Welcome Cohort 20!

Cohort 20 was warmly welcomed at a weekend seminar during their summer residency. It was a wonderful opportunity for Cohort 20 to be introduced to the ELP family. Thank you to everyone who helped to make this event a great success!

Become a Member of Cohort 21

Would you like to be a member of our next cohort? We have started to accept applications for Cohort 21 which will start classes in June, 2009. If you are interested in becoming a member of ELP, you can start the process with your application form, statement of purpose, 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:

- August 15 – 16
- September 5 – 6 and 12 – 13
- October 3 – 4 and 10 – 11
- November 7 – 8 and 14 – 15

Open House

The annual Virginia Campus fall Open House will take place on Thursday, September 25 from 4 to 8 p.m. In addition, ELP will offer an information session pertaining to the Leadership Development Certificate at 6:30 p.m. Contact 703-726-8396 or elpnow@gwu.edu for more information.

Leadership Development Certificate Begins

This flexible program benefits mid to senior level executives who are leaders in international and multinational organizations. The learning design moves participants beyond knowledge to developing their own global competence through action learning in various locations around the world.

The six individual courses within the certificate program are open to those looking for interesting electives for their Masters or Doctoral degrees. Apply anytime throughout the year. See www.gwu.edu/elp/certificate for more information.

Our next Information Session is Thursday, September 25 at 6:30 p.m. RSVP to 703-726-8396 or send an email to elpnow@gwu.edu.

Ralph Stone Award

ELP’s Ralph Stone award was presented to Rosamond Tompkins, Cohort 17, at the annual residency in June. Rosamond exhibited qualities of leadership and scholarship within her cohort. This award is presented annually in memory of Dr. Ralph Stone, Cohort 3. Rosamond joins an elite group of past recipients.

Summer Dissertation Support Group

This meeting will take place on August 13 in Marvin Center 308 from 6 to 8 p.m. Contact tswright@gwu.edu for more information.
Completed Dissertations and Oral Examinations

Congratulations to the following student who recently defended her dissertation.

- Dr. Paulette Gabriel, Cohort 10 – “Personal Transformation: The Relationship of Transformative Learning Experiences and Transformational Leadership”

Dr. Catherine Lombardozzi Publishing

Dr. Catherine Lombardozzi, Cohort 11, and Dr. Andrea Casey recently had a manuscript accepted for publication in the *Journal of Workplace Learning*. The manuscript is based on Dr. Lombardozzi's dissertation research and is entitled, "The Impact of Developmental Relationships on the Learning of Practice Competence for New Graduates." Dr. Lombardozzi is a Manager, Best Practices, at Vanguard University, Vanguard Corporation in Malvern, PA.

Tim Kincaid Presents Findings in France, and is Recognized as a Finalist for AoM's Most Promising Dissertation

Tim Kincaid, Cohort 16, and Dr. Andrea Casey presented the following paper in Lille, France, “Coming Out and the Nature of Discourse in Transformative Learning Theory.” This paper was presented at the Ninth International Conference on Human Resource Development Research and Practice Across Europe at the IÉSEG School of Management, Catholic University of Lille in May, 2008.

In addition, Mr. Kincaid’s dissertation, "The Importance of Being Earnest: Coming Out as a Transformational Learning Experience,” has been selected as one of the finalists for the Academy of Management’s 2008 Most Promising Dissertation Award in Management, Spirituality, and Religion.

Dr. Chalofsky Signs Deal to Write New Book

Dr. Neal Chalofsky, Associate Professor of HOL, signed a contract with Jossey-Bass Publishers to write a book on Meaningful Workplaces.

Successful Proposal Defenses

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

- Edgar Castro – Cohort 15
- Heidi Graham – Cohort 17
- Michelle Hafford – Cohort 15
- Ann Marie Ott – Cohort 14
- Deb Silva – Cohort 17
- Rosamond Tompkins – Cohort 17
- Bill Yates – Cohort 17

Promotion for Dr. Bryan Adkins

Dr. Bryan Adkins, Cohort 7, was named President of Denison Consulting, a global consulting company with offices in Ann Arbor; Zurich, Switzerland; and Shanghai, China. He will help lead the organization's efforts to assist companies as they measure, manage and improve their organizational cultures and business results. Dr. Adkins, who currently lives in San Diego, CA, has worked as a Sr. Consultant for Denison for the past 5 years and served as an adjunct professor in the University of San Francisco's Masters in OD program.

