing turnarounds, and process improvement implementations.

Over more than 15 years in consulting, Rob held manager-level positions at both PwC and Booz Allen & Hamilton. He led teams in post-merger integration, innovation management, and growth strategy in the automotive,

technology, aerospace & defense, and consumer products industries. Before entering consulting, Rob gained 5 years of industry experience as a process engineer at DuPont.

Rob earned an MBA from Harvard Business School and a Bachelor of Science degree in Mechanical Engineering from Swarthmore College. While at Swarthmore, he was a McCabe Scholar and received All American honors in Football.

Rob currently lives in downtown Boston and is an avid golfer.

RICHARD TAYLOR

Director, Center for Real Estate // Suffolk University

judge:



Richard L. Taylor has had a broad range of private, public and civic assignments and responsibilities since graduating from the MBA/JD Program at Harvard. He began his career with the Boston Consulting Group and has worked at

the mutual fund giant Fidelity and Blue Cross and Blue Shield in a variety of senior management positions that have included regional and national sales and services duties. However, he has largely focused on developing a significant track record in Real Estate Development and Commercial Brokerage both at Fidelity Properties and on his own account at the Taylor Smith Group. He has developed in excess of \$300M dollars of real estate largely in the Greater Boston market. He continues to develop real estate and is the Founding Director of the Center for Real Estate at Suffolk University, where he currently serves as Executive in Residence.

His civic duties have included serving as Secretary of Transportation and Board Chairman of the MBTA in Massachusetts where he also served on the Pension Fund Board. He has served as Deputy Chair of the Board of the Federal Reserve Bank of Boston and he served for ten years as the Chairman of the Urban League Board here in Boston. He is an active member of the Harvard Basketball Breakfast Group that meets monthly to support Coach Tommy Amaker. Finally, he has served on the Massachusetts Rhodes Selection Committee, demonstrating his gratitude for having been selected as the first Rhodes Scholar in the history of Boston University.

The Perception of Being Capable *(HBS Case Discussion)*

Using the President Barack Obama HBS case, prospective students experience the HBS case method first-hand.

HBS Professor: PROFESSOR ANDY ZELLEKE

ANDY ZELLEKE

Senior Lecturer // Harvard Business School

moderator:



Andy Zelleke is the MBA Class of 1962 Senior Lecturer of Business Administration. A member of the General Management unit, he teaches Field Immersion Experiences for Leadership Development ("FIELD") in the Required Curriculum.

Prior to joining the HBS faculty, Zelleke was Lecturer in Public Policy at the Harvard Kennedy School, teaching "Strategy, Structure and Leadership in Public Service Organizations" and "Introduction to Negotiation Analysis." He also served as Co-Director of the Kennedy School's Center for Public Leadership; and as founding faculty chair of the Center's Latino Leadership Initiative. Prior to joining the Kennedy School faculty, Zelleke taught Negotiation in the MBA and undergraduate programs at the University of Pennsylvania's Wharton School, where he won teaching awards and led the development of an executive education program for newly appointed members of public company boards of directors.

While at Wharton, Zelleke was Project Director and a Steering Committee member of the American Academy of Arts and Sciences' Corporate Responsibility initiative, and coeditor of its publication *Restoring Trust in American Business* (MIT Press, 2005). Zelleke's articles on corporate governance have appeared in *Sloan Management Review*, *Harvard Business Review*, *Directors & Boards*, and *Corporate Governance: An International Review*. His op-eds on topics in leadership, corporate governance and

foreign affairs have appeared in the *Wall Street Journal*, *Washington Post*, *Boston Globe*, and *Christian Science Monitor*; he has also given talks on these topics at venues ranging from the headquarters of the United States European Command (EUCOM) in Stuttgart, Germany, to Vatican City. Zelleke has served as a consultant to several leading law firms on corporate governance issues; and is a member of the board of directors of Innodata, Inc., a NASDAQ-traded public company.

Formerly a practicing business lawyer, Zelleke received an AB in Government magna cum laude from Harvard College, where he was elected to Phi Beta Kappa; and a JD cum laude from Harvard Law School. He also received a Ph.D. (in Organizational Behavior) from Harvard University. Zelleke is a member of the Council on Foreign Relations, the National Association of Corporate Directors, and the State Bar of New York. He lives in Cambridge with his wife, Dina Zelleke, and 8-year-old daughter, Zoe.

High Performance Collaboration in a Global Economy *(Global Leadership)*

Preparing to build a global professional experience, collaborating across borders and using these experiences to develop as a leader. A joint audience of students and alums will bring forth an enriching presentation of perspectives on building successful long-term careers within an increasingly diverse and global world.

moderator: TSEDAL NEELEY **panelists:** MODUPE AKINOLA // JOHN BOWDRE
RAUSHANAH BOWDRE // KEY KIARIE // DEMOND MARTIN // HENRY MCGEE
KENDRA NEWSOM // CRAIG ROBINSON // GREG SHELL

KEY CONTRIBUTORS:



TSEDAL NEELEY
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MODUPE AKINOLA
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JOHN BOWDRE
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RAUSHANAH BOWDRE
BIO ON PAGE 21



KEY KIARIE
(ENTERTAINMENT/MEDIA PANEL)
BIO ON PAGE 49



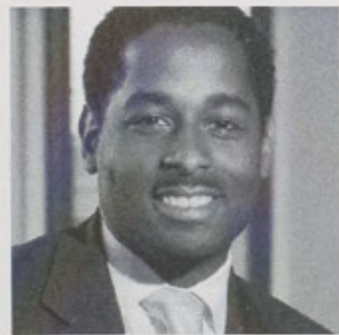
HENRY MCGEE
(ENTERTAINMENT/MEDIA PANEL)
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KEDRA NEWSOM
(SOCIAL ENTERPRISE PANEL)
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CRAIG ROBINSON
(FINANCE PANEL)
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GREG SHELL
(FINANCE PANEL)
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TSEDAL NEELEY

Assistant Professor // Harvard Business School

moderator:



Tsedal Neeley is an assistant professor in the Organizational Behavior unit at the Harvard Business School. She currently teaches the first-year Leadership and Organizational Behavior (LEAD) course in the MBA program. She also teaches in

executive education offerings such as the Global Strategic Management Program.

Professor Neeley's research focuses on the challenges that global collaborators face when attempting to coordinate work across national and linguistic boundaries, with special emphasis in the impact of language, power, status, and emotions on social dynamics. In particular, she examines the effects of internationalizing firms' policies requiring employees of diverse skill-set to adopt English as their common business language, or lingua franca. In addition to lingua franca adoption behaviors, she studies the influence of culture in heterogeneous work environments. Professor Neeley's publishes her work in leading scholarly and practitioner-oriented outlets such as *Organization Science*, *Management Science*, *Harvard Business Review* and *Organizational Dynamics*.

Before her academic career, Professor Neeley spent ten years in industry working for companies like Lucent Technologies and The Forum Corporation in various capacities including strategies for global customer experience, 360 degree performance software management systems, sales force/sales management development, and business flow analysis for telecommunication infrastructures. With extensive international experience, Professor Neeley is fluent in four languages.

Professor Neeley received her Ph.D. from Stanford University's Department of Management Science and Engineering specializing in organizational studies. Professor Neeley was a Stanford University School of Engineering Lieberman award recipient for excellence in teaching and research.

