

HIGHLIGHTS

- We are very excited to announce our brand new public [LinkedIn company page](#). If you'd like to stay up-to-date on Network activities, DISH/Sling job postings, plus our curated content, please follow our new page!
- Look for highlights from our March Leader Series, featuring Jacque Hinman, CEO of CH2M Hill, in our April newsletter.
- You can watch Robin Hickenlooper's talk last month [here](#).



Pro Tip

- "We hold ourselves back in ways both big and small, by lacking self-confidence, by not raising our hands, and by pulling back when we should be leaning in." – Sheryl Sandberg
- "What would you do if you weren't afraid?" – Sheryl Sandberg

Just So You Know

- Did you know you can view our past events and newsletters on our website? Check out our past events [here](#) and the previous newsletters [here](#).
- Click the icons below to follow us on Instagram, Pinterest, and LinkedIn



dishwomensnetwork



dishwomens



Dish Women's Network

Meet the Network

Introducing the New York DISH Women's Network Chapter

DWN welcomes the newly formed New York chapter! On March 3, the new chapter held their kick-off meeting and discussed their goals. They also held a cookie bake-off on March 22 to discuss their 6-month plan. Their leadership committee is composed of 9 members, with Alexis Rosenberg heading up committee. They can be reached at DWN_NYC@dish.com.

Read about the members of the New York Chapter [here](#).



Join Our Lean In Circles

Based on your feedback, we know many of you are seeking more mentorship opportunities. We've been working to figure out the best way we can support you in this endeavor, and believe we have a solution. We're excited to announce that the DISH Women's Network will be launching a Lean In Circle pilot program at Meridian. Our pilot will have 3 circles with 10 members in each and will meet once per month.

To join a circle, sign up [here](#).

To learn more about Lean In Circle, visit their website [here](#).

* Please note space is limited and will be first come, first served.



Circles by the numbers





INTERVIEW OF THE MONTH

Vivek Khemka – EVP, Chief Technology Officer



This month, I had the pleasure of interviewing Vivek Khemka, the Executive Sponsor of the DISH Women's Network. Vivek has been involved with DWN since its inception and has supported the network by helping to get the initial concept of DWN off the ground, removing roadblocks and by "selling" DWN to other high level executives. Vivek invested in the organization to support women and their professional growth, believing that DWN would be key to supporting organic growth here at DISH. He believes that diversity, in all shapes and forms, brings a lot of positives to an organization and benefits employees in their day to day interactions.

Vivek grew up in India and always knew he wanted to be an engineer. He came to the U.S. to attend business school and spent several years working as a consultant. Working for a time in the mobile phone market, he saw a tremendous amount of growth and market disruption, with market demand doubling every two years. He enjoyed being at the cusp of technology that impacted customers lives. So, when he came to DISH in 2009, he was excited to bring that intersection of cutting edge technology and user experience to his team. Vivek started in product marketing and has since over seen the next generation of set top boxes, the addition of Netflix to the Hopper, adding music to the user experience, and integrating with Amazon Alexa for voice control capabilities on the Hopper.

Vivek motivates his team by fostering a learning environment and a willingness to try new ideas without the fear of failure. He says, "Failure is always an option, as long as you learn from it. Don't plan to fail, but don't be afraid to fail." Vivek points to learnings from past failures as being key to building a better next product. Innovation happens when a team is willing to try new things and when failure isn't scary.

Likewise, he applies that hands-on philosophy to leadership. Vivek says it isn't enough to wait for someone to give you a title. Take charge and take ownership of your career. While he looks up to women in the tech industry that have made great strides towards breaking through the glass ceiling, such as Sheryl Sandberg, he also says that great women role models can be found in other arenas, as well. He points out Jessie Graff, of America Ninja Warrior, as being one of those role models. He says we can look to her tenacity and achievement in a traditionally male dominated sport as being a source for inspiration.

In speaking of the integration of Echostar back into the DISH environment, Vivek says this is a critical move to meet the challenges of the current marketplace. This change will help DISH to achieve their goals to excel in customer service and create a more collaborative, innovative environment. One of the challenges that comes along with this move, is how to integrate the women of Echostar into the DISH Women's Network. Vivek suggests that we can expose them broadly to the DISH culture, leverage their vast experience and expose them to strong engineering and IT role models.

- Interviewed by Angela Erickson

