



EDRT NEWSLETTER

The Executive Development Roundtable



IN THIS ISSUE...

SAVE THE DATE – FALL 2013 EDRT MEETING
 SPRING 2013 EDRT MEETING RECAP
 EDRT MEMBER NEWS
 OUR NEWEST EDRT MEMBER: LEXMARK INTERNATIONAL
 EDRT MEMBER PUBLICATIONS
 CONNECTING WITH EDRT COMMUNITY THROUGH YAMMER
 ONGOING EDRT & BU RESEARCH & UPDATES
 BOSTON UNIVERSITY NEWS
 RECOMMENDED READINGS & LEADERSHIP NEWS
 EDRT MEMBERSHIP BENEFITS
 EDRT MEMBER & STEERING COMMITTEE LISTS



SAVE THE DATE – FALL 2013 EDRT MEETING: October 16-17, 2013
AT THE HOTEL COMMONWEALTH IN BOSTON, MA!

Developing Leaders for Today and Tomorrow: The Power of Relationships and Developmental Networks

The Fall 2013 EDRT Meeting will be on October 16-17 at Hotel Commonwealth in Boston, MA. The meeting advances our Spring 2013 theme on the global future of leadership development and will explore *how* individuals and organizations develop leaders across the changing landscape.



EDRT is delighted and pleased to announce that world-class scholars, authors and consultants [Kathy E. Kram](#), the Shipley Professor in Management at the Boston University School of Management, and [Monica Higgins](#), Professor of Education at Harvard's Graduate School of Education, will be the meeting's keynote speakers. Their session, *A New Mindset on the Critical Role of Mentoring in Leadership Development: A Developmental Network Approach*, will be thought-provoking, valuable and timely for developing leaders for both today and tomorrow.

We are also very excited that [Michael Campbell](#), Faculty for Delivery and Research at the Center for Creative Leadership ([CCL](#)), will be on the agenda to share his work. Michael's work focuses on talent management, succession management, high potential leaders as well as senior executive leadership.

This Fall we will also celebrate **EDRT's 25th Anniversary**. Mark your calendar for this exciting event! Additional agenda and speaker information available on the EDRT websites: www.edrt.org & www.bu.edu/edrt

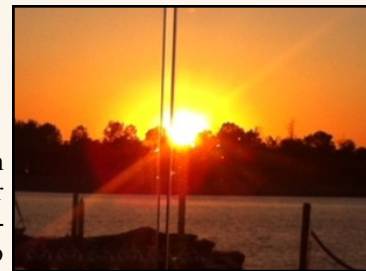
Executive Development Roundtable • Boston University School of Management • 595 Commonwealth Avenue • Boston, MA 02215
 • Phone (617) 353-2031 • Fax: (617) 353-4878 • Email: edrt.bu.edu • Website: www.edrt.org & www.bu.edu/edrt/



SPRING 2013 EDRT MEETING RECAP:

“Leadership for the Future: Thriving in a VUCA World ”

The Spring 2013 EDRT meeting was held at the Hilton Resort and Spa in sunny San Diego, CA on February 27th and 28th. The theme of this meeting was “Leadership for the Future: Thriving in a VUCA World.” The objective was to understand the challenges that our Volatile, Uncertain, Complex and Ambiguous (VUCA) future brings and to explore ways to develop the necessary new leadership skills. The topic allowed for an in-depth examination of emergent global trends and ideas on how to tailor leadership development for success.



Following the introductory session by **Jack McCarthy**, Director of EDRT and Associate Professor of Organizational Behavior at the School of Management at Boston University, **Joann Jones**, Executive Director for Leadership Development at Cummins Inc., and **Kristina Brunelle**, Director of Learning & Development, North America at Vistaprint, facilitated an interactive Discovery Café workshop focused on examining how our VUCA environment has affected us at different levels and explored cross-cultural and international experiences in a global world.

Our first guest speaker, **Morgan McCall**, Professor of Management and Organization at USC’s Marshall School of Business, gave an overview of his renowned theoretical model of leadership development enriched with many examples of innovative practices from well-known and respected multinational companies. He also graciously shared the results and insights from his ground breaking new research on developmental relationships and emphasized the developmental value that great bosses offer. Our next guest speakers, **Bob Johansen**, Distinguished Fellow at the Institute For The Future (ITFF), and **Nigel Travis**, CEO of Dunkin’ Brands, shared many provocative examples and allowed us to peek into the future and identify critical emerging trends in our rapidly changing VUCA world.