MODUPE AKINOLA *Assistant Professor of Management // Columbia Business School*



Modupe Akinola is an Assistant Professor of Management at Columbia Business School. Prior to pursuing a career in academia, Professor Akinola worked in professional services at Bain & Company and Merrill Lynch. Professor Akinola

examines how organizational environments- characterized by deadlines, multi-tasking, and other attributes such as having low status- can engender stress, and how this stress can have spill-over effects on performance. She

uses a multi-method approach that includes behavioral observation, implicit and reaction time measures, and physiological responses (specifically hormonal and cardiovascular responses) to examine how cognitive outcomes are affected by stress. In addition, Professor Akinola examines workforce diversity. Specifically, she examines the strategies organizations employ to increase the diversity of their talent pool. She also explores biases that affect the recruitment and retention of minorities in organizations.

JOHN BOWDRE

Vice President, Marketing & Admission // Simmons College



Bowdre is an international motivational speaker and creative marketing business consultant. His early career experiences in finance consisted of conducting financial and strategic due diligence on Hedge Funds and Private Equity Firms

for internal marketing to ultra high-net worth clients for several leading investment banks in New York. After the financial crisis, Bowdre reacted globally and launched his brand strategy group with a partnership in Shanghai, China. Utilizing this platform, Bowdre consulted small to mid-sized U.S. enterprises on best practices to expand strategic relationships within China. In addition to analyzing and synthesizing complex market data to advise clients, Bowdre created original branding strategy for local and multinational companies.

Bowdre has served as a trainer, coach, and counselor to a diverse array of clients from various industries including finance and accounting, marketing and branding, oil and gas, construction, nutritional supplements and automotive. He has engaged clients at all levels of organisational hierarchy, from conducting private performance coaching with CEOs, creating executive skills developmental programs for senior management teams, to facilitating large scale company-wide staff trainings.

Bowdre is a proud alumni of Florida Agricultural and Mechanical University where he obtained his degree in business administration, with a concentration in finance, and serves as the youngest member of the prestigious

International Advisory Board. In China, Bowdre attended Shanghai University where he studied Chinese economics. In Hong Kong he studied at the Hong Kong Securities and Investments Institute. Currently he is seeking his certification from the International Coaching Federation.

Bowdre has also lectured for institutions such as the University of Southern California, Marshall School of Business, Hong Kong University, the Hong Kong University American Society, Hong Kong University of Science and Technology, City University of Hong Kong, Shanghai University, Jiatong University, Florida Memorial University, and Florida Agricultural and Mechanical University. Bowdre is also regularly involved with the youth, providing self-confidence and public speaking coaching and hosting motivational assemblies at high schools in Shanghai, Hong Kong, and America.

Bowdre has lectured and motivated audiences on various topics ranging from international trade and leadership in the global economy to opportunities in American education and confidence building. Bowdre is increasingly being viewed as the authority throughout Asia and is sought after as a thought leader on understanding and overcoming challenges in an increasingly culturally diverse global professional landscape. He assists his clients in enhancing themselves by helping them attain clarity of purpose, create a strategic plan, and calibrate their current path. Bowdre specialises in cross-cultural and cross-generational leadership.

RAUSHANAH BOWDRE *Vice President // J.P. Morgan*



Raushanah Bowdre is one of the youngest Vice Presidents for J.P. Morgan's Corporate Investment Bank in Hong Kong. As an Emerging Markets Bank Network Manager, she leads market advocacy efforts on behalf of J.P. Morgan's clients

investing in Bangladesh, Indonesia, Pakistan and Sri Lanka. Her responsibilities include building and developing relationships with foreign regulators, central banks, stock exchanges, and central depositories to promote the changes necessary to align such underdeveloped markets with international best practices.

As the Editor-in-Chief of J.P. Morgan's Asia Pacific Diversity 'NextGen' newsletter, she is also a highly sought after speaker and has been a key contributor on numerous diversity panels in Hong Kong and around the world. Prior to Hong Kong, Raushanah was based in New York City with J.P. Morgan and was a product of its various Diversity initiatives including their Winning Women and Launching Leaders programs.

Raushanah is dedicated to educating the local Hong Kong and international community about the African American experience. In February 2014, she, along with her husband Elijah John Bowdre, were recognized as two of the '20 Outstanding African-American Leaders in Hong Kong' by the Consul General of the United States of America for Hong Kong and Macau.

A native of Memphis, TN, Raushanah graduated from Florida A & M University with a B.S. in Business Administration. She is an alumnus of Sponsors for Educational Opportunity and a member of Alpha Kappa Psi Professional Business Fraternity.

Thinking Globally, Acting Locally *(Marketing/CPG)*

We will analyze how demographics changes and trends among minorities have and will continue to affect the ways in which companies develop consumer products, build relationships with consumers, and sustain leadership in a new “general market.”

moderator: SHELLE SANTANA *panelists:* SARAH CURTIS HENRY // CHERYL HOWARD
HAROLD MARTIN // SONIA JACKSON MYLES // ROB SUNDY

SHELLE SANTANA

Doctoral Student // NYU Stern School of Business (Joining HBS Faculty Fall 2014)
moderator:



Shelle's research is largely focused on behavioral pricing—or providing psychological explanations for how consumers respond to various pricing strategies and stimuli in the marketplace. She examines these issues from a cognitive,

social, and behavioral perspective, and shows how these factors can affect consumers' price-related judgments and decision making. For example, when consumers encounter a price in a foreign currency, a variety of contextual and cognitive factors can bias their price perceptions and spending behavior. Also, when consumers hold complete pricing power over the seller, their social values and their perceptions of relationship norms with the seller significantly affect the price they choose to pay. Lastly, when consumers make purchase decisions based on only a portion of the total price of the product, their purchase rates increase, but so does their likelihood of defecting from the brand.

Prior to pursuing an academic career, Shelle held a number of U.S. and global senior Marketing roles at American Express Company in New York, including Head of U.S. Corporate Card Marketing and Global Product Strategy, Head of U.S. Commercial Card Marketing and Customer Experience, and Director of Sales Planning. Having both deep industry experience and consumer psychology training provides Shelle with a unique perspective on the challenges facing today's marketing professionals, which has proven to be a valuable asset for both her research and for her students alike.

Shelle earned a B.S. in Industrial and Labor Relations from Cornell University, an MBA from the Fuqua School of Business at Duke University, and a PhD in Marketing from New York University, Stern School of Business, and she will be joining the HBS faculty in the Marketing Unit in fall 2014.

SARAH CURTIS HENRY *VP, Marketing, Public Relations, & Education // Guerlain U.S.*



Sarah Curtis Henry is Vice President of Marketing, Public Relations, and Education at Guerlain U.S., a LVMH Perfumes & Cosmetics Brand. Prior to joining Guerlain she held Global Marketing roles at Estee Lauder Companies, including Executive

Director, Global Skincare Marketing at Clinique and Executive Director and Director, Global Makeup Marketing on the Estee Lauder brand. Sarah began her career in the beauty industry at L'Oreal, holding trade marketing positions on the L'Oreal Paris and Softsheen-Carson

brands. Prior to attending Harvard Business School, she spent six years at JPMorgan Private Bank and ended her tenure there as Vice President, Marketing and Sales for the Multi-Manager Investment Advisory Group. Sarah holds a MBA from Harvard Business School, class of 2006, and a Bachelor of Arts degree from Spelman College. She co-chaired the 2006 AASU conference while at HBS. Sarah has served on several non-profit boards, as a member of the HBS FIELD Alumni Advisory Board, and on various community projects with New York Cares. She currently resides in New York City with her husband.

