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We attribute our success to our team members, and the ideas they bring to work every day. The diverse backgrounds, beliefs, experiences and lifestyles are what makes work fun, interesting and new.

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Expect the best.
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#25
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Together we’ll go far

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The National Society of Hispanic MBAs (NSHMBA) was formed in 1988 as a non-profit organization. Widely known as the “Premier Hispanic Organization,” NSHMBA serves 39 chapters and more than 24,000 members in the U.S. and Puerto Rico. NSHMBA is dedicated to building and advancing Hispanic leadership, advocating the pursuit of higher education and providing its members with world-class professional development and career management programs. Visit nshmba.org for more information.
DO WHAT YOU LOVE AND
LOVE WHAT YOU DO.

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An equal opportunity employer, Abbott welcomes and encourages diversity in our workforce.
Dear Friends,

First, I want to say, “Happy 25th Anniversary, NSHMBA!” Twenty-five years ago, a small group of visionaries gathered around a table. Their sole objective: to form an organization that would endeavor to positively impact the Hispanic community by producing more leaders with MBA degrees. Since that initial meeting, with the support of committed sponsors and tireless volunteers, NSHMBA has grown and flourished to become the premier Hispanic business professional organization. NSHMBA has been successful in all of its endeavors, and I’m committed to helping continue that success through the pursuit of our mission.

As we celebrate our Silver Anniversary, we acknowledge our organization’s exceptional impact on education, talent development, leadership, innovation, and excellence. We believe our opportunities to continue to deliver on our mission are endless, and, given our standing as a leading organization, we are well-positioned to capture the momentum that is occurring in the U.S. today. The world is much more different than it was 25 years ago, and I’m glad that NSHMBA has played a major part in the development of many of our current Hispanic leaders.

I’ve served as CEO for almost three years now and I’ve had the pleasure of meeting thousands of great companies, volunteers and students. I feel so proud of our successes because I know that we have helped make a difference for so many individuals and our community. I will continue to steer the organization towards investing in ways to help accelerate your personal growth and professional goals.

I know that our conference in San Antonio, Texas will be our best one ever, and I certainly look forward to seeing you there. On behalf of our sponsors, national staff, directors, chapter officers and members, I invite you to come celebrate with us in one of the most festive cities in America! I’m confident that you will find our event full of excitement and opportunities.

Manny Gonzalez
CEO
Behind every Intel innovation is a face. We are more than 100,000 people innovating and collaborating across the globe. People constantly challenging the status quo, whether it’s the perceived limits of technology, or of humanity. At Intel, there is an undeniable, direct link between our success and our people. The passion, creativity, and yes, brilliance, of these amazing individuals make our technology superior and our company unmatched worldwide. And while each of us brings unique perspectives and experiences, we’re united by one vision: to create and extend computing technology in this decade, and to connect and enrich the lives of every person on earth.

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Message from Our Board of Directors

As we celebrate the 25th anniversary of NSHMBA’s founding, we look back at the successes of our organization in advancing our mission of increasing the number of Hispanic leaders with MBAs and enhancing opportunities for them. For the last quarter-century, NSHMBA has been tirelessly devoted to its mission. We’ve faced great challenges over the years and we’ve notched some great successes. We’ve had the pleasure of service from thousands of individuals consisting of board members, chapter officers, members, students, and both corporate and academic sponsors who have come together as a family over the years. I’m glad to say that we’ve impacted many lives, and will continue to do so. We still have lots of work to do though, as this milestone calls for us to look to the future and seek new ways to ensure that we maintain and expand on our accomplishments.

For the last two years, I’ve had the great pleasure of serving as Chair of the National Board for NSHMBA. Now in our 25th year, I am honored to have led this exceptional organization as we have reached a tremendous milestone and set the stage for our future. This year marks the end of my tenure as Chair, but it certainly does not mark the end of my continued involvement with NSHMBA.

I look forward to celebrating our 25th Anniversary in San Antonio this year at our Annual Conference & Career Expo. I’m excited about the opportunities available to our members, chapter officers, and both corporate and educational sponsors. I hope that you will plan to attend our Silver Anniversary event.

It has been an honor and privilege to have served as your Chair. On behalf of the entire Board of Directors and our organization, I would like to thank all of our supporters who have helped make NSHMBA a great organization and who will help propel it forward for another 25 years!

Yvonne Martin

National Board

Yvonne Martin
(National Chair)
Agustin Carcoba
Lino Carrillo
Rosanna Durruthy
Maria Elizalde
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Nicolas Medina
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Mark Ponce
As the world’s leading beer, wine and spirits company, it may surprise you to learn that the spirit we focus on most is the human spirit. Whether it is helping support local organizations in our community or being part of life’s big events, we’re committed to celebrating life, every day, everywhere.

Diversity is the Spirit at Diageo.
Undergraduates: Deciding the next step in your career and education might be right in front of you.

The Ignite Program gives undergraduates the opportunity to prepare for their first professional job/internship, discover the benefits of pursuing an MBA, and explore the requirements and rigors of MBA programs.

**Ignite Program:**
- Introduces students to the steps of preparing and applying for admission at business schools
- Provides students with the opportunity to network and interview with NSHMBA's diversity-minded corporate partners on the Career Expo floor
- Gives students information about the value of an MBA degree from the perspective of corporate recruiters

This year’s Ignite Program will take place on Saturday, October 12 at our Annual Conference & Career Expo in San Antonio, Texas. The Ignite Program is free to qualifying undergraduate students and recent graduates considering an MBA. To learn more, visit nshmba.org/Ignite.
Just a year ago, NSHMBA launched an aspirational program focused on engaging undergraduate students. Aptly named “Ignite,” the program provides opportunities for soon-to-be college graduates looking to land their first job or internship.

The Ignite program’s mission: Propel Hispanic students into their careers or graduate business school with momentum, energy and a lot of information.

Through Ignite, students will learn practical advice on how to properly prepare for the start of their careers. Equally important, students are also given information on the value of obtaining an MBA, in addition to getting an insider’s view of the types of programs currently offered.

“Thank you NSHMBA for igniting my ambition to pursue an MBA. With all the great resources and network connections, I now feel more prepared and determined to complete this goal,” said Claudia Cabral.

Last year, one participant of the Ignite program said that it proved to be thought-provoking and made the idea of an MBA realistic. Her comments were so poignant they made NSHMBA’s newsletter recap of the event.

“Thank you NSHMBA for igniting my ambition to pursue an MBA. With all the great resources and network connections, I now feel more prepared and determined to complete this goal,” said Claudia Cabral.

As part of the Ignite program, participating students go through the requirements of applying to business schools. Details matter and having experienced presenters guide the students through the process will improve their preparedness.

Ignite’s tactics coincide with NSHMBA’s desire to better prepare Hispanic students for the realities of corporate life. This year, a typical day at the Conference will involve heavy emphasis on networking, learning tips to stand out from the competition and a wealth of information sharing, mentors and experienced leaders.

At the Conference, the students will also learn the importance of access. The anticipated 200-plus students participating in the Ignite program will receive entry to the Career Expo floor. There, they can engage with Fortune 500 companies who are looking for talent to join their teams as interns or full-time employees.

The Ignite program — slated for Saturday Oct. 12, 2013 — will provide students with insights into the diversity-minded approach of the corporations present. Learning what companies look for in a candidate is a perfect book-end to the program, which begins with what colleges look for.

The Ignite program is open to junior and senior undergraduates. Students should be interested in a graduate degree in business. Interested participants should visit nshmba.org/ignite for more information.

Thank you NSHMBA for igniting my ambition to pursue an MBA. With all the great resources and network connections, I now feel more prepared and determined to complete this goal.