The EDRT Company Application Panel sessions allowed for further sharing of experiences and provided insider perspectives into the meaning of global leadership and the practices of leading technology firms. **June Delano** and **Leng Lim**, Partners at The ClearLake Group, argued that, to succeed in a global environment, leaders must stretch their skills from cross-cultural awareness to a more sophisticated cosmopolitan understanding of human differences. In our second Company Application Panel, **Chip Hall**, Director Google Media Platform Sales at Google, and **Christina Hall**, Compensation Manager at Facebook, described the culture, ethos, and the practices of the two iconic world class new technology organizations and how they adapting to — and shaping — the VUCA world.

The Spring 2013 EDRT meeting gave us a creative glimpse of the future. Implementing leadership development strategies that anticipate the changing forces and are aligned with the overall business strategy and identifying the necessary leadership skills critical for the future are crucial for successful adaptation for organizations in all sectors. Leaders today and into the future will need to have Vision, Understanding, Clarity, and Agility, the positive VUCA corollary. The best way to learn about the future is to immerse oneself in it and play with it. As Bob Johansen reminded us, novelist William Gibson said: “The future is already here - it’s just not evenly distributed.”

To view all the Spring 2013 EDRT Meeting Report, Presentations and Materials please visit our EDRT members-only website: www.edrt.org





EDRT.ORG

Executive Development Roundtable in collaboration with CCL

At the intersection of learning and leading...

EDRT Member News

EDRT MEMBER UPDATE

Fortune 100 Best Companies to Work For in 2013

Fortune Magazine's annual ranking of America's *Top 100* employers is out for 2013! We congratulate EDRT members [Millennium: The Takeda Oncology Company](#), [Bingham McCutchen LLC](#), and [CH2M HILL](#) for making the list. Check out the full [list](#)!

Boston Globe's Top 100 Companies for 2013

EDRT would also like to extend our congratulations to [TJX Cos.](#), [Parexel International](#), [Cubist Pharmaceuticals](#), [Biogen Idec](#), [Perkin Elmer](#) and [Vistaprint](#) for being recognized among The Boston Globe's Top 100 Companies, with TJX, Parexel, Cubist and Biogen in the top 8. The Globe 100 ranks the best-performing publicly traded corporations based in Massachusetts by how well they increased sales, profits, and returns for shareholders during 2012.

Check out the full [list](#)!

State Farm Ranked among "Best Companies for Workforce Development"

State Farm Insurance was chosen as a 2013 LearningElite Honoree by Chief Learning officer magazine. LearningElite awards are Chief Learning Officer magazine's annual recognition of excellence in the learning and development field. Developed under the guidance of a group of Chief Learning Officers and senior L&D practitioners, the LearningElite is a peer-based benchmarking initiative that recognizes excellence using five key L&D performance indicators: learning strategy, learning execution, learning impact, business performance results and leadership commitment. Congratulations to State Farm Insurance!

To view article click [here](#)!

Biogen Idec Ranked #169 by Analysts

In a study of analyst recommendations at the major brokerages, for the underlying components of the S&P 500, **Biogen Idec Inc.** has taken over the #169 spot from United Parcel Service UPS Inc., according to ETF Channel. In forming the rank, the analyst opinions from the major brokerage houses were tallied, and averaged; then, the underlying components were ranked according to those averages. Congratulations Biogen Idec!

To view full article click [here](#)!

The Boeing Company Awarded Edison Award for the 5th Year in a Row

The Edison Awards, which celebrate game-changing new products and services from around the world in the spirit of Thomas Edison, announced its 2013 winners April 25th, 2013 in Chicago at a ceremony attended by 400 international business leaders and innovators. "The awards demonstrate the incredible range and pace of innovation globally and across a wide variety of industries," said Frank Bonafilia, executive director of the Edison Awards. **The Boeing Company** was awarded gold in the Transportation category for their 787 Dreamliner. Congratulations Boeing!



To view full press release and list click [here](#)!





EDRT MEMBER UPDATE (CONTINUED)

Top 50 Companies for Diversity

Congratulations to [Cummins, Inc.](#) and [Eli Lilly and Company](#) for having been named on the Top 50 Companies for Diversity list by DiversityInc. Both companies were selected from more than 893 companies that participated. The survey, now in its 14th year, leads to a detailed, empirically driven ranking based on four key areas of diversity management: CEO commitment, Human Capital, Corporate and Organizational Communications and Supplier Diversity. Congratulations Cummins and Eli Lilly!

To view full article and list click [here!](#)

Mike Sheehan makes his mark at Hill Holliday

In the decade since Jack Connors handed over the CEO reins of **Hill Holliday**, **Mike Sheehan** has led the agency through technological changes and the worst recession in 70 years — and managed to build an even stronger firm in the process. When he stepped down as chief executive in May, he left Hill Holliday, the nation’s 14th largest ad agency, on a path toward its best financial year yet, following four years of record revenues and profits. His successor will be **Karen Kaplan**, who was named president by Sheehan in 2007.



