

EXECUTIVE DEVELOPMENT ROUNDTABLE EDRT

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***EDRT Fall 2014 Meeting
November 13 & 14, 2014
Hotel Commonwealth, Kenmore Square
Boston, MA***

“Developing a Global Leadership Mindset”

The Fall 2014 EDRT Meeting will be on November 13 & 14, 2014 at the Hotel Commonwealth in Boston, MA. The meeting builds from our Spring 2014 meeting theme on leading cultural and strategic change in a turbulent world and, in the face of the many leadership challenges that global interconnectedness and hyper-competition bring, we will examine *how to develop a global leadership mindset*.

EDRT is very pleased to announce that **Dr. Linda A. Hill**, Wallace Brett Donham Professor of Business Administration at the Harvard Business School, will be the keynote speaker at our Fall meeting. Professor Hill is a preeminent leadership scholar whose work focuses on developing exemplary leaders who can lead innovation in complex organizations and rapidly changing industries around the world. Most recently, Professor Hill co-authored [*Collective Genius: The Art and Practice of Leading Innovation*](#), which examined exceptional leaders of innovation in a wide range of industries across the US, Europe, the Middle East and Asia. *Business Insider* named *Collective Genius* one of “The 20 Best Business Books” in summer 2014. She is a frequent speaker and consultant in the areas of talent management, leading change and implementing global strategies with major global firms, including GE, Pfizer, the National Bank of Kuwait, Mitsubishi and IBM. She was named by Thinkers50 as one of the top ten management thinkers in the world. We are delighted to have Linda Hill be with us at the Fall 2014 EDRT Meeting.

Following are the meeting agenda and speaker biographies...



**Boston University School of Management
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*Developing a Global Leadership Mindset***

AGENDA

Pre-meeting: Wednesday, November 12, 2014

6:00 pm – 8:00 pm **Informal Welcome/ Networking Gathering for EDRT Members and Guests – Hawthorne Lounge**
Appetizers & Cocktails

Day 1: Thursday, November 13, 2014

7:30 am – 8:30 am **Breakfast**

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

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

9:15 am – 10:15 am **EDRT Discovery Café: Ecosystem Mapping Exercise – Esplanade Ballroom**
Marsha Lehr, Senior Director, Organizational Development & Internal Strategic Executive Communications, U.S. Cellular
Gene Mendoza, Senior Manager, Leadership & Organization Development, U.S. Cellular

10:15 am – 10:30 am **Break – Foyer**

10:30 am – 11:00 am **EDRT Discovery Café (Continued)**

11:00 am – 12:15 pm **Stranger in Strange Lands: Lessons from a Global Leadership Development Journey**
Jack McCarthy, Director of EDRT, Associate Professor of Organizational Behavior, Boston University

12:15 pm – 1:15pm **Lunch – Commonwealth Room**

1:30 pm – 3:00 pm **Collective Genius: The Art and Practice of Leading Innovation – Esplanade Ballroom**
Linda A. Hill, Wallace Brett Donham Professor of Business Administration, Faculty Chair, Leadership Initiative at Harvard Business School

3:00 pm – 3:30 pm **Break – Foyer**

3:30 pm – 5:00 pm **How Leading Companies Develop Next Generation Leaders through Global Pro Bono Service**
Philip H. Mirvis, Organizational Psychologist, Faculty Member at the Boston College Leadership for Change Program / USA, Fellow at Global Network on Corporate Citizenship
Amanda MacArthur, Vice President, Global Pro Bono & Engagement, Pyxera Global
Harris Ginsberg, Vice President, Executive Leadership and Talent Development, Pfizer
Paco Garcia, Senior Manager, Fraud Investigation & Dispute Services, Ernst and Young
Cathleen Finn, New England Manager, Corporate Citizenship and Community Affairs, IBM

5:00 pm – 5:15 pm **Free Time**

5:15 pm – 7:30 pm **Reception & Dinner – Lobby Area & Commonwealth Room**
Entertainment – A Special BU performance

8:00 pm **Networking Opportunity & Meeting Debrief - Cornwalls, Kenmore Square**



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Day 2: Friday, November 14, 2014

