

NEWSLETTER

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Message from the President

Greetings members and friends!

Hope you are enjoying the wonderful Minnesota summer!

You may notice that the majority of our upcoming events feature selective partnerships with organizations that possess similar missions and goals. It is essential that our organization assumes a collaborative nature to continue to grow And to attract and retain our members.

In July, we feature two such partnerships:

-July 6th, we will collaborate with the Omegas in one of their conclave activities that enables us to participate in a traditional event focused on educating and elevating members of our community

--On July 26th, we will partner with

Conversations with Executives



Duane Carter

We caught up with Duane Carter, Senior Vice President at the Federal Reserve Bank of Minneapolis. Don't let the singular title trick you. Carter serves as the Director of the Office of Minority and Women Inclusion (OMWI), heads up several other areas including Human Resources, Learning Management and Support Office and Treasury Retail Securities, and is a member of the Bank's Management Committee. Carter's areas of responsibility permeate throughout the organization.

Carter wears his many hats with grace and perseverance, traits he can trace back to his upbringing. He grew up in Duluth, MN, with his father, who served in the United States Air Force, his mother who worked as a Nurse, and five siblings. He credits his success today to the structure, guidance and unconditional support he received at home as a child.

NSHMBA and The Asian MBA organizations for an event sponsored by our corporate partner, Target entitled Effectively Navigating Change in a Professional Environment

These partnerships allow us to be true to our mission in providing access to our members and sponsors. It furthers our reach into various communities and we are then able to provide access to not only top talent but also, to networks that can afford multiple opportunities. I urge you to support our organization in these events and explore how you can get involved.

I would also like to welcome our new corporate partners, Northwestern Mutual and AgriBank. As always, on behalf of our organization I would like to thank our corporate sponsors for their continued support.

Thank you and I look forward to seeing you at an upcoming event.

Regards,
Marsha Henry

In the NEWS

National Black MBA Association Twin Cities Chapter announces new partnerships.

We are pleased to announce that Northwestern Mutual and AgriBank are our newest partners.

We are equally pleased to have The Federal Reserve Bank of Minneapolis join us as a sponsor.

So what does this mean for you? As a member, you will be given access to review of job postings early from our partners and sponsors, you'll benefit from joint programs and expand your networking.

[See Northwestern Mutual press release here](#)

Upcoming EVENTS

2012 Omega Psi Phi Conclave Day Party

in conjunction with

Stepping out

No stranger to hard work, Carter, while still an undergraduate at the University of Minnesota secured an internship with Honeywell. Working in the plant alongside engineers, he displayed his youthful exuberance. On day one, he was part of a team assigned to modify an instrument. "After thinking about it for half an hour, I told them I had figured it out, which of course I had not." He laughed. "It made me realize that time, experience and education are needed to actually solve complex problems."

Carter's experience at Honeywell sparked his desire to pursue leadership in business. He quickly realized that he was better suited to be among the problem solvers and visionaries to improve productivity and the work environment on the plant floor.

Earning his stripes

Carter was introduced to banking as a teller at TCF Bank and eventually became a branch manager at First Minnesota. He elected to serve in two of the banks most challenging branches. "I realized what I could bring to those neighborhoods by thinking more creatively about the most effective way to structure financing. I really needed to work longer, harder and smarter, so that people's loans were approved."

After about three years at First Minnesota, Carter took a job in business development at the Federal Reserve Bank of Minneapolis. He served the North Dakota and Northwestern Minnesota regions selling products to other banks, but the call of leadership was ever so loud. Carter then accepted a management position in the check processing operation. Not only did he have to work the night shift, but he also had to manage what he called "a little city". There were over one hundred employees. After a year on the night shift, he returned to the day shift as the manager of check image capture processing. Carter was promoted to the official staff and went on to serve in a number of other roles at the Federal Reserve Bank, all of which have led to his current position as a leader across many departments.

Lessons in leadership

Although Carter had strong role models, he had to learn some things on his own. As the manager of check image capture processing, he oversaw an operation that went from processing 300,000 items a month to over 10 million items a month. This position tested and stretched his leadership capabilities since he had to manage not only this dramatic volume expansion, but also simultaneously address a major equipment failure. To ensure that service levels were met, he rolled up his sleeves to do whatever it took to get the equipment working and the operation stabilized. It was a tedious exercise and a few technical experts quit in the process. Carter then realized one very important leadership lesson. "We think it's important that every employee sees that we can work in every part of the operation—running the sorter, having technical savvy—that in any capacity, we can step in to do what is needed, keep the line moving even when we are short staffed." However, in hindsight, he would have focused on the need for new technology, staffing and other unforeseen challenges. "As a leader, instead of trying to be all things, you need to recognize that your role is to have a vision and think strategically about the business and to keep

National Black MBA Twin Cities Chapter



When: Friday July 6th, 12 p.m. to 5 p.m.