Opportunity | 2013

Undergraduate Program

Momentum, Energy, And A Lot Of Practical Advice

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What can you do to help create and advance the Hispanic leaders of tomorrow?

Since 1989, the NSHMBA Foundation has awarded more than $9 million in scholarships to more than 2,500 highly-qualified Hispanic students pursuing master’s degrees in business administration. Through these scholarships, which range from $2,500 to $10,000, we have helped develop new generations of Hispanic leaders.

Show your support by helping us invest in our best with a gift to the NSHMBA Foundation. Your gift can help us make a difference in our ability to continue keeping MBA-level education affordable and accessible to highly-qualified Hispanics.

Your tax-deductible gift will help the NSHMBA Foundation impact the lives of more bright and ambitious Hispanics. Please make your gift today by visiting www.NSHMBA.org/donate.
As the leading organization for Hispanic MBAs, NSHMBA is tasked with providing resources to its membership, while also showcasing the opportunities that exist for current and potential members.

Typically, these resources include networking, job searches, mentorship and the benefits that come with attending local chapter and national events.

But with the rate of Hispanics graduating from college rising, the need for financial aid to pursue a graduate degree — specifically an MBA — remains vital.

For that reason, the NSHMBA Foundation has established a scholarship program aimed at Hispanics earning their MBAs, hoping to increase the paltry percentage of 3.5 percent of Latinos at the country’s top 50 business schools.

Surveys and studies routinely report that the No. 1 reason Hispanics don’t pursue graduate degrees is cost. The NSHMBA Foundation hopes to remove that roadblock by offering sizeable awards to qualified applicants looking to raise their income-earning potential and profile.

In many cases, the MBA has allowed many young grads to crack the $100,000 barrier. Findings by TopMBA.com reported that the average remuneration packages in the U.S. totaled $113,800 a year.

Qualified applicants for the NSHMBA Foundation scholarship awards can receive amounts ranging from $2,500 to $10,000.

NSHMBA Scholarships
Benefit Hispanics Pursuing MBAs
The top 5 applicants — those who demonstrate financial need — will receive $10,000.

The scholarship requirements are similar to other offers and awards. Applicants should be serious students of Hispanic heritage, have a minimum GPA of 3.0, be a member of NSHMBA (associate membership acceptable) and plan on enrolling in a Master’s Degree program in Management or Business at an AACSB-accredited university.

The scholarship helps provide funding for grad school, but NSHMBA’s long-term mission is not just on the education of the awardee. Part of the scholarship package includes valuable opportunities to better prepare the soon-to-be MBA for life after their studies.

For example, scholarship recipients receive a NSHMBA membership ($250 value) during the year they are awarded a scholarship. This allows them access to resources and programs that will be helpful as they pursue their MBAs.

But arguably one of the most substantial benefits is the complimentary, full conference registration to the NSHMBA Annual Conference & Career Expo. This event draws thousands of attendees from around the country for networking, career-building opportunities and access to some of the world’s best companies looking to hire Hispanic MBAs.

The membership and access to the conference, then, provides a path for the scholarship recipient. Rather than simply throwing their résumés in the mix with thousands of other grads, the awardees can attend the local chapter events closest to him or her as well as the national conference where NSHMBA provides connections to top employers.

And even before the awardees finish their degrees, they are invited to participate in luncheons, held in their honor, during the conference. In this way, other attendees are aware of the awardees and can offer help and guidance, and the membership at-large can actively see the NSHMBA Foundation’s work in action.

The practical benefits also include webinars on building resumes, elevator speech techniques and best practices on how to best leverage the national event where corporations offer jobs, internships and even scholarships to the right candidate.

But the NSHMBA Foundation Scholarship is just one of the financial aid opportunities MBA candidates can benefit from.

Another initiative, the NSHMBA University Partnership Program (UPP), is an extensive alliance of more than 70 colleges and universities around the country that NSHMBA leverages to help more Hispanic students earn their MBAs.

In its nine years of existence, the UPP has awarded more than $7 million in financial aid to qualified students. This aid comes in the form of scholarships, fellowships and assistantships.

The average total financial assistance to each individual student is around $20,000, a substantial boost to any financial aid package.

The partnering schools are among the most robust and widely respected in the country with more than half of them appearing in U.S. News & World Report’s 2013 Ranking of the Top 100 MBA programs in the U.S. Twenty-seven of the UPP schools were included in Business Week’s 2012 ranking of the Top 50 MBA programs in the country.

With partnerships in 25 states — especially those with high populations of Latinos — the likelihood of finding a UPP school is high. The NSHMBA website recommends sending a participating university an inquiry form and asking about their offerings. A full list and more details about this program are available under the “Scholarship Program” tab on the NSHMBA website.

**NSHMBA FOUNDATION SCHOLARSHIP**

- Awards range from 2,500-$10,000
- Minimum 3.0 GPA
- Awardees receive NSHMBA Membership, Full Access Pass to Annual Conference and Career Expo.
In the Nation, exclusive discounts are just the beginning.

With Nationwide®, you get great protection for you, your loved ones and all you’ve worked for in life. All from a company that’s been strong and stable for more than 80 years.

National Society of Hispanic MBAs members are rewarded.
As a member of NSHMBA, you can save with special discounts on Nationwide® auto insurance. In addition, when you add rewards like Vanishing Deductible®,* you can take $100 off your deductible for every year of safe driving, for up to $500 in savings.

Doesn’t it feel great to belong?
You wouldn’t be involved with NSHMBA if you weren’t passionate about being part of a group that shares your values. We understand that feeling, because we treat customers like members. It’s one of the things that makes us a different kind of insurance company.

Call 1-866-238-1426 or visit nationwide.com/NSHispanicMBAs for a quote today!
Get Unlimited Talk, Text & Data only $45/mo* No Contracts

50% of profits go to NSHMBA Foundation for Scholarships!

The First 200 people who sign up for service get a FREE Conference T-Shirt or a Collectible 25th Anniversary Coin.

Stop by Booth 481 for details
Wm. Gerard Sanders is the dean and Bodenstedt Chair of the College of Business at The University of Texas at San Antonio. He is also a professor of management. Sanders is the first dean to hold the Bodenstedt Chair for the Dean of Business, which is one of 13 newly endowed positions established in response to a recent $5 million H-E-B Faculty Research Fund matching gift to UTSA supporting the recruitment and retention of leading scholars and researchers.

A native of California with strong Texas ties, Sanders’ research focuses on corporate governance and executive leadership and their effects on strategic decision making and company performance.

He has published studies on the effects of CEO stock option pay on firm risk taking; the role of top management work experiences on firm strategy; and the nature of what firms learn from their board members’ experiences. Sanders is also a member of the Academy of Management and the Strategic Management Society.

NSHMBA National wanted to know what the dean had to say about UTSA being the Academic Lead Sponsor for the NSHMBA Annual Conference & Career Expo in San Antonio:

Wm. Gerard Sanders
Universities: Interested in finding the sharpest Hispanic candidates for your MBA programs?

NSHMBA invites AACSB-accredited universities to participate in the University Partnership Program (UPP). The UPP was created to help universities increase the number of highly-qualified Hispanic students who apply for admission to pursue their MBA degrees. Let NSHMBA help you find prospective MBA students who stand out from the crowd.

Through the UPP, NSHMBA opens doors for more Hispanic students considering an MBA degree and helps increase awareness of its University Partners’ MBA programs through a variety of marketing, branding and networking initiatives. University Partners also receive student and exhibitor discounts for NSHMBA’s Annual Conference & Career Expo.

