

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 our Recent Graduates

ILA's Annual Salute to Graduates!

This month we shine a spotlight on our recent graduates. Our members earn degrees in a wide variety of disciplines, conducting intriguing research in each. Congratulations!

Doctoral Degree Recipients

Richard Bolden, PhD; Leadership Studies; University of Exeter; Title: The Elusive Nature of Leadership Practice: An investigation into the distribution, practice and discursive processes of leadership in universities and other large organisations; *Description*: This thesis explores the challenges of representation in Leadership Studies through an empirical investigation of 'distributed leadership' in higher education, and 'leadership-as-practice' in a number of other large, complex organisations. It is proposed that a holistic representation of leadership, that recognises the 'hybrid' nature of leadership practice, is difficult to achieve because of the manner in which grand 'Discourses' and micro-level 'discourses' interact to attribute the social process of leadership to the actions of individual leaders; *Future Plans*: I will continue to work as a lecturer at the Centre for Leadership Studies, University of Exeter Business School, researching, teaching and publishing on the interface between individual and collective approaches to leadership and leadership development.

Julia Buchanan, PhD; Leadership Studies; University of San Diego; Title: Indigenous Leadership: A Talking Circle with Cree Leaders; *Description*: The work was conducted in coop-

eration with the Cree Nation and Blue Quills First Nations College. The study explored both Indigenous views of leadership and also Indigenous research methodology.

Florence "Kori" Diehl, PhD; Leadership and Change; Antioch University; Title: Eutopiographies: Narratives of preferred future selves with implications for developmental coaching; *Description*: I sought and found evidence that narratives of preferred future selves can reveal structure and stage re: constructive-developmental theory. Leadership coaches talk about the future with their clients, so this is an important application of adult developmental theory; *Future Plans*: To build state of the art leadership development programs that honor an organization's mission and provide growth and developmental opportunities for its associates at all levels.

YoungHee (Sylvia) Hur, PhD; Organizational Leadership; University of Twente; Title: Optimizing Managerial Effectiveness through Emotional Intelligence; *Description*: The dissertation attempts to add to our understanding of leadership by concentrating not just on what leaders do, but rather by a consideration of the capabilities an individual must have in order to perform very effectively in a leadership role. Evidence

is offered how managerial emotional intelligence plays a role to enhance various work-unit level outcomes.

Marie Legault, PhD; Human and Organizational Systems; Fielding Graduate University; Title: Becoming an Ethical Leader: An Exploratory Study of the Developmental Process; *Description*: The purpose of this study was to gain a better understanding of the developmental process in becoming an ethical leader. The findings suggest seven themes that characterize the development of ethical leaders; *Future Plans*: I will pursue this study in order to provide a more complete trajectory of the development of ethical leaders and write a book that maps out the development trajectory of ethical leaders.

Whitney McIntyre Miller, PhD; Leadership Studies; University of San Diego; Title: Postconflict Community Development in Sierra Leone: Western, Cultural, and National Influences; *Future Plans*: Assistant Professor of Organizational Leadership, Northern Kentucky University.

Kathy McKenzie-Mitiku, PhD; Leadership Studies; NC A & T University; Title: Ethics and Ethical Behaviors of Municipal Government



Employees: A Secondary Analysis; *Description*: A quantitative analysis of existing ethical baseline surveys of employees of a municipality to determine if the survey instrument was reliable to be used by other cities. In addition, the research was to determine if there were patterns and trends from a secondary statistical analysis concentrating on factors such as gender, employment status, years of service, age, and ethnicity; *Future Plans*: Future plans include continuing research and writing as well as working in academia.

Oliver Ngodo, PhD; Human Resource Development (in the research field of Transformational Leadership); University of Malaysia Sarawak, Malaysia; Title: The Role of Transformational Leadership as Cause of Positive Outcomes in Organizations; *Description*: Studied the link from Transformational Leadership through the mediation of Procedural Justice and Trust to Organizational Citizenship Behavior, Organizational Commitment and Job Satisfaction in the context of the organizational climate of the South East Asia Nation of Malaysia; *Future Plans*: I intend to develop career in International Development, already being processed by CUSO-VSO (in partnership with One Sky Canadian Institute for Sustainable Living) for placement as Nigeria Program Director in Integral Leadership Development Project about to be inaugurated.

Louis Spencer, PhD; Organizational Leadership; Regent University; Title: Vision Conflict within Pastoral Ministry; *Description*: Examining the disparity between what ministers expect ministry to be like versus the actual experience of being in the ministry; *Future Plans*: Expand Vision Conflict research to examine

the phenomenon among leaders in other sectors.

