

Enjoy the Summer!

Cohort 18 was welcomed at a weekend seminar during their summer residency. Thank you to everyone who helped make the annual residency a success!

For your reference, this newsletter is also posted on our website at <http://chaos.va.gwu.edu>. If you have any contributions, address changes or feedback about the newsletter or web site, contact our Knowledge Management Coordinator, Marge Niedzwicz, at mniedzwicz@va.gwu.edu. You can also contact the ELP office at 703-726-8396.

For Those Interested in Applying for Cohort 19

ELP has started recruiting for next summer's Cohort 19. The application process starts with your application form, the \$60 fee, and your resume. Contact Kamilah Giscombe at 703-726-3787 or elpnow@gwu.edu to learn about the Executive Leadership Doctoral Program, arrange to sit in on a class, or learn details about the admissions process.

Prospective Students Always Welcome

If you are interested in learning more about the program and/or applying, we strongly encourage you to visit during one of our class weekends. Upcoming class dates are:

- August 18 – 19 and 25 – 26
- September 8 – 9 and 15 – 16
- October 6 – 7 and 13 – 14
- November 3 – 4 and 10 – 11

If you have any questions about the program or about applying for admission to Cohort 19, contact our Recruitment Coordinator, Kamilah Giscombe at 703-726-3787 or elpnow@gwu.edu.

Academy of Management Annual Meeting

Please join the ELP community at the Academy of Management Annual Meeting in Atlanta. An ELP social is scheduled for Sunday, August 13, from 5:30 to 7:30 p.m. at Max Lagers (320 Beach Tree Street). RSVP to Dr. Margaret Gorman at mgorman@gwu.edu.

Welcome Katie Rosenbusch

A warm welcome is extended to Katie Rosenbusch, ELP's newest Research Fellow. Katie is an HRD doctoral student with interests in cross-cultural management and leadership development. Her focus will be working on grant development for the Center for the Study of Learning at the Ashburn campus. We're happy to have you here, Katie!

Welcome to our Newest Little Addition!

Congratulations to Nancy McGuire, ELP's Education Specialist, and her husband Brian on the birth of their son, Hayden Lee McGuire. Hayden was born on July 8, and was 6 lbs 9 oz and 19.25 inches long. We wish you all the best!

Call for Papers for the 2007 AHRD Conference

The Academy for Human Resource Development is extending a call for papers. Members of the ELP community may consider this opportunity to submit papers for the Scholar-Practitioner Track at the conference. As chair of the AHRD Scholar-Practitioner Committee, Dr. Martin Kormanik, Cohort 8, is especially interested in supporting the submission of papers as much as possible. Please refer to www.ahrd.org for further information.

Alumni Notes

If you're an alumnus interested in getting more involved, contact Maryann Jacob at majacob@gwu.edu.

Completed Dissertations and Oral Examinations

Congratulations to these students who recently defended their dissertations.

- Dr. Greg Mandrake Alan – “Examining Knowledge Sharing Through the Learning Styles of Experiential Learning Theory”
- Dr. Huda M. Ayas – “Investigating the Impact of Intercultural Experiential Learning on Intercultural Sensitivity: A Comparative Study of GWU Third-Year Medical Students”
- Dr. Colleen Duffy – “Transformative Learning Through Critical Reflection: The Relationship to Emotional Competence”
- Dr. Linda Fang – “Through Singaporean Eyes: A Descriptive Case Study of Young Adults’ E-learning Experience”
- Dr. Peng Soon Lim – “Organizational Change and the Impact on the Individual: A Phenomenological Study of the Transitioning Experience of Employees in the Context of Transformational Change in Organizations”
- Dr. Tova Olson Sanders – “Shared Leadership in New Product Development Teams: The Role of Vertical Leadership, Shared Leadership, Team Learning Orientation, and Team Effectiveness”.
- Dr. David Szabla – “A Multidimensional View of Resistance: Exploring Cognitive, Emotional and Intentional Responses to Planned Organizational Change across Different Perceived Change Strategies”.

Further recognition is given to Drs. Duffy, Sanders and Szabla, who defended their dissertations with distinction. Congratulations on this honor!