- 7:30 am – 8:30 am **Breakfast – Foyer**
- 7:30 am – 8:15 am **Steering Committee Meeting – Olmsted**
Open to all EDRT Members
- 8:30 am – 8:45 am **Steering Committee Update & After Action Review – Esplanade Ballroom**
COL (Ret) Charles D. Allen, Professor of Leadership & Cultural Science, U.S. Army War College
- 8:45 am – 10:15 am **Company Application Panel:**
William Farrell, Senior Advisor for Special Projects, Mercy Corps
Celia Berenguer, Global Head of Executive Talent & Development, Barclays
Baljit (Boo) Samra, Corporate Vice President & Strategic Account Leader, PAREXEL International
- 10:15 am – 10:30 am **Break – Foyer**
- 10:30 am – 11:30 am **Company Application Panel (Continued):**
Voices from There: Developing Global Leaders through the Humphrey Fellows Program
Dr. Ksenya Khinchuk, Director of Hubert H. Humphrey Fellowship Program, Boston University
Violet Chatsika, Reserve Bank of Malawi, Africa; Treasury Operation Consultant, World Bank Treasury, Washington DC
Faisal Mazhar, Deputy Director, Payment Services, State Bank of Pakistan
Nada Tarada, Head of Customer Service, Bank of Bahrain and Kuwait
- 11:30 am – 12:30 pm **Applying the Learning & Final Reflections: Lessons on Developing a Global Leadership Mindset**
Jack McCarthy, Director of EDRT, Associate Professor of Organizational Behavior, Boston University
- 12:30 pm – 1:30 pm **Lunch – Boxed Lunch**

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, in collaboration with the Center for Creative Leadership.



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Speaker Biographies



Linda A. Hill, Ph.D.

**Wallace Brett Donham Professor of Business Administration,
Faculty Chair, Leadership Initiative, Harvard Business School**

Linda A. Hill is the Wallace Brett Donham Professor of Business Administration at the Harvard Business School. She is the faculty chair of the Leadership Initiative and has chaired numerous HBS Executive Education programs, including the Young Presidents' Organization Presidents' Seminar and the High Potentials Leadership Program. She was course-head during the development of the new Leadership and Organizational Behavior MBA required course. She is the co-author, with Kent Lineback, of *Being the Boss: The 3 Imperatives of Becoming a Great Leader and Breakthrough Leadership*, a blended cohort-based program that helps organizations transform midlevel managers into more effective leaders. Breakthrough Leadership was the winner of the 2013 Brandon Hall Group Award for Best Advance in Unique Learning Technology. The book was included in the *Wall Street Journal* as one of the "Five Business Books to Read for Your Career in 2011." She is also the author of *Becoming a Manager: How New Managers Master the Challenges of Leadership (2nd Edition)*. In 2014, Professor Hill co-authored a book entitled *Collective Genius: The Art and Practice of Leading Innovation*. It features thick descriptions of exceptional leaders of innovation in a wide range of industries—from information technology to law to design—and geographies—from the US and Europe to the Middle East and Asia. *Business Insider* named *Collective Genius* one of "The 20 Best Business Books" in summer 2014. Her books are available in multiple languages. She is author of course modules: *Managing Your Career*, *Managing Teams*, and *Power and Influence* and of award-winning multimedia management development programs High Performance Management, Coaching, and Managing for Performance. She is also the subject expert of numerous e-learning programs: *Stepping up to Management* (based in large measure on *Becoming a Manager*); *Harvard ManageMentor*, and advisor for the Change Management Simulation: Power and Influence. Hill has authored or co-authored numerous *HBR* articles, including "Where Will We Find Tomorrow's Leaders;" "Winning the Race for Talent in Emerging Markets;" and "Are You a High Potential?" She is a contributor to the HBS Publishing series on *Managing Up*, *Hiring*, and *Becoming a New Manager*. She was named by Thinkers50 as one of the top ten management thinkers in the world.

