



EDRT NEWSLETTER

The Executive Development Roundtable



IN THIS ISSUE...

SAVE THE DATE – EDRT SPRING 2014 MEETING

EDRT FALL 2013 MEETING RECAP

EDRT MEMBER NEWS

OUR NEWEST EDRT MEMBER: ANALOG DEVICES; THE HANOVER INSURANCE GROUP;

SEARS HOLDINGS CORP; AND RVB ASSOCIATES

EDRT MEMBER PUBLICATIONS

ONGOING EDRT & BU RESEARCH & UPDATES

BOSTON UNIVERSITY NEWS

CONNECTING WITH EDRT COMMUNITY THROUGH YAMMER

RECOMMENDED READINGS & LEADERSHIP NEWS

EDRT MEMBERSHIP BENEFITS

EDRT MEMBER & STEERING COMMITTEE LISTS



**SAVE THE DATE – EDRT SPRING 2014 MEETING: May 22 - 23, 2014
AT THE HOTEL COMMONWEALTH IN BOSTON, MA!**

Leading Cultural and Strategic Change in a Turbulent World

The Spring 2014 EDRT Meeting will be on May 22nd & 23rd at the Hotel Commonwealth in Boston, MA. The meeting advances our Fall 2013 meeting theme on developing more self-aware and adaptable leaders and will examine *how* we can lead cultural and strategic change in our organizations during these hyper-competitive and turbulent times.



EDRT is delighted and very pleased to announce that renowned world-class scholar, author and consultant **John Kotter**, will be the meeting's keynote speaker. His session on leading change will be provocative, valuable, and timely for developing agile, strategic leaders for both today and tomorrow.

Dr. John P. Kotter is a *New York Times* best-selling author, award winning management thought leader, entrepreneur, inspirational speaker, and Harvard professor. Many consider him to be the world's top authority on leading change. His ideas and books, as well as his company, [Kotter International](http://www.kotterinternational.com), have helped mobilize people around the world to better lead organizations and their own lives in an era of increasingly rapid change.

Additional agenda and speaker information available on the EDRT websites: www.bu.edu/edrt & www.edrt.org



EDRT FALL 2013 MEETING RECAP:

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



The EDRT Fall 2013 Meeting was held at Hotel Commonwealth, Boston, MA on October 16th and 17th, 2013. The theme of this meeting was “Developing Leaders for Today and Tomorrow: The Power of Relationships and Developmental Networks.” The objective was to understand the changing mindset in organizational approaches to mentoring and developmental relationships and to explore ways to develop the necessary leadership programs to enact these principles. The topic allowed for an in-depth examination of emergent trends and ideas on how to tailor leadership development programs so that they unleash the power of developmental relationships. EDRT members and guests actively participated in constructive dialogue and contributed to designing the best possible future for themselves and their organizations. This meeting also marks the **25th anniversary of the founding of EDRT**, which was recognized during the meeting’s dinner reception.

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, Leadership Development at Cummins Inc., and **Kristina Brunelle**, Director of Learning & Development, North America at Vistaprint, facilitated an interactive Discovery Café workshop. The aim of the Discovery Café is to provide a forum for small group interactions, to facilitate a genuine and open dialogue, and to allow members and guests to engage directly with leadership development colleagues and express their concerns, ask powerful questions, and explore best possible futures. During the Discovery Café EDRT members and guests were introduced to the developmental relationship map, a tool for evaluating developmental networks, and explored how personal relationships can strengthen leadership development through mutual learning and reciprocity.