CHERYL E. HOWARD *Vice President, Marketing & Admission // Simmons College*



Dr. Cheryl E. Howard (MBA 1975, DBA 1983) Cheryl E. Howard, Vice President of Marketing & Admission, Simmons College, leads university-wide marketing efforts to raise brand awareness, competitively position the College, and recruit and

deliver new students for all undergraduate and graduate programs. Howard, a Simmons College undergraduate alumna, joined Simmons in September 2007 with 19 years in marketing and brand management experience at The Gillette Company and four years of marketing and customer relationship experience at Digital Equipment Company.

At Gillette, Howard directed the development of new products launched in international and national markets. Her last assignment involved the management of the North American Personal Care group, a \$450 million business. Howard operated in both marketing organizations at Gillette—Global Business Management and Commercial Operations—where she demonstrated skill in strategy development, long range planning, P&L responsibility, customer interfacing, and business building. At one time, she was responsible for Gillette's entire marketing effort to the African American and Latino markets in the United States.

At Digital Equipment Company, Howard managed the Consumer Packaged Goods (CPG) Industry Marketing group that designed and implemented public relations, marketing, advertising, and educational programs aimed at CPG customers.

Howard is on the board of directors of The Efficacy Institute, a consulting group providing services to urban public school systems and community/human services agencies.

She also has experience as a professor, having taught courses in marketing, consumer behavior, and new product development at the graduate and undergraduate level at Northeastern University, Simmons College, and Boston University.

Howard received a BA from Simmons College and an MBA and DBA from Harvard University. Her awards include Visionary Women of 21st Century—National AKA, the American Marketing Association Edison Gold Award, Dollars & Sense magazine Top 100 Professional Women Award, a Marketing Achievement Award—Digital Equipment Company, and a Boston Partners in Education Honors Award. She is a member of the Middlesex County Chapter of The Links, Inc.

Howard has two grown children, Mora, a clinical teacher educator in the Boston public schools and Henry, a local real estate developer. She is married to Dr. Jeffrey P. Howard. They live in Reading, Massachusetts.

HAROLD MARTIN *Associate Partner // McKinsey & Company, Atlanta*



Harold Martin Associate Partner, McKinsey's Atlanta Office Harold Martin is an Associate Partner in the Atlanta Office of McKinsey & Company. As a leader of the Higher Education Practice, his work focuses on helping large public universities and systems,

for-profit universities, and academic medical centers (AMC's) transform their business models to succeed in a rapidly changing external environment.

Harold also serves clients across industries on strategic topics including portfolio strategy, post-merger management, and cost transformation. He led the Firm's recent research effort entitled "Navigating and Winning in a Changing Industry Environment", which focused on the global trends transforming the Consumer sector and how companies can "win" in this rapidly changing environment.

Harold received an MBA from Harvard Business School and a J.D. from Yale Law School. Harold also graduated with distinction from Morehouse College, where he received a B.A. in Business Administration (Finance concentration) and was the only student in the school's history to serve as Class President and Valedictorian.

Harold lives in Atlanta with his wonderful wife, Kirstyn. Harold is a member of the Presidential Advisory Council at Oglethorpe University, Chairman of the Dean's Advisory Council at Morehouse College, Member of the Arby's Foundation Board, and 2012 alumnus of LEAD Atlanta.

SONIA JACKSON MYLES *Author, Founder // The Sister Accord Foundation*



Sonia Jackson Myles is the author of *The Sister Accord: 51 Ways to Love Your Sister*. She is also the founder of the Sister Accord Foundation, which also focuses on educating girls and women, enlightening girls and women of the power of

sisterhood and eradicating bullying and violence against girls and women. Sonia was nominated for an NAACP Image Award for her book in 2013.

While at Procter and Gamble, Sonia developed a track record of excellence by exceeding goals and objectives in the area of value creation and supplier diversity. As the Director of Global Packaging Purchases at P&G, she managed \$6 billion in packaging spend while ensuring best-in-class strategies were developed, shared, and established globally.

Sonia has been named one of Essence Magazine's 25 Women of Power, a Bloomberg "History Maker", and Black Enterprise Magazine's Top Executives in Marketing & Advertising. A graduate of Florida A&M University, Sonia has also been inducted into Florida A&M's Business and Industry's Hall of Fame and was named one of the school's 125 Outstanding Alumni.

Sonia is married to Kenneth A. Myles and has two teenage sons, Kendall and Jordan. She is a board member for Impact Young Lives, and was recently appointed to the Board of Directors for the MATLET Group.

ROB SUNDY *Product Director, Built-In Cooking - North American Region // Whirlpool Corporation*



Born in Detroit, Rob found his life's calling at an early age. While serving as class president in high school, Rob realized that he wanted to use his natural leadership abilities to help others achieve their goals. Upon graduation from high school,

Rob accepted an appointment to attend the United States Military Academy at West Point. At West Point, he was a three-year letterman in Varsity Track and Field, received Dean's List honors, and became a member of Omega Psi Phi Fraternity, Incorporated.

After graduating from West Point as a 2nd Lieutenant, Rob continued to pursue his passion for leadership graduating from both U.S. Army Parachute and Ranger Schools. While serving in America's 911 Force, the 82nd Airborne Division, Rob deployed to the Republic of Kosovo to help establish peace and stability within the Balkan region.

After a rewarding career in the military, Robert decided to pursue a career in business. Rob attended the Harvard Business School from 2002-2004 and held various leadership positions while a student. At Harvard, Rob was elected as chair of the Leadership and Values Initiative for the HBS community.

Upon graduation, Rob began his business career in Marketing at General Mills in Minneapolis. While at General Mills, Rob worked on some of America's cherished brands including: Cheerios, Nature Valley, and Betty Crocker. He also worked in the International Division providing

marketing strategy and new business development to the European, Asian, and Latin American regions. Rob served as the Latin American & Caribbean Regional Marketing Manager for Cereal Partners Worldwide, a Joint Venture between Nestle and General Mills in Mexico City, Mexico. Currently, Rob is a Director in the Cooking Business leading brands such as Whirlpool, Maytag, Kitchen-Aid, and Jenn-Air at Whirlpool Corporation.

In addition, to his professional endeavors, Rob is an active member in the community. He was appointed by the City of Brooklyn Park as a member of its Long Range Planning Council, served as the President of the Board of Directors for Mainstreet School of Performing Arts, served as a volunteer for Junior Achievement, Habitat for Humanity and is an active Member of the Omega Psi Phi Fraternity.

Rob resides in St. Joseph, Michigan with his wife of fifteen years, Kim Sundy, and their twelve year old son Bobby.

Unmatched *(Technology)*

An assessment of the challenges and opportunities for diverse talent in technology. We hope to learn from individuals who have been successful, forging new opportunities, and also the companies that are devoting resources toward building workforces that better match their user bases.

moderator: TONIE LEATHERBERRY *panelists:* EMILY ANADU // WILL DREWERY
EARL GORDON // LAURYN HALE // NADIA RAWLINGTON

TONIE LEATHERBERRY

Principal // Deloitte Consulting LLP

moderator:



Antoinette (Tonie) Leatherberry is a Principal at Deloitte Consulting LLP. She serves Fortune 500 Retail and Consumer Business clients.