Professor Hill's consulting and executive education activities have been in the areas of leadership development, talent management, leading change and innovation, implementing global strategies, and managing cross-organizational relationships. Organizations with which Professor Hill has worked include General Electric, Reed Elsevier, Accenture, Pfizer, IBM, MasterCard, Mitsubishi, Morgan Stanley, the National Bank of Kuwait, AREVA, and The Economist.

Professor Hill is a member of the Board of Directors of State Street Corporation, Eaton Corp., and Harvard Business Publishing. She is a trustee of the The Bridgespan Group and the Art Center College of Design. She is on the Board of Advisors for the Nelson Mandela Children's Fund USA and a Special Representative to the Board of Trustees of Bryn Mawr College. She is a former member of the Board of Trustees of The Rockefeller Foundation. She is also on the Advisory Board of the Aspen Institute Business and Society Program. She serves on the Editorial Board of the *Leadership Quarterly*.

Dr. Hill did a post-doctoral research fellowship at the Harvard Business School and earned a Ph.D. in Behavioral Sciences at the University of Chicago. She received her M.A. in Educational Psychology with a concentration in measurement and evaluation from the University of Chicago. She has a B.A., summa cum laude, in psychology from Bryn Mawr College.

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**Gene Mendoza, MSOD
Sr. Manager, Organization Development
U.S. Cellular Corporation**

Gene Mendoza works in Organizational Development at U.S. Cellular, Chicago, IL. He leads the OD Center of Excellence which provides the strategic tools and programs to grow the leadership pipeline and build the organizational capabilities necessary to achieve business success. Over the past decade, Gene has played a pivotal role in teaching, nurturing, and renewing U.S. Cellular's award-winning *Dynamic Organization* business model, comprised of values-based leadership and a focus on extraordinary customer service; recognized by *Consumer Reports* as No. 1 in the 'cell phone category' in June 2011. Most recently, Gene has been strengthening the ability of leaders and leadership teams to operate with excellence in a V.U.C.A. world through the practice of high performance conversation, emotional agility, and courageous leadership.

Gene holds a Master of Science in Organization Development from American University/National Training Labs and a Bachelor of Science in Chemistry from the United States Naval Academy. Gene grew-up in Madrid, Spain, and is a former U.S. Naval Officer. He has implemented a wide-range of talent management and leadership development programs in multinational corporations. He lives with his wife, Joellen, and two children in Barrington, Illinois.



**Marsha Lehr, MSHR
Sr. Director
Executive Communications, Organizational Development & Learning
U.S. Cellular Corporation**

Marsha leads the Executive Communications, Organizational Development and Learning organizations at U.S. Cellular in Chicago. She serves as a senior strategist whose areas of expertise include organizational effectiveness, executive development, change leadership and executive communications. Marsha is focused on enabling leadership excellence that creates growth and excellence – for both the individual and the company. She is known for pragmatic solutions that create results and generate new methods for navigating the constantly changing ecosystem in which we work and live. Throughout her career in multiple industries, she has elevated the performance of her teams, raising overall accountability to the business and creating visibility and credibility with c-suite executives.

Marsha received her Master of Science in Human Resources Development from Villanova University and her Bachelor of Arts in Journalism and Public Relations from Northern Illinois University. She, her husband, Scott, and two kids, Emma and Brody, live in Park Ridge, IL, with their two dogs.

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Philip H. Mirvis, Ph.D.
Organizational Psychologist,
Faculty Member at the Boston College Leadership for Change Program / USA
Fellow at Global Network on Corporate Citizenship

Philip Mirvis is an organizational psychologist whose studies and private practice concerns large-scale organizational change, the character of the workforce and workplace, and business leadership in society. An advisor to businesses and NGOs on five continents, he has authored twelve books on his studies including *The Cynical Americans* (social trends), *Building the Competitive Workforce* (human capital), *Joining Forces* (the human dynamics of mergers) and *To the Desert and Back* (a business transformation case). His most recent include *Beyond Good Company: Next Generation Corporate Citizenship*.

Mirvis is a research fellow of the Global Network on Corporate Citizenship, Board Member of the PYXERA Global, a Washington, DC-based international development NGO, and formerly a Trustee of the Foundation for Community Encouragement and Society for Organization Learning. He received a career achievement award as “Distinguished Scholar-Practitioner” from the Academy of Management.