To view full article click [here!](#)

Karen Kaplan takes over as Hill Holliday CEO

An inspiring story of a leader working her way up the corporate ladder. Ms. Kaplan started at Hill Holliday in 1982 as a receptionist which was at the bottom of the agency ladder. Karen’s hard work, perseverance and a love of the advertising world paid off.



To view full press release click [here!](#)

Frances Hesselbein Institute Ranks 20 in Leadership Excellence's Top 500

EDRT would like to congratulate the **Frances Hesselbein Leadership Institute** (founded as the Peter F. Drucker Foundation for Nonprofit Management in 1990) for being ranked 20 in the category of Non-Profit Organizations in the publication's Leadership 500, as announced by Leadership Excellence. The Leadership 500 is an annual ranking of the best individuals, teams, and organizations in leadership development practices and employee motivation-productivity. The Institute has been ranked in the Top 20 for Non-Profits since 2009.

To view full press release click [here!](#)

U.S. Cellular Receives Top Ranking for Best Customer Experience

U.S. Cellular has topped Forrester Research, Inc.'s rankings once again for best customer experience among wireless carriers. The results were compiled from a survey of 7,506 U.S. consumers in November of 2012 for the January 2013 report, The Customer Experience Index, 2013. Forrester Research asked consumers to rate how well each evaluated company met their needs, how easy they were to do business with and how enjoyable they were to do business with. Congratulations U.S. Cellular!

To view full press release click [here!](#)



CCL Extends Streak of *Financial Times* Top 10 Rankings to 12 Years

The Center for Creative Leadership (CCL®) ranks No. 8 overall in the 2013 *Financial Times* worldwide survey of executive education. CCL has claimed a Top 10 ranking in all 12 years in which it has participated in the survey. CCL, with offices in Asia, Africa, Europe and North America, also ranks No. 5 worldwide for Custom programs.

To read full news report click [here!](#) To view the rankings click [here!](#)



EDRT MEMBER UPDATE (CONTINUED)

CCL Taps Jennifer Martineau to Lead Global Research and Innovation Group

Jennifer Martineau, who has served in a wide array of senior leadership and research roles during her 19-year career at the Center for Creative Leadership, has been named CCL's new Vice President of Research, Innovation and Product Development. Most recently, Martineau directed CCL's North American Organizational Leadership group, which helps clients execute their business strategies by increasing organizational capacity for leadership. She has worked with senior leaders and teams globally in sectors ranging from health care, government and education to pharmaceuticals and energy.



To view Jennifer's full story click [here!](#)

CCL and NEPAD Business Foundation Join Forces to Develop Africa's Future Leaders

The [NEPAD Business Foundation](#) (NBF) and Center for Creative Leadership (CCL[®]) have teamed up to create the One Million African Leaders Connect (IMALC) initiative. The partnership aims to accelerate leadership development and ultimately enable sustainable economic development throughout Africa. Despite its enormous potential, Africa typically experiences economic growth of just four to six percent annually. Many experts agree that the continent's ability to leverage its raw materials and human resources for stronger growth depends on building leadership capacity in its individuals, organizations and communities.



To view the full story click [here!](#)

CCL Makes Debut in China

In January, the Center for Creative Leadership (CCL) set up its first China office in Shanghai. The new office will serve as a hub for partnering with both domestic and multi-national companies, helping them increase their business and productivity. CCL's launch comes precisely at the moment when the Chinese Government has made enhancing the country's innovation capabilities a top goal, with innovation one of the key targets of China's 12th five-year plan. Across industry sectors, companies in China face a common problem — attracting, developing and retaining necessary talent needed to accomplish this goal. "China has made tremendous progress in socio-economic development in the past three decades, but also faces critical challenges in the areas of innovation, organizational effectiveness, and global leadership. We look forward to sharing what we know about leadership with organizations here and also learning from them," added Dr. Harvey Chen, Chairman of CCL China Board of Advisors.

CCL has offices in Singapore; New Delhi-NCR, India; Brussels, Belgium; Moscow, Russia; Addis Ababa, Ethiopia; Greensboro, North Carolina; Colorado Springs, Colorado; and San Diego, California.

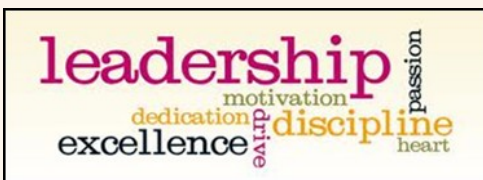
To view full story click [here!](#)



Scaling Change for Social Impact: A Conversation with Dave Altman, VP/Managing Director of CCL EMEA

"We have seen great leadership happening among street kids in Addis Ababa and what we do in the villages and with street kids is informed directly by what we do with Fortune 100 executives" and vice versa, says Altman in this article in [IEDP Ideas for Leaders](#). This interchange of approaches – between street kids and the C-Suite — is in harmony with Altman's view that despite there being a tension between achieving a globally consistent approach alongside offering solutions with regionally tailored content and contexts, the "global philosophy" is fundamentally applicable for everyone everywhere.