Juanita Waits, EdD; Educational Leadership; Northern Arizona University; Title: Student Opportunity for Academic Renewal (SOAR): Assessing the Effectiveness of School-Based Mentoring on At-Risk Youth; *Description*: The study investigated the impact of school-based mentoring on academic achievement, at-risk behaviors, and attitudes toward school; *Future Plans*: Explore academic opportunities in educational leadership.

Elizabeth Walker, EdD; Education major - educational leadership minor - social justice; Seattle University; Title: Transcendent Moments in the Lives of Leaders; *Description*: Violence, trauma, and fear comprise a triple-edged sword, which is cutting into the collective psyche at every turn, a phenomenon which is driving the call for a new leadership form, that of transcendent leadership. We are in desperate need of global healing and transcendent moments offer us portals through which we may more fully explore the transcendent in our lives and our collective leadership; *Future Plans*: - to continue becoming a more recognized scholar, researcher, writer and educator, in the field of leadership.

Robin Williamson, PhD; Higher Education Administration; University of North Texas; Title: Student Engagement Theory: A Comparison of Jesuit, Catholic, and Christian Universities; *Description*: Using data from the 2005 National Survey of Student Engagement, comparisons between results from Jesuit, Catholic, and Christian Universities were made to determine statistically significant differences.

Laurie Woodward, PhD; Higher Education Administration; University of South Florida; Title: To What Extent Does a Social Compact Exist Between Higher Education and Society: A Study of Two Minnesota Universities; *Description*: This dissertation explores the nature, applicability and usefulness of social contract theory, and the resulting compact between higher education and society as a way to understand the growth and development of higher education in the United States; *Future Plans*: Under consideration! I love what I'm doing now, but would also love to teach a little bit!

Jeffrey Yergler, PhD; Leadership Studies; Gonzaga University; Title: The Posttraumatic Growth Process for Organizational Leaders Impacted by Involuntary Job Loss; *Description*: This study investigated the experiences of five senior-level executives who were involuntarily terminated from their leadership positions; *Future Plans*: I would like to use the findings in this study to encourage and support leaders who are trying to recover from the trauma of involuntary job loss.

Master's Degree Recipients

Jodi Bruns, MEd; Educational Leadership; North Dakota State University; *Future Plans*: Continue with community and leadership development work in rural communities with the North Dakota Extension Service.

Rebecca Clary, MA; Liberal Studies with focus on Administrative Leadership; University of Oklahoma; *Future Plans*: Online teaching at the undergraduate level for business majors.

Natalie Coers, Master's in Agricultural Leadership; University of Georgia; Title: Impact of Group Development Knowledge on Students' Perceived Confidence and Importance of Group Work Skills through a Service-Learning Project.

Teresa Correia de Lacerda, MSc; Marketing; ISEG-UTL (School of Management and Economics of Technical University of Lisbon); Title: Transformational Leadership Effectiveness in Implementing CSR Strategies; *Description*: This research study aims to explore the impact of the full range of transformational leadership with the inclusion of ethical integrity in determining the effect to which firms implement corporate social responsibility strategies. A survey was conducted on the second quarter of the year focusing on the largest firms in Portugal; *Future Plans*: To further develop this research area incorporating the value creation process in corporate strategy-making.

Sweida-DeMania Gloria, MS; Psychology with concentrations in Organizational Behavior and Evaluations; Claremont Graduate University; *Future Plans*: Currently a doctoral student at CGU researching entrepreneurial leadership.

Tunde Hegedus, MA; Leadership Studies, Individualized Option focusing on International Affairs; University of San Diego.

22. Rebecca Henderson, MS; Community Leadership; Duquesne University; *Future Plans*: Nonprofit consulting, community volunteering and writing a book for leadership level community influencers.

Scott Heydt, MS; Leadership and Liberal Studies; Duquesne

University; *Future Plans*: I plan to begin my own educational consulting firm focused on K-12 student leadership development.

Michael Linville, MA; Advanced Leadership Studies; Indiana Wesleyan University; *Future Plans*: Pursuing an EdD in Organizational Leadership.

Scott Livingston, MA; Organizational Leadership; Indiana Wesleyan University; *Future Plans*: Complete Doctorate in Organizational Leadership.

Samuel Luzobe, MA; Organizational Leadership; Eastern University; *Future Plans*: Pursuing PhD in Organizational Leadership at Eastern University beginning Sept 2010.

Anne Marie Lynch, MA; Leadership; St. Mary's College of California; Title: Health and wellness of women in executive leadership positions; *Description*: Sustaining wellness as it relates to the success of female executives through the acquisition of specific skills and behaviors; *Future Plans*: As an experienced global human resources executive am seeking a new opportunity with an excellent leadership team.