Mirvis has a B.A. from Yale University and a Ph.D. in Organizational Psychology from the University of Michigan. In early career, he was a professor in the School of Management, Boston University and has held research positions at the Center for Corporate Citizenship, Boston College, and Institute for Social Research, University of Michigan. He was a visiting professor at Jiao Tong University, Shanghai, China and the London Business School; he also contributes to executive education programs at the University of Pretoria, S.A., IEDC-Bled School of Management, Slovenia, Deusto University, Spain and the Copenhagen Business School, Denmark

Mirvis lives in Ipswich, MA. He is married to Mary Jo Hatch, a former professor at the McIntire School of Commerce, the University of Virginia, and has three daughters.



Amanda MacArthur
Vice President, Global Pro Bono & Engagement
PYXERA Global

As Vice President of Global Pro Bono and Engagement at PYXERA Global, Amanda MacArthur leads the organization’s Global Pro Bono Practice, including the International Corporate Volunteer Program, MBAs Without Borders and the Center for Citizen Diplomacy Divisions-which together work to create a world in which expertise is leveraged, knowledge transferred and experiences shared across cultural and geographic boundaries to enhance lives and livelihoods. Amanda has designed global pro bono programs for a number multinational corporations, including IBM, FedEx, PepsiCo and others, that actively engage their employees in addressing complex development challenges while building leadership competencies, enhancing global perspectives, and encouraging innovative and “out of the box” thinking.

Since joining PYXERA Global in 2002, Amanda has worked in over twenty countries, designing and implementing programs that create mutually beneficial outcomes. Amanda serves on the Advisory Board of the Corporate Responsibility Association and is on the Leadership Faculty for Points of Light’s Corporate Institute. She has lived in Paraguay, Russia and Scotland and is a magna cum laude graduate of Colgate University in Hamilton, New York.

PYXERA Global creates on-the-ground partnerships between the public, private, and social sectors that leverage the strengths in each to create shared value and innovative solutions to address complex social challenges. Our

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signature initiatives include global pro bono programs, local content development, and integrated community development efforts that enrich lives and livelihoods, inclusively and sustainably.



Harris R. Ginsberg
Vice President, Executive Leadership & Talent Development
Pfizer, Inc.

Harris joined Pfizer in June 2012 and leads the global strategy to develop talent at Pfizer. He and his team drive an integrated strategic talent development framework to build the capability of senior leaders, managers and colleagues through programs and processes that develop leadership at all levels as well as accelerating high potential development and management development, coaching and mentoring. He and his team work collaboratively with divisional and BU strategies to meet business needs and drive an ownership culture.

Prior to Pfizer, Harris was VP, Learning at ADP, deploying and developing resources to support ADP's Talent Management initiatives as well as launching ADP Talent Management System. Prior to ADP, Harris was Director, OD and Talent Management at UST in Stamford, CT where he managed talent acquisition, learning, employee engagement and succession planning strategies. Previously as Director of IBM's Global Executive and Organization Capability, he consulted with senior executives in applying leadership competencies to business results. As Director of IBM's Executive Education, he developed a Global Development Center to accelerate early-in-career IBM'ers on track for GM or Technical leadership roles. He has held leadership roles in Training and Development at JPMorgan Chase, Colgate Palmolive, Citibank and Siemens.

Harris earned a B.S. in Psychology at Union College (Schenectady), M.Ed. in Counseling at the University of Hartford, and Ph.D. in Counseling Psychology at the University of Pennsylvania with a minor in Organizational Behavior at Wharton. Harris is a licensed psychologist in NY State. He serves on the Conference Board's Council on Talent Management and the Advisory Board on Executive Coaching. He has taught at the Choate Rosemary Hall School, University of Delaware, Pace University and New York University. He has contributed to *Executive Coaching for Results: the Definitive Guide to Developing Organizational Leaders* (2007).



Paco Garcia
Senior Manager, Fraud Investigation & Dispute Services
Ernst & Young

Paco Garcia is a Senior Manager at Ernst & Young in the Fraud Investigation & Dispute Services (FIDS) practice in the New York, NY office. He has over 10 years of professional experience focusing on providing forensic investigative services, contractual and regulatory compliance analysis, and litigation support services to corporations and law firms involved in domestic and international disputes.