Our first speaker, **Michael Campbell**, Faculty for Delivery and Research at the Center for Creative Leadership (CCL), summarized leadership development applications influenced by social network and developmental network theories and focused on “how to develop others using developmental networks.” Campbell offered suggestions on how to strengthen developmental networks and how to use interventions, such as the feedforward exercise, to energize employees towards positive and future-oriented action. He was followed by our keynote speakers, **Kathy Kram**, Shipley Professor in Management at the Boston University School of Management and the recipient of EDRT’s [2013 Marion F. Gislason Award](#), recognizing an individual for the excellence of his or her work in advancing the state of knowledge or the state of the art of practice in executive development. The Gislason Award is EDRT’s highest honor, and **Monica Higgins**, Professor of Education at Harvard Graduate School of Education. Kram and Higgins explained why traditional one-to-one mentoring arrangements no longer work in our VUCA (Volatile, Uncertain, Complex, and Ambiguous) world, and introduced a new mindset in mentoring based on their theory of developmental networks. Kram and Higgins argued that rich developmental networks represent the next evolutionary step in the mentoring field and urged leadership development professionals to incorporate these ideas in their talent development and learning programs.



*“It’s not what you know. It’s who knows what you know. And what you can come to know through knowing them.”
- Michael Andolino, Director, Human Resources at Epizyme.*



EDRT FALL 2013 MEETING RECAP CONTINUED:

On the second day of the meeting, the EDRT Company Application Panel sessions allowed for further sharing of experiences and provided insider perspectives on the practices of leading global firms. In our first application panel, **Mary Abraham**, Director Digital Learning Products, Center for Creative Leadership (CCL), **Corey Milnes**, Strategic Relationship Manager, Allen Interactions, and **Fred Dierksmeier**, Training Director at Essilor of America, described the development of a new, bold, and cutting edge leadership development program at Essilor of America, a global leader in ophthalmic optical equipment. The three panelists demonstrated how collaborative developmental relationships based on trust and mutuality can lead to positive organizational outcomes. Our second Company Application Panel consisted of members of the Boston Scientific Corporation who described their company’s new mentoring-based leadership development program. **Alicja Januszewicz**, Talent Development Leader for Human Resources, **Stephanie Gonzalez**, Senior Clinical Education Specialist in Endoscopy, **Luci DeRosa**, Director of Customer Service, and **Boni Bonneville**, IP Paralegal, described Boston Scientific’s Mentoring Circles program, a systematic voluntary development effort based on the idea of developing leaders through reciprocal mentoring.

The EDRT Fall 2013 Meeting showcased the important role developmental networks and collaborative relationships will play in current and future leadership developmental efforts. The traditional model of a few long-term, one-to-one dyadic mentoring relationships no longer fulfills the needs of today’s organizations. In our VUCA world, wide and diverse networks of relationships, mutual learning, reciprocity in relationships, and approaching the development process with intentionality and responsibility will be the drivers behind creating learning organizations. Dynamic developmental networks provide the platform to optimize mutual learning through a diverse, multimember team of developers, and can increase the number of transformational learning experiences that occur with brief interpersonal interactions. Virtual developmental networks are also emerging as yet another practice tool tailored to the geographical and time constraints imposed on communications in today’s global world. We should take advantage of these new opportunities, utilize our technology, and adapt our processes and procedures to respond to the new challenges. Successful implementation will require remaining true to our organizational vision and relying on intellectual curiosity, risk taking, and a willingness to learn through trial and error. Once again, the best way to learn about the future is to immerse in it and play with it.

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





EDRT 25TH ANNIVERSARY RECEPTION

We celebrated our 25th Anniversary, but the first 25 years are only the beginning. Since 1988, the Executive Development Roundtable has honored its mission and grown to become a thriving network of faculty, practitioners, and experts in the field of leadership development. With old and new friends of EDRT, we spent the night celebrating EDRT’s remarkable success over the years and enjoyed a performance of Romeo & Juliet by Boston University’s School of Theatre.



EDRT 25th Anniversary Video

Filmmaker **Jenny Hardy**, created a video to commemorate the great work EDRT has done over the past 25 years, featuring longtime and current EDRT members and faculty reflecting upon the EDRT’s storied success over the past 25 years and look ahead to its future as it continues to stay on the cutting-edge of executive development.