To learn more about the benefits of UPP, and to view a list of our current University Partners, visit nshmba.org/UPP

NSHMBA.org/UPP
Q. Can you expand on the benefits, from your point-of-view, of UTSA being NSHMBA’s 2013 Academic Lead Sponsor?

A. “Our main focus in the UTSA College of Business is transforming our students into business professionals primed with analytical and leadership skills necessary to provide them with the opportunities to succeed professionally at a national level. We are excited to serve as the academic lead for the 2013 NSHMBA Conference, because it allows us to showcase our talented students to top national employers, spread awareness about the strength of our students and build upon current employer relationships.”

Q. How important are conferences like these to UTSA undergrads looking to begin their careers?

A. “While the college currently offers robust professional development and recruitment programs through our Center for Student Professional Development, the NSHMBA Conference and Career Expo increases the exposure that we have nationally and allows students a one-stop shopping experience for searching for internship and career opportunities.

As one of the largest Hispanic serving institutions, the conference gives us a platform to also highlight our talented and diverse student body. The NSHMBA conference provides our students with unparalleled opportunities to meet and network with recruiters from top companies throughout the country. This exposure is mutually beneficial for students and companies alike and leads to long-term partnerships.”

Q. Why should potential MBA candidates consider UTSA as their program of choice?

A. “We are internationally accredited by AACSB International and ranked by top organizations such as Bloomberg Businessweek and Hispanic Business. Key advantages of the UTSA MBA are location, cost and flexibility. San Antonio has a vibrant economic and cultural climate that is attractive both professionally and personally.

Academically, students can choose from a variety of degree programs and have the flexibility of completing their degree at their own pace during the evening.”

Q. Can you describe the value of obtaining an MBA and how relevant NSHMBA can be in the growth of higher education?

A. “An MBA is not just a degree or a career path, an MBA teaches students how to think strategically and become problem solvers cognizant of our global environment. The UTSA MBA is nationally ranked and is a recognized leader in providing a Tier One education to all students. Through our partnership with NSHMBA, we are better able to spread awareness about the benefits of obtaining a graduate degree and the affordability of programs such as ours.”

Q. Have you directly seen the benefits of a UTSA/NSHMBA partnership?

A. “I value our partnership with NSHMBA. In years past we have sent select groups of students to the conference, and many have found career opportunities because of it. We’re excited to host the conference in San Antonio so that significantly more students can benefit from this experience.”

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Academically, students can choose from a variety of degree programs and have the flexibility of completing their degree at their own pace during the evening.”

Are there specific scholarships available that potential candidates should be made aware of, and how does one apply?

The College of Business awards more than 100 scholarships each year to both undergraduate and graduate students, and we continue to expand our pool of scholarships. Through our partnership with NSHMBA we have established the UTSA MGraduate Business/NSHMBA scholarship that is open to incoming graduate students each fall. Scholarship information can be found online at business.utsa.edu. The deadline for applications is Feb. 15.
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What If It Only Came In Gray?

Motorcycles drenched in smokey gold. Lava red sunglo. Flames and flecks. Our company wouldn’t be the same without diversity. Neither would our world. Harley-Davidson is a proud supporter of National Society of Hispanic MBAs.

On the road of life, we all ride together.

To learn more about our career opportunities, visit us at jobs.harley-davidson.com
Nowadays it’s easy to send a Facebook friend request, invite a contact to connect on LinkedIn, or follow someone on Twitter. But being too social too soon can have severe consequences, especially where business contacts are concerned, by blurring the fine line between the professional and the mundane.

Your professional contacts don’t need to know that your cat fell asleep on the washing machine. And they really don’t need to know that you can’t find your car in the wee hours of a Saturday morning after bar hopping all night on Friday. They also don’t need to be one of hundreds of miscellaneous business contacts you met once at a networking event and rarely ever speak with anymore.

NSHMBA found a way to avoid all of these drawbacks by developing MyNSHMBA, an exclusive social media platform powered by NSHMBA, its members, and its leaders. If you’re on MyNSHMBA, you’re a NSHMBA member and so are all of your contacts there.

To Julio L. Rocha, a NSHMBA national board member who is president emeritus of NSHMBA’s Orlando, Fla., chapter, that says a lot.

“I value a MyNSHMBA invitation a lot more than a LinkedIn invitation because I know the person who sent it took time to create his or her NSHMBA profile and that tells me that they care about the organization as much as I do,” said Rocha, a financial services specialist and entrepreneur who was a 2012 NSHMBA Brillante Award winner.

Unlike mainstream social networking sites, like LinkedIn and Facebook, which are open to anyone on the Web, “MyNSHMBA is our domain,” said Julio, who owns Orlando-based Rocha Financial Group. “It serves as a stepping stone to connect on Facebook and LinkedIn later on.”

Launched in the spring of 2012, MyNSHMBA was one of several technological enhancements rolled out by the organization to encourage networking and professional relationships among its members online, according to Jacqueline Rodriguez, NSHMBA’s internet services manager.

The MyNSHMBA social media network boasts close to 25,000 members, according to NSHMBA’s technology department. Like Facebook and LinkedIn, MyNSHMBA encourages NSHMBA members to create a profile page that highlights their professional experience and connects them with NSHMBA members and leaders that they met at a local chapter event or at the national conference.

The social media platform also allows its members to invite members of their online NSHMBA familia (or “family”) to chapter events, a feature that Julio finds quite useful.

Julio said he receives invitations from several NSHMBA chapters across the country often. With two young children and a thriving small business, Julio said it’s tough to fly out to these distant events too often, but he has attended events hosted by the Tampa and South Florida chapters, which are relatively close to Orlando.

Making the five-hour trek from Orlando to Miami to attend a NSHMBA South Florida chapter event has been worthwhile to Julio.

“You may see each other at six conferences in a row and interact with that person who lives far away from you one or two hours every year,” he said, “but MyNSHMBA helps you connect and see each other more often.”
We’re connecting top talent with the Fortune 500, even here.

The NektPro job site connects NSHMBA members to companies looking for high-performing diverse talent.

Whether you’re a NSHMBA member looking to take the next step towards success, or a partner searching for the diverse talent your company needs, NektPro is the key to making the right professional connection!

For more information, visit Nektpro.com or email us at jobboardmanager@NektPro.com.
Hundreds of job seekers will post their resume on NSHMBA’s NektPro job board just before the organization’s annual conference kicks off in San Antonio, Texas this fall hoping their education and professional experience will catch the eye of a corporate recruiter scouting talent.

To many job seekers, uploading a resume on a jobs database is a roll of the dice: it may or may not be viewed by a recruiter. What they don’t realize is that resumes aren’t idly waiting to be found on NektPro, because a job seeker’s skills, qualifications and professional experience are actively matched to specific criteria NSHMBA’s corporate sponsors are looking for in new hires.

A fully integrated service, NektPro “has given us a competitive edge on top talent prior to coming onsite for the conference,” said Samuel L. Warnock, a human resource manager at Ford Motor Company who has scouted for talent at NSHMBA’s annual conferences for 14 years.

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Powered by NSHMBA, NektPro helps corporate recruiters do “a lot of pre-screening well in advance of the conference itself,” Warnock said. “At the conference, we’re able to expand on the individual profile and, after the conference, we’re able to maintain the integrity of the information and understand who that individual was.”

NektPro was one of several technological enhancements rolled out by NSHMBA in the spring of 2012 to boost career opportunities for its members and create a diverse pool of talented Hispanic professionals for its hundreds of partners, including government organizations, universities, and corporations like 3M, Accenture, Ford, Dell, McDonald’s, Coca-Cola, Toyota and Wells Fargo.