To view full interview click [here!](#)





WELCOME TO OUR NEWEST EDRT MEMBER!



Lexmark International, Inc.
Sheri Evans Depp, Director, Talent Management
Jeri Isbell, Vice President, Human Resources & Corporate Communications

Lexmark International, Inc. (NYSE: LXX www.lexmark.com) provides businesses of all sizes with a broad range of printing and imaging products, software, solutions and services that help customers to print less and save more. Perceptive Software, a Lexmark company acquired in 2010, is a leading provider of process and content management software that helps organizations fuel greater operational efficiency. With headquarters in Lexington, Kentucky and over 13,000 employees worldwide, Lexmark's 2012 revenues were \$3.8 billion. We welcome Lexmark to EDRT!

EDRT MEMBER PUBLICATIONS

Chuck Allen's "The Pit and the Pendulum: Civil-military relations in an age of austerity"

Charles D. Allen, Professor of Leadership & Cultural Studies at the US Army War College, published an article in the Armed Forces Journal discussing the pit and the pendulum in terms of the American people's trust in their armed forces. The pit is described as, "the prospect that the U.S. military might be ill-prepared when the call comes to ward off enemies, foreign or domestic." The pendulum "is the prospect that Congress' inability to pass defense budgets will hamstring the military's ability to act effectively when need arises."

To view article click [here!](#)

Steve Gerras Co-authors Article in Daedalus

We are pleased to share with you the link to an excellent and timely article co-authored by Drs. Lenny Wong, **Steve Gerras**, Professor of Behavioral Sciences at the US Army War College, and Andrew Hill. The article is entitled '**Self-Interest Well Understood: The Origins & Lessons of Public Confidence in the Military**', and it appears in the current edition of Daedalus, the Journal of the American Academy of Arts & Sciences.

To view article click [here!](#)

Also check out Steve Gerras contribution to Army Research Institute's Exploring Strategic Thinking: Insights to Assess, Develop, and Retain Army Strategic Thinkers Research Product [here!](#)

Sue Manch Co-Authors "Maximizing Law Firm Profitability: Hiring, Training and Developing Productive Lawyers"

This book, written by Susan Manch, Director of Learning & Development at Bingham McCutchen, and Marcia Pennington Shannon, covers subjects such as enhancing attorney skills and increasing profits through development of practical in-house training programs; using strategies for time management; outsourcing effectively; recognizing the advantages of sharply focused in-house training programs in smaller firms; recruiting and keeping "top-notch" lawyers; benchmarking; grasping the basics of legal writing; teaching the essentials of negotiating, client relations and "people skills"; keeping morale high in all economic climates; and instilling law firm loyalty.

To learn more about the book click [here!](#)



CONNECTING WITH EDRT COMMUNITY THROUGH YAMMER!

EDRT has set-up a Yammer account, the **First and Most Powerful Enterprise Social Network**. Please join the group for networking, enhanced collaboration, knowledge exchange, and file sharing with the EDRT community! Please contact Patti Collins at pcollins@bu.edu to join the group.

To learn more about the Yammer network and how to use it, check out the following [link](#) and watch the [video!](#)



ONGOING EDRT & BU RESEARCH & UPDATES

Vistaprint Leadership Development Team Visits The School of Management



Another success story from the undergraduate core Organizational Behavior (OB221) course! **Professor Jack McCarthy** had taken the Dublin City University MBAs out to [Vistaprint](#), an EDRT member company based in Lexington MA, last Fall during their trip to Boston. Vistaprint has gone from zero to \$1 billion in sales over the past 10 years, a very innovative company with a strong values-based culture. Their head of Leadership Development, **Kristina Brunelle**, has done a great job at building a very effective leadership development organization to help support and fuel Vistaprint's incredible growth. Ms. Brunelle was invited to come and talk to the undergraduate students in OB221 about how all this "OB stuff" really matters. McCarthy, Brunelle and **Jennifer Cavanaugh**, Senior Learning Associate at Vistaprint, collaborated to create a mini case for the class about Vistaprint's leadership development challenges that was sent out to students as a pre-read. Members of Vistaprint's Leadership Development team came to class, including the woman who heads up the leadership work at their large call center and support operations in Montego Bay, Jamaica. It was an incredible learning experience that the students, faculty and Vistaprint executives all greatly enjoyed.