Tonie formerly served as Deloitte Consulting's Chief Inclusion Officer, driving a national

initiative dedicated to improving organizational strength through diversity and providing equitable advancement opportunities for all. In 2008, the firm was recognized as a leader in the profession for Excellence in Diversity by Consulting Magazine. She recently served on Deloitte Consulting's Board of Directors, Deloitte Foundation's Board of Directors and currently serves on advisory boards for the League of Black Women and Network of Executive Women, a non-profit organization whose goal is to attract, retain and advance women in the retail and consumer products industry sectors. She has also previously served on the boards of the Greater Philadelphia Urban Affairs Coalition (GPUAC) and C.A.R.I.E. the Center for the Advocacy, Rights and Interests of the Elderly.

The professional accolades Tonie has received demonstrate her accomplishments. She was nominated for the 2008 Computerworld Magazine Premier 100 IT Leaders award. She has graced the cover of Consulting Magazine twice, once for being named one of the top 25 consultants in the world. She has been recognized as a Top 100 under 50 Leader by Diversity MBA Magazine in 2008, One of Pennsylvania's Top 50 Women in Business, recognized as a Woman Worth Watching in the Diversity

News Journal Magazine in 2009, named one of the Top 100 Most Influential Blacks in Corporate America by Savoy Magazine in the Spring of 2010, featured in the April 2010 Edition of Forbes Magazine and was the recipient of the League of Black Women's Black Rose Award. Most recently, Tonie was named one of the 2012 Top Influential Women in Corporate America by Savoy Magazine.

Tonie serves Fortune 100 clients in retail and consumer business. She is responsible for developing business solutions that address Information Technology challenges, specializing in IT Strategy, Business Analytics and Information Management. A recognized leader in the industry, she is well respected by her clients and is regularly tapped for her expertise.

As a member of The Executive Leadership Council's (ELC) Institute for Leadership Development & Research, Tonie has facilitated Hurricane Katrina support to Historically Black Colleges and Universities in New Orleans - namely Xavier University. She facilitated sessions and raised pertinent questions that lead to the university's executive team to make needed decisions on disaster recovery and strategic plans for technology improvements. Most recently, through the ELC's Technology Transfer Project, she provided consulting expertise to Morehouse University, Tennessee State University, North Carolina A&T.

Tonie holds an MBA in Operations from Northeastern University and a B.S.M.E. with a concentration in Manufacturing Engineering from Boston University.

EMILY ANADU *Marketing // Jawbone - UP*



Emily Anadu heads marketing for UP, the lifestyle tracker by Jawbone. In her role, she works cross functionally across the organization on issues ranging from big data and behavior change to artist collaborations.

Before joining Jawbone, Emily

spent eight years in the gaming industry serving as Director of Product Marketing at Zynga, publisher of online and mobile games and Director of Brand Marketing for Capcom, the Japanese video game publisher responsible for such iconic franchises as Street Fighter, Resident Evil, Marvel vs Capcom and Mega-Man. Prior to Zynga and Capcom, Emily held roles at Atari and EA SPORTS.

In these roles, Emily has managed teams and budgets to develop marketing strategies to launch hardware and software ultimately driving sales, buzz and community engagement. In addition to traditional marketing vehicles such as TV and online advertising, Emily has driven relationships with promotional and lifestyle partners such as Nike, Sephora and Kid Robot to engage a diverse range of communities, further extending marketing budgets. Her roles also involved working closely with external partners such as Microsoft, Sony, and Nintendo to drive co-marketing programs and retailer partners such as Wal-Mart, Target, Best Buy and Amazon to develop in store marketing programs.

Emily has an AB in Sociology from Dartmouth College and an MBA from Harvard Business School.

WILLIAM DREWERY *Capital Equipment Buyer // Tesla Motors*



Will is a Capital Equipment Buyer for Tesla Motors in Fremont, CA, where he purchases production equipment; facilitating vendor selection, vetting, and final vendor selection for various manufacturing processes.

Will manages over \$200M in annual spend in support of stamping, body-in-white, and paint operations.

Prior to Tesla, Will was a manager for PricewaterhouseCoopers (PwC), where he led consulting projects for the Washington Federal Practice (WFP) with federal government agencies, including National

Aeronautics and Space Administration (NASA), the Federal Bureau of Investigation (FBI), and the US Department of Defense (DoD). Will's team was honored with a Torchbearer Award for their work with the Iraqi Ministry of Industry (MIM) and the Iraqi National Investment Commission (NIC), purchasing manufacturing equipment and securing investors for factories throughout the country.

Will has also held positions working with the International Finance Corporation (IFC) Investment Restructuring Team and Google Finance Operations. He graduated with an MBA from Harvard Business School in 2012. He also holds a B.S. in Business Administration from Carnegie Mellon University.

EARL GORDON *Director, E-commerce & Digital Marketing // littleBits*



Earl graduated from the Leonard N. Stern School of Business at New York University with a degree in Finance and International Business and began his career as an Investment Banking Analyst at Goldman Sachs. He subsequently became

an Associate Director at UBS in the private equity group, and for two years prior to business school he was an Associate at Altaris Capital Partners, a healthcare private equity fund.

While at HBS, Earl served as co-president of AASU and also took the opportunity to refocus his career, pursuing a management role at an innovative young company. After graduation, he served for two years as Director of Strategic Planning at Kidrobot, a fast-growing manufacturer, retailer,

and distributor of designer toys and apparel. He then joined the launch team for Soap.com, a brand of Quidsi, Inc., a family of direct-to-consumer e-commerce specialty sites acquired by Amazon.com in 2011. He helped to launch Quidsi's Wag.com pet products site and served as Director of Marketing until 2012. After leaving Quidsi he joined kikin, a technology company focused on mobile contextual search, as their VP of Business Development, managing content and monetization partnerships. Most recently, he was Director of E-commerce & Digital Marketing at littleBits, a venture-backed hardware company that is a global leader in electronic construction kits.

Earl lives in Brooklyn, New York and is currently exploring a range of possible new opportunities focused on entrepreneurship and building great consumer experiences.

LAURYN HALE *Strategic Partner Manager // Facebook*



Lauryn Hale is a Strategic Partner Manager on Facebook's Global Platform Partnerships team in Menlo Park, CA. In this role Lauryn partners with mobile developers to help them build, grow and monetize their apps through the integration

of Facebook platform products. Lauryn is also a member of Facebook's Black Employee Network leadership team.

Prior to this role at Facebook, Lauryn worked as a digital organizer for President Obama's re-election campaign, as well as a marketing manager at General Mills and American Express. She holds a BBA from the University of Michigan's Ross School of Business and a MBA from Harvard Business School.

NADIA RAWLINSON *Interim Co-Head of Human Resources // Groupon Inc.*



Nadia Rawlinson is interim co-Head of Human Resources at Groupon Inc., the company that is re-defining local commerce. Operating in 48 countries with over 11,000 employees, Groupon offers great deals on the best stuff to do, eat, see, and buy in

cities across the world using collective buying power to offer unbeatable prices and provide significant benefits to local businesses and consumers. In supporting this mission, Nadia is charged with leading International HR, as well as the talent development efforts for employee engagement; training & learning; leadership development; inclusion & diversity; and talent management.

Prior to Groupon, Nadia served as Director, Online & Mobile / Enterprise Growth Group at American Express in New York. The new internal startup was charged with transforming the credit card company into a digital commerce company; and helping Amex address emerging market consumer segments via a new digital payment platform. In a previous role at Amex, Nadia served as an HR Business Partner and International Recruitment Manager both in New York and London, where she directed strategic HR and operational initiatives for the company's consumer cards business.

