



McDONOUGH LEADERSHIP CENTER • MARIETTA COLLEGE • MARIETTA, OHIO

MARCH 31- APRIL 1, 2017

CONFERENCE PROGRAM

Conference Theme: "Leadership Through Time"

Conference Chair, Kaitlin Sarago (McDonough Cohort 28)

FRIDAY, MARCH 31, 2017

11:00 a.m. – 6:00 p.m.

Registration/Help Desk Open (McDonough Center, First Floor)

12:00 – 12:50 p.m.

Keynote Opening Luncheon (Andrews Hall, Great Room)

1:00 – 1:50 p.m.

The World Pac Paper Leadership Lecture Series (McDonough Auditorium)

Keynote Speaker: **Robert L. Lynch**, President and C.E.O., Americans for the Arts

2:00 – 2:50 p.m.

Speed Networking Activity (McDonough Center, McDonough Gallery, Third Floor)

“The Art and Science of Speed Networking”

Organizer: Hilles Hughes, Director of Career Services, *Marietta College*

Networking is not only an important leadership tool, it is one of the main methods of gaining career information and learning more about the world of work. Participate in this NEW session where you will practice networking with professionals in a variety of industries and roles. Whether you are a first year undecided student, a junior interested in a summer internship, or a senior looking for a great career launch position, this interactive session will allow you to meet new people and enhance your relationship-building and information-collection skills! (Please note: due to the logistics of this event it is suggested that you arrive NO LATER than 1:45 p.m. There is an informative/preparatory handout available at the registration table to make sure you have background on the professionals participating and are ready for ACTION!)

Session I (McDonough Center, Evans Case Room 205)

Panel Title: "Historical Perspectives on Leadership"

Chair: Sean Heuvel, *Christopher Newport University*

Presenters:

“Hadrian: The Leadership of a Roman Emperor”

Elizabeth Boycourt, *Christopher Newport University*

“The American Flag as a Pseudo Leader”

Daniel Glenn, Rachel Wagner, *Christopher Newport University*

“Great Man Theory and One of the Women Left Out of the Equation”

Casey Reilly, *Christopher Newport University*

“Leadership Throughout Social Movements”

Arden Richards-Karamarkovich, *Christopher Newport University*

Session II (McDonough Center, Room 208)

Panel Title: “Lessons in How Ohio State’s AZP Education Abroad Program in Brazil Is Developing Generations of Student Leaders Through Time”

Co-Chairs: Graham Cochran and Jeff King, *The Ohio State University*

Presenters:

Kelse Brown, Monica Pennewitt, Morgan Westover, *The Ohio State University*

Session III (McDonough Center, Room 206)

Panel Title: "The Evolution of LEAD 212 - The Introductory Leadership Course at Kansas State University"

Chair: Mike Finnegan, *Kansas State University*

Presenters:

Ashley Anderson, Bailey Porter, Faith Tuttle, Darien Stokes, *Kansas State University*

3:00 – 3:50 p.m.

Session IV (McDonough Center, Evans Case Room 205)

Panel Title: "Perceptions of Humility in Leadership Development Programs"

Chair: Matthew Sowcik, *University of Florida*

Presenters:

Austin Council, Kayla Waldorff, *University of Florida*

Session V (McDonough Center, Room 208)

Panel Title: "The Leadership and the American Presidency (LTAP) Program"

Chair: Meredith Stasa, *Ronald Reagan Presidential Foundation & Institute*

Presenters:

William Kelly (*Wabash College*), Abigail Cadle (*West Virginia University*), Emma Leach (*Wilkes University*)

Session VI (McDonough Center, Room 206)

Title: “Segmented Talent Strategies and Processes Leverage At The Right Time To Grow Next Generation Leaders”

Co-Chairs: Tim Reynolds and Tammy Reynolds, Robert D. Walter Center for Strategic Leadership, *Ohio University*

Presenters:

Paige Linville, James Elmore, Jeremy Crookston, Connor Schraff, *Ohio University*

4:00 – 4:50 p.m.

Featured Graduate Presentation (McDonough Center, Evans Case Room 205)

“Nudging Toward Inclusion: Using Behavioral Insights to Create More Inclusive Workplace Cultures”

Raafi-Karim Alidina, Master’s in Public Policy Candidate, Class of 2017, Harvard Kennedy School of Government

Originally from Edmonton, Canada, Alidina attended Harvard University for his undergraduate degree, finishing in 2012. After completing, he stayed in Cambridge for a year as a Research Fellow at the Center for Public Leadership at the Harvard Kennedy School. Alidina did his research with Dr. Hannah Riley Bowles on implicit gender bias, specifically in negotiations and organizations more broadly. After that, he was awarded an International Development and Management fellowship that sent him to Dhaka, Bangladesh, where he worked with the Aga Khan Foundation-Bangladesh (an NGO that runs pre-schools in garment factories, tea plantations, and urban slums) helping them improve their gender equality practices. He then returned to the US and to academia as part of the Mass Movements Project with Dr. Stephen Kosack. Now back in Cambridge at the Harvard Kennedy School as a second year Masters in Public Policy candidate, he studies behavioural science interventions in policy that can affect gender equality outcomes in various organizations.

