



# North Texas

## THE ASSOCIATION OF CONTINGENCY PLANNERS

### MISSION

To provide a powerful network for the advancement of the industry and the development of our business continuity professionals.

# ACP

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## President's Comments

One of the best and one of the worst challenges of this local chapter

president is coming up with the newsletter column of the president's thoughts and ramblings. Some of the time, the topics flow from my fingertips and others require intense concentration, trying to get one to flow. Today's column is no exception to the rule. I had asked a fellow member (President-in-training for a month) for a suggestion and he gave me a great idea. The analogy... that was a bit harder for me, because it is sports driven, so here it goes.

With all of the recent sports headlines of "Cardinals hacking the Astros, Deflate-gate, and now the Philadelphia 76ers under investigation for sneaky practices, it got me thinking about security and all the ways there are to cheat, as well as how important culture is to an organization. The previously mentioned incidents are – to me anyway – reflective of cultures that value wins over ethics. It is also important to note that few of them could have been avoided through 'traditional' means of prevention and monitoring. The result is that mitigating risks is important but being able to effectively respond when threats do materialize is just as (perhaps even more) critical." (Mark Armour, personal communication, June 2015.)

### INSIDE THIS ISSUE

<a href="#">Upcoming Meeting Information</a> .....	2
<a href="#">Future Meeting Dates</a> .....	2
<a href="#">Chapter Member Recognition</a> .....	3
<a href="#">Recent Meeting Highlights</a> .....	3
<a href="#">Career Corner</a> .....	4

This theme is carried in both our personal and professional lives. What are you doing to mitigate these risks? At home are you changing smoke detector batteries at least every six months?

Speaking of deflation, do you check your tires in the summer and winter? At work are you changing your passwords regularly and before security prompts you to do it? Are there controls in place that limit risk potential at both work and in home? Do you know where the emergency exit is at home, but more

importantly at work? Do you drive the same route to and from work every day?

Think about it from an ethical standpoint. We all know how to do the right thing, but sometimes it is hard and requires a backbone to admit our faults and weaknesses. Do you look at a control as something that can help you or as hurdle to overcome? Are you giving your employer your full attention and heart?

In closing, with the proliferation of water in Texas, we all saw the signs of "Turn around, don't drown." Don't drown in the false sense of security that the controls in place are adequate or need to be minimized. We all have vulnerabilities; don't let someone – yourself included – drive around the barriers.

I hope to see all of you at the field trip in July.

*Susan*

## NORTH TEXAS ACP CHAPTER MEETINGS

Meetings are held the first Tuesday of every month from 12:00 noon to 2:30 pm. The location varies, so check the Chapter Newsletter or Web Site for location information.

### Next Meeting

**Date**----- Tuesday, July 7, 2015  
**Time**----- 12:00 noon  
**Location**----- DFW Airport EOC  
 Directions will be provided to those who sign up to attend  
**Food** ----- Is NOT available onsite  
**Info**----- *Sign up is required.* Send an email to [Martin Gonzalez](mailto:Martin.Gonzalez@energyfutureholdings.com) by July 3, with your name, your company name and a brief description of your job.

Meeting Agenda	
<u>Topic</u>	<u>Speaker</u>
Welcome .....	Susan Guinn
Upcoming Events .....	Wendy Nelson
Program: EOC Tour and Tabletop .....	Jessica Woydziak

### Meeting Schedule and Locations

*Schedule and location are subject to change!*

July 7 ..... Field Trip – DFW Airport  
 August 4..... QTS Data Center  
 September 1 ..... Boy Scouts of America  
 October 6 ..... TBD  
 November 3 ..... Boy Scouts of America  
 December 1 ..... Holiday Luncheon

## 2015 CHAPTER OFFICERS

### PRESIDENT

Susan Guinn, CBCP  
 469-220-8604  
[susan.guinn@citi.com](mailto:susan.guinn@citi.com)

### SECRETARY

Martin Gonzalez  
 469-220-8327  
[martin.d.gonzalez@citi.com](mailto:martin.d.gonzalez@citi.com)

### TREASURER

Mark Weidner, CBCP, PMP  
 972-868-8064  
[mark.weidner@energyfutureholdings.com](mailto:mark.weidner@energyfutureholdings.com)

### DIRECTOR OF COMMUNICATIONS

Martin Gonzalez  
 469-220-8327  
[martin.d.gonzalez@citi.com](mailto:martin.d.gonzalez@citi.com)

### DIRECTOR OF EDUCATION & CAREER CORNER

Greg Holdburg  
 713-449-5551  
[greg\\_holdburg@bmc.com](mailto:greg_holdburg@bmc.com)

### DIRECTOR OF INFORMATION

Phyllis MacLachlan, CBCP  
 817-699-4358  
[pmaclachlan@corelogic.com](mailto:pmaclachlan@corelogic.com)

### DIRECTOR OF MEMBERSHIP

Tim Prewitt, CBCP  
 972-240-2401  
[tim.prewitt@vertexgroup.com](mailto:tim.prewitt@vertexgroup.com)

### DIRECTOR OF PROGRAMS

Wendy Nelson, CBCP, PMP  
 972-205-7250  
[wendy.a.nelson@raytheon.com](mailto:wendy.a.nelson@raytheon.com)

### DIRECTOR OF PUBLIC RELATIONS

Martin Gonzalez  
 469-220-8327  
[martin.d.gonzalez@citi.com](mailto:martin.d.gonzalez@citi.com)