Before NektPro, NSHMBA’s job board was outsourced to a third party vendor which wasn’t offering the level of quality the organization sought, NSHMBA leaders said. The organization decided to bring it in-house so it could provide a better product to NSHMBA members.

As for the name, the key idea was that it needed to stand out in the digital world among people looking to connect with other professionals. It needed to be the next professional connection and that’s where the name came from.

In addition to NektPro, NSHMBA offers MatchPro, an online tool that matches a candidate’s specific job skills, qualifications and experience to the skills, qualifications and experience requirements specified by an employer looking to hire. A hiring manager fills out the key criteria they’re looking for and the system mines the database and matches up the list of professionals to the criteria.

The information uploaded to NektPro remains confidential so job seekers who are presently employed or looking to make a career change don’t have to worry about their employers finding out.

America Baez – Chicago chapter president, Brillante Award winner, and past national board member – said she considers NektPro a great tool for any job seeker. “Every time I have uploaded my resume, I have received calls from recruiters so I always recommend the service,” said America.

NSHMBA’s partners use this tool to find the right candidate on the first try. They reduce their candidate search time, which also saves them money while eliminating the lengthy process.
One Scan and you’ve connected:

The interview process made simple with ConNektPro.

ConNektPro is a tablet-based tool that will allow on-site recruiters to more efficiently and effectively connect with MBA-level candidates while leveraging the latest in technology. The tool will use the QR codes on conference attendee badges to instantly access profile and resume data from our NektPro database, giving recruiters more flexibility.

ConNektPro offers the following features and benefits to companies and their recruiters:

Companies:

- Pre-load and streamline interview questions by position
- Manage customized access to the App for recruiters
- View all recruiting activity (including recruiter notes) through a web interface
- Download all data generated for each candidate, including profile, resume and notes
- Calculate post-event recruiting metrics

Recruiters:

- Access a candidate’s profile and resume using a tablet-based App
- Launch pre-loaded interview questions upon scanning a candidate’s QR code
- Take and save interview notes on a tablet device
- Utilize the App to rank a candidate, mark as a favorite, etc.
- Instantly forward interview notes and resumes directly to a hiring manager

To learn more, contact
Nelson Lima
Sr. Business Development Manager
nlima@nshmba.org
214-524-7515

NSH MBA
NATIONAL SOCIETY OF HISPANIC MBAs
ConNektPro | Keeping Recruiters and Candidates Connected at National Conference

The day before NSHMBA’s 2008 Atlanta conference kicked off, Julio Rocha received an urgent call from his wife letting him know that a recruiter at Wal-Mart wanted to meet with him that very same day.

The recruiter had sent his request for a pre-conference interview to the email address Julio had listed on his resume—a copy he had uploaded weeks earlier to NSHMBA’s job board, which was operated by a third party vendor at the time. Trouble was the address Julio listed was a family email account that he had stopped checking.

“I didn’t know where to call him,” said Julio, who was president of NSHMBA’s Orlando, Fla., chapter at the time. “I had to run, find a computer and write back. It took us a day to connect.”

Those days of scrambling are over for NSHMBA conference goers and corporate recruiters alike. ConNektPro now allows recruiters to keep track of job candidates and their resumes.

With ConNektPro, a recruiter can scan a conference goer’s badge (which contains a unique QR code) at the company’s booth and pull up his or her resume along with any additional information that he or she provided. The web-based solution also lets recruiters snap a headshot of a prospective candidate and attach it to the candidate’s resume, helping the recruiter keep track of names and faces. It’s a seamless experience, bringing together all the functionalities necessary.

“It’s going to save time and it’s going to develop better dialogue between the candidate and the company,” said Jacqueline Rodriguez, NSHMBA’s Internet Services Manager. “Through ConNektPro we’re able to match the candidate and partner onsite.”

With access to a candidate’s contact information at their fingertips, recruiters can hire a candidate on the spot. Companies can secure that candidate before they connect to another company. Moreover, when the candidate is called in for a more formal interview, he/she can forgo the all-too-familiar initial questioning. This better positions both the candidate and hiring manager for a more in-depth conversation about the opportunity.

ConNektPro is one of several technological enhancements NSHMBA has implemented this past year to encourage networking and professional relationships among its members and corporate recruiters.

Without technologies, like ConNektPro, recruiters “have to spend a lot of time onsite vetting and screening the candidates,” said Samuel L. Warnock, a human resource manager at Ford Motor Company who has scouted for talent at NSHMBA’s annual conferences for 14 years. “Anything that gives you instant access to a candidate’s credentials gives your company a competitive advantage.” Warnock said he would like to see ConNektPro integrate with Ford’s own resume tracking system someday.

This is just the initial stage. There’s much more to come. Six years ago, ConNektPro would have made connecting with the Wal-Mart recruiter a breeze for Julio, who is now a NSHMBA national board member and runs Rocha Financial Group in Orlando. “The need for an app, like ConNektPro, was there and I commend NSHMBA leadership for thinking outside the box and adding value to the organization to benefit its members.”
Who We Are.

Our brands are household names all over the world: Kleenex®, Kotex®, Huggies®, Cottonelle®, Depend®, Andrex®, Intimus®. Not to mention our many health care and professional products. But look behind the names you know and you’ll see that we are so much more.

57,000  Kimberly-Clark employees and operations in 36 countries

$20.8 Billion  Worldwide sales in 2011

175  Countries where our global brands are sold

80  Countries in which our products hold the #1 or #2 brand share

140  Years in business

25  Percent of the world's population that purchases our products each day

Firsts

• Commercially available facial tissue
• Toilet paper on a roll
• Disposable paper towels
• Pocket pack tissues
• TV ads for toilet paper
• Commercially available incontinence products
• Disposable training pants
• Coreless bath tissue

5  Brands with annual global sales of $1 billion or more (Huggies®, Kleenex®, Scott®, Pull-Ups® and Kotex®)

5 in a row  Years ranked as #1 Personal Care Company in the Dow Jones Sustainability World Index

Huggies®  The Brand at the center of our $5+ billion baby care business

$32 million  Contributions in cash and products to charitable causes in 2011

$1.3 million  College and university scholarships awarded to children of Kimberly-Clark employees in the United States in 2012

500,000  Awards to date given to moms with innovative product ideas through our MomInspired™ Grant Program

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“Our customers are from all over the world... It’s imperative that our team reflects the multicultural markets we serve.”

Michael Dell
Chairman & CEO of Dell Inc.

Keynote Speaker | 2013 NSHMBA Annual Conference
Michael Dell is the chairman of the board of directors and chief executive officer of Dell, the company he founded with $1000 in 1984 at the age of 19. Notably quoted as saying that “technology is about enabling human potential,” Michael’s vision of how technology should be designed, manufactured and sold forever changed the IT industry. In 1992, Michael became the youngest CEO ever to earn a ranking on the Fortune 500.

Today, Dell Inc. is composed of more than 100,000 team members who serve the IT needs of global corporations, small and medium businesses, governments, healthcare providers, educational institutions and home computing users. From PCs to the infrastructure, software and services that power the world’s most complex data centers and cloud computing environments, Dell’s broad range of IT services and solutions has helped millions of customers around the world achieve the outcomes that are most important to them.

In 1998, Michael formed MSD Capital, and in 1999, he and his wife established the Michael & Susan Dell Foundation to provide philanthropic support to a variety of global causes.

Michael Dell will be a keynote speaker at NSHMBA’s Annual Conference and Career Expo in San Antonio taking place in October 2013. Dell is a strong partner of NSHMBA and its mission to support and advance Hispanic professionals. In anticipation of Michael’s keynote, NSHMBA wanted to gain his insights on the evolution of his company, his vision for the future, and his take on the NSHMBA partnership.

