



EXECUTIVE DEVELOPMENT ROUNDTABLE EDRT

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EDRT Spring 2012 Meeting May 22-23, 2012 *Hotel Commonwealth, Kenmore Square Boston, MA*



“Leadership 2020: Seeing the Global Future of Leadership Development”

The Spring 2012 meeting theme is based on the desire to understand and anticipate some of the major changes that are driving future leadership development initiatives and focal points.

- What are the global forces that are changing the face of Leadership and Leadership Development?
- What will the future of Leadership Development look like?
- Are Leadership Development professionals focusing on the right methods of development for future leaders?
- Will future leaders have the right skills for leadership in our volatile, unpredictable, chaotic and ambiguous world?

EDRT is excited and pleased to have identified outstanding speakers and thought leaders who will define and set the stage to strive for 20/20 vision to see the global future of leadership development:

Lee Bolman, Professor & Marion H. Bloch Missouri Chair in Leadership at the Bloch School of Management at the University of Missouri, will be our keynote speaker. Dr. Bolman is a dynamic speaker and celebrated world-class researcher on leadership and organizations. He is perhaps best known for his seminal work with Terry Deal on “Reframing Organizations” that all of us likely read and learned from in grad school (now in its 4th edition). He is also well known for his work on “Leading with Passion and Power” and “Leading with Soul,” and he works with many corporations and organizations on leadership and leading change.

Nick Petrie, Senior Faculty, Center for Creative Leadership (CCL). Nick will discuss his brand new research on Future Trends in Leadership, a white paper that was recently published.

Richard Walsh, Senior Faculty & Executive Coach, Center for Creative Leadership (CCL). Rich will provide context for Future Trends in Leadership at the strategic and C-level from recent consulting engagements and ongoing research.

We will be meeting at Hotel Commonwealth, in Kenmore Square, Boston, MA. Following is the meeting agenda & speaker’s biographies.



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*Leadership 2020: Seeing the Global Future of Leadership Development***

AGENDA

Pre-meeting: Monday, May 21, 2012

6:00 pm – 8:00 pm **Informal Welcome/ Networking Gathering for EDRT Members and Guests**
Appetizers & Cocktails, The Hawthorne, Stone Room, Hotel Commonwealth

Day 1: Tuesday, May 22, 2012

7:30 am – 8:30 am **Breakfast - Foyer**

7:30 am – 8:15 am **New Member/Guest Orientation- Section of Ballroom**
Jack McCarthy, Director of EDRT, Associate Professor of Organizational Behavior, Boston University

8:30 am – 9:15 am **Welcome, Introductions - Ballroom**
Jack McCarthy, Director of EDRT, Associate Professor of Organizational Behavior, Boston University

9:15 am – 10:30 am **EDRT Discovery Café**
*Nancy Persson, Vice President of Global Talent Management, Staples, Inc.
Lisa Prior, Principal, Prior Consulting LLC*

10:30 am – 10:45 am **Break – Foyer**

10:45 am – 11:00 pm **EDRT Discovery Café- Report Out**
*Nancy Persson, Vice President of Global Talent Management, Staples, Inc.
Lisa Prior, Principal, Prior Consulting LLC*

11:00 am – 12:00 pm **Future Trends in Leadership Development**
*Nick Petrie, Senior Faculty, Center for Creative Leadership (CCL)
Richard Walsh, Senior Faculty & Executive Coach, Center for Creative Leadership (CCL)*

12:00 pm – 1:00 pm **Lunch – Commonwealth Room**

1:00 pm – 2:30 pm **Future Trends in Leadership Development (Continued)**
*Richard Walsh, Senior Faculty & Executive Coach, Center for Creative Leadership (CCL)
Coco Paradis, Vice President Human Resources, Hagerty*

2:30 pm – 3:30 pm **Reframing Leadership Development**
Lee Bolman, Professor and Marion H. Bloch Missouri Chair in Leadership, Bloch School of Management, University of Missouri

