

## Spotlight on ILA Members

ILA Members are doing amazing leadership work around the world, from starting new degree programs to nurturing young people who make a difference, from running innovative workshops and seminars to fostering organizational change.

### Spotlight on Indiana Institute of Technology:

## Daring to Dream... Ph.D. in Global Leadership

by Ken Rauch

Today's leaders are facing a boundary less, worldwide community that they often find difficult and challenging. Effective global leadership can only come with the proper alignment of capabilities and understanding of multifaceted business environments and culture. Sustained business success in the future will require this awareness and understanding.

As Arthur Snyder, President of Indiana Institute of Technology (Indiana Tech) articulates, *"Our degree programs are designed to prepare our graduates for active participation in the complex, global society of the 21st century. The addition of the Ph.D. in Global Leadership is a continuation of this plan. With leadership programs at the baccalaureate and master's level the doctorate was a natural progression. But this isn't the end of our commitment to leadership education. We plan to add an array of post-graduate seminars/conferences, and establish a visiting distinguished chair in leadership."*

With this clear strategic direction, the Indiana Tech Ph.D. in Global Leadership program was created. The focus of the Indiana Tech program is to prepare scholar leaders for roles in complex organizations. The heart of the program encompasses understanding the global environment with its complexity; situational and environ-

mental challenges and opportunities; the interaction between, culture, social, political, and economic trends; the organizational environment in its totality; and leading with a global mindset in the 21st century.

The Indiana Tech program begins with each student completing the Thunderbird Global Mindset Inventory (TGMI). The Thunderbird Global Mindset Inventory (TGMI) is a survey spearheaded by Mansour Javidan, Dean of Research and Garvin Distinguished Professor at the Thunderbird School of Global Management and ILA Board member. It was developed through a rigorous scientific process including a series



First cohort of Indiana Tech's Ph.D. in Global Leadership

of pilot tests with over 1,000 global managers. It is designed to measure an individual's and a group's profile of global mindset in terms of Intellectual Capital, Psychological Capital and Social Capital. The normed TGMI results are reviewed with each student and TGMI participants begin



Student Oula Zouhbi presents her 2 Dimensional Innovation Theory at a recent immersion weekend

to:

- Understand their own profile of global mindset
- Understand their group's profile of global mindset
- Examine the importance of global mindset to their organization
- Develop action plans to enhance their own global mindset

In addition to these benefits, the TGMI survey will be taken during the dissertation process within the Global leadership Ph.D. program to evaluate the effectiveness of Indiana Tech's delivery of global leadership skill sets.

As the Indiana Tech Global Leadership coursework unfolds, it features a blend of online work, self study, and ongoing consultation with faculty. The coursework components include: the

11.



Student Doug Hiatt presents his research design criteria schema model at a recent immersion weekend

research core, the global leadership core, a specialization (Organizational Leadership or Academic Administration), completion and defense of a qualifying paper, and the dissertation. As the coursework nears completion, a distinctive feature of the program is found in the qualifying paper process. Many Ph.D. programs use comprehensive exams to conclude that a student is ready for the initiation of the development of a dissertation. The Indiana Tech Ph.D. in Global Leadership forgoes comprehensive exams in favor of a qualifying paper. This paper will demonstrate the student's competency in research and critical thinking, while also serving as a potential component of the dissertation.

As the program completes the first year of study, encouraging results are surfacing, "Already after the first few classes, I recognized how much the Indiana Tech Ph.D. program helped me to become a "global thinker." It assists me to better understand how cultural differences affect the way our global customers may use our products, how we can successfully meet global challenges, maximize opportunities and positively affect the global community." Erik Magner, President, Meister Cook, LLC.

12.

Student Joseph Lestrage will be presenting at the upcoming October 2010 International Leadership Association Conference in Bos-

ton. Another first year student is actively working on submitting a proposal for a chapter in a book related to collaboration. At a recent immersion weekend, several students made presentations of their recent coursework to their fellow students. Doctoral student Oula Zouhbi presented her theoretical 2-dimensional model of innovation theory. At the same immersion weekend, doctoral student Doug Hiatt offered his research design criteria schema model.

Upcoming activities within the Indiana Tech Ph.D. program include exploring the potential of international on-line cohort groups, international travel and research projects, and identification of opportunities for students to engage in the academic community in the form of publishing, travel and conference/workshop attendance.

For more information, visit: [www.indianatech.edu/ProspectiveStudents/CPS/PhD/Pages/default.aspx](http://www.indianatech.edu/ProspectiveStudents/CPS/PhD/Pages/default.aspx)

## Community Kiosk

Share your important announcements! Pin your virtual sticky note up on ILA's Community Kiosk. Email Ashley Wollam at [ajwollam@ila-net.org](mailto:ajwollam@ila-net.org) to submit.

### Joseph Cerami, Congratulations on Your Publication!

The *Public Administration Review* has recently published a commentary by ILA member Joseph Cerami, Senior Lecturer and Director of the Public Service Leadership Program with the George H.W. Bush School of Government and Public Service. Entitled, "Rethinking Civil-Military Coordination for Humanitarian and Other Complex Operations," this commentary includes a discussion of the importance of improving leader development and professionalism for complex civilian-military operations. You can access it for free at [www.aspanet.org/scriptcontent/custom/staticcontent/t2pdownloads/CeramiCommentary.pdf](http://www.aspanet.org/scriptcontent/custom/staticcontent/t2pdownloads/CeramiCommentary.pdf)

### ILA Member Receives Fulbright Award

ILA member and assistant professor at Regent University's School of Undergraduate Studies, Almarie Munley, has been awarded a Fulbright Scholar grant to The Chinese University of Hong Kong. A member and researcher of the Global Leadership and Organizational Behavior Effectiveness (GLOBE) project, Munley has co-authored publications in journals such as the *Journal of International Business Studies* and *Academy of Management Perspectives*.