Dell is a very different company than it was a few years ago. Tell us about the evolution of Dell and your vision for the future.

We’ve undergone a significant transformation, but we’re not as different as you might think. Dell has always been about creating customer value and solving customer problems. For a long time we did that by advancing personal productivity through devices and the adoption of the PC.
We’re still very focused on helping our customers get more value and better results from technology—but the tools have evolved and so have we. Today we offer a much broader set of solutions that address everything from the desktop to the datacenter and out to the cloud.

It’s an exciting time to be in IT. Innovations in cloud, mobility, security and big-data analytics are changing the way the world works, and we’ve aligned our business with these new opportunities to better serve our customers.

In the not too distant future, I expect we’ll be leading the way as an end-to-end IT solutions provider. But in many ways, we’ll be the same—focused on creating value and solving problems for our customers.

You once stated that the real benefit of technology is its power to enable human potential. How is Dell and the IT industry in general delivering on this?

As a child I was fascinated with my father’s adding machine. I would type in an equation, it made some really cool noises, and out came the answer with minimal effort or time. The machine did the tactical work while I dreamed up more complex equations to input.

On a much greater scale, that’s what’s happening today. Computing power combined with the limitless capacity of the human brain to create, innovate and imagine is unlocking the mysteries of the world. Think about all the big opportunities and challenges that exist in energy, health care, education, government and science. Just like my dad’s adding machine those many years ago, today’s IT is all about helping solve our most complex problems.

I’m proud of the innovative solutions we’re bringing to customers. Dell technology is helping NASA search for signs of life on Mars and CERN physicists uncover a new subatomic particle believed to be the God Particle. We’re enabling disaster victims to find each other via social media and doctors to provide better care to children with cancer. Dell solutions—and technology in general—are making possible today what was considered impossible yesterday.

Why is hiring diverse talent important to Dell?

Having a diverse workforce is critical to a global company like Dell. Our customers are from all over the world, representing different cultures with diverse backgrounds, views and beliefs. It’s imperative that our team reflects the multicultural markets we serve.

We deliver on this commitment through our Global Diversity Council which sets our diversity and inclusion strategy and ensures its effectiveness. We have nine employee resource groups with more than 100 global chapters. They connect and build community within Dell, help develop and promote our diverse team members, and foster a work environment in which every person can do his or her best work. And, of course, we have great alliances with organizations like NSHMBA that help us achieve our goals.

What makes NSHMBA a strategic fit for Dell?

We’ve been partnering with NSHMBA for more than 15 years, and we’ve done a lot of great work together. While we’ve helped NSHMBA expand the depth and breadth of services it provides to members, NSHMBA has been instrumental in helping us connect with smart, talented people who’ve become key Dell customers, partners and team members over the years. It’s because of partnerships like this that we are consistently ranked by DiversityInc among the top 50 companies for diversity, and our employee resource groups are cited as a best practice for corporate diversity. It’s been a true win-win.

We have many members that are entrepreneurs and small business owners with big plans for the future. What is one lesson you learned early on about leading a fast-growing business that was instrumental in your success?

We grew about 80 percent a year the first eight years and 60 percent the following six years. I learned very quickly that I couldn’t do it all. It’s important to know where your strengths are and where they’re not and to hire your leadership team accordingly. Perhaps because of my youth when I started Dell, I never felt like I had all the answers, and I still don’t. Surrounding yourself with smart, passionate and trustworthy people is critical when growing and scaling your business.
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Gary Hoover’s question has always been the same, “What separates the losers from the winners?” In his quest for the answer, Gary’s research is not limited to for-profit enterprises, but included the study of all types of enterprises from empires to unions, from General Motors to the United States of America.

Gary travels the world speaking to Fortune 500 executives, trade associations, entrepreneurs, and college and high school students about how enterprises are built and how they stand the test of time. From his own successes and failures, and from the lessons of the thousands of companies he has studied, he draws real-life examples of the things that really matter. He talks about the role of history, of geography, of demography, of curiosity, and the other key things that aren’t discussed every day in the newspaper – or the classroom. Gary speaks from long experience and long study about the big picture, and about the critical components of the successful business mission. In an era of fads and fashions, Gary keeps his eye on the timeless fundamentals of success, but with new and surprising stories.

NSHMBA is proud to feature Gary at the 2013 National Conference, where Gary will be leading an interactive talk - “Everything about Entrepreneurship They Don’t Teach in School.” Here are a few of Gary’s insights leading up to the conference.

**Through your impressive business journey, what are 5 mistakes you’re glad you made?**
I don’t think I have ever been really glad I made a mistake. I have made many and tried to learn from all of them.

**Can you elaborate on the significance of your relationship with NSHMBA?**
I have had NSHMBA members take my course in entrepreneurial thinking here in Austin and they have been exceptional participants. I have always enjoyed working with this great group. I have also developed a relationship with Mexico and Latin America, leading small group tours down there and at South by Southwest giving a speech entitled “Why Mexico Will Change Your Life.”

**There are many accounts where people cite you as an invaluable mentor. How important is active mentorship in your life? And, at what point in your career did you make mentorship a priority?**
I enjoy working with people of all ages to achieve their ambitions and dreams. I also love traveling, having been to 45 countries, usually to preach and teach entrepreneurship and business leadership. As a result, I have perhaps thousands of “mentees” all over the world. I learn a great deal from them. I have mentored entrepreneurs for many years. My efforts really kicked into high gear when I was appointed Entrepreneur in Residence at the McCombs School of Business at the University of Texas at Austin in the 2009-10 academic year.

**What are 3 hard truths an upcoming professional rarely hears?**
1. Nothing that really matters in business is new.
2. Business ultimately is not primarily about profits and money.
3. The most important thing you bring to a venture is your intention, your will, your purpose.

**What are the benefits of entrepreneurial thinking as an employee at an existing organization?**
Entrepreneurial thinkers see opportunities to improve organizations and the world around us everywhere. We are believers in the possible, not the impossible. Entrepreneurial thinkers drive innovation, which is required in any sustainable organization.

**In your seminars and messaging, what relevance does the topic of diversity play?**
I see each person as an individual with enormous potential. I believe we all achieve our greatest selves when we cherish our individual heritages but forget skin color, nationality, sexual preference, and all the other things which can become artificial divisions. In my experience, the most important diversity to achieve is probably age diversity. Our nation’s diversity of backgrounds is a large part of what drives our innovation and development.
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Laureate offers its employees the opportunity to continue learning and developing their careers in a supportive work environment. We invite you to consider joining our team of talented individuals. Laureate Latin America is waiting for you!

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We often refer to our MBA program as a "two-year license to explore" and we design your experience with the inspiration, resources and infrastructure to help our students do just that. Whether you're coming into the program with a plan in place, or you're hoping to discover new territory that will ignite your passion, our program will test your theories and expand your idea of what's possible. From the first day of class, we not only encourage students to think big and strive for something great, but to redefine what "big" means to you.

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Mariela Dabbah
A powerful speaker who radiates knowledge and constantly strives to empower Latino professionals

By Sandra Rivera
For the last eighteen years, Mariela Dabbah has inspired Latinos to look past the ordinary. Her simple and practical advice makes it easy for her audience to grasp her tips on how to succeed as a professional.

Mariela is not only a passionate speaker and consultant but she is also an award winning author of several best-selling books that help and empower Latinos throughout their careers. Through her quest in helping others, she has also taken the duty of serving as the voice of Latina women in the workplace. Her new book ‘Poder de Mujer: Descubre quien eres para crear el exito a tu medida’ / ‘Find your Inner Red Shoes: Step into your Own Style of Success’ reveals Mariela’s mission. After seeing that women were not being supportive of each other’s careers and that there was a certain factor of inequality, she decided to launch the Red Shoe Movement. This movement has revolutionized and impacted thousands of women’s lives. The goal of this movement has been to support women for career success and increase female representation at the highest levels of decision-making across all kinds of organizations.