Paco has led large and small-scale investigative teams to provide accounting and financial guidance to companies and counsel responding to a variety of complex matters. He has investigated fraud allegations stemming from suspected financial statement fraud perpetrated by management, asset misappropriation and employee embezzlement, and "Ponzi" schemes. He has assisted Fortune 100 corporations calculate damages relating to contractual disputes and regulatory inquiries, such as off-label branding practices. He also has experience in investigating alleged anti-bribery and corruption (i.e., FCPA) violations, performing due diligence reviews, and assisting companies develop fraud risk assessments.

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Currently, Paco is leading EY FIDS' efforts relating to providing forensic services to clients with Latin American operations in the financial services industry. Additionally, he has served clients in pharmaceuticals and health care, retail and distribution, energy and other industries throughout the United States, Latin America, and Europe. Prior to joining EY FIDS, Paco has had experience within EY's Audit practice. He worked on a variety of audit engagements, ranging from multi-national corporations to smaller local retailers. Paco primarily audited a large public retail and distribution corporation in addition to performing compliance testing in accordance with Sarbanes-Oxley and other government regulations.

Paco was selected to participate in EY's Vantage Program (Corporate Responsibility Fellows) through which he served as an advisor to a high-impact entrepreneur in Bogota, Colombia. He led the implementation of a cloud-based business process workflow solution to automate the company's manual and email-based business processes in an effort to increase efficiency and maximize productivity.



Cathleen Finn
New England Manager
IBM Corporate Citizenship and Corporate Affairs

Cathleen Finn is the New England Manager for IBM Corporate Citizenship and Corporate Affairs and the Reading Companion Global Program Manager. She is responsible for managing IBM discretionary grant making, employee volunteerism, strategic services engagements, and special community events for Massachusetts, New Hampshire, Maine, Rhode Island and Vermont. Prior to joining Corporate Citizenship and Corporate Affairs, Cathleen held a variety of positions of increasing responsibility in the Information Systems department, and was a Senior Process Engineering Consultant where she completed internal management consulting assignments in Massachusetts and internationally.

Cathleen's previous professional experience included work as a technical support consultant, graphics expert and trainer at the regional office of the United States Environmental Protection Agency, and providing technology support to Boston University's Office of the Physical Plant.

Cathleen's community affiliations include serving as a director for the Center for Collaborative Education, membership in the Greater Boston Corporate Volunteer Council and serving as a mediator for Community Dispute Settlement Center and Mediation Works Incorporated. Previously Cathleen served as a director for the Massachusetts Business Alliance for Education, Associated Grant Makers, and Greater Boston Parents and Friends of Lesbians and Gays.

Cathleen graduated with honors from Boston University with a Bachelor of Arts in Mathematics and Psychology and earned a Master of Arts in Conflict Resolution from the University of Massachusetts Boston, receiving an award for academic excellence.

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William Farrell
Senior Advisor for Special Projects
Mercy Corps

William Farrell is Senior Advisor for Special Projects at Mercy Corps, a leading relief and development organization with ongoing operations in 43 countries and nearly 4,500 staff. Prior to this position, Farrell served as Vice President for Corporate and Foundation Relations and Vice President for Program Development, leading the design and support of high impact programming and development of partnerships globally.

In addition to his work at Mercy Corps, Farrell is Adjunct Faculty at the Maine Business School and a Fellow at the University of Maine's School for Policy and International Affairs, where he focuses research on the effectiveness of U.S. development assistance on countering terrorism.

A graduate of Tufts University and of the Fletcher School of Law and Diplomacy, Farrell has worked with international donor agencies, non-governmental organizations, and the United States Government over the past two decades. His experience in transitional countries has given him significant background in confronting the challenges of instability through community-led and market-driven programming.

