



# July Newsletter

*Keeping members up-to-date and sharing news in our network*

*Message from Debra LaTourette, SYNNEX F2F, Sr. Executive Sponsor*

Sr. VP Human Resources, North America, TW, UK, SYNNEX Corporation

Chances are you were helped by a mentor sometime in your past ... a parent, a teacher, a friend, a boss. You remember! This month as you consider a mentorship, whether as a mentor or a mentee, remember to take a few detours, as a direct path is not always the most memorable. And a mentorship outcome can be summed up by a quote from Marcel Post, a French Novelist; "The real voyage of discovery consists not in seeking new lands but seeing with new eyes."

*Message from the Editor*

Mentoring has been a topic of conversation around the office and in sharing the SYNNEX F2F Mentoring Excellence program with a colleague, Wanda Williams name came up. She has been an advocate of mentoring since her career first began. So much so, she created a mentoring program within her department. I was so intrigued by her story and felt it would inspire others who manage people, to consider for their team.

The SYNNEX F2F Pillars have all been very busy as you'll see within this newsletter. The momentum to grow our community and the ways we are collectively making a difference in the industry and our communities is very encouraging. If you've got an idea that resonates with our pillar initiatives and want to share with us, we'd love to hear from you. Please reach out to a SYNNEX F2F Advisory committee member because your help does make a difference!

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If you have an idea that you'd like to share with us that resonates with one of the SYNNEX F2F pillars, we'd love to hear from you. Please reach out to a SYNNEX F2F Advisory committee member because your help does make a difference!

Enjoy this issue, I look forward to receiving your feedback.

Janis Hoffman, Co-Chair, SYNNEX F2F [JanisH@synnex.com](mailto:JanisH@synnex.com)

*Member Feature Article:* **SYNNEX' Wanda Williams, Manager, Product Management, VISUALSolv**

*Leveraging Traditional Mentoring Ideals, Peer-to-Peer Mentoring Builds Business Efficiencies and a Great Team*

Wanda Williams has been in the IT industry for more than a few years, and has personally benefited from mentors herself. Admittedly, a few didn't realize they were giving her advice that would stick with her throughout her career. Today she manages a team of 18 and has evolved the concept of mentoring to a new level with peer-to-peer mentoring.

**A Memorable Mentoring Moment**

In Williams' early years of employment, she had been invited to attend a meeting that included the CEO of the company along with other peers. When, at the last minute, the presenter of the meeting called in, unable to attend, she was asked to step in. Without missing a beat, the CEO took her aside and told her she could do it, guiding her through business etiquette and how to conduct the meeting. The meeting was a success, and more importantly the positive feedback she received from her CEO was the encouragement she needed. From that point on, he took her under his wings, and continued to mentor her, providing opportunities to grow professionally.

**Building Peer-to-Peer Mentoring Teams**

Today Williams manages a team of 18 associates, a balance of women and men and an even mix of tenured associates (3+ years of experience as business development managers (BDMs)) and those newer to the team. She has embraced mentoring within her team with the creation of mentoring teams where knowledge is exchanged among peers.

Peer-to-Peer mentoring was developed by Williams to address business challenges including reducing turnover of staff, keeping her team in-the-know of new system changes, products and programs and having a backup when she wasn't always available. Having peer-to-peer teams allowed mentees and mentors to speak openly and not hesitate to ask questions. In some cases, the questions were a welcomed voice to others who were afraid to ask. The program gives everyone an opportunity to share and learn from each other's experiences, both as a mentor and a mentee.

Five mentors, well-versed in their roles were assigned 3 mentees each, forming mentoring teams. She stressed to all, that mentors, were not managers. Teams met bi-weekly and off-side one-on-one meetings when needed. Mentors were always accessible to provide guidance to its mentees. Over a short period of time, the comradery created by the mentoring teams proved the peer-to-peer mentoring concept was hugely successful.

Williams further stated, "We have had people outside the VISUALSolv team ask to be part of the mentoring program. We have been happy to oblige. Utilizing the knowledge of experienced employees to help the less tenured ones is some of the best ROI I can think of."