The Red Shoe Movement, now a worldwide phenomenon with women in the workplace, has given women the opportunity to gain more confidence in themselves and has met fashion and motivation at the intersection. The way it all works is by encouraging women to wear red shoes to work on Tuesdays to show support for other women’s career success. Bringing this visual reminder every week to the workplace and encouraging others to sympathize, contributes to the buzz going and sparks conversations that are of benefit in encouraging more gender equality.

Besides her remarkable achievements, Mariela is also the founder of Latinos in College, a non-profit organization whose objective is helping students and families find all available resources offered to succeed in higher education. Dabbah has been one of the most active experts in the media when it comes to education. She has presented at some of the largest companies such as: GE, Exxon/Mobil, McDonald’s, Procter & Gamble, Goldman Sachs and some of the most prestigious universities, e.g.: Harvard, Yale, Princeton and Columbia. FoxNewsLatino.com looks to Mariela as a columnist for her most up-to-date insights on Latinas making an impact.

Mariela will be hosting an invitation-only reception sponsored by Professional Woman’s Magazine at the NSHMBA National Conference on October 11, 2013 at 5:30 p.m. Attendees will be sure to benefit from the evening’s networking and Mariela’s mentorship.

MarielaDabbah.com  RedShoeMovement.com

We often refer to our MBA program as a “two-year license to explore” and we design your experience with the inspiration, resources and infrastructure to help our students do just that. Whether you’re coming into the program with a plan in place, or you’re hoping to discover new territory that will ignite your passion, our program will test your theories and expand your idea of what’s possible. From the first day of class, we not only encourage students to think big and strive for something great, but to redefine what “big” means to you.

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Milestones of NSHMB&A’s 25-Year History

After 25 years, NSHMB&A is no longer an emerging organization, but a world-class network of professionals. 2014 will usher in a new era of Latino leaders in the United States. In this way, NSHMB&A is now trending as the leading Premier Hispanic Organization.
1980s

- The Graduate Management Admissions Council (GMAC) (Owners of the GMAT exam) introduce the Destination MBA program, designed to increase the numbers of African American and Hispanics in graduate management education
- GMAC fuels Hispanic MBA network

Fun Facts:
- Average cost of a gallon of gas in the U.S. 95¢
- Time Magazine names ‘the computer’ its ‘Man of the Year’

1988

- NSHMBA Founded
- Which logo would YOU have chosen?

1989 - 1990

- First Brillante Awards held
- Chapters created: Chicago, Houston, Los Angeles, Miami, New York, San Francisco

1989

Fun Facts:
- The World Wide Web comes on-line

1991

- Chapters created: Washington DC
- Scholarship Fund launched
- NSHMBA’s current logo, unveiled at the 10th Anniversary Conference

1992 - 1996

- Chapters created: San Antonio, Phoenix, Dallas/Ft. Worth, Austin, Puerto Rico, Denver
- NSHMBA Membership Drives take place around the country
- The Bottom Line Newsletter gets a little color, but is not yet digital – check your mail!
- NSHMBA National office established

1997

- Chapters created: Orange County
- NSHMBA Membership reaches 1,000

1998 - 1999

- Chapters created: Connecticut, Detroit, Orlando
- Corporate Advisory board founded
- The Walt Disney Company creates NSHMBA’s current logo, unveiled at the 10th Anniversary Conference

Fun Facts:
- Google launches in Silicon Valley

2000

- Chapters created: Atlanta, Boston, San Diego
- Y2K! NSHMBA is Y2K compliant

2001

- Chapters created: Minneapolis/ St. Paul, Tampa Bay
- NSHMBA has an online presence www.nshmba.org
- Hispanic MBA Magazine launched
2002
Chapters created:
San Jose, Kansas City, Philadelphia
- Bottom Line launched in electronic format
- National Conference exceeds 5,000 attendees
- Virtual Destination MBA launched
- Texas L.E.A.D. launches in Austin

2003
Chapters created:
Indianapolis, Rio Grande Valley
- $1 million in scholarship money awarded in partnership with HSF

2004 - 2005
Chapters created:
Cincinnati, Seattle
- Hispanic Executive Summit launched

HISPANIC
EXECUTIVE
SUMMIT ’04
2006
- University Partnership Program (UPP) launched

2007
Chapters created:
Cleveland, New Jersey
- The Business Journal of Hispanic Research launched
- Hispanic Heritage Foundation partnership established
- Launch of NSHMBA U

2008
Chapters created: New Mexico
- National Conference attendance exceeds 8,000
- NSHMBA turns 20!

2009 - 2011
Chapters created:
Oregon, Louisville, El Paso, Milwaukee, Rochester
- WLN launched at Conference

2012
Chapters created:
Bakersfield, Columbus
- Ignite is launched

2013
NSHMBA’s 25th Anniversary
- Membership approaches 25,000
- Julian Castro presents at the NSHMBA pre-conference event
- #NSHMBA25th

Fun Facts:
- Mayans get it wrong

More than $50,000 awarded to Hispanic MBA students in partnership with the Hispanic Scholarship Fund (HSF)
- Executive Circle formed
- Current National Office established in Irving, Texas

First NSHMBA CEO named

NSHMBA's 25th Anniversary
Honoring our History, Transforming the Future.

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#NSHMBA25th

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To learn more about the NSHMBA Chapter Presidents, scan this QR code.

To learn more about the Chapter of the Year winners, scan this QR code.
Work every day with tons of 

NAMES YOU KNOW.

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nshmba.org/membership
We Have A Role For You

Together with our partners, we are developing leaders who will catalyze the change desperately needed to ensure Latino children in America have access to a quality education, which is critical to succeeding in life.

One of our strategies is to foster the leadership of our Latino staff members because they share the racial backgrounds of the majority of the students our corps members teach. They bring with them an insight and perspective that is so valuable. It directly informs how we engage with our communities.

Meet some of our leaders here.

**Elisa Villanueva Beard**
Co-Chief Executive Officer

*Prior work:* Phoenix Corps Member, 1998; 1st & 2nd grade bilingual education

*Education:* DePauw University, BA Sociology

**Why TFA:** My fire, passion, and commitment for improving education was ignited 19 years ago when I began my journey at DePauw University in Greencastle, Indiana. For a girl who grew up in the Rio Grande Valley in South Texas about 20 miles north of the Mexican border, DePauw was a complete culture shock. It was my first time in a community of people who didn’t understand my culture or background. I had to endure jokes about Mexicans. It made me ask questions like: Do my peers believe that I’m as smart and capable as they are?

On top of it all, the most challenging piece for me was how underprepared I actually was. I graduated from high school in the top ten percent of my class. But as a freshman at DePauw, I realized I was living the educational inequity that exists in our country. But with the support and deep belief of my parents and my mentor, I overcame it. I came out the other side with a newfound sense of social responsibility. And that led me to Teach For America. In 1998 I joined the corps in Phoenix where I taught for three years. Getting to know my students and their families inspired me to make this my life’s work.

It’s an honor to help lead an organization that allowed me to fall in love with the kids I taught, join a network of unrelenting and dedicated people and even find a wonderful husband. With full energy and resolve, I look forward to charging ahead and making the progress our children and their families deserve.