[Click here to watch the video!](#)

VIDEO: VUCA WORLD



Popularized by faculty at the US Army War College and Bob Johansen from the Institute for the Future, we live today in a Volatile, Uncertain, Complex and Ambiguous (“VUCA”) world, as highlighted here. This video was created by filmmaker Yvonne Tran while serving as a Research Assistant for Professor Jack McCarthy of the Executive Development Roundtable (edrt.org & bu.edu/edrt) and Organizational Behavior Department at the Boston University School of Management.

[Click here to watch the video!](#)



EDRT.ORG

Executive Development Roundtable in collaboration with CCL

At the intersection of learning and leading...

EDRT Member News

EDRT MEMBER UPDATE

Boston Globe's Top Places to Work in 2013

EDRT would also like to extend our congratulations to [Biogen Idec](#), [Cubist Pharmaceuticals](#), [Newton-Wellesley Hospital](#), and [Hill Holliday](#) for being recognized among The Boston Globe's Top 100 Companies, with Biogen and Hill Holliday in the top 8. The Top Places to Work rankings recognizes employers based in Massachusetts for how well they treated employees and fostered workplace environments high in appreciation, confidence, and meaningful work during 2013.



Check out the full [list!](#)

State Farm Ranked #1 in Social Responsibility by FORTUNE Magazine

[State Farm Insurance](#) was featured in FORTUNE Magazine's annual list of Most Admired Companies, ranking #1 in Social Responsibility amongst companies in the Property and Casualty (P&C) insurance sector. These rankings were determined by a panel of top executives and board members from the leading P&C companies. In addition, State Farm ranked in the top 3 for People Management and Quality of Management. Congratulations to State Farm Insurance!

To view article click [here!](#)

Fidelity Investments Named Largest Family-owned Business in Massachusetts

The Boston Business Journal recently ranked [Fidelity Investments](#) at the top of its list of largest family-owned businesses in Massachusetts. Companies featured on this list all have either two or more family members being their largest shareholders or be majority owned by an individual with at least one family member employed in a full-time management capacity.

Frances Hesselbein honored by Volunteers of America at 2013 Gala

Congratulations to **Frances Hesselbein** for receiving the Volunteers of America Maud Ballington Booth Legacy Award. Every year, the Volunteers of America of Greater New York honors a few key individuals in leadership and service at their annual "a New York Winter's Eve" gala. This award is the highest honor given by the organization recognizing individuals for a lifetime of pioneering social change.



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

2013 Working Mother Magazine's 100 Best Companies

[AstraZeneca \(Parent Company of MedImmune\)](#), [Eli Lilly and Company](#), and [Takeda \(Parent Company of Millennium Pharmaceuticals\)](#) were all featured in Working Mother Magazine's 30th annual listing based on their continued support for working mothers in the workplace through benefits and programs such as flexible work arrangements, women's advancement programs and paid maternity leave. Health and wellness facilities, childcare services, and generous benefits for their diverse base of female employees helped secure these companies' spots in the extensive listing.

Check out the full [list!](#)



Top Marks on the Human Rights Campaign (HRC) Foundation 2014 Corporate Equality Index

Congratulations to [Bingham McCutchen LLP](#), [Biogen Idec](#), [The Boeing Company](#), [Cummins Inc.](#), [Eli Lilly and Company](#), [Sears Holdings Corporation](#), and [Staples Inc.](#) for scoring 100/100 points on the Human Rights Campaign Foundation's annual Corporate Equality Index reports. The marks are based on consideration for equal employment opportunities, organizational LGBT competency, public engagement, and comprehensive and equal employment benefits. Companies receiving a perfect score are recognized as "Best Places to Work At for LGBT Equality" by the HRC.

Check out the full [list!](#)



EDRT MEMBER UPDATE (CONTINUED)

Michael W. Bonney earns an Ernst & Young Entrepreneur of the Year 2013 Award

Congratulations to [Cubist](#) CEO Michael W. Bonney for his honor as an Ernst & Young Entrepreneur of the Year Award recipient in the New England region. The prestigious award acknowledges outstanding individuals in business whose passion elevates their business, industry standards, and vibrancy of their communities.