3:30 pm – 3:45 pm **Break – Foyer**

3:45 pm – 5:30 pm **Reframing Leadership Development (Continued)**
Lee Bolman, Professor and Marion H. Bloch Missouri Chair in Leadership, Bloch School of Management, University of Missouri

5:30 pm – 6:00 pm **Free Time**

6:00 pm – 8:00 pm **Dinner & Reception - Gallery at Hotel Commonwealth**
Entertainment: The Mustard Seeds

8:30 pm **Networking Opportunity & Meeting Debrief - Cornwalls**



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Day 2: Wednesday, May 23, 2012

7:30 am – 8:30 am	Breakfast - Foyer
7:30 am – 8:15 am	Steering Committee Meeting - Longwood Room <i>Open to all EDRT Members</i>
8:30 am – 8:45 am	Steering Committee Update - Ballroom <i>COL (Ret) Charles D. Allen, Professor of Leadership & Cultural Science, U.S. Army War College</i>
8:45 am – 10:00 am	Company Application Panel - Bingham McCutchen LLP <i>Lynn Carroll, Chief Human Resources Officer, Bingham McCutchen, LLP</i> <i>Susan Manch, Firmwide Director of Learning and Development, Bingham McCutchen, LLP</i> <i>Fiona Trevelyan, Consultant, Partner Leadership Development Program, Bingham McCutchen, LLP</i> <i>Tracee Whitley, Deputy Chief Operating Officer, Bingham McCutchen, LLP</i>
10:00 am – 10:15 am	Break – Foyer
10:15 am – 11:00 am	Company Application Panel (Continued) - Developing Strategic and Adaptive Army Thinkers <i>Steve Gerras, Professor, Behavioral Science, U.S. Army War College</i>
11:00 am – 12:00 pm	Applying the Learning: Roundtable Session on the Global Future of Leadership Development <i>Jack McCarthy, Director of EDRT, Associate Professor of Organizational Behavior, Boston University</i>
12:00 pm – 12:15 pm	Wrap-up and Final Reflections <i>Jack McCarthy, Director of EDRT, Associate Professor of Organizational Behavior, Boston University</i>
12:15 pm – 1:15 pm	Lunch – Longwood Room

EXECUTIVE DEVELOPMENT ROUNDTABLE (EDRT)

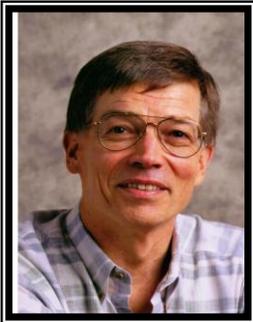
EDRT is a dynamic, peer-based learning consortium and research center open to all organizations that view leadership development as a critical strategic resource. The Creative Leadership Council is a forum of select EDRT members in collaboration with the Center for Creative Leadership.





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Lee Bolman, Ph.D.
Professor and Marion H. Bloch Missouri Chair in Leadership
Bloch School of Management
University of Missouri

Lee Bolman is an author, scholar, consultant and speaker who currently holds the Marion Bloch Missouri Chair in Leadership at the University of Missouri-Kansas City.

He has written numerous books on leadership and organizations, including the recent *Reframing Academic Leadership* (2011), with Joan Gallos. His books with Terry Deal include *Leading with Soul: an Uncommon Journey of Spirit* (1995; 2001; 2011); *Reframing Organizations: Artistry, Choice, and Leadership* (1991, 1997, 2003; 2008); *The Wizard and the Warrior: Leading with Passion and Power* (2006); *Reframing the Path to School Leadership* (2002; 2010); *Escape from Cluelessness: a Guide for the Organizationally-Challenged* (2000); *Becoming a Teacher Leader* (1994); and *Modern Approaches to Understanding and Managing Organizations* (1984). Bolman and Deal's books have been translated into more than ten languages. His publications also include numerous cases, chapters, and articles in scholarly and professional journals.