To check out the Vistaprint Case click [here!](#)

Mentoring, Coaching, and Developmental Networks: Creating and Sustaining High Quality Connections at Work Workshop on Cape Cod

Kathy Kram, Shipley Professor in Management at Boston University School of Management, will be offering a 5 day workshop alongside colleague, **Ilene Wasserman Ph.D.**, President of ICW Consulting. The workshop will take place July 22-26, 2013 on Cape Cod, MA. In this workshop participants will reflect on their own experiences while drawing on research and case studies to explore the challenges and opportunities of coaching, mentoring, and developmental networks. Participants will shape professional strategies and come away with action plans for their work with client systems and their own development.

For more information click [here!](#)

New Book Entitled "Relationships That Matter: Creating Connections with Meaning and Purpose"

Wendy Murphy, Assistant Professor of Management at Babson College, and **Kathy E. Kram**, Shipley Professor in Management at Boston University School of Management, are publishing a new, exciting book that should be available in about a year and targeted to young professionals in all industries. The book addresses relationships that matter, and the following questions: Why do I need a mentor? And if I need one, then how do I become a protégé? When do I stop needing a mentor and start mentoring others? Interest in mentoring has exploded in the past 30 years and we all have our own ideas about what makes a good mentor. But what makes a good protégé? This work will address these issues.

Check out the [book prospectus!](#)

Professor Jack McCarthy Returns from Teaching Organizational Behavior in China



EDRT Director **Jack McCarthy** taught the core Organizational Behavior course in BU's International MBA Program in Shanghai in May and June for a cohort of 27 MBA students from 15 different countries around the world. In this unique program, students begin their MBA studies in China, taking 5 core courses over the summer in Shanghai and Beijing, where senior BU faculty members are flown in from Boston to teach each course as an intensive curriculum. The cohort will arrive in Boston in August to complete the MBA program on campus at BU. While in China, students, faculty and staff live, learn and travel together during this intense immersive cultural experience that includes classroom instruction as well as site visits to Chinese companies and to Chinese operating divisions of global multinational firms, guest speakers, student consulting projects and side excursions to see the cities and countryside of this powerful emerging nation. This was Jack's fourth time teaching in China in this program; EDRT colleagues Professors Tim Hall and Lloyd Baird have also taught in the IMBA program in China in recent years.





ONGOING EDRT RESEARCH & UPDATES (CONTINUED)



Dublin City University Colleague Coming to BU School of Management as Visiting Scholar

Dr. Finian Buckley, Senior Lecturer in Work & Organizational Psychology at the Dublin City University Business School, is coming to Boston in July to serve as a Visiting Scholar through a fellowship between DCU and BU, working with Jack McCarthy at EDRT as well as with other research centers at the School of Management. An active researcher in trust, collaboration, leadership and innovation, Dr. Buckley serves as the Director of the Leadership Innovation and Knowledge (LInK) research center at DCU. We look forward to a productive and fun visit, and are always excited to show off our fair city, great university and the wonderful EDRT community.

5C (The Cross Cultural Collaboration on Contemporary Careers) Research Project Update

The 5C, a research group focusing on careers, is currently working on pre-testing a large career success questionnaire that was developed for use around the world. This is a massive logistical operation, the researchers have to translate and then back-translate the survey for each language that they use. The group will be sharing the results of this pretest with the 5C team when they meet in Orlando, Florida, for the 2013 annual meeting that will take place before the Annual Meeting of the Academy of Management. The BU members of the team are **Elana Feldman** and **Tim Hall**, along with alums: **Jon Briscoe** (Northern Illinois University), the overall coordinator of the project and the lead US researcher, **Yan Shen** (University of Victoria), who is in charge of the China team, and **Mireia Las Heras** (IESE Business School), responsible for the Spain team.



BOSTON UNIVERSITY NEWS

SCHOOL OF MANAGEMENT UPDATES

BU School of Management Named a Top 25 Undergraduate Program

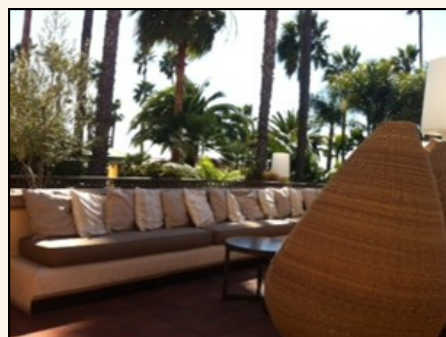
Boston University School of Management placed 23rd overall in the 2013 Bloomberg Businessweek ranking of United States undergraduate programs. The School placed among the top 25 programs in 4 of the 5 ranking categories, and experienced several strong gains. The School's Student Satisfaction ranking rose 8 spots to 18th overall, while students continue to be highly sought after by employers, represented by an advance of 9 spots to 20th overall in the Recruiter Survey rank. Both are the highest placements in these categories the School has ever received.