Ben White, Cohort 15, Publishes Book

*Buddha Bastinado Blues* is one poem presented in 71 choruses. Inspired by Kerouac's Mexico City Blues, these 71 choruses were all written with the windows rolled down. With reflections on places from Albuquerque to Sag Harbor, on people from the Beat Poets to Thelonius Monk, and on history from the Bible to Mythology, BBB should give everyone something to think about.

Drs. Edmina Bradshaw and Casey Present Behavioral Research

Dr. Edmina Bradshaw, Cohort 16, and Dr. Andrea Casey, Associate Professor of Human and Organizational Learning, presented a paper titled “The Role of Perspective Transformation in Sustaining a Planned Behavior Change: A Conceptual Model” at the 45th Annual Meeting of the Eastern Academy of Management in Arlington, VA.
Cohort 14’s Dr. Ellen Goldman Cited in WSJ, and Participates at EAoM

Dr. Ellen Goldman’s research on how individuals learn to think strategically was cited in the July 7, 2008 Wall Street Journal Insight Report “Follow the Leaders.”

In addition, Dr. Goldman served as co-chair of the registration function of the Local Arrangements Committee for the 2008 Annual Meeting of the Eastern Academy of Management, held in Crystal City, Virginia, in May. At the conference, Dr. Goldman also presented the paper "The Power of Work Experiences: Critical Characteristics to Developing Expertise in Strategic Thinking," and served as a reviewer of conference paper submissions.

GW Hosts the Eastern Academy of Management

The Eastern Academy of Management enjoyed strong representation from GW and GSEHD during its annual meeting, held May 14-16. GW hosted the event, which was sponsored by GSEHD. Drs. Neal Chalofsky, Ellen Goldman, and Shaista Khilji all served on the Local Arrangements Committee. Drs. Ellen Goldman, Edmina Bradshaw and Andrea Casey both presented papers, while Dr. James Orton and doctoral student Krishna Gajjar co-authored a paper which was presented by Dr. Mike Valerio, Cohort 7. Drs. Terry Cahill, Cohort 12, Edmina Bradshaw, Cohort 16, and Andrea Hornett, Cohort 5, all graduates of the ELP Human and Organizational Learning program, were honored with the distinction of Outstanding Reviewer.

KGCM Accepts Paper by Dr. Gorman and Gayatri Pandit

Dr. Margaret Gorman and ELP Research Fellow Gayatri Pandit’s paper "Communication or Bust: A Case Study of the Knowledge Generation and Dissemination Process of a Financial Services Firm Undergoing Change", was accepted for presentation. Ms. Pandit presented the paper at the 2nd International Conference on Knowledge Generation, Communication and Management (KGCM 2008) that took place in the context of the 12th World Multiconference on Systemics, Cybernetics and Informatics (WMSCI 2008), in Orlando, in July.

Dr. Nanette Blandin Researches Leadership in Complex Adaptive Systems

Recent case study research by Dr. Nanette Blandin, Cohort 14, has produced interesting results in the field of leadership in complex adaptive systems. She discussed tangible empirical evidence at the Plexus DC Fractal Meeting in May.

Dr. Blandin, Cohort 14, is President of The Nexus Institute, an organization dedicated to preparing leaders and organizations for the future. The Institute conducts organizational assessments, and designs and conducts leadership development programs for both U.S. and international organizations, public, private and non-profit. Previously, she was a Vice President at the Brookings Institution and held senior management positions in state and federal government. She holds a BA in Political Science and French from the University of California, an MPA from the University of Southern California, and a doctorate in human and organizational studies from George Washington University. Her doctoral dissertation focused on leadership in complex adaptive systems.

HOL Doctoral Students Present Papers at ESRI

Three teams of Human and Organizational Learning (HOL) doctoral students in their second semester of studies presented their papers with Dr. Maria Cseh at the 2008 ESRI Conference, held on March 1 at the GW campus. Christina Cataldo, Harminder Chyle, Sharon Ford and Sade Oyinlade presented “Leading through Stories: Managers Facilitating Learning in the Workplace,” Mary Adeniyi, Rocio Hertig and Armon Jackson presented “Self-directed Learning in the Workplace and its Impact on Job Performance” and Mayri Sagady Leslie, Rubens Pessanha and Ramien Pierre presented “In Search of Implicit Knowledge in the Workplace.”