In 2010, Nadia served as head of Human Capital at Rent The Runway in New York, a fast growing ecommerce startup praised as the "Netflix for High Fashion" with \$54MM in venture capital from Kleiner Perkins, Bain Capital, and Highland Capital Partners.

While pursuing her MBA at Harvard Business School, Nadia worked in People Operations at Google, where she created pipeline strategies for MBA recruiting efforts to identify and capitalize on the energy and talent of future business and technology leaders. After graduating with a BA from Stanford University, Nadia worked for McMaster Carr Supply Company leading their National Diversity Recruiting efforts and managing in their sales operations.

When not fulfilling the talent development needs of her organization, you can find Nadia redeeming Groupons at all the best dining spots in Chicago and serving on the Board of Directors for Step Up Women's Network of Chicago and the Chicago Sinfonietta Orchestra.

State of the Financial Industry *(Finance)*

This panel will feature a lively discussion from finance professionals with experiences across numerous roles, functions, and asset classes. The conversation will begin with each panelist sharing their views on where they see their sector of the industry headed, as well as areas where they see value. From there the exchange will then move on to discuss areas of opportunity for students looking to excel in these careers, what skills / experiences are required for success, and general advice on navigating a career in finance.

moderator: GREG SHELL *panelists:* FRANTZ ALPHONSE // VALERIE BROWN
DEMOND MARTIN // CRAIG ROBINSON

GREG SHELL *Portfolio Manager // Grantham, Mayo, Van Otterloo & Co. LLC.*

moderator:



Mr. Greg Shell serves as a Portfolio Manager of Grantham, Mayo, Van Otterloo & Co. LLC. Mr. Shell joined Grantham, Mayo, Van Otterloo & Co. LLC. in 2009. He serves as Portfolio Manager of GMO Trust - GMO Global Focused Equity Fund. Prior to

this, Mr. Shell he served as a Senior Analyst at Columbia Management. He served as a Consultant in the private equity group at Bain & Company, Inc. Mr. Shell earned his B.S. degree in Political Science from Massachusetts Institute of Technology and his MBA degree from Harvard Business School.

FRANTZ ALPHONSE *Co-Founder & Managing Partner // AP Capital Partners*



Frantz E. Alphonse is a Co-Founder and Managing Partner at AP Capital Partners. With key strengths in operations and strategy, Mr. Alphonse oversees the firms due diligence efforts and post-acquisition planning. Prior to forming

the firm in 2003, he served as a project leader in the European operations of Reebok International where he led the development of its restructuring plans. Prior to this, Mr. Alphonse held operating positions with Procter & Gamble in the US and Latin America. Mr. Alphonse has also worked in banking with Morgan Stanley and as a strategy consultant.

Mr. Alphonse currently serves on the boards of each APCP portfolio company. He is the Founder of ClareScale Productions, a documentary film production company

dedicated to advancing public policy solutions to global crises. An innovator in the world of venture philanthropy, he is also the Co-Founder of SeaChange Venture Philanthropy (SCVP), a ClareScale Enterprise. An avid athlete, Mr. Alphonse is also Chairman of The ClareScale Foundation, a non-profit organization of tri-athletes who raise sponsor funding for world hunger relief efforts. Mr. Alphonse is involved with organizations such as the Harvard Business School Club of Central Florida and the Duke University Alumni Association. He is also a member of the Young Presidents Organization.

He has spoken at Harvard Business School, the Wharton School of the University of Pennsylvania, the Kellogg School at Northwestern University, and has appeared in various business publications. Mr. Alphonse holds a BA from Duke University, where he was a Phi Eta Sigma Scholar, and an MBA from Harvard Business School.

VALERIE BROWN *SVP, Senior Research Analyst // AllianceBernstein, LP*



Valerie Brown is a Senior Research Analyst at Bernstein Value Equities where she covers the retail and media sectors for the firm's large-cap value equity portfolios, with assets under management of \$20B.

Prior to her current role, she covered the consumer discretionary and healthcare sectors for the firm's award-winning US Small Cap and US Small/Mid Cap Value equity portfolios, with assets under management of \$5B. Valerie began her career at AllianceBernstein as a short specialist in the firm's hedge fund group, where she was recognized for profitable short calls in the healthcare and for-profit education sectors. She founded and co-chairs the firm's Black Employee Resource Group.

Valerie joined AllianceBernstein from the corporate development group at Bristol-Myers Squibb, where she managed corporate acquisitions, divestitures, and licensing transactions. She earned a BS in Economics, with a concentration in finance, from the Wharton School of

the University of Pennsylvania in 1988. She was a Rotary Foundation Scholar in the Department of Economics at the University of Zimbabwe in 1989 and earned an MBA, with high distinction, from Harvard Business School in 1994. She is a CFA charter holder.

Valerie resides in New York City where she is a member of the Economic Club of New York and the Council of Urban Professionals. She serves on the board of directors of the Harvard Business School Club of Greater New York and the advisory council for the Sustainability Accounting Standards Board (SASB), a non-profit organization engaged in the development and dissemination of industry-specific sustainability accounting standards for publicly listed companies in the U.S. An avid supporter of the visual and performing arts, she serves on the education committee and Chairman's Circle at Jazz at Lincoln Center and is a member of the Friends of Education at the Museum of Modern Art (MoMA).

CRAIG M. ROBINSON *President, Corporate Services // Cassidy Turley*



As President of Corporate Services, Craig leads Cassidy Turley's global real estate outsourcing solutions for major corporations, healthcare organizations and public institutions.

development project in midtown Atlanta. And prior to AIG, as a member of Trammell Crow's leadership team, he co-led the launch of its Government and Public Sector practice group and provided strategic consulting services to an array of occupier clients. And finally, before entering the commercial real estate field, he worked for Arthur Andersen Business Consulting in Europe and Goldman Sachs in New York.

Craig's division was named in FORTUNE Magazine as one of the Top Global Outsourcing 100® service providers consecutively between 2011 and 2014. He formerly served as Managing Director of Strategy and Consulting for CB Richard Ellis' Global Corporate Services. He led the Northeast region, providing corporate real estate solutions for Fortune 500 companies. Craig's commercial real estate career also includes structuring and managing over \$350 million in equity real estate investments for AIG Global Real Estate. During his time with AIG, Craig's primary focus was Atlantic Station®, a \$3B mixed-use

Craig serves on a number of boards focused on global commercial real estate, economic development and disadvantaged youth. He completed his MBA at the Harvard Business School and earned his BS at the Massachusetts Institute of Technology. He is also a Licensed Real Estate Salesperson in the State of Georgia.

Carving Out a Fulfilling, Holistic Career (Social Enterprise)

Harvard Business School seeks to educate leaders who make a difference in the world. As we pursue our different career goals, how do we make sure we have a significant social impact? This panel will explore two main topics . The Current state of social impact in the three traditional careers sectors (for-profit, non-profit, and public) and the pros and cons of working in each career path with respect to social impact.

moderator: LARRY TAYLOR ***panelists:*** STEPHEN BROWN // SHARI HUBERT
ROSE MCKINNEY-JAMES // KEDRA NEWSOM

LARRY TAYLOR, PHD. *Executive Committee Member // National Association of Corporate Directors SoCal moderator:*



Dr. Taylor is a seasoned independent professional corporate director with a long history with environmental and social initiatives having served on publicly traded corporate boards, private company boards, non-profit boards and

corporate advisory boards. Currently he serves on the boards of Satori Food and Beverage, Inc., The Creighton Group and Profit+Impact (a B-Corporation). His current non-profit boards include Cranbrook Horizons Upward Bound for disadvantaged youth in Detroit and the National Association of Corporate Directors (SoCal). He is the author of recently released book entitled "The New Breed of Independent Corporate Directors: Personal Glimpses and Perspectives of the Tone-at-the-Bottom" which explores the need for corporate directors to rise to a higher calling of corporate social responsibility and long term corporate sustainability. Further, he is the developer of the "Tone-at-the-Bottom Assessment®" methodology, a corporate governance enhancement tool used to mitigate asymmetric information risks.