To check out full article click [here!](#)

Businessweek Ranks School of Management 7th in Finance

Boston University School of Management placed 7th in the 2013 Bloomberg Businessweek "Best Undergraduate Business Schools for Finance" ranking, an advancement of 16 spots from last year. The ranking is based 100% on student response to a Bloomberg Businessweek survey of seniors at universities across the country focused on curriculum, content, and student experience. The survey was conducted as part of the 2013 "Best Undergraduate Business Schools" ranking. Finance is the first specialty ranking to be released, with more to be released in the coming weeks.

To check out full article click [here!](#)





SCHOOL OF MANAGEMENT UPDATES

BU School of Management to Celebrate its 100th Anniversary!

Founded in 1913 as the College of Business Administration, the Boston University School of Management will be celebrating our Centennial Anniversary during the Fall 2013 term. As one of the oldest business schools in the US, following the founding of the Wharton School of the University of Pennsylvania in 1881 as the first US business school and the Harvard Graduate School of Business offering the world's first MBA program in 1908 and a number of other leading institutions, the School of Management (SMG) has shaped and influenced many generations of managers and leaders. Prominent SMG alumni include Mickey Drexler, CEO of the J. Crew Group, Gina Boswell, EVP at Unilever, Jerry Fishman, former CEO at Analog Devices, and John Smith, retired Chairman and CEO of GM. We expect many fitting celebrations and festivities to recognize our 100th anniversary this



Fall!

Douglas T. Hall Receives the 2013 Broderick Award

Each year the School of Management recognizes faculty excellence by awarding the Broderick Awards for Teaching, Research, and Contribution to the undergraduate and graduate programs. Congratulations to **Tim Hall**, Morton H. and Charlotte Friedman Professor in Management and Founding Director of EDRT, for receiving the *2013 Broderick Award for Outstanding Contribution to the Masters-level Graduate Programs!*

Wall Street Journal Features Dean Freeman

The Wall Street Journal recently launched an online portal called [The Experts](#), an “exclusive group of industry and thought leaders who will engage in in-depth online discussions” through video chats and short online posts in response to timely questions. **Dean Ken Freeman** joined this exclusive group of thought leaders tapped for in-depth online discussions. Fellow featured thought leaders include Siemens CEO Eric Spiegel, Professor Rosabeth Moss Kanter of Harvard Business School, and Bernard Yeung, Dean of the National University of Singapore Business School.

Recently Harvard Business Review ranked Dean Ken Freeman as the [76th best-performing CEO in the world](#). He served as CEO of Quest Diagnostics from 1996-2004.

To check out full article click [here!](#)

Boston University's Conversations with Ken: John Ryan, CCL

Watch **Ken Freeman**, Allen Questrom Professor and Dean at Boston University School of Management, as he interviews and explores vital issues in leadership with **John Ryan**, President of the Center for Creative Leadership, former Chancellor of the State University of New York, former Superintendent (President) of the US Naval Academy, and US Navy Vice Admiral (retired). John Ryan was one of our speakers at the **EDRT Fall 2010 Meeting**, Collaborating in a Dynamic, Globally Connected World, and discussed the topic of Collaboration and Global Leadership: Developing Senior Leaders.



Check out video [here!](#)

Kathy Kram on Changing Trends in Work-at-Home Policies

Kathy Kram, Richard C. Shipley Professor in Management and a School of Management professor of organizational behavior, spoke to **BU Today** about the potential benefits and negative consequences of a work-from-home ban for a company like Yahoo and its employees. Also, on January 29, Forbes.com featured the research of Boston University's Kathy Kram, in the article [“3 Ways to Develop Your People Without Overwhelming Yourself.”](#) Kram is the Richard C. Shipley Professor in Management and an expert in the field of mentoring.



To check out full interview click [here!](#)



Kristen McCormack Appointed Assistant Dean of Sector Initiatives

The School of Management was pleased to announce that **Kristen McCormack**, Executive-in-Residence, Master Lecturer, and Faculty Director of the Institute for Nonprofit Management and Leadership, has been appointed Assistant Dean of Sector Initiatives. Kristen will oversee the School's ambitious effort to establish distinction in three key sectors: Health & Life Sciences, Digital Technology, and Social Enterprise & Sustainability, with a focus on creating an exceptional student experience ensuring that students gain deep exposure, practical experience, and functional excellence in their chosen sector.