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

Eli Lilly and Company on InformationWeek 500 List of Top Technology Innovators across the U.S. for 2013

InformationWeek parlays its knowledge and networks in IT to compile an annual list of the Top 250 technological companies across the U.S. and recognize them for their ongoing excellence in innovation and work practices. [Eli Lilly and Company](#) ranked amongst peer corporations, noted for their commitment to innovation and good business.

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

State Farm Featured in Top 10 Companies for Customer Service

In Zogby Analytics and MSN's newest edition of its seventh annual customer service survey, [State Farm Insurance](#) placed in the top 10 companies out of 150 surveyed brands for customer satisfaction. Results for this list came from a survey pool of 1500 consumers where at least 500 respondents who have interacted with the brand in the last year and expressed having an "Excellent" customer service experience with the brand.



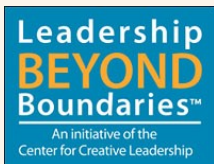
Check out the full [list!](#)

EDRT Chair Chuck Allen leads Martin Luther King Commemoration Ceremony

EDRT Steering Committee Chair and Professor of Leadership at the [US Army War College](#) **Chuck Allen** served as the Co-Chair of the Reverend Martin Luther King Jr. Commemoration Committee in Carlisle, PA. Col. Allen (ret.) talked about how important it is to remember Dr. King's vision of equality and freedom and to follow and act upon the guiding principles that Dr. King cherished. Dr. King earned his Ph.D. in systematic theology in 1955 from Boston University, where our library today houses thousands of Dr. King's personal papers and correspondence.

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

New CCL Initiative Earns 2013 Outstanding Achievement in Global Work Award



Working with various non-profit organizations across the globe, the CCL has expanded its grassroots initiative, Leadership Beyond Boundaries to provide low cost, high impact leadership training and resources to those over 10,000 people who would not otherwise have such access. The Organization Development (OD) Network, an influential, international professional association awarded the CCL its top recognition for their great work through this inspiring program.

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

Roland Smith to Lead CCL's Growing Asia-Pacific Operations

Senior faculty member and lead researcher at the Center for Creative Leadership (CCL), Roland Smith will begin a new position as Vice President and Managing Director, Asia-Pacific to continue expanding the CCL's presence in the region. Smith's prior experience as the lead researcher on the groundbreaking, global Senior Executive Research Initiative has allowed him to develop extensive contacts and relationships with top leaders throughout the region and gain a deep sense of understanding for best practices for individual and organizational leadership success in the region.

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

CCL Repeats Top 10 Rankings in New Bloomberg BusinessWeek Global Survey

The Center for Creative Leadership (CCL®) once again ranks among the world's Top 10 providers of executive education in Bloomberg BusinessWeek's new biennial survey.

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



WELCOME TO OUR NEWEST EDRT MEMBERS!



**ANALOG
DEVICES**

Analog Devices, Inc.
Marge Dupere, Director of Organizational Development
www.analog.com

Analog Devices, Inc. (NYSE: ADI) defines innovation and excellence in signal processing. ADI's analog, mixed-signal, and digital signal processing (DSP) integrated circuits (IC) play a fundamental role in converting, conditioning, and processing real-world phenomena such as light, sound, temperature, motion, and pressure into electrical signals to be used in a wide array of electronic equipment. But that doesn't begin to capture the essence of what Analog Devices does for our customers, and ultimately for the end user.



The Hanover Insurance Group
Nancy Persson, Vice President, Talent Management
www.hanover.com

The Hanover Insurance Group, Inc. based in Worcester, MA, is the holding company for a group of insurers that includes The Hanover Insurance Company, also based in Worcester; Citizens Insurance Company of America; headquartered in Howell, Michigan; Chaucer Holdings PLC, based in London; and their affiliates. They offer a wide range of property and casualty products and services to businesses, individuals, and families through a select group of independent agents across the U.S., and have been meeting their obligations to their agent partners and customers for nearly 160 years. The company is ranked among the top 25 property and casualty insurers in the country and maintains excellent ratings from A.M. Best, Standard & Poor's, and Moody's.

