

Become a Member of Cohort 20

We are beginning to process applications and interview for our 20th cohort which begins classes June, 2008. The process starts with your application form, the \$60 fee, and your resume. Contact our Recruitment Coordinator, Zeynep Ekmekci, at 703-726-3769 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.

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:

- November 2 – 3 and 9 – 10
- December 7 – 8 and 14 – 15
- January 11 – 12 and 18 – 19

Call Zeynep at 703-726-3769 to arrange a time to visit.

Also, we are scheduling interviews for the new cohort. Call to get more information on what you need to submit in order to be scheduled for an interview on one of these dates:

- November 3 and 9
- December 7 and 8
- January 18 and 19

Interviews start at 10:00 a.m., and last about three hours.

Welcome to our Newest Faculty Member

ELP is happy to announce that Dr. Diana Burley has joined our scholarly community as our faculty specializing in social/organizational implications of new technologies in organizational settings, knowledge networks, knowledge management, and IT workforce. Prior to joining the GW faculty, Dr. Burley served as a Program Director in the Directorate for Education and Human Resources at The National Science Foundation (NSF). Welcome, Dr. Burley!

CSL Website Launched

Thanks to the efforts of Dr. David Szabla, Director of the Center for the Study of Learning, a new website has been launched that describes the research arm of the Executive Leadership Doctoral Program. CSL's initiatives are:

- Research projects
- Executive education and training
- Consulting
- Conferences
- Knowledge products

Take a moment to look at the web site at <http://www.gwu.edu/csl>. We are always interested in learning if you have projects for which you would like to use CSL's expertise.

Korean Leadership Seminar

The Center for the Study of Learning (CSL) recently hosted a group of Chief Learning Officers from Korea for a Global Leadership Seminar. Dr. Clyde Crosswell and Dr. David Szabla facilitated several interactive sessions to discuss personal leadership styles and assist in the development of competency models for the participants' organizations. Dr. Liliana Meneses served as the CSL liaison to partner with KRIVET (Korean Research Institute for Vocational Education and Training).



A Fond Farewell from the ELP Family

Dr. Liliana Meneses, Cohort 15, has accepted a position as Administrator and Faculty at the University of Maryland. We wish her the best of luck in her new endeavor. She will be missed!

Completed Dissertations and Oral Examinations

Congratulations to the following students who recently defended their dissertations.

- Dr. Pascal Etzol, Cohort 14, “The Role of Language in Organizational Power and Change: A Case Study in a Global European Pharmaceutical Company”
- Dr. Dave Harper, Cohort 11 – “The Relationship Between Employee Commitment and Success in the Implementation of Software-based Technological Change Processes”
- Dr. Bill Neal, Cohort 15, “Leadership Ethics: A Phenomenological Exploration of the Bio-Adaptive Nature of Complementarity”
- Dr. Ben White, Cohort 15 – “Mindfulness Within an Organizational Context: A Premise for the Intrasubjective Being”

Successful Proposal Defenses

Congratulations to the following ABD student who successfully defended his proposal:

Michael Dreikorn – Cohort 8

Dr. Cseh and Beatriz Coningham Present at AOM

Beatriz Coningham, Human and Organizational learning doctoral candidate, and Dr. Maria Cseh, Associate Professor and Coordinator of the Human and Organizational learning doctoral program, conducted the workshop, "Women's Empowerment in the Corporate World: Workplace Practices that Promote Development," at the 2007 Academy of Management (AOM) Annual Meeting in Philadelphia in August. Audience members hailed from 11 different countries.



Beatriz Coningham and Dr. Maria Cseh

ABD Proposal Writing Workshop

ELP is launching a new initiative this year by focusing on those students who have yet to defend their dissertation proposals. We'll be hosting a series of workshops in the Fall with the help of our ELP alumni to assist students in "guiding/unblocking" their writing process.

Our first ABD-Proposal Writing workshop on September 15 went well, with more than 20 participants that included ABD, alumni, and faculty. A special thank you for our six alumni who gave up their Saturday to spend time working in pairs with ABD students to give advice to help them meet their goal of defending their proposal by end of Fall term: Drs. Linda Byington, Ozgur Ekmekci, Suzanne Geigle, Jacque Hamp, David Ozag, and Mary Ann Wangemann. Equal success was achieved with the October 13 workshop, with some new ABDs and some returning ones participating in the workshop.

The goal of the Workshops is to match alumni with similar topic interests or methodological approaches, with the focus on writing or framing the proposal. This process doesn't supplant interactions with the dissertation chair and committee. Instead, it's intended to compliment and/or help the writer's block that we often face.

Forthcoming is a new ELP policy requiring students to continue coming to campus one Saturday a month after their 2-1/2 year residency until they defend their proposal. At this point, attendance is voluntary, but highly recommended.

If you're a new or long-time ABD student and you've not yet defended your dissertation proposal, then this is the workshop for you!