Seconded by the United States Department of State to the Organization for Security and Cooperation in Europe, Farrell was substantially involved in the formal peace negotiations between Georgians and South Ossetians as well as between Tajiks, during the civil war in Tajikistan. His work with the United States Agency for International Development in Central Asia helped communities and governments develop stronger partnerships to enhance the lives and well-being of citizens. He has worked in support of emergency response in Sudan, as well as assessing large parts of the Sahel for concrete ways in which development assistance can be used to counter extremist activity.

Farrell is a member of the Maine Advisory Council of the U.S. Global Leadership Coalition. He lives with his wife and five children in Maine.

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Celia Berenguer
Global Head of Executive Talent & Development
Barclays

Celia Berenguer is the head of Global Executive Talent & Development at Barclays, responsible for talent insight and leadership development of the Managing Director population under the newly formed Group Leadership, Talent and Resourcing function in Barclays.

Celia has over fifteen years' experience in the executive development arena. She has worked on a number of innovative, highly experiential programs in several industries such as oil & gas, financial services, consumer products and telecommunications. She has developed programs for the high potential and senior management levels touching a range of issues including post-merger integration, new culture development and leaders of the future, with a relentless focus on supporting the strategic agenda and connecting with the business needs of the organization.

Celia was previously the Director of Global Capability Development at BP, where she was in charge of the curriculum for the middle management population. Prior to BP, she was an Associate Partner for Monitor's Leadership and Organization Practice, specializing in large, global executive development and capability building programs. Celia started her career in executive development in business schools such as Harvard Business School and the Carnegie Bosch Institute at Carnegie Mellon University in the US, and Instituto de Empresa, in Madrid, Spain. Celia received her bachelors in International Relations and French from Tufts University, and her masters in International Relations from the Center for Studies in International Relations (CERI) at the Instituto Universitario Ortega y Gasset in Madrid, Spain. She lives in London with her husband and two sons.



Baljit (Boo) Samra
Corporate Vice President, Strategic Account leader
PAREXEL International

Baljit (Boo) Samra is a seasoned leader with global exposure and expertise in IT, Quality, Operations and General Management. He has more than twenty years' experience holding positions of increasing responsibility for major Pharma and leading Clinical Research Organizations (CRO) in Europe, US, Asia Pacific and India. Boo is currently working for PAREXEL International and is now based in Waltham, Massachusetts, where he serves as a Strategic Account Leader responsible for the growth and profitability of his strategic accounts by developing, implementing, and achieving the business vision, strategy, plan, financial metrics and execution for the account.

Before relocating to the corporate headquarters in January 2014, Boo had been based in Hyderabad, India, for 3 years where he served as the Country Manager for PAREXEL India with particular emphasis on growing the operations (from 700 to 1700+ employees) and business in India to a high level of quality, whilst developing the leadership bench. Preceding this, he was overseeing Data Management Operations for the Asia Pacific region for 3 years where he was based in Shanghai, China and Tokyo, Japan. Prior to moving to Asia, he gained extensive experience with PAREXEL International based in the United States and United Kingdom. Boo has been with PAREXEL International for 12 years, before which he worked for Procter & Gamble, Clintrials Research and Duke Clinical Research Institute (DCRI). He is a Chemistry graduate from the University of Manchester Institute of Science and Technology (UMIST) in the UK.

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**Dr. Ksenya Khinchuk
Director of the Hubert H. Humphrey Fellowship Program
Boston University**

Dr. Ksenya Khinchuk, a native of Leningrad, received her M.S. in Economics and Statistics and her Ph. D. in Economic Geography from the Leningrad Institute of Finance and Economics (now St. Petersburg Academy of Finance and Economics), where she also served as an Associate Professor before immigrating to the United States. Dr. Khinchuk joined Boston University as a faculty member in 1985 and has been associated with the Hubert H. Humphrey Fellowship Program since 1990, when she began as co-coordinator and then became the sole coordinator in 1997. Boston University's Hubert H. Humphrey Program is the only campus in the country that has been hosting the Program since its inception.