RECOMMENDED READINGS

- Boyd, Drew and Goldenberg, Jacob. (June 2013). Inside the Box: A Proven System of Creativity for Breakthrough Results. Simon and Schuster. [Book Information...](#)
- Braddy, Ph.D., Phillip; Campbell, Michael. (March 2013). *Using Political Skill to Maximize and Leverage Work Relationships*, Center for Creative Leadership. [Follow link...](#)
- Burton, R. A. (2008). *On being certain: Believing you are right even when you're not*. New York, NY: Macmillan.
- Cullen, Kristin L.; Palus, Charles J.; and Appaneal, Craig. (March 2013). *Developing Network Perspective: Understanding the Basics of Social Networks and Their Role in Leadership*. Center for Creative Leadership. [Read white paper ...](#)
- Delano, J. (2009). *Communicating across differences: The case for becoming a cosmopolitan coach*. *International Journal of Coaching in Organizations*, 7(2), 92-106. [Follow link...](#)
- Gentry, William A.; Cullen, Kristin L.; and Altman, David G. (December 2012). *The Irony of Integrity: A Study of the Character Strengths of Leader*. Center for Creative Leadership. [Read white paper...](#)
- Gentry, William; Stawiski, Sarah; Eckert, Gina; Ruderman, Marian. (April 2013). *Crafting Your Career: Cultural Variations in Career-Relevant Relationships*. Center for Creative Leadership. [Read white paper ...](#)
- Ghosh, Rajashi; Haynes, Ray K.; and Kram, Kathy E. (February 2013). *Developmental networks at work: holding environments for leader development*. *Career Development International*, Vol. 18 No. 3, 2013, pp. 232-256. [Check out Article...](#)
- Gunter McGrath, Rita. (June 2013) *The End of Competitive Advantage: How to Keep Your Strategy Moving as Fast as Your Business*. Harvard Business Review Press. [Book Information...](#)
- Johansen, R. (2009). *Leaders make the future: Ten new leadership skills for an uncertain world*. San Francisco, CA: Berrett-Koehler Publishers. [Executive Summary...](#)
- Johansen, R. (2007). *Get there early: Sensing the future to compete in the present*. San Francisco, CA: Berrett-Koehler Publishers.
- Lipkin, Nicole. (June 2013). WHAT KEEPS LEADERS UP AT NIGHT: Recognizing and Resolving Your Most Troubling Management Issues. AMACON. [Book information...](#)
- McCall, M. W. Jr. (1998). *High Flyers: Developing the next generation of leaders*. Boston, MA: Harvard Business School Press.
- McCall, M. W., Jr. (2013). *Using experience to develop leadership talent*. Manuscript submitted for publication.
- McCall, M. W., Jr., & Hollenbeck, G. P. (2002). *Developing global executives: The lessons of international experience*. Boston: Harvard Business School Press.
- McGonigal, Jane. (2011). *Reality is broken: Why games make us better and how they can change the world*. New York, NY: Penguin.
- Parker, Polly; Kram, Kathy E.; and Hall, Douglas T. (2012). *Exploring Risk Factors in Peer Coaching: A Multilevel Approach*, JABS (Journal of Applied Behavioral Science). [Read Article...](#)
- Pasmore, William (May 2013). *Are You Ready? 4 Keys to Becoming a CEO*, Center for Creative Leadership. [Read white paper ...](#)
- Rabin, Ron, (May 2013). *Blended Learning for Leadership: The CCL Approach*, Center for Creative Leadership. [Follow link ...](#)
- Rock, D., Siegel, D. J., Poelmans S. A. Y., & Payne, J. (2012). *The healthy mind platter*. *NeuroLeadershipJournal*, 4, 1-23. Accessed online on March 17, 2013 [Follow link...](#)
- Zhao, Sophis, Gentry, William. (April 2013). *A Leadership Gap Analysis for Chinese Leaders from a 360-Degree Survey*. Center for Creative Leadership. [Read white paper ...](#)

Leadership in the News

[The Most Successful Leaders Do 15 Things Automatically, Forbes.com](#)

[3 Global Leadership Lessons from Boston, Forbes.com](#)

[Everything You Know About Leadership is Wrong, Bloomberg Businessweek](#)

[Three Reasons Why Leadership Development Should go Virtual, Personnel Today](#)

[When We're the Hungriest For Leadership, Bloomberg](#)

[Re-Inventing Innovation 'inside the box'](#)

[Women-Men-Leadership and the currency of trust](#)

[May's 3 top reads from getabstact](#)

[Leverage Relationships to Get Ready for Change](#)





MAKING THE BEST OF EDRT MEMBERSHIP...