ELP Alumna Pamela Smith Publishes with Dr. Wesner

Dr. Pamela Smith, Cohort 10, and Dr. Marilyn Wesner, assistant professor of human resource development, co-authored, "Diversity's Rewards" for the May 2006 issue of *Grocery Headquarters*, a major publication in the food retail industry. The article is based on Dr. Smith's dissertation, "Formal Mentoring for Women of Color in the Food Retail Industry," which examines the experiences of women of color participants in the formal mentoring program at Ahold, a major food retailer.

Fall Course Electives

In addition to the Seminal Readings Course and the Meaning of Work/The Humane Organization that are being taught this fall, we are offering an additional elective, Practical Wisdom, taught by Dr. Clyde Croswell. Using practical wisdom to expand mindfulness beyond the action frame of reference, the class focuses on awareness, presence and enaction to explain and understand human experience, purpose, and intentionality. There are two class meetings and a series of seminars in urban and rural Chile. For further information, please contact Dr. Croswell at croswell@gwu.edu.

Successful Proposal Defenses

Congratulations to the following ABD students who successfully defended their proposals:

Kathie Kueht – Cohort 12

Mary Ann Wangemann – Cohort 16

In the News

Dr. Lisa Toppin, Cohort 9, was featured in a *Washington Post* article on July 16. Refer to the Business section, page F1, "The Race Savings Gap", in Michelle Singletary's column, "The Color of Money".

Eliot Jardines, Cohort 17, was also featured in an article titled "CIA Mines 'Rich' Content From Blogs" by Bill Gertz in *The Washington Times* on April 19. Eliot was interviewed because of his role as Assistant Deputy Director of National Intelligence for Open Source.

Human Resource Development Alumnus Publishes in ASTD Links and Named Chair of AHRD Committee

Dr. Martin B. Kormanik, Cohort 8, president & CEO of O.D. Systems, Inc., and a 2005 alumnus of the Executive Leadership in Human Resource Development Doctoral Program, published, "Addressing Workplace Violence: Before, During, and After," in the May 2006 issue of *ASTD Links*, a publication of the American Society for Training and Development (ASTD). Dr. Kormanik also was recently named chair of the Scholar-Practitioner Committee of the Academy of Human Resource Development (AHRD).

ELP Alumnus Named Executive Director of Canada's Banff Centre

Dr. Nick Nissley, Cohort 6, was recently named executive director of Canada's prestigious Banff Centre, a globally-respected arts, cultural, and educational institution. Dr. Nissley leaves the Milton Hershey School, where he served as vice president for workforce & organization effectiveness for three years and provided leadership in drafting the school's strategic plan. Prior to his tenure at Milton Hershey, which is also his alma mater, Dr. Nissley was a professor at the University of St. Thomas in Minneapolis, Minnesota. Also this year, Dr. Nissley was invited to advise NYC's Arts & Business Council's Creativity Connection Advisory Board on a new arts-based learning initiative.

Presentations and Awards

Estella Gillette, Cohort 14, will be named one of the 100 Most Important Hispanics in Technology and Business in 2006 by the Minorities in Research Science Conference in Baltimore in September.

The April session of the Meet the Leaders series welcomed Dr. Betty Beene, resident scholar in organizational leadership, Wesley Theological Seminar, and former CEO of United Way of America. Dr. Beene, Cohort 5, has also been named one of the 50 most influential leaders in the nonprofit sector by the Nonprofit Times and an outstanding national director by the National Nonprofit Roundtable.

Dr. Deb Waddill, Cohort 11, presented an innovative session at the Academy of Human Resource Development Conference along with two other professors from Ohio University and Johns Hopkins University on the topic of Innovative, Action-Based E-Learning Strategies. Dr. Waddill also published an article in *AHRD International*, a peer-reviewed journal. The title of the article is "Action E-Learning: An Exploratory Case Study of Action Learning Applied Online".

May 2006 HRD Graduate Maryann Beebe Named Director of Marketing Training at Merck

Dr. Maryann Beebe, Cohort 15, was recently appointed director of marketing training for the U.S. Human Health division at Merck, Inc., where she has served for 17 years in a variety of leadership roles and received Merck's Management Award for her Latin American Alendronate Copy Campaign.

Drs. Longnecker, Moore, Golesorkhi and Ozag Publish

Dr. Jo Longnecker, Cohort 11, published an article in the refereed online journal *Organization Management Journal* titled "Boots on the Ground: Use and Implications of War Metaphors in a Top Team".