Dr. Khinchuk combines her leadership position with her academic responsibilities as Adjunct Associate Professor of Administrative Sciences. She was a Fellow at the Russian Research Center at Harvard University for fifteen years and holds membership in the Phi Beta Delta Society for International Scholars. Dr. Khinchuk is a recipient of the Golden Key National Honor Society Award for High Quality of Teaching, and was included in the "Who's Who" global professional directory in 2011. Dr. Khinchuk is a member of the National Association for Business Economics, the Association for Social Economics, the Association of American Geographers, and the Association of International Educators.

She has authored a number of published articles on socio-economic issues of the former Soviet Union and Eastern Europe and is often called upon as a guest speaker as well as a consultant by US companies operating in the region. Her current research interests include the problem of corruption as a hindrance to transition in Russia as well as gender inequality in modern Russia. She is a Senior Editorial Advisor and Program Director of the book, *A Spirit of Participation. Celebrating Thirty-Five Years of the Hubert H. Humphrey Fellowship at Boston University*, published in 2014.

Dr. Khinchuk founded and coordinates the War Children in Africa Project, an initiative to support children in Rwanda. With the sale of the *World Family Cookbook*, written and produced with the assistance of Humphrey Fellows, the project has been funding the treatment, schooling and vocational training of orphans in Rwanda since 2002 through cooperation with the Swiss NGO Association Francois-Xavier Bagnoud. To promote this project, Dr. Khinchuk has spoken at student organizations, local government forums, churches, and adult education centers.

Dr. Khinchuk approaches her senior leadership role in the Humphrey Fellowship Program from many angles. As an experienced professional, she makes a diverse and influential network of associates available to the Humphrey Fellows. As a Boston University faculty member of almost thirty years, she knows how to guide the Fellow to take full advantage of the variety of resources the University has to offer. As a naturalized US citizen, she is able to draw upon her experience to lead Fellows in the adjustment process during their Humphrey year.

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Violet Chatsika
Treasury Operation Consultant
World Bank Treasury, Washington DC

Ms. Violet Chatsika has over 15 years of hands-on experience and expertise in foreign reserve management at Reserve Bank of Malawi (RBM) in Africa. As a member of the Investment Committee of RBM, she contributes in the evolution of reserves management from simple term deposits to more complex investment strategies. She also leads a team in developing an in-house Book-Entry system for processing government securities. She is currently serving as an Extended Term Consultant with Treasury Operation Department of the World Bank Treasury in Washington DC, where her main responsibility is to provide secure, accurate and timely settlement of internal transactions as well as external clients.

During her year as a Humphrey Fellow at Boston University in 2011-2012, Ms. Chatsika acquired intensive understanding of developed nations' financial market operations and investment strategies for managing counterparty risk. In particular, she studied the development of a counterparty risk framework that can be used for a low resource bank. Furthermore, Ms. Chatsika's ambition is to play a pivotal role in the Malawi Growth and Development Strategy to guide in the attainment of her country's Millennium Development Goals. Under this strategy, the reduction of poverty in Malawi can be achieved. She is a Director at the Ministry of Hope, a non-governmental organisation with a mission of reaching out to orphans, widows, the disabled and destitute in Malawi as well as a member of the Women's Guild in Malawi, with a mission to reaching out to the underprivileged.

Ms. Chatsika received her MBA from Bradford University in the UK, and her undergraduate degree in Business Studies from the University of Malawi. In addition to her Humphrey Fellowship in the US, she has also earned a fellowship with a regional institute, Macroeconomic and Financial Management Institute of Eastern and Southern Africa (MEFMI). Ms. Chatsika continues to be a regular advisor for MEFMI in the areas of foreign reserve management and Front Office operations.



Faisal Mazhar
Deputy Director, Payment Systems
State Bank of Pakistan

Muhammad Faisal Mazhar is the Deputy Director of the Payment Systems Department at the State Bank of Pakistan. His responsibilities include overseeing high-value payments, developing policies to ensure smooth functioning of the system, and identifying areas where financial market infrastructure could be integrated with the high-value payment system.

Faisal holds an MBA from SZABIST, Karachi, and a BS in computer science from National University-FAST, Lahore.

During his Humphrey Fellowship, Faisal will study information security and digital forensics. He plans to further his understanding of the regulatory framework in developed countries that dictates banking operations and how oversight is performed for such financial market infrastructures. He also intends to explore the regulatory measures required to facilitate financial inclusion by leveraging technology to provide financial services to those without access to banking.