Jennifer Martin, MA; Nonprofit Leadership; University of San Diego; *Future Plans*: Work for a global health organization.

Lindell McConnell, Master of Management with a Major in Leadership; Australian National University; *Future Plans*: PhD in Leadership-Followership, particularly the responsibility of followers to the organisation as opposed to the leader.

Scott Pochron, MA; Organizational & Leadership Dynamics; Antioch

University McGregor; Title: A Metatheoretical Model of Integral Leadership Dynamics; *Description*: Presents a general theory of leadership as a phenomenon of human functioning. Leadership is viewed as a dynamic distributed process of responsive action to sensemaking within an organizing context; *Future Plans*: Consulting/Coaching on applying leadership dynamics model and moving on to doctorate.

Michael Pomatto, MA; Advanced Leadership Studies; Indiana Wesleyan University; *Future Plans*: Doctoral Degree from IWU.

Joanna Balda Stanberry, MA; Organizational Leadership; Eastern University; *Future Plans*: Pursuing work in OD/OB consulting and research, currently working for the Max DePree Center for Leadership.

Pamela Wade, MS; Organizational Leadership; Palm Beach Atlantic University.

Bachelor's Degree Recipients

Audrey Abbott, BA; International Studies, Spanish and Latin American Studies with a minor in History and a Professional Distinction in Leadership.; University of Oregon; Title: Los floggers y "la nueva noche." The floggers and "the new night"; *Description*: My work examines the Argentine subculture, the floggers, and how technology has impacted socialization and identity formation of these young people in Argentina; *Future Plans*: Currently, serving as an AmeriCorps member in the Office of Service Leadership at Concordia University in Portland.

Sharon Martel, BS; Leadership & Organization Studies, BS; Social & Behavioral Sciences; University

of Southern Maine; *Future Plans*: I currently work for Liberty SuretyFirst (part of the Liberty Mutual Group).

Jesus Martinez, BS; Criminal Justice; John Jay College; *Future Plans*: I just started my Public Administration Master Degree at Marist College.

Kelly Nwosu, BSc; Business Information Technology; INTI International University/Laureate International Universities Malaysia; Title: A Study and Implementation of Online Support Virtual Classroom for Aptech Computer Education Nigeria; *Description*: A virtual classroom is a scheduled online instructor led training session where instructor and student can interact together remotely; *Future Plans*: To be a successful business leader.

Sarah Waitz, BA; International Leadership Studies; Marietta College; *Future Plans*: Dorm Resident/Coach at George School & Intern at Teleos Leadership Institute.

ILA Member Stephani Richards-Wilson recently returned from the University of Bonn, Germany, where she had been awarded a fellowship to research Willi Graf of the White Rose and Catholic Student Resistance (Moral Leadership) in Nazi Germany. Congratulations Stephani!

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 to submit.

Congratulations to ILA Member Jim Taggart who released an e-book titled *Becoming a Holistic Leader: Strategies for Successful Leadership Using a Principle-Based Approach* earlier this year. Jim's purpose in writing this e-book was to help people become more effective leaders. Whether one is part of Generations X or Y, or a Baby Boomer like Jim, the information in his book is very relevant to today's turbulent economy and organizational challenges. Leadership is a lifelong study and pursuit. Jim's personal philosophy of leadership is that it resides at all levels of organizations and communities; leadership to be shared if we're to achieve great results. Jim is also an active blogger on ILASpace. Login to ILASpace to read his latest post, "[Why Lincoln Electric May be the Model for Saving America's Manufacturing Sector: A Review of Frank Koller's Book Spark.](#)"



The Flow Project, an Institutional Member of the ILA, is now a partner of the UNESCO Observatory: Multidisciplinary Research in the Arts, based at the University of Melbourne, Australia! The Flow Project is a non-profit which seeks to apply the wisdom and experience of art in transforming humanity's response to the creative challenges of today's world. To learn more about The Flow Project, visit www.theflowproject.org/. To learn more about the UNESCO Observatory, visit www.abp.unimelb.edu.au/unesco/.

ABC World News asked ILA Member and Leadership Perspectives Webinar Presenter, Colonel Thomas Kolditz (Department of Behavioral Science & Leadership at West Point), to speak on the Chilean miners trapped underground and who are awaiting a rescue which could take months. After seeing Colonel Kolditz speak on ABC World News (at <http://bit.ly/95VBI4>), be sure to check out his webinar, *In Extremis Leadership: Leading As If Your Life Depended On It* in our Webinar Archives!

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