Plan to come to the Ashburn campus on these dates:

- November 10
- December 15
- January 19
- February 16
- March 5
- April 12

HOL Faculty Members Present and Receive Awards at AoM Conference

At the Academy of Management (AoM) Annual Meeting in Philadelphia in August, Dr. Andrea Casey, associate professor of human and organizational learning (HOL), completed a three year term on the Board of Governors and received a plaque/award for leadership and service. AoM, which was founded in 1936 and now has over 17,700 members from 102 countries, is a scholarly professional association "dedicated to creating and disseminating knowledge about management and organizations". Dr. Casey also received a 2007 Best Reviewer Award from the Managerial and Organizational Cognition Division of the Academy of Management. She was one of only 19 out of 275 reviewers selected to receive this honor.

Also at the AoM Conference, which was attended by approximately 9,000 members, Dr. Ellen F. Goldman, Assistant Professor of Human and Organizational Learning and Director of the Master Teacher Leadership Development Program, presented the peer-reviewed paper, "Using Experts' Experiences to Inform Executive Education," and was a panelist in the discussion, "Measuring Value in Teaching."

Students Present with Dr. Croswell in Orlando

Several Virginia and Foggy Bottom Campus Doctoral students combined efforts and presented jointly written papers with Dr. Clyde Croswell at an interdisciplinary conference on Orlando, Florida, October 20-24, 2007. The conference was co-sponsored by the University of Central Florida Cognitive Science Program, Philosophy Department, the UCF Institute for Simulation and Training, and the International Association for Phenomenology and the Cognitive Sciences. Armando Luna, Cohort 16, presented on "Explaining the embodied brand: Structural coupling as the coherence of organizational values and consumer values", Dolores Manley, Cohort 17, presented on "Mood as embodied action: A phenomenological study of interaction between self and other", and Krishna Gajjar (Foggy Bottom Doctoral student) presented alongside Dr. Croswell their paper, entitled "Mindfulness, laying minds open, and leadership development: An enactive approach to leadership complexity and practical wisdom."

Thanks for Your Response

A huge thank you to all of our ELP alumni for taking the time to respond to our request for our five year review about your publication/presentation work based on your dissertations from 2004 to 2007. You published a total of 173 items during this timeframe. Way to go ELP!

We appreciate all you're doing, and keep up the good work. For those who have not yet published or presented, we're confident your time will come!

Please keep us updated with what you're doing. Send your information to Marge Niedzwicz at mniedzwicz@va.gwu.edu.

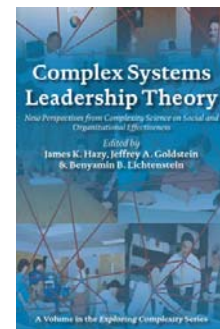
Contributing ELP Authors Publish

Congratulations to a number of ELP family members for their contributions to new book on Complexity & Leadership. Under the guidance of ELP alumnus Dr. Jim Hazy, the book contains chapters from leading scholars who participated in the Complexity Leadership Conference hosted at GWU-Ashburn by ELP and CSL in the Fall, 2006.

Among the contributing authors are ELP guest speakers and our own ELP faculty and alumni including: Drs. David Schwandt, David Szabla, Carmen Panzar, and Jim Hazy.

Complex Systems
Leadership Theory: New
Perspectives from
Complexity Science on
Social and Organizational
Effectiveness is edited by
James Hazy, Jeffrey
Goldstein and Benjamin
Lichtenstein.

The book includes five computational models that explore aspects of leadership as well as a survey article of the computational and mathematical approaches for modeling leadership that have been used to date. More information is available at <http://complexityleadership.wikispaces.com>



Job Success in Academia for Dr. Calo

After a long career in private and public organizations, Dr. Thomas Calo, Cohort 4, will be starting his third year of teaching full-time in the Department of Management in the Perdue School of Business at Salisbury University. He will be teaching in the areas of Business Ethics and in Human Resource Management.

For the past four years, Dr. Calo has also taught as an adjunct faculty member in the Organizational Leadership Doctoral Program at the University of Maryland Eastern Shore, teaching courses in leadership and in adult development. For the past three years, he has been serving as a member of dissertation committees, working with doctoral students through the process of identifying a topic, developing and defending a proposal, and through the final defense. He has served on numerous committees through the entire process, and is on additional committees at the present time, including serving as Chair.

Rosamond Thompkins Presents in Mexico

Rosamond Thompkins, Cohort 17, presented "Organizational Identity in Family Businesses: Evolution of a Mutual Identity through Narrative." The conference was in Monterrey, Mexico, April 27-29, 2007. Dr. Andrea Casey co-authored the paper.

The meeting was the third gathering of the Family Enterprise Research Conference, and was hosted by the Family Business Center at the Universidad de Monterrey. The aim of the FERC meetings is to enable scholars to design and develop research projects that are theoretically sound, empirically rigorous, and of practical significance and applicability to family firms. The next conference is in Milwaukee in April, 2008.