**Anthony Ramirez**
Managing Director of Strategy, Recruitment Team

*Prior work:* Consultant, Axia (boutique management consulting firm)

*Education:* Yale University, BA & MBA

**What I do:** I help the Recruitment Team think through how we need to evolve to serve our communities as cost-effectively as possible. For example, I evaluate our investments – from traditional investments to planned innovations – through the lens of ROI to help drive our decision-making process on structure and scope.
Why TFA: I am the grandson of immigrants and migrant workers and my parents were among the first in their families to graduate from high school and go to college. I feel extremely fortunate to have seen what access to educational opportunities can do for an individual, his family, and his community. I chose to work at TFA because I feel a sense of anger at the inequities that exist in our system and personal responsibility to help ensure that every child has access to those same opportunities.

Why TFA: For many years, I was focused on my corporate career but that all changed when I realized how Latinos are affected by educational injustice in the US. Being Latina, I know that education is a priority in our communities, so I wanted to do something about that.

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2011, 2012 & 2013

www.teachforamerica.org/careers

Latino students in America

Every year, 1.3 million students drop out of high school in the US. More than half are students of color, and most are from low-income communities.

Just 9% of kids growing up in low-income communities graduate from college by age 25.

Over 80% of Black and Latino 4th graders are below proficient in reading and math.
In early 2012 NSHMBA’s San Antonio chapter launched a unique and exciting event that invited business leaders from the community. This allowed them to have a dialogue about important topics required for the creation of high performing organizations. In 2013, we had the privilege of having Shirley Engelmeier, CEO, InclusionINC as the keynote speaker. She discussed the importance of inclusion as a business strategy directly tied to the bottom-line performance.

As a chapter, we believe that inclusion is the foundation for the success of any organization. Inclusion is not diversity; inclusion breaks the ground for innovation. It goes beyond employee demographic growth, as it enables talent acquisition, human capital retention, and professional and leadership development. As Shirley stressed during her keynote address, “inclusion focuses on the overall high performing culture.”

Working together for an Inclusive Business Community is the topic Shirley presented to the distinguished 47 C-Suite level executives present at the event. The following is an excerpt of Shirley Engelmeier’s approach to inclusion as “The new competitive business advantage”

Diversity Efforts Have Fallen Short
At the session she shared her experiences in working with organizations that had long been focused on diversity initiatives, which had their place, but did not result in real change. That focus has been primarily on counting women and people of color in an effort to comply with various regulatory requirements or what some have indicated “right” things to do. But, while commendable, this sentiment was misguided and it did not achieve results. As most will agree, businesses care about the bottom line.

The Shift to Inclusion
Based on her 20 years of experience in this area she was able to share examples of what some often view as subtle distinctions. That subtlety, though, is significant as she pointed out. For instance:
- Diversity focuses on having certain types of people on board.
- Inclusion goes beyond simply having the right mix of people to the next level—it is taking proactive, strategic efforts to ensure that the voices of these people are heard. Additionally, that they are engaged in the business which is including them.
- Inclusion, the way we look at it, is a business imperative that is tied directly to real, measurable, bottom-line results.

Responding to Changing Demographics
Consider this, Latinos have accounted for more than half of U.S. population growth since 2000 according to Pew Research. And, McKinsey & Company has indicated that by 2025, more than half of the world’s population will have joined the “consuming classes,” driving annual consumption in emerging markets to US$ 30 trillion.
“Diversity” isn’t something that’s nice to do or required to do for compliance reasons, what really matters is that inclusion—including the perspectives of all employees and all customers and all stakeholders, especially when those perspectives are aligned with target markets.

Inclusion, done the right way, is a business strategy for a global economy. That’s what CEOs care about. That’s what shareholders care about.

**Inclusion is a Business Imperative**

Inclusion is about forming a business strategy and culture that:

- Harnesses great ideas to drive innovation.
- Expands business thinking to a global mindset for the workforce, workplace and customers.
- Considers every single person in the organization as a knowledge worker.
- Says, “Shouldn’t inclusion be for everyone?”
- Embraces the technology and collaborative savvy brought to your organization by members of GenY.

People who attended resonated with the shift in focus Inclusion has brought and can bring to their workplace. Below are some of the comments from the attendees.

- “We’re very grateful to NSHMBA San Antonio for inviting us to share our perspectives with local business leaders. Their insight and understanding of the critical impact of inclusion on business success is unique and much needed. We’re hoping these insights will spread not just across other NSHMBA chapters, but also across the country as businesses everywhere seek to find new ways to compete in increasingly competitive and increasingly global markets. Let’s all continue to work together to be inclusive!” Shirley Engelmeier, President & CEO, InclusionINC.
- “It was an honor to participate in NSHMBA’s Executive Roundtable, which presented a unique opportunity for me to present to and learn from such a diverse group of business and civic leaders. I value the relationships I developed, and the discussions involved content that not only enhance diversity in our businesses and community, but enhance business practices that benefit our individual and collective success.” Curt Anastasio, President & CEO, Nustar Energy.
- “I enjoyed attending the program and I support your mission to educate the business community of the value of Inclusion and its benefit in forming leadership, diversity of thought, ideas and perspective.” A. R. (Rhew) Dooley, Jr., President & CEO, Dooley.
- “Attending the NSHMBA March 19th Executive Colloquium in San Antonio this spring was an educational and informative experience for me and our company. IIR has always strived for inclusion and diversity in our workforce, to allow us to broaden our perspective and achieve our goals of creating a sustainable, multicultural, and diverse workforce, able to create a successful approach to growing our company, and our employees, and serving our clients with the best possible experience. The best practices, and insight we learned from this colloquium has been a great asset, and we continue to apply these qualities every day, and look forward to the next events.” Paul Copello, President, IIR Energy.
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2013 Founders Gala & Brillante Awards

Saturday, October 12, 2013
Henry B. Gonzalez Convention Center, Grand Ballroom
San Antonio, Texas
Special Keynote Speaker: Henry G. Cisneros

Don’t forget to get your Founders Gala ticket when you register for 2013 Conference. Come celebrate the honorees and NSHMBA’s 25-year history. All proceeds will benefit the NSHMBA Foundation for scholarships.

Brillante Award Winners
Corporate Excellence
To Be Announced at Gala

Education Excellence
University of Texas at San Antonio

Community Service Excellence
Mr. Carlos Orta

Founders Circle Award Winners
Mr. Bill Valle
Ms. Monica Lozano
Mr. Henry Cisneros

Event Schedule:
6:30 - 7:30 Reception & Silent Auction
7:45 - 9:30 Dinner
Awards Presentation
9:45 – 12:45 Anniversary Celebration with entertainment featuring Grammy Award winning Latin Rock Band Grupo Fantasma

Sneak preview of Auction Items

*To purchase tickets, visit www.nshmba.org/2013FoundersGala
2013 NSHMBAA Conference and Career Expo
October 10-12, 2013 | San Antonio, Texas | Henry B Gonzalez Convention Center

Agenda-At-A-Glance

*Subject to change. For latest updates check your conference mobile app: nshmba.org/conferenceapp

WEDNESDAY, OCTOBER 9TH
PRE-CONFERENCE DAY

8:00 AM-9:00 AM
Case Competition Breakfast

9:00 AM-10:45 AM
Case Competition Presentations and Judging
Sponsored by: PepsiCo

11:30 AM-12:00 PM
Corporate Advisory Board Registration and Networking

12:00 PM-2:00 PM
Case Competition Lunch

12:00 PM-1:00 PM
Corporate Advisory Board Lunch
Sponsored by: Society of Human Resource Management (SHRM)