Lee consults and lectures worldwide to corporations, public agencies, universities and schools. He holds a B.A. in History and a Ph.D. in Organizational Behavior from Yale University. Prior to assuming his current position, he taught four years at Carnegie-Mellon University and more than twenty years at Harvard. His administrative roles at UMKC include Interim Dean of the Bloch School of Business and Public Administration, and chair of the department of Organizations, Leadership and Marketing. At Harvard he served as director and principal investigator for the National Center for Educational Leadership and for the Harvard School Leadership Academy, with a total of \$3 million in external funding. He was also educational chair for two Harvard executive programs -- the Institute for Educational Management and the Management Development program.

He lives in Kansas City, Missouri, with his wife, Joan Gallos, the youngest of his six children, Bradley, and an irrepressible Cockapoo, Douglas McGregor.



Nick Petrie
Senior Faculty
Center for Creative Leadership (CCL)

Nick is a New Zealander with significant international experience having spent ten years working and living in Asia, Europe, Britain, Scandinavia and the Middle East. Before joining CCL® he ran his own consulting company and spent the last several years developing and implementing customized leadership programs for senior leaders around the world. Nick has worked across industries including government, law, accounting, engineering, construction and telecommunications. Before beginning his business career, Nick was professional rugby player and coach for seven years.

Nick is a Senior Faculty member with the Center for Creative Leadership's Colorado Springs campus. He is a lead faculty for the Leadership Development Program and the legal sector. Nick is responsible for the design and delivery of individual, team, and organizational custom and open enrollment solutions.

Nick holds a Master's degree from Harvard University focused on organizational behavior and leadership development. He also holds two undergraduate degrees from Otago University (New Zealand) in business administration and physical education. At Harvard, Nick was a research associate on the Learning Innovations Laboratory (L.I.L.A.) project, which used conversational analysis to examine a hundred Fortune 500 CLO's over five years to observe the conversational



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methods which produced the greatest learning and progress for groups. Nick conducted a research study at Harvard Law School on the success of different leadership development approaches in North American law firms. He also completed a research project on the 'Future of Leadership Development' in U.S. companies. He interviewed Fortune 500 CLO's and organizational researchers to determine the trends shaping the current workplace and the methods most likely to work for leader development in the next ten years. This was published as the CCL® whitepaper, 'Future Trends in Leadership Development.'



Rich Walsh
Senior Faculty & Executive Coach
Center for Creative Leadership (CCL)

Richard Walsh serves as senior enterprise associate at the Center for Creative Leadership (CCL), where he provides advanced expertise for leadership, strategy, organizational transformation and executive coaching. He brings over 20 years of industry experience in the public and private sectors including: health care, pharmaceutical, financial services, energy, consumer goods, retail, hospitality, manufacturing, high-technology, telecommunications, higher education, government, defense and consulting services. Throughout his industry career, Rich served as senior executive of strategy, leadership and organizational development at NCR and AT&T where he was responsible for the identification, development, on-boarding and coaching for senior business leaders. He also held a variety of key leadership positions at GE, Bull of France, and IBM.

Rich also served as executive in residence and associate dean at the University of Dayton, where he founded the Center for Leadership and Executive Development while also managing applied business research and corporate media services. He successfully forged strategic partnerships and worked with senior executives from such well-regarded organizations as AT&T, Emerson, Fifth Third Bank, GE, Mead Westvaco, NCR, Premier Health Partners, Procter & Gamble, Reynolds & Reynolds, US Air Force, and others. Over his tenure, he significantly grew the business, designed and delivered leadership solutions, facilitated organizational transformation and coached senior executives.

Rich continues to provide C-level coaching and mentoring services to executives as chairman of the Leaders Counsel, a global network of top executives. In coaching and advising executives, Rich often works closely with other thought leaders such as Ram Charan, John Kotter, Meg Wheatley, Peter Block and James Kouzes, along with consulting firms like McKinsey, Boston Consulting Group, Blue Ocean Strategy and Balanced Scorecard Collaborative.