For Williams, she has seen mentees and mentors increase their self-confidence and create great team spirit. She sees mentoring as an opportunity to give back to the company, whether one-on-one or in teams. If there was one "most important role of a mentor" advice to share, Williams believes, it would be "listen". "Listen to the mentees closely so you are able to provide the most help."

## Welcome New Members

A sincere “welcome” to our newest SYNEX F2F Members (May 6, 2016 –July 11, 2016):

Rebecca Rosen

Taadhimeka Butler

Liz Stuart

Cindy Lawrick

Amanda Wilson

Angela Neely

Candice Higgins

Tara Branham

Ashley Perez

Yolanda Correa

Xenia Schoppen

Susan Fell

Diva Edwards

Julie Wasmus

Desiree Mussetto

Daniella Marcantoni

Karen Cassel

Stella Mercado

Aracely Torres

Katie Schweger

Aylin Calis

## Pillar Updates



**Education Update** with Chair, Cheryl Henry, [CherylH@synnex.com](mailto:CherylH@synnex.com)

The **3 Ways to Supercharge Your LinkedIn Profile** with Kendra Lee was an excellent education on what makes your LinkedIn profile—great! Those attending learned how to update their LinkedIn account and how to tell their story in a way that highlights accomplishments and distinguishes you. We have received good feedback from many telling us how much you enjoyed this webinar—thank you, we love to hear back from our members.

Thank you Kendra!

We are thrilled to be co-hosts to the **Stand Up to Stand Out**, webinar series, brought to you by the AWIT Community and SYNEX F2F.

For complete details on this webinar series, go to the SYNEX F2F website [HERE](#)

### Stand Up to Stand Out, Part 3 – Converse and Connect Using Twitter

Date(s) - 07/20/2016 12:00 pm - 12:45 pm

Presented by Kathryn Rose

[REGISTRATION LINK](#)

### Stand Up to Stand Out, Part 4 – Profiles in Success and Q&A

Date(s) - 07/27/2016

12:00 pm - 12:45 pm

Presented by Kathryn Rose

[REGISTRATION LINK](#)

**Please send us your feedback on the SYNEX F2F webinars!**

[CherylH@synnex.com](mailto:CherylH@synnex.com)

**EDUCATION UPDATE:** Due to technical difficulties, we will be rescheduling “**Ask For It: Women and the Power of Negotiation**” with Sara Laschever webinar. Stay tuned.



**Mentoring Update** with Co-Chairs, Jennifer Eley, [JenniferE@synnex.com](mailto:JenniferE@synnex.com), and Qiana La Croix [QianaL@synnex.com](mailto:QianaL@synnex.com)

## *SYNNEX F2F Mentor & Mentee Training*

SYNNEX F2F is excited to begin the Mentoring Excellence program this month with the mentor and mentee training scheduled for July 26<sup>th</sup> in Greenville SC. Video conferencing will be used for participants in remote areas. Nine mentors and nine mentees will each take a 3 hours class and learn about mentoring basics, building successful mentoring partnerships and will meet their assigned mentor/mentee. SYNNEX F2F believes the biggest benefit of providing business mentors is having a sounding board for mentees, give perspective for big decisions and give advice on business matters. Giving back is an important part of the SYNNEX F2F community and mentoring others is certainly one of the best ways one can make a difference in another person's life journey.



**Networking** with co-Chair, Felicia Hall, [FeliciaH@synnex.com](mailto:FeliciaH@synnex.com) and Suzanne Barrette, [SuzanneB@synnex.com](mailto:SuzanneB@synnex.com)

**Meet & Greet in Fremont**, hosted by Felicia Hall and Mary Ellen Grom. A dynamic group of successful female associates ranging from 1.5 to 16 years of service met in June for an update on SYNNEX F2F initiatives and fellowship. There is no doubt these ladies will become F2F advocates and help spread the good word throughout Fremont. (photo)



**Meet & Greet in Carson, California** hosted by Qiana LaCroix and Mary Ellen Grom at SYNNEX' New Age Electronics office in Carson. The event was well attended where good conversations for upcoming initiatives were shared.