SEARS HOLDINGS



Sears Holdings Corporation
Angela Sternburgh, Director, Business Effectiveness
www.searsholdings.com

Sears Holdings Corporation is a leading integrated retailer with almost 2,500 full-line and specialty retail stores in the United States and Canada and the home of Shop Your Way, a social shopping experience where members have the ability to earn points and receive benefits across a wide variety of physical and digital formats through ShopYourWay.com. Sears Holdings is the leading home appliance retailer as well as a leader in tools, lawn and garden, fitness equipment and automotive repair and maintenance. They are the nation's largest provider of home services, with more than 14 million service and installation calls made annually, and have a long-established commitment to those who serve in the military through initiatives like the Heroes at Home program. We have been named the 2011 Mobile Retailer of the Year, Recipient of the 2013 ENERGY STAR® "Partner of the Year - Sustained Excellence Award" for Product Retailing and Energy Management and was named one of the Top 20 Best Places to Work for Recent Grads. Sears Holdings Corporation operates through its subsidiaries, including Sears Roebuck and Co. and Kmart Corporation.



RVB Associates
Robert Bogosian, Owner
rybassociates.com

For more than 20 years, **RVB Associates** has helped managers and teams at companies around the world, representing a variety of industries. RVB Associates provides customized performance-development consulting services to leaders, in-tact and project teams, and individuals. Their goal is to help clients leverage their talent in ways they didn't think were possible. They tailor all their programs to each client's unique requirements. Their goal is to link management and leadership development to business results, in a way that will give its clients the cutting-edge advantage in today's competitive marketplace.



EDRT MEMBER PUBLICATIONS

Chuck Allen's "Trust: Implications for the Army Profession"

Charles D. Allen, Professor of Leadership & Cultural Studies at the US Army War College, published an article in the *Military Review* with Col. William G. "Trey" Braun III, discussing the importance and implications of trust in all echelons of the army profession. He describes trust in multiple levels of trust within the army unit itself, leaders, family members and friends, and the American public thoroughly; all of which comes to culminate to the point that trust is "the bedrock of our profession."

To view article click [here!](#)

Steve Gerras Co-authors Article for Strategic Studies Institute

Dr. Steve Gerras, Professor of Behavioral Sciences at the US Army War College, coauthored the article "Changing Minds in the Army: Why Is It So Difficult and What To Do About It" with Dr. Lenny Wong explaining strategies to leadership training that would develop military leaders to be more agile in changing their minds. The article first explores "how smart, professional, and incredibly performance-oriented Army senior leaders develop frames of reference and then oftentimes cling to their outdated frames in the face of new information" and how training schemes can be changed to resolve this problem.

To view article click [here!](#)

ONGOING EDRT & BU RESEARCH & UPDATES

Former Humphrey Fellows visit OB class at BU

Two former Hubert H. Humphrey Fellows, Dr. V. "Shubha" Shubhalaxmi from India and Mr. Ganga Ram Gautam from Nepal, visited OB department colleague Sandi Deacon's undergraduate Leadership seminar at the School of Management this Fall by teleconference to talk about their real-world leadership experiences as well as their work with 360-degree leadership development assessments during their Humphrey Fellow year



in Boston at BU, with EDRT Director Jack McCarthy. The Humphrey Fellowship Program, sponsored by the US State Department, is comprised of mid-career professionals from developing nations who come to the US for a year of post-graduate study. Shubha is the Deputy Director of the Bombay Natural History Society Conservation Education Centres and has developed a pioneering country-wide leadership development program for Empowering Women Leaders of Environmental NGOs in India. Ganga is a faculty member in English Education at Tribhuvan University in Nepal, where he has also helped build a nationwide association for English teachers in his country. Both Shubha and Ganga, who had both participated in **Jack McCarthy's** year-long leadership seminar during their fellowship, shared with students how important self reflection and feedback are for leaders in all domains. Students were excited to discuss this as well as the challenges and personal stories of working and leading in the developing world with both dynamic leaders.