Rich earned his BS in Management at Northeastern, MS in Corporate and Social Ethics at Harvard, MBA in International Marketing at Dayton and is currently pursuing an Executive Doctorate of Management degree. He holds a number of professional certifications and serves on several boards of companies and professional associations. He is a certified executive coach, mediator, designer, evaluator, executive compensation professional and change management leader. He holds master facilitation in Career & Mentoring Solutions™, Team Development™, Innovation & Action Learning™ and Finding Purpose at Work™. Rich co-authored numerous publications including: Coaching at the Top, Talent Solutions, Leading Virtually, Mentoring for Accelerated Development, Best Practices in Leadership Development, Contemplative Leadership, Innovating Through Action Learning, Executive Remuneration Strategies, Leading Strategic Change as well as Corporate & Social Ethics. Born and raised in Boston, he and his family currently live in North Carolina.



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**Coco Paradis
Vice President, Human Resources
Hagerty**

Coco Paradis currently serves as the Vice President of Human Resources. In this role, she is responsible for setting the strategic direction of the department, ensuring Hagerty's workforce is prepared to meet business growth initiatives through recruitment, corporate development, and maintaining employee touch points reflective of the company's values. She has executive oversight for Hagerty's employment policies, compensation and benefit design, recruiting and selection, corporate development, corporate communication, and management of the compensation and human resources committee for Hagerty's board of directors.

Under her direction, Hagerty developed a corporate leadership program designed identify and cultivate emerging leaders within the company. Hagerty University programming includes leadership development and front-line service and insurance training programs.

A member of the Hagerty management team for over a decade, Coco managed sales and service operations prior to assuming the role in Human Resources in 2002. Her experience provides a unique vantage point from which to incorporate employee policies, cultivate and recruit talent both internally and externally, and to lead the transition effort to incorporate world class customer service within an innovative sales culture at Hagerty.

Prior to joining Hagerty, Coco was an officer of a national bank focusing on retail consumer lending. She led the region in generating government guaranteed mortgage loans.

Coco grew up on a local fruit farm and continues to advocate for the independent farmer. She is the mother of two young children and an avid runner.

Coco holds two Bachelor of Science degrees from Michigan State University; the first in Agriculture and Natural Resources and the second in Communications. She is a graduate of the University of Michigan Executive Human Resources Program and maintains membership in the National Association of Corporate Directors and Society of Human Resource Managers.



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**Nancy Persson
Vice President, Global Talent Management
Staples, Inc.**

Nancy Persson leads the Global Talent Management function at Staples, the world's largest office solutions company. With 2011 sales of \$25 billion and 91,000 associates worldwide, Staples operates in 27 countries throughout North and South America, Europe, Asia and Australia serving consumers and businesses of all sizes. Staples invented the office superstore concept in 1986 and today ranks second worldwide in e-commerce sales.

During her 19 years with the company, Nancy has built and still leads world-class executive and leadership development, OD and learning technology teams providing innovative solutions for 91,000 associates. She is an expert facilitator, communicator, and internal consultant widely recognized for her OD expertise and bottom line business focus. Staples University was founded under her leadership; recently globally rebranded as Staples LearningXchange, it offers a broad curriculum of leadership and management development, job-skills, and culture-building programs.

Ms. Persson brings more than 30 years of retail and Human Resources experience to her work; she earned her BA in Communications and Education from Boston College, holds a Masters in Organization Psychology from the Massachusetts School for Professional Psychology, and a Masters Certificate in Executive Coaching. She is a student of the Martial Arts, and recently earned her first degree black belt in Tai Kwan Do. Nancy is passionate about her work, karate, downhill skiing, and anything that allows her to spend time with her husband Mark, her sons, Douglas and Jackson, and her clinically insane dog Scarlet.