Dr. Jack Gilbert Publishes on Ethical Wisdom

Dr. Jack Gilbert, Cohort 3, published *Strengthening Ethical Wisdom, Tools for Transforming your Health Care Organization*. *Strengthening Ethical Wisdom* shows health care leaders how to create an organizational infrastructure in which ethical dilemmas are identified, surfaced, and managed effectively. It also provides research-based tools to assess an organization's strengths and weaknesses for making ethical decisions.

Dr. Ozgur Ekmekci on Tenure Track

Dr. Ozgur Ekmekci, Cohort 14, is Assistant Professor at the Department of Clinical Management and Leadership within the School of Medicine and Health Sciences at The George Washington University. In his current role, Ozgur is teaching graduate and undergraduate courses to medical students on leadership, organizational change, research methods, and healthcare management. As a faculty member, Ozgur is also building on his dissertation work at ELP to advance his research interests in organizational identification, quality and safety improvement, memory, temporality, and agent-based modeling.

Dr. Tweedly Authors on Dyslexia

Dr. Charles Tweedly, Cohort 7, has authored *The Transformative Experience of Successful Dyslexics*. Dr. Tweedly, who is now at Northeastern University, wrote on a phenomenological study of the transformative experience of 11 successful dyslexics as they transitioned from adolescence to the world of work. The participants were asked to describe their struggles with dyslexia, significant life transitions that led to their success and how their unique cognitive style impacted their journey. The study found that the participants were less likely to utilize rational dialogue and critical reflection and that a different paradigm or way of knowing was at the heart of their transformative experience: discernment (Boyd & Myers, 1988).

Dr. Chris Lafferty at the ICAF

Dr. Chris Lafferty, Cohort 9, has been hired as a Full Professor of Behavioral Science at the Industrial College of the Armed Forces, National Defense University, Washington DC. Chris is also the college's Director of Research and Writing.

Dr. Nissley Publishes in Journals

Dr. Nick Nissley, Cohort 6, has published in two journals. The Centre for Creative Leadership's *Leadership in Action* has published "Creativity and Innovation: Good Leadership Demands a Combination of the Two" in their June, 2007 edition. Also, *Network* (the journal of the Human Resources Institute of Alberta, Canada) has published "Solving HR's Crisis of the Imagination: Reinventing HR as Human Resourcefulness" in its Spring, 2007 edition.

Dr. Andrea Hornett in Peer-Reviewed Journal

Dr. Andrea Hornett, Cohort 5, and her Penn State colleague, Dr. Eric Stein, wrote "Mapping the Knowledge Management Domain of Ideas: Evidence from a Practice Group" which was published in the peer-reviewed International Journal of Knowledge Management dated July-September, 2007.

Dr. Casey Publishes in Journal of Information and Knowledge Management Systems

The *Journal of Information and Knowledge Management Systems* recently published, "The Process of Knowledge Retrieval: A Case Study of an American High-Technology Research, Engineering and Consulting Company," an article co-authored by Dr. Andrea Casey, Associate Professor of Human and Organizational Learning.

Dissertation Support Group

All GW doctoral students are invited to attend the monthly Dissertation Support Group (DSG), which generally takes place immediately after each installment of Meet the Leaders. Both events are sponsored by the Center for Educational Leadership and Transformation (CELT) in GSEHD's Department of Educational Leadership, and are supported on Blackboard. Email Dr. Sharon McDade, smcdade@gwu.edu, to request access.

- Wednesday, October 31, Marvin Center 308
- Wednesday, November 28, Marvin Center 101 "10 Things to Avoid While Writing Your Proposal/Thesis.... or How to Save a Boatload of Time Revising"
- Wednesday, December 5, Marvin Center 101

All sessions take place from 6:00 to 8:00 p.m.

Electronic Dissertation Publication

GW is moving towards having all dissertations being submitted electronically. This method is voluntary for students defending their dissertation in the fall 2007 term. It will be mandatory for all GW students starting in the spring 2008 term and moving forward.

Tech Support at the VA Campus Library

A representative from GWU Student Technology Services will be available at the Virginia Campus Library this semester on the first Friday of each month from 12:00 noon to 1:30 p.m. to assist students with their technology needs.

- Friday, November 2
- Friday, December 7

Please stop by and get first-hand help with your wireless and other computer issues.

Qualitative Data Analysis and Overview of Atlas Ti

You are invited to a statistical workshop presented by Dr. Travis Wright on Wednesday, November 28, 2007, 7 p.m. to 8:30 p.m. at Monroe Hall, Room 113. For further information, contact Michelle Peters at 202-994-3174 or edreslab@gwu.edu.

Updates and Info

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, contact Marge Niedzwicz at mniedzwicz@va.gwu.edu. You can also contact the ELP office at 703-726-8396.