EDRT Director Jack McCarthy's 2014 Sabbatical Plans on Developing Global Leaders

Jack McCarthy will be on sabbatical during the Spring 2014 term, when he plans to conduct research and teaching initiatives on developing global leaders and leading positive change. As a principal component of this he'll be holding a visiting scholar position at Dublin City University Ireland in April and May, working with colleagues there on innovation, leadership and conflict resolution. He has also been invited to participate in a study tour in Israel with senior faculty from Boston area universities in June to explore leadership and innovation in that complex part of the world. Lastly, he plans to work with our CCL colleagues in Ethiopia this summer in their amazing Leadership Beyond Boundaries program, which is CCL's global initiative to "democratize leadership and unlock the power of human potential" around the world. He is excited to bring back many ideas and new perspectives for teaching and learning about leadership to EDRT as well as student audiences at BU. **Jim French**, Jack's OB department faculty colleague (and former senior executive at EDRT member firm Hill Holliday), will serve as the Interim EDRT Director during Spring 2014.

George Labovitz Opens Dialog about Alignment in Business

Boston University Professor George Labovitz writes about the power of effective alignment in any successful business. "Alignment is that state where the key elements of a business are integrated and aligned to drive growth and profit." He discusses several examples of organizations succeeding due to their focus on alignment and how other businesses can apply this concept to their operations.

To view article click [here!](#)



ONGOING EDRT RESEARCH & UPDATES (CONTINUED)

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

The 5C Group (Cross-Cultural Collaboration on Contemporary Careers) has been looking at how careers are experienced across countries for the last 10 years. Jon Briscoe of Northern Illinois University (and past Research Associate of EDRT), Tim Hall of Boston University, and Wolfgang Mayrhofer of Vienna University co-founded the group which now includes 30 countries with their dedicated research teams. Their most recent research looked into the correlation between an individual's perception of career success and their actual career success.



Surveying a sample of over 4000 professionals around the world, the group found that those who defined career success as achieving financial goals had the strongest correlation with promotion rate. Other factors such as work-family balance and prosocial orientation also had similar correlations. Interestingly, the top group in promotion rate in the U.S. showed that an emphasis upon financial achievement, learning and development, and an entrepreneurial approach did not correlate with promotion rate. Instead, an emphasis upon relationships and balance were more predictive of those who had a high rate of promotion, echoing perhaps of a role for emotional intelligence. It is important to note that these correlations do not indicate causality, but they do indicate that one size does not fit all (countries or individuals) when it comes to this important issue. This preliminary set of data only sets the stage for the more detailed analysis to come as the team looks more carefully at the causes and consequences of career success. In the U.S. specifically we want to extend this to look at the types of development, organizational cultures, leadership preferences, etc. that attract different types of managers and executives and how these impact their subjective and objective performance. We'd be delighted to partner with EDRT organizations who wished to use their companies for the study and/or who wished to inform the research through your knowledge of executive development practice. Please contact Jon Briscoe at jonbriscoe@niu.edu or (815) 793-4041.

Kathy Kram and Wendy Murphy Releasing *Strategic Relationships at Work: Creating Your Circle of Mentors, Sponsors, and Peers for Success in Business and Life* in 2014

Kathy Kram, Shipley Professor of Management at Boston University School of Management and Wendy Murphy, Associate Professor at Babson College draw on thirty years of research on mentoring and developmental networks to provide specific strategies and guidelines for individuals and organizations to use in order to enhance the quality and availability of high quality relationships at work and outside of work. It is written for the professional, whether young, seasoned, or specialized in talent development, who wants to learn how to build effective mentoring and coaching relationships to support development goals. New challenges and opportunities posed by globalization, technology, and a rapid pace of change are discussed so that these trends can be leveraged rather than become obstacles to effective mentorship and developmental networks.