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**Nada Tarada
Head of Customer Service
Bank of Bahrain and Kuwait**

Nada Tarada has over six years of Retail Banking experience and is currently the Head of Customer Service at the Bank of Bahrain and Kuwait. She was appointed in January 2014 to assist in standardizing service excellence across all channels. Her main responsibilities include Customer Complaint Resolution, Customer Communications, Debit Card Operations, Contact Center Management, Social Media, Fraud Monitoring Management and other Special Projects.

Nada was also an Assistant National Leader in the 25th Ship for World Youth Program, an exchange program sponsored by the Cabinet Government of Japan. Nada also holds an MBA from DePaul University and a BA in Industrial Relations & Human Resource management from The University of Kent in the UK.

As a Humphrey Fellow, her goal is to enhance her expertise in current Retail Banking trends and practices. She would also like to explore different professional fields in Leadership Development, Public Relations and Project Management.



**John F. (Jack) McCarthy, DBA
Associate Professor of Organizational Behavior
Director of the Executive Development Roundtable
Boston University School of Management**

Dr. Jack McCarthy is an Associate Professor of Organizational Behavior at the Boston University School of Management, where he also serves as the Director of the Executive Development Roundtable, a major consortium and research center on leadership. He also designs and leads a year-long seminar series on leadership for the Hubert H. Humphrey Fellowship Program at Boston University, comprised of exceptional mid-career professionals from developing nations studying in the US. With research interests in leadership, creativity, organizational change, and global sustainability, his work has been published in leading journals and he is a frequent speaker and consultant on leadership and leading positive change. An innovative and dynamic teacher in the undergraduate, MBA, international and executive programs, he was awarded the 2012 Broderick Prize for Excellence in Teaching at the Boston University School of Management, the school's highest honor for teaching. In addition, having taught for four summers in residence in China, he received the 2009 and 2014 Faculty of the Year Awards from the International MBA cohort at Boston University. Most recently, he participated in a faculty study tour on innovation in Israel and served as a visiting scholar at Dublin City University in Ireland as well as at the Center for Creative Leadership in Ethiopia, Africa, where he studied and practiced global leadership development.

With over fifteen years of industry experience in corporate finance as a financial analyst, manager, and senior executive in operating divisions of Raytheon, Schlumberger and W.R. Grace prior to his career transition into academia, he draws heavily upon his real-world management and leadership experience in his teaching, research and consulting. He is a member of the Boston University Provost's Arts Council and serves on the School of Theatre's Academic Outreach Committee to support and encourage creativity, innovation and the arts in management education and leadership development. Dr. McCarthy holds a BA in Economics from the University of Massachusetts at Amherst, an MBA from Babson College, and a DBA from the School of Management at Boston University. A native Bostonian, and an alumnus of the Boston Latin School, he is an avid Boston sports fan and still plays competitive ice hockey, although at an increasingly less competitive pace.

**Boston University School of Management
Executive Development Roundtable
EDRT Fall Meeting: November 13-14, 2014
Hotel Commonwealth, Kenmore Square, Boston, MA
*Developing a Global Leadership Mindset***



**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 Professor of Leadership and Cultural Studies in the Department of Command, Leadership, and Management at the United States Army War College.

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.

His areas of interest are Strategic Leadership, Creativity and Innovation, and Organizational Change. In addition to 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*, *Journal of Installation Management*, *Army Professional Readings*, *ARMY Magazine*, *Small Wars Journal*, *Defense Acquisition Review Journal*, *Southern Business Review*, *Strategic Studies Institute*, *U.S. Army War College*, *COMMAND*, *The Army Times* and *The Washington Post*. Professor Allen is a past fellow and current member of the Board of the Directors for the Education Policy and Leadership Center and a local food bank, Project Share.

He is a contributor and member of the "On Leadership" panel of *The Washington Post*. Professor Allen is the Steering Committee Chairman for the Executive Development Roundtable hosted by Boston University. Professor Allen is a member and leader within 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.

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, in collaboration with the Center for Creative Leadership.