The **Meet & Greet in Guelph, Ontario** hosted by Janis Hoffman on July 15<sup>th</sup> provided really good insights on how we can leverage the work we do in one city for the benefit of other cities. The homemade Doggie Treat sale was one idea that we hope to bring to Canada to support Kids Help Phone.

**SYNNEX Inspire Conference, September 29-30, 2016:** We are very excited to have Sandra Gault, Founder and President of TrueGault, join us at the SYNNEX Inspire Conference this fall! Sandra will join SYNNEX F2F members for the Happy Hour networking event, SYNNEX F2F Luncheon and will have a booth alongside SYNNEX F2F at the Inspirational Hall (Vendor Pavilion)



**SYNNEX Canada:** SYNNEX F2F hosted its first Canadian TIME Out in Toronto on July 13, 2016 at Milestones, on Dixon in Toronto. It was a great success, not only by the attendance, but more importantly the discussions that took place and the new friends that were made.



**Philanthropy** with Co-chairs, Stephanie Gosnell,  
[StephanieG@synnex.com](mailto:StephanieG@synnex.com) and Stephanie Ballenger,  
[StephanieB@synnex.com](mailto:StephanieB@synnex.com)

***American Lung Association Fund Raising Update:***

**Fight for Air Climb:** The Fight for Air Climb is one of the American Lung Association's signature fundraising events that challenges participants to race up 24 flights of stairs! This unique event will be held at the Landmark Building downtown Greenville on Saturday September 17<sup>th</sup>. We've got 3 members on the SYNNEX F2F team so far but we need your help. If you're in the Greenville area and would like to join for this great cause, please contact Stephanie at [StephanieJ@synnex.com](mailto:StephanieJ@synnex.com) for more information.

**Breathe Easy Boutique.** Please join us for the first annual Breathe Easy Boutique in the SYNNEX Greenville office from 11 AM to 2 PM on July 29<sup>th</sup>. SYNNEX F2F will host 8 vendors including Young Living Essential Oils, Scentsy, Mainstream Boutique, Pampered Chef, Traci Lynn Jewelry, Mary Kay, Thirty-One bags, and Stella & Dot in the cafeteria for an afternoon of shopping. Each vendor will showcase their products and 20% of all proceeds will be donated to the American Lung Association. Please come check out all the great items for sale and learn more about how you can be a part of the SYNNEX F2F Climb Team to help others in the Upstate Breathe Easy.

**SYNNEX F2F Professional Clothing Drive** across North America will run again for the month of September. Donations will be collected in Fremont, Greenville, and Toronto.

New this year is a **Halloween Costume Sale**, (gently used) is also planned for the fall in SYNNEX' offices across North America. Remember to keep old costumes.

## *Never Stop Learning!*

Remember, the SYNNEX F2F web site is filled with great reads, feeds and videos.

**WATCH:** [Susan Colantuono: The career advice you probably didn't get \(TED Talks\)](#)

You're doing everything right at work, taking all the right advice, but you're just not moving up. Why? Susan Colantuono shares a simple, surprising piece of advice you might not have heard before quite so plainly. This talk, while aimed at an audience of women, has universal takeaways -- for men and women, new grads and midcareer workers.

[http://www.ted.com/talks/susan\\_colantuono\\_the\\_career\\_advice\\_you\\_probably\\_didn\\_t\\_get](http://www.ted.com/talks/susan_colantuono_the_career_advice_you_probably_didn_t_get)

**READ: Solving the Social Media Puzzle: 7 Simple Steps to Planning a Social Media Strategy for Your Business** by Kathryn Rose and April Parcher (available through Amazon)

It's an overall strategy guide that gives you a big-picture overview of the top social media platforms, and defines the role businesses content should play when incorporating one or more of them into your marketing strategy. It includes success tips and insights, real world case studies and interviews with some of the brightest minds in the industry.

**What's your personal favorite read, feed or video?** Let us know so we can share with others.  
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