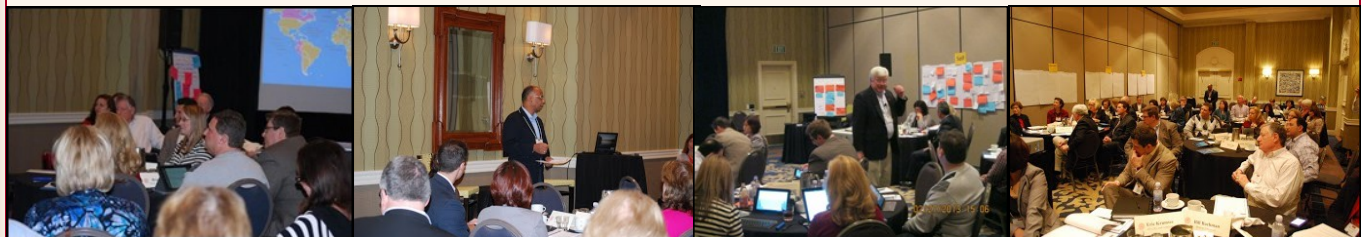
EDRT's value proposition to have several executives from each member company involved with us leverages the learning, fosters team dynamics across member company leadership teams, and strengthens the bond between EDRT and member firms. We encourage EDRT member representatives to bring leadership development colleagues as well as senior line executives to our meetings.



EDRT VALUE PROPOSITION MEMBERSHIP BENEFITS



- ◆ Semi-Annual meetings (Spring and Fall) on selected member-driven topics on leadership and executive development, featuring world-class experts and best-practice company panels
- ◆ Participation to both meetings annually for two persons: a senior executive development professional and one colleague (e.g., subordinate, boss, co-worker, etc.) to two meetings annually
- ◆ Opportunity to invite a third person as a guest to any meeting (business leader, line manager, or someone from another company or one's professional network)
- ◆ Easy access to EDRT engaged learning community; members and faculty for networking, collaboration, and information on specific questions, benchmark suggestions, ongoing research projects, consultants, speakers, common problems, etc.
- ◆ Access to members-only website with links to current EDRT sponsored research and reports, recommended readings, presentations, podcasts, and literature summaries (www.edrt.org)
- ◆ Periodic conference calls and workshops on topics of interest between meetings
- ◆ Mentoring & Coaching for executive development professionals new to the field or position
- ◆ Complimentary set of CCL Guidebooks on critical leadership topics and research studies & Complimentary access to all CCL Webinars (18 per year)
- ◆ Two 20% discounts per organization for CCL Open Enrollment Programs
- ◆ Premium My CCL members-only website access (www.ccl.org) & Complimentary new CCL publications
- ◆ Manuscript review for CCL authors; opportunity to review and comment & 20% discount on all publications purchases from CCL
- ◆ Inside access to CCL thought leaders and research
- ◆ Pre-publication review; an opportunity to review and enjoy manuscripts of new CCL publications





EDRT MEMBER LIST

ArnzenGroup	Bingham McCutchen LLP	Biogen Idec
The Boeing Company	Brooks Leadership Development	Center For Creative Leadership
CH2M HILL	The ClearLake Group	Cubist
Cummins, Inc.	Eli Lilly & Company	Fidelity Investment
Frances Hesselbein Leadership Institute	Hay Group Inc.	Hill Holliday
Julie Johnson	Kao USA Inc.	Lexmark International, Inc.
MedImmune	Millennium Pharmaceuticals/Takeda	Newton Wellesley Hospital
OGE Energy Corp.	PAREXEL International	PerkinElmer, Inc.
Prior Consulting LLC	Staples, Inc.	State Farm Insurance Co.
The TJX Companies, Inc.	U.S. Army War College	U.S. Cellular
Vistaprint	The Yamartino Group	



EDRT STEERING COMMITTEE

Chuck Allen, US Army War College (Chair)	Greg Atchison, The Boeing Company
Lloyd Baird, Boston University	Jim Cialdella, The Boeing Company
Patti Collins, Boston University	Fred Foulkes, Boston University
Marianne Ganley, CCL	Tim Hall, Boston University
Jack McCarthy, Boston University	Nancy Persson, Staples
Lisa Prior, Prior Consulting LLC	

The Executive Development Roundtable

EDRT

EDRT is a dynamic, peer-based learning consortium and research center open to all organizations that view leadership development as a critical strategic resource for their businesses. The Creative Leadership Council is EDRT's forum for collaboration with the Center for Creative Leadership (CCL).

John (Jack) F. McCarthy, DBA
 Director of EDRT; Associate Professor
 (617) 358-3318
 E-mail: jackmc@bu.edu

Patricia (Patti) Collins
 Assistant Director, EDRT
 (617) 353-2031
 E-mail: pcollins@bu.edu

Marianne Ganley
 Communications Manager, CCL
 (336) 286-4587
 E-mail: ganley@cccl.org

www.edrt.org

www.bu.edu/edrt

www.ccl.org