**Lisa Prior
Principal
Prior Consulting LLC**

Lisa Prior is principal of Prior Consulting LLC, a Boston-based firm specializing in leadership development. Lisa brings energy and insight to her work as an executive coach, strategic advisor, and facilitator, having consulted with leaders at all levels in bio-pharma, healthcare, major universities as well as the finance industry. A frequent presenter, Lisa's most recent work can be found in the volume, *Research in Management Consulting*. Before founding Prior Consulting in 2000, Lisa was responsible for leading research projects at Harvard University. She honed her leadership skills as Chief of Staff, Corporate and Community Affairs, at Bank Boston (now Bank of America), where she acted as the business officer for an 80-person, \$25 million division of the bank. The group's best practices won the bank the US Department of Commerce's *Ron Brown Award for Corporate Responsibility*. She also served as Human Resources Project leader for a major merger at Bank of Boston, then researched corporate career development strategies, and summarized findings for the bank that were later published by Boston University's Graduate School of Management. Lisa also served as a resident advisor to undergraduates at the Massachusetts Institute of Technology throughout her tenure at the bank. She earned a Bachelor of Arts degree in Psychology from Fairfield University and a Masters Degree in Organizational Development from Boston University. She is currently on the Steering Committee of the Executive Development Roundtable at Boston University, and is writing a book with the working title, *Made in America: The Unspoken Contract*. Follow her at <http://madeinamericathebook.com/>.



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Charles D. Allen
Professor of Leadership and Cultural Studies
U.S. Army War College

Colonel (retired) Charles D. Allen culminated a 30-year Army career as Director, Leader Development and is currently the Professor of Leadership and Cultural Studies in the Department of Command, Leadership, and Management at the United States Army War College, Carlisle Barracks, PA.

A 1978 graduate of the United States Military Academy at West Point, he had 11 years of overseas assignments in Germany, Honduras, and South Korea. Airborne and Ranger-qualified, his military education includes the U.S. Army Command and General Staff College, the School of Advanced Military Studies, and the United States Army War College. Prof Allen has served in leadership and staff positions from platoon through Corps (I and V Corps) in Army and Joint Commands. He also served as an instructor and assistant professor of Engineering Management at West Point.

His areas of interest are Strategic Leadership, Creativity and Innovation, and Organizational Change. In addition to authoring and co-authoring material for the USAWC curriculum for the core courses in Strategic Thinking and Strategic Leadership, he is the author and co-author of two chapters in Strategic Leadership: The General's Art (2008). His works are also published in Joint Force Quarterly, Parameters, Military Review, Armed Forces Journal, Army Professional Readings, Small Wars Journal, and Southern Business Review. Professor Allen is a member of the Board of the Directors for the Pennsylvania Education Policy Fellowship Program and a 2004-2005 Fellow of the program. He was a member of the Advisory Board for the Lumina Project for the Institute of Educational Leadership.

He is a contributor and member of the "On Leadership" panel of the Washington Post. Prof Allen is the Steering Committee Chairman for the Executive Development Roundtable hosted by Boston University. Professor Allen is a member of the community of practice for the Army Profession/Profession of Arms Campaign and has conducted studies of professional military education for the U.S. Army.



Stephen Gerras
Professor, Behavioral Sciences
U.S. Army War College

STEPHEN (Steve) GERRAS is the Professor of Behavioral Sciences in the Department of Command, Leadership, and Management at the U.S. Army War College. He serves as the director of the strategic leadership curriculum at the War College. Colonel (Retired) Gerras served in the Army for over 25 years, including commanding a light infantry company and a transportation battalion, teaching leadership at West Point, and serving as the Chief of Operations and

Agreements for the Office of Defense Cooperation in Ankara, Turkey during Operation Iraqi Freedom. He holds a B.S. from the U.S. Military Academy and an M.S. and Ph.D. in Industrial and Organizational Psychology from Penn State University. His main areas of interest are strategic leadership, leadership development, and improving the judgment and critical thinking skills of leaders. He has worked on numerous projects for the Chief of Staff of the Army related to leader development. Steve has published articles in the Journal of Applied Psychology, the Journal of Applied Behavioral Science, and Military Review.