Dr. Shaista Khilji Serves as External Consultant

Dr Shaista E. Khilji has been asked to serve as an external consultant to the President of Nova Southeastern University, Fort Lauderdale, Florida in reviewing their MBA program. Dr. Khilji will be working closely with the office of Academic Affairs and School of Business at Nova Southeastern University to perform this role.
Dr. Orton Working on the Project on National Security Reform

Dr. James Douglas Orton is serving as the senior organization and management theorist for the Project on National Security Reform, a non-partisan project recently funded by the U.S. Congress. He presented findings from this research at the Academy of Management meetings in Philadelphia in August 2007, at a "Second Life" broadcast to students at BYU-Hawaii in September 2007, at the Steven Knapp Inauguration Research Day in November 2007, and at a meeting of the Working Group leaders for the Project on National Security Reform in January 2008.

Dr. Orton has had papers accepted with GWU doctoral student co-authors at the Oxford Futures Forum in April 2008, the Eastern Academy of Management in May 2008, and the Academy of Management in August 2008.

The PNSR report is due to Congress on September 1, 2008, and one of the report's recommendations may be to call for funding for an Executive Leadership Development Program for national security officers. GSEHD, because it has an international reputation in this field through the Executive Leadership Doctoral Program, is strategically positioned to build a long-term partnership on executive leadership development within the U.S. national security system.

GSEHD Ranked Among Top 30 Graduate Schools of Education

U.S. News and World Report has once again ranked GW's Graduate School of Education and Human Development (GSEHD) among the top 30 graduate schools of education in the United States. GSEHD is ranked 10th among private schools and 29th overall. The School’s Rehabilitation Counseling program is ranked 6th, and Education Policy is ranked 19th. In the category of research dollars per faculty member, GSEHD ranked 11th.

Dr. Andrea Casey Selected as Outstanding Reviewer for AoM's MOC Division

Dr. Andrea Casey has been selected as one of the Outstanding Reviewers for the 2008 MOC Division of the Academy of Management. Nearly 250 full-time faculty members reviewed for the MOC Division this year, and only 18 of the reviewers have been selected to receive this honor.

There were multiple criteria used to determine this year’s outstanding reviewers. The Academy looked at the timeliness, content, and clarity of the reviews. In addition, the Academy and the MOC Division gave submitting authors the opportunity to assess the quality of the reviews that their submissions received. Among the outstanding reviewers are those who received some of the highest scores on this feedback. Congratulations!

Dr. Khilji Publishes in the IJRHM, Speaks at Launch of South Asian Business Group

Dr. Shaista E. Khilji's paper, "High-Performance Work Systems, Organizational Commitment, and the Role of Demographic Features in China" has been accepted for publication in the International Journal of Human Resource Management. This is a leading tier 1 journal in the field of global human resource management and has been ranked among the top 10 business publications (by Financial Times). This paper was co-authored by Dr. Xiaoyun Wang and Dr. Kun Qiao, who are based at the University of Manitoba, Canada, and Dalian University of Technology, China, respectively.

Dr. Khilji also served as one of the keynote speakers at the launch ceremony of the South Asia Chapter of the Academy of Global Business Advancement in Islamabad, Pakistan. She addressed a large gathering of academics and higher educational leaders and highlighted current R&D issues in the U.S., Europe and emerging economies. Her address was widely covered in South Asian media. The purpose of this chapter is to provide networking and educational platforms for research and human development in practice and academia in the region.
Dr. Diana Burley Vice Chair of ACM SIGCAS

Dr. Diana Burley, Associate Professor of Human and Organizational Learning, has been elected as Vice Chair of the Association for Computing Machinery Special Interest Group on Computers and Society (ACM SIGCAS). With nearly 100,000 members, ACM is the largest international association for computing professionals. SIGCAS is the ACM Special Interest Group that addresses the social and ethical consequences of widespread computer usage. More information can be found at www.sigcas.org. Dr. Burley’s three year term began July 1, 2008.

Dr. Casey Appointed to Editorial Board

Dr. Andrea Casey, Associate Professor of Human and Organizational Learning, has been appointed to the editorial board of the UK journal, Management Learning.

ELP to be Strongly Represented at AoM

A number of ELP students, alumni and faculty will be presenting at the Academy of Management this August.

Kip Rollins, Cohort 18, will be an organizer of the Professional Development Workshop titled "Project on National Security Reform." The Project on National Security Reform project has 240 slots for doctoral students to present their dissertation research. Many of these slots will be filled by GWU alumni, ABDs, and current students.