Previously, he was the chief executive officer (CEO) of The Creighton Group, an international environmental management consulting firm for ten years. Further, he was the co-founder and chief financial officer (CFO) of a publicly traded entertainment corporation, where he routinely interfaced with the SEC, the PCAOB, the DTC and FINRA for nearly ten years. He spent ten years with Ernst & Young and Deloitte & Touche as the Principal-in-Charge of the productivity improvement consulting practices. Dr. Taylor was a manufacturing executive with General Motors

and Norris Industries (aerospace) for eleven years prior to entering the consulting industry.

In addition to the consulting projects, Dr. Taylor has conducted hundreds of environmental management audits and projects for the U.S Agency for International Development, the International Private-Public Partnership, the U.S. Environment Training Institute, the International Organization for Standardization around the world. He was a lead international environmental management auditor (EMS) of ISO 14001 for twenty years. Further, he was an adjunct management professor or guest lecturer at several universities.

He holds a PhD. in Executive Management from the Peter Drucker School of Management at Claremont University, a Master of Business Administration from Pepperdine University, and a Bachelor's in Industrial Administration from General Motors Institute. He is a Board Leadership fellow with the National Association of Corporate Directors (NACD) and a Professional Director with the Corporate Directors Group (CDG). He has held "fellow" status with Institute of Industrial Engineers (IIE), the American Production and Inventory Control Society (APICS) and the International Environment Management Association (IEMA). He was a registered environmental assessor (REA) for the State of California and Certified Air Quality Permit Processing Professional with the South Coast Air Quality Management District. Finally, he earned certificates from the Global Reporting Initiative (GRI), and the University of Southern California Certified Public Accountant (CPA) program. Finally, he is a member of the International Corporate Directors Network (ICGN) whose members oversee \$18 trillion of corporate investments.

STEPHEN BROWN *Senior Director, Corporate Governance & Associate General Counsel // TIAA-Cref*



Stephen L. Brown is globally recognized corporate governance expert with years of experience advising corporations on corporate governance and social responsibility issues. As a representative of the institutional investor community

he has significant influence as to which corporations maintain access to the billions of investment dollars. He serves as Senior Director of Corporate Governance and Associate General Counsel for TIAA-Cref, a full service financial management firm. On behalf of the boards of the TIAA-Cref group of companies, Mr. Brown and his colleagues in the Corporate Governance Group work to enhance the governance of companies held with TIAA-Cref's investment portfolios with the objective of increasing shareholder value and improving long term performance of targeted companies.

Prior to joining TIAA-Cref, Mr. Brown practiced corporate and securities law with Wilmer, Cutler, Pickering, Hale and Dorr, LLP and Skadden, Arps, Slate, Meagher and Flom, LLP in New York City. At these firms, Mr. Brown represented industrial companies, investment advisers, hedge funds, private equity funds, and mutual fund complexes. Additionally, he represented Fortune 500 Companies, board of directors and executives in a variety of securities enforcement matters and corporate internal investigations. Prior to practicing law, Mr. Brown was a financial analyst with Goldman Sachs.

Mr. Brown is an adjunct professor at Yale University and City College of New York. Mr. Brown's pro bono practice has included advising several New York City charter schools and economic development organizations. He has served on the boards of the Englewood, N.J. Public Schools, Queens Economic Development Corporation, Harlem Renaissance Economic Development Corporation and the Public Interest Law Foundation at Columbia University Law School.

Mr. Brown received his B.A. with honors from Yale University and his J.D. from Columbia University Law School where he was a Harlan Fiske Stone Scholar and an Olin Law & Economics Junior Fellow. Since 2011, Mr. Brown has been named each year by the National Association of Corporate Directors as one of the 100 most influential people in corporate governance and the boardroom. In 2009, Mr. Brown was named as one of 10 global Rising Stars for Corporate Governance by the Yale School of Management's Millstein Center for Corporate Governance and Performance. Finally, Mr. Brown's identical twin brother, Stanton Brown, is a Harvard Business School graduate.

SHARI HUBERT *Associate Dean of MBA Admissions // Georgetown University*



A “connector” at heart whose strength lies in building and cultivating relationships. Over 10 years of functional experience which includes talent sourcing, business development, executive leadership development, program/project management,

sales, marketing and strategy consulting. She has been Associate Dean of MBA Admissions at Georgetown University’s McDonough School of Business since 2012 and served as Director of Recruitment at the Peace Corps for four years prior to Georgetown.

Hubert comes to higher education after working at the Peace Corps, where she served as director of recruitment within the Office of Volunteer Recruitment and Selection. In this capacity, she was responsible for recruiting 4,000 volunteers annually and managed the operations of nine regional recruitment offices across the United States. Prior to joining the Peace Corps, Hubert was the senior vice president of campus recruitment for Citi’s Global Bank in

North America and was responsible for overseeing the recruitment of analysts and associates into the corporate and investment banks as part of Citi’s Markets & Banking Division.

She previously served as manager for campus relations in corporate recruiting and staffing at GE’s corporate headquarters where she was responsible for the overall recruiting efforts and budget allocation across the southeast region of GE’s strategic university relationships. Hubert also has experience in the not-for-profit sector where she ran the Executive Leadership and Civic Development Program at the Partnership for New York City, a business advocacy association focused on public and private partnerships. She worked as a consultant for The Boston Consulting Group, and began her career in sales and marketing at Merck and Co., Inc.

Hubert earned an MBA from Harvard Business School in 2000, and graduated cum laude with a B.A. in French from Dartmouth College in 1992.

ROSE MCKINNEY-JAMES *Managing Principal // Energy Works LLC.*



Rose McKinney-James is seasoned independent corporate director with a long history in public service, non-profit volunteerism and private sector corporate social responsibility. She is considered a national expert in alternative/clean

energy policy and served in numerous capacities earning a stellar reputation. Her views on the social impact of public policy and corporate activities are often sought by professionals throughout the country. She is the Managing Principal of Energy Works LLC, President of McKinney-James & Associates and serves as an independent corporate director on the board of directors for MGM Resorts International as a member of its Corporate Social Responsibility Committee. Further, she is currently the Chair of the Clean Energy Project and Nevada Partners. Other directorships include those for Toyota Financial Savings Bank, the Alliance to Save Energy, ACEEE, and American Association of Blacks in Energy.

In the private sector she was President of Brown & Partners and President/CEO of the Corporation of Solar Technology and Renewable Resources. She also served as a Director of Mandalay Resort Group prior to its acquisition by MGM Mirage. Further she was a director for Employers Insurance Company of Nevada and Employer's Holdings, Inc. and served as the Chair of the Nominating and Governance Committee. McKinney-James has served as Vice President of the National Association of Regulatory Utility Commissions, Commissioner with the Nevada Public Service Commission, director of the Energy Foundation,

Sierra Nevada College and the Nature Conservancy..

