



# November Newsletter

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

*Message from Debra LaTourette,* SYNEX F2F, Sr. Executive Sponsor  
Sr. VP Human Resources, North America, TW, UK, SYNEX Corporation

The workplace is now home to up to 5 generations\*, and that's made managing people just a bit more challenging. Five generations working within a team would have seemed unlikely not so many years ago, but given the fact that people are living longer and choosing to continue working over retirement, regardless of their reason, has made managers of people the new super heroes. Defined generations are narrowing in timelines as change in lifestyles and technology speeds up. Successful managers in the multi-generation workplace have got it largely figured out, they know how to adapt their communication style, finding common grounds on a generational level that resonates within the team.

Each generation brings its own life stage, communications style, and priorities to the workplace. In a Harvard Business Review (HBR) article, (9/25/2014) these insights provide practical, actionable direction for managers to consider when working with multiple generations. The "Principles to Remember for Managers" include:

- Experiment with reverse mentoring programs that enable older, experienced workers to interact with and learn from younger hires
- Forge partnerships with employees of different ages and encourage them to regularly share their opinions
- And don't assume you already know how to motivate employees who are older and younger – ask them what they want out of their professional lives

By applying these principles you'll better understand and accept the differences between generation groups naturally, avoiding conflict and creating more collaborative work teams.

* <b>iGen</b> (Generation Z): born 1996 and after // <b>Millennials</b> (Generation Y): born 1981 to 1995 // Gen Xers (Generation X): born 1965 to 1980 // Baby Boomers: born 1946 to 1964 // Traditionalists: born 1945 and before
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*Message from the Editor: It's Been A Wonderful Year!*

It really is the most wonderful time of the year. As November draws to a close, and this being the last issue for 2016, we can look back at the many wonderful initiatives that SYNEX F2F and its members have undertaken and share in the excitement of all that we have accomplished. Together, we continue to grow the community and prosper in ways that touches us personally and professionally. We (the SYNEX F2F Advisory Committee) are grateful for those who raised a hand to help at our charity events, and those who said "yes" as a guest speaker at one of the SYNEX F2F networking events, your candor was always appreciated and inspiring. And thank you to those who educated us through the webinars, providing professional advice and inspiring us to continue to improve ourselves professionally. It's been a wonderful journey this year, thanks to all of you who inspire, build friendships and give meaning to our community!

Happy holidays to all!

Cheers,

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

## Welcome New Members

We are thrilled to see the community continue to grow. Please welcome our newest SYNEX F2F Members (September 13 – November 16, 2016):

Kathryn Healy

Gina Dickson

Meredith Logan

Pamela Feld

Anurita Mohan

Ally Yang

Nicole Kayse

Sarosha Imtiaz

Lauren Thomas

Nadia Miller

Victoria Qualls

Yvette Such

Jasmin Rodgers

Katrina Campbell

Stacia Lomax

Morgan Trickett

## Pillar Updates



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

Education Chair, Cheryl Henry is currently working on the 2017 line up of webinars, increasing the frequency and nature of webinars. One of the initiatives includes a Leadership Development program. We'll be sending a survey to all members to put the finishing touches on the program's outline.

In the meantime, if you've got a topic of interest that you'd like us to investigate for an upcoming webinar, or would like to be a guest webinar speaker for SYNEX F2F, please contact Cheryl at [CherylH@synnex.com](mailto:CherylH@synnex.com)

### 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)



Mentoring chairs Jennifer and Qiana are currently in the process of connecting with the SYNEX F2F 2016 Mentoring Excellence Mentors and Mentees to gain insights into the success of the newly launched program. The survey will help us learn more about matches, frequency and training portion of the program.

### Networking Update with co-Chair, Felicia Hall, [FeliciaH@synnex.com](mailto:FeliciaH@synnex.com) and

Suzanne Barrette, [SuzanneB@synnex.com](mailto:SuzanneB@synnex.com)



It's been a busy fall with networking events taking place east and west coast and north and south.

**SYNEX 2016 Inspire Conference (Greenville)**: Sandra Gault spoke at the SYNEX F2F Luncheon, followed by TrueGault's meet and greet in the vendor pavilion. I can for certain say that shoes are a bit of a show stopper at a vendor pavilion. Sandra, Founder and CEO, True Gault –“geek in high heels”, shared he story with the community.

True Gault [www.truegault.com](http://www.truegault.com)

**SYNNEX Canada 2016 Inspire Conference (Toronto):** Tamara McCleary, CEO of Thulium, a brand strategy and social influence agency gave an inspirational talk on how you can cultivate your own personal brand. “Unlock Your Personal and Professional Passions With A Compelling Personal Brand!”

Her top 3 must do's include:

1. Update your LinkedIn Profile picture and build your network.
2. Leverage all social media pages eg: Facebook, Snapchat and Twitter to create your recognizable brand
3. Create your brand by defining what makes you different from everyone else... be able to articulate your differentiator in conversation. Here is Tamara's example of her differentiator “I bring a human element to business that helps me gain the trust of my customers and peers”.

Most of us know how critical branding is to business success, but how many of us can relate to neglecting ourselves? We all have a brand whether we are working to build one or not. What does your brand say about you?

**Varnex Fall Conference (Las Vegas):** This month we had the pleasure of hosting 3 women from our community for a panel discussion during the SYNNEX F2F Breakfast, at the Varnex Fall Conference. The topic: *Generations Create Positive Change in the Workplace*. A special thank you to **Maria Mendillo**, CEO, FarraTech; **Judith Aponte-Randall**, NA Distribution Manager, Ruckus Wireless; and **Nicole Kayse**, Business Development, Microsoft Cloud, Cloud Solution Provider Program, SYNNEX Corporation These women understand the dynamics of a well-balanced generational workplace. A quick survey best illustrated the balance of generations in the room. Concluding comments echoed each panelist—how we communicate to one another is critical to removing misconceptions of stereotypes. In the end, we all strive for the same thing, to be a contributor of a winning team and to feel that our ideas can have an impact for good.

We're hoping to post the video on the SYNNEX F2F website in a few week.



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

**SYNNEX F2F Professional Clothing Drive: Incredible!** SYNNEX F2F's 2<sup>nd</sup> annual drive collected more than 2,000 items for women's charities across North America.

In California, a gracious “thank you” was received from CET2000. (Center for Employment Training) and we'd like to pass along the thank you to those contributing

*“Already the clothing donated has heled our female students prepare for interviews. Yesterday, 6 women took advantage of the career closet services. They each found outfits and shoes for upcoming job interviews. We could not have helped these women without your kind donation.”—CET2000*

Sentiments were echoed in all charity locations when the professional clothes were dropped off.  
**Thank you to all who donated their professional clothes, you made a difference!**

## *Never Stop Learning!*

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

### **WATCH: Patrice Thompson: Closing the gap - A millennial proposal for a happy multigenerational workplace**

The unique challenges of integrating millennials into the workplace have been well explored. But what about the other side of the coin? Gen Y'er Patrice Thompson explores the issue from the Gen Y perspective. She charts the differences between Gen X and Gen Y, and maps out a few ways that organizations can create environments where workers of all ages can collaborate and succeed.

### **Recommended READ: Harnessing Courage, Overcoming Adversity with Grit & Gratitude**, by Laura Bratton (available on Amazon.com)

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