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**Lynn A. Carroll
Chief Human Resources Officer
Bingham McCutchen LLP**

Lynn Carroll has 27 years of experience in the legal industry, including more than 20 years of administrative experience at Bingham McCutchen. She is responsible for developing and implementing a firm-wide human resources strategy for the firm's attorneys, paralegals and staff, including recruiting, professional development, compensation and benefit programs. Bingham McCutchen has been named for the eighth straight year to FORTUNE magazine's "100 Best Companies to Work For," one of only four law firms nationally to make the list.

Prior to her work with Bingham McCutchen, Lynn served as Assistant Director of the Victim Witness Program at the Plymouth County District Attorney's Office in Massachusetts.

Lynn is a graduate of Stonehill College and Bentley College.



**Susan Manch
Firmwide Director of Learning & development
Bingham McCutchen, LLP**

As Firmwide Director of Learning & Development, Sue collaborates with firm leaders to devise strategies for preparing lawyers and staff to provide the highest quality legal services to clients and build successful and satisfying careers. The primary goals of the Learning & Development Group at Bingham are to support firm leadership in devising and executing talent strategies in alignment with firm business strategies and to provide Bingham team members with developmental support that allows each to contribute at the highest levels as a part of our firm community. Prior to joining Bingham, Sue was a founding Principal of Shannon & Manch, LLP, a leading consultancy advising law firms on talent development and lawyer career management strategies. She has more than thirty years of experience as a consultant, corporate executive, group facilitator, counselor, and executive coach. Sue has worked as a consultant to the majority of the Am Law 100 and Global 100 law firms, as well as with corporate legal departments and government agencies, consulting on the full range of issues related to talent strategy and lawyer development. She has had extensive experience in individual counseling and group facilitation. Sue is a **Master Coach**, certified by the Behavioral Coaching Institute. Specific expertise includes competency-based performance management, leadership development, and curriculum design.

Earlier consulting and coaching experience includes partnership in the consulting firm of White Svikhart Shannon & Manch. Previously, she was General Sales Manager of the SYSCO Corporation. Her academic career included positions as a counselor and assistant dean at Georgetown University, The Catholic University of America, Columbus School of Law, and Trinity College.



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**Fiona Trevelyan
Consultant
Bingham McCutchen LLP**

Fiona Trevelyan is a consultant to Bingham McCutchen LLP, focusing on talent management, particularly partner leadership development, as well as the development and implementation of innovative career development, work-life, and retention programs for high potential, women, and minority attorneys. From 2002-2009, she was the National Director of Legal Recruiting for Bingham; prior to this, she practiced as a litigation associate at the firm, concentrating in complex commercial disputes, antitrust, business torts, franchise and probate/family law matters. Between law school and joining Bingham, she clerked for the Hon. Frank M. Coffin, senior judge for the United States Court of Appeals for the First Circuit.

She is past president of the Massachusetts Legal Recruitment Association (MALRA), and served on the National Association of Law Placement's Judicial Clerkship Committee as co-chair of the Programs and Articles Subcommittee, and on NALP's Diversity Action Committee. Fiona has authored articles on a variety of legal and talent management topics, and was also a co-author of NALP's Diversity Best Practices Guide.

Fiona earned her bachelor's degree in English Literature from Harvard University and her J.D. from Boston College Law School. Fiona lives outside Boston with her husband and daughter.



**Tracee Whitley
Deputy Chief Operating Officer
Bingham McCutchen LLP**

L. Tracee Whitley leads Bingham's senior administrative team, which directs the financial, technology, talent management, operations and marketing programs for 14 major offices in the U.S., Europe and Asia.