In addition, Ms. McKinney-James served as a founding member of the board of directors of the New Ventures Capital Development Corporation, a Trustee for the Desert Research Institute Foundation and the chair of the Nevada Renewable Energy and Conservative Task Force.

In the public sector she served as Chief of Staff and Director of Intergovernmental Affairs of the City of Las Vegas, project manager of the Nevada Economic Development Company, coordinator of the Small Business Revitalization Program and director of the Nevada Department of Business and Industry. She was a candidate for Lieutenant Governor of Nevada in 1998, and became the first African-American to win a Nevada statewide primary election. In addition, Ms. McKinney-James served as a member of the Obama-Biden Transition Team and as team lead for the Federal Energy Regulatory Commission.

Ms. McKinney-James received her J.D. degree from Antioch School of Law in Washington, D.C., where she worked on Capitol Hill for former New York Rep. Shirley Chisholm. She holds a B.A. degree from Olivet College in Olivet, Michigan.

KEDRA NEWSOM

Principal // Boston Consulting Group, Chicago



Kedra Newsom is a Principal in the Chicago office of the Boston Consulting Group (BCG). Ms. Newsom has contributed to and led efforts across a wide range of industries and functions. She is currently a core member of the financial services and social

impact practice areas in Chicago. In financial services, she has significant experience in operations strategy for asset management and asset servicing firms. In K-12 education, she has led BCG teams in the development of a new state report card for Illinois schools and school strategy development for the University of Chicago Charter School network. In 2013, she served for 6 months at the University of Chicago Charter school in a chief of staff capacity. In addition to her client work, Kedra serves as the lead for BCG Chicago's diversity cadre.

Prior to joining, Kedra was a software development and IT strategy analyst at Merrill Lynch. She holds an MBA from Harvard Business School and a BS in Computer Science and Engineering from the Massachusetts Institute of Technology. Outside of BCG, Kedra serves on the advisory board for Citizen Schools Chicago and volunteers in education in various capacities."

Innovation in a Changing Market *(Entertainment/Media)*

An exploration of key trends within the media & entertainment industry. We will assess the market to better understand industry dynamics, growth opportunities and the impact of innovative technology on television, film and other channels of content distribution.

moderator: HENRY MCGEE *panelists:* MARQUIS DAISY // BRICKSON DIAMOND
DEREK FERGUSON // KEY KIARIE

HENRY W. MCGEE

Senior Lecturer // Harvard Business School
moderator:



Henry McGee is a Senior Lecturer at Harvard Business School. A member of the General Management Unit, he teaches the required MBA course Leadership and Corporate Accountability (LCA). In addition, he teaches film-

based cases in the second-year elective course The Moral Leader.

Prior to his appointment to the faculty in July 2013, McGee was President of HBO Home Entertainment, the DVD and digital program distribution division of Home Box Office, the world's leading premium television company. The recipient of numerous industry awards for his pioneering

use of Internet-based marketing and early adoption of the high definition format for the company's releases, McGee was named one of the 50 most powerful African Americans in the entertainment business by Black Enterprise magazine. He is a former board member of Quickflix (ASX:QFX), Australia and New Zealand's only subscription DVD and rental video streaming service. Since 2004 he has been a director of AmerisourceBergen (NYSE: ABC), one of the nation's top pharmaceutical service companies and number 32 on the Fortune 500 list of the biggest corporations in the United States.

McGee earned an MBA (1979) and BA magna cum laude (1974), from Harvard University.

MARQUIS DAISY *Film Producer*



In June of 2005, following an undergraduate student career at Williams College (Williamstown, MA), Marquis Daisy accepted an opportunity at HBO Sports, as a Production Assistant, for "Inside the NFL," a weekly Pro Football television show, which reviews

each weeks highlights and documents issues pertaining to the league and both its current and alumni athletes. Marquis would go on to spend the subsequent six years with HBO Sports, developing a deep love for storytelling and nurturing a gene for creativity. In addition to his roll on Inside the NFL, Marquis has also worked on a plethora of other programs, including: Costas Now, HBO's Boxing series, 24/7 Series, Real Sports with Bryant Gumbel and Joe Buck Live. He was also a Graphics Producer for HBO Sports' live boxing telecasts and helped produce two major documentaries, Bird-Magic: A Courtship of Rivals and Joe Namath: Beaver Falls to Broadway.

In the Spring of 2012, Marquis moved on from HBO Sports to pursue independent opportunities. As a Director, Producer and Editor, he has most recently Produced and Directed for the NFL Network, BET, ESPN, and UFC (Ultimate Fighting Championship). Marquis has also delved into the world of Music videos as both a Director and Editor. In the summer of 2012, he Directed "Summer Madness," the "URL (Ultimate Rap League) underground rap battles, an event held at New York's Webster Hall. Collectively, the battles garnered an unprecedented 7 million views on YouTube, worldwide.

Marquis' most recent films include, "Smile: The Documentary," an independent film that chronicles gun violence in Chicago, and "Bernie and Ernie," an ESPN 30 for 30 documentary that outlines the unlikely relationship between Bernard King and Ernie Grunfeld, both former University of Tennessee basketball legends and NBA standouts.

BRICKSON DIAMOND *Chief Operating officer // The Executive Leadership Council*



Brickson Diamond is chief operating officer (COO) of The Executive Leadership Council (ELC) and the Executive Leadership Foundation (ELF). As COO, Mr. Diamond is responsible for the daily operations of the organization and reports to the

President and CEO, Ronald C. Parker. Mr. Diamond works with the ELC leadership, staff and members to ensure the future growth and impact of the Council. Specifically, he is responsible for the development, management, and improvement of organizational functions, ensuring that The ELC provides a high level of service to its members, high-potential African-American corporate leaders, and strategic partners.

Mr. Diamond has more than 17 years of experience in investment management and spent 11 of those years with Capital Group Private Client Services. Most recently, Mr. Diamond founded and led Big Answers LLC, an independent, strategic consulting practice, where he advised small to mid-sized non-profit and for-profit entities on capacity building in investment stewardship and organizational planning.

Mr. Diamond is a graduate of Brown University and The Harvard Business School, and is actively involved in alumni activities and leadership roles for both institutions. Mr. Diamond resides between Washington, DC and Los Angeles, California, where he is raising his 17 year old nephew, a freshman at the University of Southern California.

DEREK FERGUSON *Chief Growth Officer // Combs Enterprises*



Mr. Derek Ferguson is the Chief Growth Officer of Combs Enterprises ("CE"). CE generates over \$500MM in revenues and is comprised of several businesses that include: Revolt TV, Revolt Films, Bad Boy Records, Blue Flame Marketing,

Sean John Clothing, Daddy's House Recording, Janice Combs Publishing, Janice Combs Management, Janice Combs Music and Daddy's House Social Programs. Prior to his current role, Mr. Ferguson was Chief Financial Officer of CE. Since joining CE in 1998, Mr. Ferguson has been involved in the following: the receipt of a distribution contract from Comcast for Revolt TV, an international cable channel that launched in 2013; the acquisition of Enyce Clothing from Liz Claiborne; the successful launch of Sean John Clothing, a company that grew to sales of \$200MM and 200 employees since 1999; launching Blue Flame Marketing, a marketing and advertising company that specializes in the youth marketplace; the purchase of Arista's share of Bad Boy Records in 2002, a distribution deal with Universal Records in 2003, and the sale of a stake in Bad Boy Records to Warner Music in 2005 and a joint venture deal with Interscope Records in 2009. Prior to joining CE, Mr. Ferguson was the Vice President of Finance and Operations for BMG Special Products, a division of BMG Entertainment. He began his tenure at BMG Entertainment in January 1996 as Vice President of Worldwide Finance.