Where: Seven Ultra Lounge, 700 Hennepin Avenue Minneapolis

Cost: \$20 in Advance. \$30 at the door

Click to [RSVP](#)

Target All Twin Cities Event



Join us for a spirited soiree while you connect with professionals and Target Team Members. The evening will include a discussion, "Personal Success in a World of Constant Change," focusing on the skills needed to be successful within an ever changing workplace.

Cost: Free

Date: Thursday, July 26th, 2012

Time: 5:30pm - 8:00pm

Location: New Century Theatre

Street: 615 Hennepin Avenue, Suite 145

City: Minneapolis, MN 55403

Appetizers and beverages will be provided.

[Click here to register](#)

This event is co-sponsored by National Black MBA Association, National Association of Asian MBA, National Society of Black Engineers, National Society of Hispanic MBA, and the Association of Latino Professionals in Finance and Accounting.

looking ahead and realize that everyone on the team has a role to play. You need to remember that everyone has a role and every role is critical."

Carter says that there are leadership lessons everywhere and he continues to pick up new things. Leaders cast long shadows. He recalls advice he received from his father when he got promoted to Senior Vice President. "Tomorrow when you go to work, people are going to see you differently-be cognizant of that." He was saying that people will expect different things from me, listen differently to what I say and judge me by a new standard. I will not have changed, but everyone else's view of me will. My father was not suggesting that I act differently in any particular way, but that I should be aware that everyone else would see me through a different lens. It was sage advice about how perceptions and expectations can affect your effectiveness and aspirations to improve in every part of your work and life because leadership matters. Carter recommends that leaders should ask themselves "Would you follow you?" Leaders must continuously self reflect, reassess, evolve and grow through the process. Introspection is critical for growth. In his growth as a leader, Carter makes it a point not to model himself after one person, but rather pick up traits, style and character attributes from a number of people, some of whom may not even be recognized as leaders.

Lifelong learner

Carter earned his MBA from the University of St. Thomas nearly ten years ago, which helped him gain technical skills and hone his leadership abilities. Even with his increased responsibilities and several promotions, Carter isn't resting on his laurels. In 2010, he began an organizational development program at the University of St. Thomas to earn his Doctorate.

So why the need for more education? "I believe it makes a big difference. You find out about all of these things you don't really know about-how things have changed and more effective ways to solve challenges and sharpen your skills," he said. "And, my parents always told me: Education is something that you can carry with you forever. Continuing your education plays itself out in so many different ways-we've all heard the saying, "the one with the broadest vision wins. Education allows you to have a broad view of the world."

Carter's recommended reading

- The Five Dysfunctions of a Team by Patrick Lencioni
- Good to Great by Jim Collins
- The Practice of Adaptive Leadership by Ronald Heifetz, Alexander Grashow and Marty Linsky

Leaders of Tomorrow

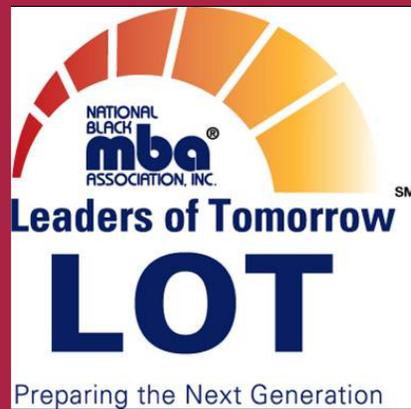
GET INVOLVED

Become part of a National Black MBA Committee. Positions available in membership, program and events, and communication. Contact: president@nbmbaatc.org

Volunteers wanted for LOT: mentors, guest speakers, case competition coach, facilitators and grant writers. Contact Jamal for details: nbmbaa.lot.tc@gmail.com

ARE YOU A MEMBER?

Many benefits await you. Click [here](#) to learn more and sign up for membership.



(LOT) is an academic enrichment and leadership program serving high school students who demonstrate leadership potential.

LOT Update

- The national case competition was kicked off
- LOT students had a creative writing workshop hosted by Steve Johnson of Weber Shandwick, a leading global public relations firm
- Lisa Jemtrud of Better Business Bureau led a presentation on business and ethics in the marketplace

Please contact the LOT leadership team for more information and volunteer details, nbmbaa.lot.tc@gmail.com

Featured Sponsors



Job Listings

[Visit the website for new job listings](#)

About NMBAA

Established in 1970, the National Black MBA Association (NMBAA) is dedicated to developing partnerships that result in the creation of intellectual and economic wealth in the black community through its five channels of engagement; education, career, leadership, entrepreneurship, and lifestyle. The Twin Cities, NMBAA chapter is one of 44 national chapters and has a membership of 8000 members nationwide.

Feedback: communications@nbmbaatc.org

[Forward email](#)