Since 2004, Tracee has worked closely with Bingham's chairman, Jay Zimmerman, to help develop the firm's long-range strategic planning and key client and talent management programs, to direct the firm's internal and external communications functions, and to support the firm's partner leadership with respect to governance matters, in collaboration with the firm's Office of General Counsel. Throughout this period, Tracee also has worked directly with the firm's chief operating officer, William Bachman, on the strategic development of many of Bingham's administrative capabilities, in support of the firm's dynamic growth and performance.

From 2006 to 2010, Tracee also led Bingham's renowned marketing department. Long recognized for being an industry leader in branding and advertising, Bingham's team won 12 awards in 2008 and four awards in 2009 from national, regional and local chapters of the Legal Marketing Association. The firm also received the Legal Standard for Excellence Award from the Web Marketing Association in 2007 and 2008, as well as a "Webby" award in the law category in 2008, for its innovative website design and function.

Tracee is a member of the firm's Professional Development Task Force, which creates staff and lawyer training programs that promote the successful performance of Bingham's workforce and foster the firm's "best places to work" culture (Bingham has been ranked on FORTUNE magazine's "100 Best Companies to Work For" list since 2005). She is also a member of Bingham's Diversity Committee.



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Tracee joined Bingham as a lateral associate in 2001. Her practice included estate planning, fiduciary and trust law, corporate and securities law, employee benefits and executive compensation, and tax-exempt, nonprofit organizations. As an associate, Tracee participated in the firm's recruiting and pro bono initiatives and was a member of its Committee on Associates.



**Jack McCarthy
Director of the Executive Development Roundtable
Associate Professor of Organizational Behavior Department
School of Management
Boston University**

Jack McCarthy is an Associate Professor of Organizational Behavior in the School of Management at Boston University, where he also serves as the Director of the Executive Development Roundtable. He teaches courses on leadership and organizational behavior in the undergraduate, MBA, international and executive programs. Additionally, he designs and leads a year-long seminar series on leadership for the Hubert H. Humphrey Fellowship Program at Boston University, comprised of mid-career professionals and scholars from developing nations studying in the United States. He also serves as the Faculty Director for the university's core undergraduate Organizational Behavior course, where he and colleagues have received major grant funding from the university to help Redesign the Undergraduate Learning Experience, in recognition of their ongoing innovations in teaching and learning. Jack was previously an Assistant Professor at the University of New Hampshire, where he launched and led the undergraduate business program at the university's urban campus in Manchester, NH and was the recipient of the college-wide 2005 Teaching Excellence Award. Having taught for three summers in residence in China, he received the 2009 Faculty of the Year Award from the International MBA Cohort at Boston University. Most recently, Jack was selected to deliver the 2011 Faculty Address for the School of Management's Convocation Ceremony for its Bachelor's degree candidates as part of Boston University's 138th Commencement Exercises.

With research interests in leadership, executive development, strategic change, and global sustainability, Jack's work has been published in leading journals, and he is a frequent speaker at academic and professional conferences in the US and abroad on leadership and organizational change. Having served over fifteen years in corporate finance as a financial analyst, manager, and senior executive in operating divisions of the Raytheon Company, Schlumberger Ltd. and W.R. Grace & Co. prior to his career transition into academia, Jack draws heavily upon his real-world management and leadership experience in his teaching and research. He also serves as a leadership development consultant for executives and senior management teams in various industries, and has performed executive coaching, meeting facilitation, and strategic planning sessions in the areas of leadership, team dynamics and organizational change.

In addition to a DBA in Organizational Behavior from the Graduate School of Management at Boston University, he received an MBA with a concentration in Finance from Babson College, and a BA in Economics from the University of Massachusetts at Amherst. A native Bostonian, and an alumnus of The Boston Latin School, Jack is an avid Boston sports fan and still plays competitive ice hockey, although at an increasingly less competitive pace.