Estella Gillette, Cohort 14, will be a presenter in the Confronting Risk symposium. Chuck Watson, Cohort 17, will be presenting in the Weak Signals symposium.

Dr. Janie Valdes, Cohort 12, and Dr. Ozgur Ekmecki, Cohort 14, both had papers accepted with Dr. Casey. Dr. Dave Schwanzt and Chris Wasden, Cohort 18, also had a paper accepted.

Dr. Marquardt Headlines Australian Conference

Dr. Mike Marquardt, Professor of Human and Organizational Learning, was the keynote speaker at the 2008 Conference of the Australian Institute for Training and Development in Sydney in April.

Dr. Dave Schwanzt and ELP Doctoral Students Author and Present at the First International Conference on Social Entrepreneurship & Complexity

Dr. Dave Schwanzt, Scot Holiday and Gayatri Pandit had a paper accepted for the First International Conference on Social Entrepreneurship, Systems Thinking, and Complexity, April 24-26, 2008. The title of the paper was “The Complexity of Social Entrepreneurship Systems: Social Change by the Collective.” This was presented at the conference by Scot Holiday, DC Doctoral Student in Human and Organizational Learning.

In addition, Chris Wasden, Cohort 18, and Dr. Schwanzt co-authored a paper accepted at this conference. Mr. Wasden presented “Addressing Social Needs by Creating Social Markets: A Case Study of Social Entrepreneurial Emergence”.

Dr. Burley Co-authors with ELP Doctoral Students at ICKM2008

Dr. Diana Burley has had two papers accepted for presentation at the fifth International Conference on Knowledge Management (ICKM2008) to be held in October. Each of the papers was co-authored with an HOL doctoral student: "Cultural Knowledge Sharing through 'Family' Stories" with Sara Hitch, Cohort 19, and "Lesson Learned: Implementing a Lessons Learned KMS" with Gayatri Pandit, DC doctoral student and ELP Research Fellow.

GW Library’s Research Guide for ELP

Lisa Allen, Education Librarian, has created a new research guide to help ELP students find article databases and other resources, available at: http://libguides.gwu.edu/HOL. Please check it out! Contact Lisa Allen at 703-726-8230 or lallen@gwu.edu for more information.
New Supporting IRB Documents Required When Submitting Requests for Continuing Review

There is a slight change in documents required for continuing review (progress report) submissions. According to the Continuing Review Guidance given by the Office of Human Research Protections, which can be found at http://www.hhs.gov/ohrp/humansubjects/guidance/contrev0107.htm, IRB Members (or IRB Chairs for expedited review) should "receive and review a protocol summary and a status report on the progress of research...

Therefore, in order to comply with this guidance, it will now be necessary to submit a current version of either the synopsis form or a protocol summary with all continuing review paperwork. You may develop a protocol summary for your study OR keep a current version of the synopsis form, which incorporates all changes made to a study at any time.

This means that we will now also ask that you submit an updated synopsis form (with changes indicated - highlighting, red-line, etc.) with any modification requests you make (if applicable), in order to help you maintain a current and updated synopsis form to submit at continuing review.

These new requirements now appear on the modification and continuing review checklists to help remind you of the documents required for submission. Please note, these changes will go into effect immediately.

We apologize if this causes any inconveniences, but we must strive to continue to comply with guidance given by the government regarding human subjects protections, and update our processes accordingly.

If you have any questions, please contact Stephanie Hensley, Outreach Coordinator, at the Office of Human Research at 202-994-6530 or ressmg@gwu.edu.

Leadership Dissertation Award Deadline Approaching

The Fredric M. Jablin Dissertation award is given annually to a scholar(s) whose dissertation research, while on any topic and from any discipline, demonstrates substantial insights and implications for the study of leadership.

To be eligible for the award competition, a dissertation must be completed between August 1, 2006 and August 1, 2008. This year's recipient(s) will be honored at the Tenth Anniversary Conference of the International Leadership Association, November 12-15, 2008, in Los Angeles where they will present a summary of their dissertation research. The recipient(s) of the award will also receive the following: $1,000 cash prize from the Jepson School of Leadership Studies; travel expenses to the ILA conference; complimentary one year membership to the ILA; and complimentary ILA conference registration.

Submission details are available online at http://www ila-net.org/Awards/Jablin.htm.