Dr. Marsha Moore, Cohort 7, co-wrote "The Evolution of an Ambulatory Nursing Intensity System: Measuring Nursing Workload in a day Hospital Setting" in the *Journal of Nursing Administration*.

Dr. Banu Golesorkhi, Cohort 11, recently published an article on gender and trustworthiness in the journal *Women in Management*.

Dr. David Ozag, Cohort 6, was one of several authors on a text book for Kaplan University Press entitled *Introduction to Business*, and wrote the chapter on information technology. He was also recently named to the GW Alumni Association Board of Directors and was assigned the position of Executive Director of Habitat for Humanity.

Dr. Marquardt Serves as Panelist with HRD Alumnus and Student

Professor of Human Resource Development Dr. Michael Marquardt joined Dr. Mohammed El-Amadi, a graduate of the Executive Leadership Program in Human Resource Development, and doctoral student Beatriz Coningham as members of a panel that presented the role of HRD in national development at the Academy of Human Resource Development's International Conference in Columbus, Ohio.

Dr. Cseh, HRD Students, and Alumni Present at AHRD International Conference

Assistant Professor of Human Resource Development Dr. Maria Cseh presented several papers at the 2006 Academy of Human Resource Development International Research Conference, all of which were published in the peer-reviewed (refereed) conference proceedings: "Consulting Across Cultures: Trails in Organization Development and Change" with doctoral student Beatriz Coningham; "The Development of HRD in Hungarian Higher Education," with Drs. Krisztián & Nemeskéri, professors at the University of Pécs in Hungary; "Assessing the Process of Patient Flow in the Outpatient Clinics of a Medical Center: An Organization Diagnosis," with doctoral student Patricia Latham, MD, alumni Antigone Hodgins and Ashwini Timblo, and MBA student Jennifer Tatum; "The Effect of Organizational Subcultures on the Transfer of Patient Care," with master's program students Ira Todd Cohen, MD; Christi Corriveau, MD; Christina Johns, MD; and Karen Smith, MD. Dr. Cseh also was a panelist on three sessions: "The Role and Power of HRD in the Development of Nations," "A Further Exploration of Critical HRD and Performance: What It Means to be Critical," and "Improving Practice and Research through Researcher-Practitioner Partnerships."

Dr. Marquardt's Book Published in Seven Languages; Featured in Two Publications

Dr. Mike Marquardt's latest book, *Leading with Questions*, has been translated and published in Korean, Japanese, Thai, traditional Chinese (Hong Kong and Taiwan), standard Chinese (China and Singapore), Russian, and Arabic. All together, Dr. Marquardt's 18 books and 8 monographs have now sold over a million copies worldwide, and have been translated into a dozen languages.

Additionally, Dr. Marquardt, a professor of human resource development and director of the Human Resource Development Programs in Singapore and Hong Kong, was featured in the December 2005 issue of *HRM-Singapore* and the January 2006 issue of *Human Capital* on the topic of leadership and culture.

Dr. Marquardt Keynotes at Conferences in Japan and Malaysia and Delivers Commencement Address in Illinois

Dr. Marquardt, professor of human resource development and director of the human resource development programs in Singapore and Hong Kong, was the keynote speaker at Japan's 2006 Action Learning Conference, where he addressed senior corporate and government officials on the topic of "Current Trends and Challenges in Action Learning." While in Japan, he also lectured at Nanzan University in Nagoya. Also, Dr. Marquardt will be the keynote speaker at the International Federation of Training and Development Organizations in Malaysia in August.

Additionally, Dr. Marquardt was the commencement speaker for the 2006 graduation ceremonies of Illinois Central College in Peoria, Illinois, which were attended by over 4,000 people. He spoke on the importance of using questions in life and of service to others.

Dr. Khilji Conducts Workshops at Intercultural Management Institute

Dr. Shaista E. Khilji, assistant professor of human resource development, conducted two workshops at the Intercultural Management Institute (IMI) Spring Conference in Washington, DC, which helps business executives, educators, HR professionals, trainers, and non-profit and international organization staff appreciate the role of national and organizational cultures in conducting businesses and managing employees. Dr. Khilji explored the political, economic, and cultural context of doing business in China and India and how the U.S. must not only compete with these countries but learn how to work with them more effectively. In her second workshop, she highlighted several "Cross-cultural Mistakes in Marketing" and argued, through various real life examples, that not fully understanding the local culture guarantees failure.