1:00 PM-5:00 PM
Corporate Advisory Board Meeting

6:00 PM-7:00 PM
CEO Reception
Sponsored by: The Hyatt & Tesoro

THURSDAY, OCTOBER 10TH
CONFERENCE DAY 1

7:00 PM-9:00 PM
CEO Dinner & Panel Presentation: “Lessons on Leadership: Mission, Vision and Values”
Sponsored by: USAA

10:00 AM-6:00 PM
Career Management Center Open
Sponsored by: State Farm Insurance

10:00 AM-6:00 PM
Interview Center

Professional Development Sessions
10:45 AM-12:00 PM

- MCMG: “Multicultural Multigenerational Diversity: Mentoring - the right ingredient to creating chemistry”
- Career Development: “Taking the Big Leap to the Next Level through Effective Mentoring and Sponsorship”
- Financial Literacy: “Mapping your Financial Journey”
- Mid-Level Managers: “Storytelling: Lead, Engage, and Inspire”
- Emerging Technologies: “Embracing Change: Navigating the New Financial Services Frontier”

THURSDAY, OCTOBER 10TH
CONFERENCE DAY 1

7:00 AM-6:00 PM
Conference Registration

7:00 AM-7:00 PM
Conference Registration

8:00 AM-6:00 PM
Internet Café
Sponsored by: Dell

8:00 AM-9:00 AM
Opening General Session

Professional Development Sessions
9:15 AM-10:30 AM

- MCMG: “Influence Strategies for Diversity and Inclusion Leadership”
- Career Development: “Effective Networking Strategies that Will Take Your Career to the Next Level”
- Financial Literacy: “Mapping your Financial Journey”
- Mid-Level Managers: “Storytelling: Lead, Engage, and Inspire”
Thursday Kick-off Luncheon
Sponsored by: Dell

Professional Development Sessions
2:00 PM-3:15 PM
- MCMG: “The Leader in the Mirror”
- Career Development: “Effective Networking Strategies that Will Take Your Career to the Next Level”
- Financial Literacy: “Mapping your Financial Journey”
- Mid-Level Managers: “The Building Blocks of Your Future: Owning Your Ambition”
- Branding You: “Leading Change by Influence”
- Emerging Technologies: “Measuring Human Investment”

3:30 PM-4:30PM
Company Information Sessions

3:30 PM-5:00 PM
Chapter Officer Leadership Training: “Holding Others Accountable in Volunteer Based Organizations”
Hosted by: Target

5:00 PM-6:30 PM
Scholars Networking Reception
(invite only)
Sponsored by: The Home Depot

7:00 PM-9:00PM
Corporate Networking Reception

Friday Kick-off Luncheon
Sponsored by: Dell

Professional Development Sessions
2:00 PM-3:15 PM
- MCMG: “The Leader in the Mirror”
- Career Development: “Effective Networking Strategies that Will Take Your Career to the Next Level”
- Financial Literacy: “Mapping your Financial Journey”
- Mid-Level Managers: “The Building Blocks of Your Future: Owning Your Ambition”
- Branding You: “Leading Change by Influence”
- Emerging Technologies: “Measuring Human Investment”

3:30 PM-4:30PM
Company Information Sessions

3:30 PM-5:00 PM
Chapter Officer Leadership Training: “Holding Others Accountable in Volunteer Based Organizations”
Hosted by: Target

5:00 PM-6:30 PM
Scholars Networking Reception
(invite only)
Sponsored by: The Home Depot

7:00 PM-9:00PM
Corporate Networking Reception

FRIDAY, OCTOBER 11TH
CONFERENCE DAY 2

7:00 AM-6:00 PM
Conference Registration

7:00 AM-7:00 PM
Volunteer Center

8:00 AM-6:00 PM
Internet Café
Sponsored by: Dell

7:30 AM-8:30 AM
Friday Breakfast
Sponsored by: Nationwide Insurance

8:45 AM-9:00 AM
Ribbon Cutting Ceremony

9:00 AM-6:00 PM
Career Management Center Open
Sponsored by: State Farm Insurance

9:00 AM-6:00 PM
Interview Center

9:00 AM-6:00 PM
Career Expo Open
(Closed 12:00-2:00 PM)

9:30 AM-10:30 AM
NSHMBA Presents:
Career Mapping and Leveraging your Professional Development, Session I

10:00 AM-11:00 AM
Company Information Sessions

10:45 AM-11:45 AM
NSHMBA Presents:
Career Mapping and Leveraging your Professional Development, Session II

12:00 PM-1:45 PM
Friday Luncheon
Sponsored by: Chrysler

1:00 PM-5:00 PM
NSHMBA Presents: “Everything about Entrepreneurship They Don’t Teach in School” with Guest Speaker: Gary Hoover

3:00 PM-4:00 PM
Company Information Sessions

5:30 PM-7:30 PM
Women’s Leadership Network Reception
Sponsored by: Bank of America, UTC

7:00 PM-9:00 PM
Friday Evening Reception
Sponsored by: Chrysler Group LLC

9:00 PM-1:00 AM
Diageo Late Night Party

SATURDAY, OCTOBER 12TH
CONFERENCE DAY 3

7:00 AM-12:00 PM
Conference Registration

7:00 AM-5:00 PM
Volunteer Center

8:00 AM-12:00 PM
Internet Café
Sponsored by: Dell

8:30 AM-8:45 AM
Ignite Undergraduate Program Welcome
Sponsored by: PNC

9:00 AM-10:15 AM
Ignite Program Session A:
“Demystifying the MBA Admissions Process”
9:00 AM-10:15 AM
Ignite Program Session B: “Networking Effectively to Build Your Brand”

9:00 AM-10:15 AM
Ignite Program Session C: “The Importance of Finding the Right Internship”

9:00 AM-10:15 AM
Ignite Program Session D: “NSHMBA Scholars Panel”

9:00 AM-2:00 PM
Career Management Center Sponsored by: State Farm Insurance

10:00 AM – 12:00 PM
NSHMBA Zumbathon Hosted by: San Antonio Chapter of NSHMBA

10:00 AM-5:00 PM
Career Expo Open (Closed 12:00-2:00 PM)

10:00 AM-5:00 PM
Interview Center

10:30 AM-11:45 AM
Ignite Panel Discussion: “What Separates the Best from the Rest: An inside Perspective from Corporate Recruiters”

12:00 PM-1:45 PM
Saturday Luncheon Sponsored by: The Home Depot

10:00 AM-4:30 PM
Ignite Program: Tour Conference Expo Floor

3:00 PM-4:30 PM
NSHMBA Rally Sponsored by: Marriott

6:30 PM-4:30 PM
Founder’s Gala & Brillante Awards

6:30 PM- 7:30 PM
Reception & Silent Auction Hosted by: San Antonio Chapter of NSHMBA

7:45 PM – 9:00 PM
Dinner & Awards Presentation

9:00 PM - 1:00 AM
Anniversary Celebration & Entertainment
Abbott
Accenture
Aetna
ALDI, Inc
Amazon
American Airlines
American Red Cross
AMF Media Group
Arizona State University, W. P. Carey School of Business
Babson College, F.W. Olin Graduate School of Business
Bank of America
Barry University
BASF
Bayler University
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Company
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Central Intelligence Agency (CIA)
Chapman University, Argyros School of Business
Chevron
Chick-fil-A, Inc.
Christus Health
Chrysler Group LLC
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The Fuqua School of Business
E & J Gallo Winery
Education Pioneers
Eli Lilly and Company
EMC
Emory University,
Goizueta Business School
ExxonMobil
Federal Deposit Insurance Corporation (FDIC)
Federal Home Loan Banks
Federal Reserve System
FINRA
Florida International University
Ford Motor Company
Freddie Mac
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Jesse H. Jones Graduate School of Business
San Antonio, College of Business
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