From June 1988 to August 1991, Mr. Ferguson was the Chief Operating Officer of Urban Profile Communications Inc., the company that published "Urban Profile" magazine.

The magazine was sold in 1991 at which time Mr. Ferguson joined Bain and Company, an international management consulting firm which specializes in developing business strategies for Fortune 500 companies. He was promoted to manager at Bain & Company, a position that less than 20% of entering consultants obtain. Prior to Bain, he earned his CPA and worked for three years at Coopers and Lybrand as an auditor and mergers and acquisitions analyst. Mr. Ferguson is a core member of New York Covenant Church in New Rochelle, NY. He is on the board of New York Covenant's community development corporation which oversees several initiatives including Isaiah's Run (providing fellowship and resources to the needy). Through NYCC's economic justice ministry, Derek was involved in launching several businesses including Cross Trainers Apparel, Covenant Building Services and Life Music. Mr. Ferguson's ministry efforts have crossed over into his workplace where he has held bible studies for employees at Bad Boy Worldwide over the years. The bible studies have led New York Covenant Church to launch Tuesday Night Church in Manhattan. TNC emphasizes worshipping through the arts and encourages participation from those that have gifts in the areas of music, dance, theater, art and spoken word. Mr. Ferguson has been invited to speak on the topic of "Faith In The Workplace" at Harvard Business School, University of Michigan, University of Pennsylvania and other churches and conferences. Mr. Ferguson is a 1990 graduate of Harvard Business School, and a 1985 graduate of the Wharton School at the University of Pennsylvania. Mr. Ferguson was born and raised in the Bronx, New York. He is married to Regina with three children, Reginald, Maya and Peri.

KEY KIARIE *Chief Financial Officer // REVOLT*



As CFO of the multi-platform REVOLT, Key is responsible for financial management, operations, business development and corporate strategy. He brings 15-years of experience from the media, telecommunications and

consumer products industries, during which time he has invested over \$20 billion across the globe and has sat on multiple company boards.

Prior to REVOLT, Key was the managing director at Saban Capital Group, a media and telecommunications private equity and venture capital firm founded by Haim Saban based in Los Angeles. During his tenure at SCG, Kiarie developed industry expertise, operating skills and relationships across the globe in media and telecommunications. Responsibilities included identifying investment opportunities, executing transactions and portfolio management that included board positions and operating oversight. While at SCG the larger deals Kiarie worked on included Univision, the largest United States Spanish language media company and Bezeq

Communications, Israel's incumbent telecommunications company. Kiarie also worked on Tiger Gate - Lionsgate joint venture to launch branded pay-TV channel platform operating across Asia, Next New Networks - digital and mobile micro television networks operating globally, and Keshet Broadcasting - Middle Eastern commercial television broadcaster.

Prior to Saban Capital Group, Kiarie worked at AEA Investors based in New York, which is global private equity firm focused on control acquisitions in multiple industries. He worked in investment banking at JPMorgan in New York in leverage finance and financial sponsor coverage as well as a consultant at Booz Allen Hamilton in San Francisco.

Kiarie holds an MBA from Harvard Business School and BA in Economics from Dartmouth College, where he graduated with high honors. A resident of New York and Los Angeles, he is an active public and private market investor and sits on the board of startup companies where he has a personal investment.

Bert King Award:

The Bert King Award, presented annually at the H. Naylor Fitzhugh Conference for exemplary contributions to the community, honors the life and legacy of a passionate advocate and ground-breaking mentor. Bert King's business was opening doors. He is remembered by countless business and community leaders for the pivotal difference he made in their lives and the universally powerful lesson he taught: When we are fortunate enough to attain success, serving as a resource - lifting as you climb - comes with the territory, and we must be prepared to fulfill that obligation.

CARLTON L. GUTHRIE *Co-Chairman & Majority Owner // Spectra LLC*



Carlton L. Guthrie (MBA '78) is co-chairman and majority owner with his brother Michael Guthrie of SPECTRA LLC, a Detroit, Michigan based holding company with several automotive manufacturing and engineering subsidiaries

including Detroit Chassis, Detroit Custom Chassis, and Magnys Process Engineering. Raised in Gary, Indiana in a family of high achievers, Carlton and Michael both graduated from Harvard College. Michael went on to Harvard Law School and became vice president and general counsel for Johnson Products in Chicago. After business school, Carlton also settled in Chicago where he was a consultant, first at Jewel Companies, and later with McKinsey & Co. specializing in strategic planning and mergers and acquisitions. In 1982 he joined James H. Lowry & Associates, a pioneer minority business development and diversity consulting firm, as executive vice president and chief operating officer.

The Guthries became entrepreneurs in 1985 with the acquisition of a small, metal stamping business in Lansing, MI. As tier one suppliers to the automotive industry, they have transitioned over time from basic manufacturing into high-tech processes, complex assembly, and diversified manufacturing engineering. In 1999 they opened a modern new plant on a 33-acre site in Detroit's Lynch Road Renaissance Zone, contributing to economic growth and job creation in the beleaguered city. Detroit Chassis was named multiple times to INC. magazine's Inner City 100 Fastest Growing Companies list and the Guthries earned

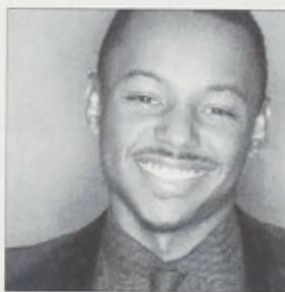
accolades including Ernst & Young's "Entrepreneurs of the Year" award. Over time they also became personal investors in a diverse range of other ventures and are currently growing HealthCure, a breakthrough system for controlling pathogens in hospitals and other facilities.

They are equally dedicated to improving the lives of their employees and the communities in which they live. An on-site assistance program helps Detroit Chassis associates address housing, health, education, and family issues. The company takes a leadership role in local business development efforts and supports several civic and social programs that build the character and skills of youth. Michael and Carlton are actively engaged with The National Association of Black Automotive Suppliers and its scholarship fund.

In Chicago, Carlton served on the board of Centers for New Horizons for more than 20 years and currently chairs Concerned Christian Men which provides strong male leadership and guidance to young black males living on the South and West Sides of Chicago. In the 1990s he teamed with Steve Rogers (MBA '85) and Greg White (MBA '90) to design and launch The Runners Club, which helped black entrepreneurs take their early-stage businesses to scale. His work in many arenas garnered recognition which led to an invitation to join the national board of the Initiative for a Competitive Inner City and service on the Advisory Committee for the Joint Center for Political and Economic Studies in Washington, D.C. The honors he has received through the years include the Chivas Regal Extrapreneur Award, presented to exemplary business leaders engaged in public service.

Networking & Afterparty

DJ B-HEN *Hollywood's Champion of New Sound*



DJ B-Hen's undeniable style and showmanship is featured on Season 3 of America's Premier DJ Competition - VHI's Master of the Mix. A graduate of Morehouse College, DJ B-Hen walked away from a corporate career and honed his skills at the renowned Scratch DJ Academy. Since then, he has performed

for an ever-growing list of high-profile clients, including Queen Latifah, Kelly Rowland, New York Fashion Week, Harvard Business School, and as the DJ for the untimely final performance of Whitney Houston. On and off the stage, B-Hen works to support efforts to further breast cancer awareness.



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