### WEB MASTER

Mark Armour, CBCP  
 818-645-9468  
[mnjarmour@sbcglobal.net](mailto:mnjarmour@sbcglobal.net)

# Chapter Recognitions

Join us in offering a big Texas  
welcome to our new chapter  
members:

*Christopher Perry*

*Reid Renicker*

*Richard Seril*

*Jim Tedesco*

*Nick Veres*



## North Texas ACP Meeting Highlights

### June, 2015

By Mark Armour

Our Chapter had a phenomenal meeting in June. We have one new member, Nick Veres, with Fidelity Investments. We also had a large number of guests: Shane Mathew, Mary Mosley, Kevin Martin, Saumell Chase, Maria DeLaroz, Colton Aaron and Paloma Garcia.

Yours truly did his best to fill the shoes of our Chapter President, Susan Guinn, for the day. This was also our first meeting at Time Warner's location in Irving. They provided an excellent facility and we appreciate their generosity in allowing our membership to meet there. Susan reminded everyone of ACP's National Leadership Conference being held at the Dallas-Ft. Worth Marriott Solana October 23<sup>rd</sup> – 25<sup>th</sup>. DRII will be conducting their 501 training course that same week (October 21 – 23). This is a great learning and participation opportunity for our members and everyone is urged to attend. More details will be forthcoming so stay tuned!

Our meeting started with a recap of the UNT mentoring program overseen by Luis Tapia. It appears to have been a great success and we thank our chapter members who generously gave their time and expertise to help out up-and-comers in our profession. Luis continued our presentations with an overview of his program at JC Penney. Luis has seen a lot of changes in the organization in the short time he has been there. They are still in the building stages and we look forward to hearing Luis's progress in the years to come.

Our main speakers were Barry Morgeson and Rachelle Loyear-Williams with Time Warner Cable. Rachelle leads the program and tele-conferenced in from her office in New York. Barry works here in the DFW area. We heard an excellent presentation from both of them detailing Time Warner's Business Continuity practices and the recent re-alignment they've undergone in order to simplify their program. They spoke about recent events and the ways in which their changes have improved the participation and support they receive within the organization. For anyone looking to build consistency while better engaging their employee and management population, this was a valuable subject and we thank Barry and Rachelle for their expertise!

## Welcome To Career Corner

This column is devoted to our members from the perspective of the employee. We focus on:

- Your job classification:
  - Unemployed / in Pre-Employment
  - Under employed
  - Miserably employed
  - Gainfully and happily employed
- Jobs, which companies are hiring and how you can land the opportunity of a lifetime
- Career Development/ Empowerment
- Do's and Don'ts of Social Networking in a job search
- How broad you can go in your search to obtain an opportunity
- What internal HR is looking for
- How to effectively use head hunters
- How to assist the community and be recognized as a leader

*Please send any ideas or suggestions for topics to be included in the Career Corner to Greg Holdburg.*



### How to Lead Effective Employee Teams By Cherrine Banks, Demand Media

Companies hire employee team leaders to help run their organizations. Employee team leaders act as a bridge between company management and its employees. Effective team leaders monitor budgets, track operations and keep managers aware of problems. An effective employee team leader must know how to communicate and should respect all employees. One employee team leader responsibility involves keeping the team productive and satisfied. Effective leaders find ways to interact with their team, such as through meetings.

**Step 1.** Develop an open-door communication policy as a team leader. Effective leaders allow their employees to communicate any issues. Some of your team members may resist having discussions. As a team leader, keep the communication opportunity available. Offer different ways for your team to communicate. Employee team members can send you emails or use the telephone.

**Step 2.** Hold employee team meetings. The meeting should be held on a regular basis, such as every Friday. Create an agenda for your employee team. Before you create the agenda, know the issues for discussion. Bring enough copies for all employee team members. The team should concentrate on company-related issues.

**Step 3.** Learn the work style of each team member. Effective leaders recognize how their team members work. Some team members want someone to delegate. Other team members thrive on leading. When you have the option, match assignments to the employee's work style. Your team members can concentrate on what they like, and you get a more productive worker.

**Step 4.** Allow each team member to participate. Leaders make sure everyone has a voice. Do not exclude anyone. Each member must feel he is contributing to the team's goals. When a team member's contribution has a positive effect, discuss this information during the next meeting. Team employee recognition helps maintain a productive work setting.

**Step 5.** Give employee team members ways to communicate with each other. As a leader, explain the importance of team members communicating. Team communication helps identify work-related problems. Having a set time for employees to meet offers a solution. Busy offices can use emails to communicate throughout the work day. Your employees can send you copies of their team communication emails.

**Step 6.** Monitor your team's performance. If you have team members who perform poorly, you can meet with them in private. Decide upon a periodic time to measure your team's performance. For example, a well-organized and productive team may need monthly monitoring. Let your team members know about chronic employee-related issues in writing.

#### Reference

Banks, Cherrine. How to Lead Effective Employee Teams. Retrieved July 11, 2015 from the World Wide Web: <http://smallbusiness.chron.com/lead-effective-employee-teams-16657.html>

## Important Links

[Association of Contingency Planners](#)

[Association of Contingency Planners, North Texas  
Chapter Web Site](#)



Association of Contingency Planners  
North Texas Chapter

<http://northtx.acp-international.com/>