Learn more about the book [here!](#)

Romeo & Juliet performed in undergraduate Organizational Behavior class

A command performance of Shakespeare's Romeo & Juliet was provided by the BU School of Theatre's all-woman "Femina Shakes" acting troupe for Professor **Jack McCarthy's** 500-student undergraduate Organizational Behavior core class (OB221) in the School of Management during the Fall 2013 term. The classic stage play was used as a live case study on power, gender, teamwork, conflict and leadership, which was a powerful and distinctive learning experience for the business and management students and faculty. Some EDRT members will recall a surprise visit by the play's lead actors who performed the famous balcony scene during the dinner reception at the Fall 2013 EDRT Meeting. A short film of this creative initiative was also produced to highlight and chronicle its many lessons in OB221: [Watch here!](#)

Peter Harakas Reviews the Underutilization of Relational Perspectives to Combat Resistance to Change

Peter Harakas, EDRT writer, recently published a research piece in the Consulting Psychology Journal regarding the need to develop more nuanced and matured integration of social, clinical, and counseling psychology with executive coaching. He reviews the theoretical approaches to executive coaching and then transitions to investigate the psychology of resistance, ambivalence, view of self, and other related concepts, to find that concepts in these fields can deepen motivational interviewing and general executive coaching effectiveness.

To view article click [here!](#)



BOSTON UNIVERSITY SCHOOL OF MANAGEMENT NEWS/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!](#)

Bloomberg Businessweek Ranks School of Management 8th in Operations Management

Boston University School of Management placed 8th in the 2013 Bloomberg Businessweek "Best Undergraduate Business Schools for Operations Management" ranking, an advancement of 21 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!](#)



100 Years (B)OLD! BU School of Management Celebrates its 100th Anniversary!

Founded in 1913 as the College of Business Administration, the Boston University School of Management is celebrating its centennial anniversary. 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. The festivities bringing alumni and distinguished guests to convene at the School of Management sets the tone for another great 100 years to come!

To check out the history and festivities of the centennial celebration click [here](#) and [here!](#)

Dean Freeman hosts Centennial Dean's Speaker Series with Kenneth Feld and Other Top CEOs



As part of the celebration of Boston University School of Management's centennial anniversary, Dean Freeman has invited a range of industry leaders into his "living room" for insightful conversations about business and leadership, as a part of the Centennial Dean's Speaker Series. The series aims to provide advice on how to become a successful leader, implement an effective talent management system, guide an organization through a technological transformation, and more. Speakers have included Kenneth Feld, CEO of Feld Entertainment, Phillip Clarke, CEO of Tesco, Deb Dugan, CEO of (RED), Jeanette Horan, CIO of IBM, Mike Wright, CIO of McKinsey & Co., David Cote,

CEO of Honeywell, and other industry leaders.

Check out all of the videos from the Centennial Dean's Speaker Series [here!](#)

Kabrina Chang on the Importance of Teaching Ethics Effectively in Business Schools

SMG Assistant Professor of Business Law Kabrina Chang understands that "no amount exposure to the subject of ethics will deter future Bernie Madoffs", but she urges business schools to reevaluate the importance of teaching ethics and integrating it in their academic programs. She shares her experiences and insights with Bloomberg Businessweek on their magazine blog, opening the dialogue for a thorough discussion on how schools and industry can better ensure ethicalness in future business leaders.

To check out full article, 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 this [link](#) and [video](#)!

RECOMMENDED READINGS

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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.



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- ◆ Semi-annual meetings (Spring & Fall) on selected member-driven topics on leadership and executive development, featuring world-class speakers and best practice panels
- ◆ Participation at each EDRT meeting by two executives, plus the opportunity to invite a third person as a guest to any meeting
- ◆ Easy access to EDRT's engaged learning community, networking and information on specific questions, benchmarking suggestions, consultants, speakers, common problems, etc.
- ◆ Entry to members-only website with links to research and reports, recommended readings, presentations, podcasts, and literature summaries
- ◆ Periodic conference calls and workshops on topics of interest between meetings
- ◆ Mentoring and coaching for executive development professionals new to the field or role
- ◆ Networking with our partner organizations (Center for Creative Leadership, Center for Work & Family at Boston College, Dublin City University, and others).
- ◆ Complimentary set of CCL Guidebooks on critical leadership topics and research studies
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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@m@ccl.org

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