Leader Dialogue I (McDonough Center, Room 208)

Nancy Gougarty, Chief Executive Officer, Westport Fuel Systems, Vancouver, Canada

Gougarty was appointed Chief Executive Officer in July of 2016 and is a member of the Westport Fuel Systems Board of Directors. Prior to her appointment, she served as President and Chief Operating Officer of Westport since July of 2013. Prior to that, Gougarty served on the Westport Board from February of 2013 to July of 2013. Prior to joining Westport, Gougarty served as the Vice President for TRW Automotive Corporation operations in the Asia-Pacific region from 2008 to 2012. Joining TRW in 2005, her previous positions included Vice President of product planning, business planning and business development, and Vice President of braking, electronics and modules for Asia Pacific. Based at the Asia-Pacific headquarters in Shanghai, China, Gougarty oversaw the operations of more than 30 plants in the region. She directed the development and implementation of strategic and operational plans and worked to enhance strategic relationships with customers and joint venture partners in the region. Gougarty's distinguished career began in 1978 when she started with GM's Packard Electric Division, first as an industrial engineer; she later took on various roles in application engineering, finance, operations, and sales and engineering with increasing responsibility. In 1997, she was named Managing Director for GM's joint venture in Shanghai, followed by a series of appointments accountable for strategic growth in Asian countries. After the successful post as the Director for Delphi Packard, Asia Pacific, Gougarty spent three years leading Delphi's largest account as Global Account Director GM, until becoming the Vice President for Delphi Automotive Systems, Japan and Korea. Gougarty is a certified Six Sigma Green Belt. She holds an EMBA degree from Case Western Reserve University and a Bachelor of Science degree in Industrial Management from the University of Cincinnati.

Jerry Tardivo Alcoser, Manager of Business Planning and Development, Chevron's Deepwater Exploration and Projects Strategic Business Unit, Houston, Texas

Alcoser currently serves as Manager of Business Planning and Development for Chevron's Deepwater Exploration and Projects Strategic Business Unit. She assumed this position in 2014 and is responsible for the development of the deepwater business and strategic plans, optimizing deepwater Gulf of Mexico capital investments, and corporate reporting. A native of Pittsburgh, Pennsylvania, Alcoser began her career with Chevron in 2002 after graduating with a degree in Petroleum Engineering from Marietta College in Ohio. She has held a variety of leadership positions throughout her career, including Drilling and Completions Engineering Manager for the Mid-Continent U.S. Business Unit; Advisor to the Vice President of Drilling and Completions, Performance Engineer and Drilling Engineer in Angola, West Africa; and Drilling Engineer and Rigsite Manager in the Gulf of Mexico Shelf.

4:00 – 5:50 p.m.

Leadership Development Workshop I (McDonough Center Gallery, Third Floor)

“The Essentials of Leadership”

In today’s constantly changing world, the need for strong leadership has never been greater. This interactive session will explore the foundational behaviors that leaders need to demonstrate to achieve their peak level of effectiveness. We will examine the core beliefs and attitudes that influence how leaders operate and identify specific behaviors that participants can immediately leverage to increase their own leadership ability, regardless of level. In this session, participants will learn from each other and explore how to progress even further on their own leadership journey.

Workshop Leader: Tim Tokarczyk is a Leadership Consultant with FMI Corporation, a Management Consulting and Investment Banking firm, which is dedicated to serving the worldwide engineering and construction industry. Tokarczyk specializes in individual leadership development, team performance development, and transforming companies at the organizational level. He serves as an Executive Coach and leads the internal team responsible for research and development of new products and services in the area of leadership and organizational development.

5:00 – 5:50 p.m.

Session VII (McDonough Center, Room 208)

Roundtable Discussion Title: “Comparison and Contrast of Leadership Programs at a Small Private Versus Medium, Public Universities”

Roundtable Discussion Leader: John Baker, *Western Kentucky University*

Session VIII (McDonough Center, Evans Case Room 205)

Panel Title: “Beyond Altruism: The Economic, Social and Civic Impact of Nonprofit Organizations on the Mid Ohio Valley”

Chair: Maribeth Saleem-Tanner, *Marietta College*

Presenters:

Polly Clarchick, Ariann Barile, Paige Berschet, Shannon Garrison, Hans Hudyncia, Adrian Speed, *Fitzgerald Executive-in-Residence Project (Pat Willis, 2016-2017 EIR), Marietta College*

Session IX (McDonough Center, Room 206)

Panel Title: "Leadership Development Among Millennials: The Role of Experiential Learning"

Chair: Lauren Rauscher, *Robert Morris University*

Presenters:

Meaghan Bleakley, Carly Deel, Matthew Gross, Maureen Nkomo, Jessica Sales, Kyriq Stephens,
Robert Morris University

7:00 – 8:30 p.m.

Faculty-Staff-Practitioner Reception (7:00-8:30 p.m., President's House, 301 Fifth Street)

Join us for an informal networking event for faculty, staff, and practitioners from all organizations represented at the conference. Heavy hors d'oeuvres will be served.

Student Networking Party (7:00-8:30 p.m., The Galley, Downtown Marietta)

Join us for an informal student networking event for all registered students from the participating institutions. Meet at the McDonough Center to walk downtown as a group.

SATURDAY, APRIL 1, 2017

8:00 a.m. – 6:10 p.m.

Registration/Help Desk Open (McDonough Center, First Floor)

9:00 – 9:50 a.m.

Session X (McDonough Center, Room 208)

Roundtable Discussion Title: "Developing the Next Generation for Church Leadership"

Roundtable Discussion Leader: Willis "Bill" Watt, *Methodist University*

Session XI (McDonough Center, Room 206)

Faculty Research Presentation Title: “Leaders as Mediators: Times of Conflict and Transformation”

Presenter:

Roderic Owen, *Mary Baldwin University*

Session XII (McDonough Center, Evans Case Room 205)

Panel Title: “Individualized Leadership: Preparing Future Leaders through Personalized Development Plans”

Chair: Carol Clyde Gallagher, *Cottey College*

Presenters:

Morgan Brown, Marisa Guerrero, *Cottey College*

10:00 – 10:50 a.m.

Session XIII (McDonough Center Gallery, Third Floor)

Panel Title: “The Curriculum of Arts Leadership”

Chair: Marshall Kimball, *Marietta College*

Presenters:

Joe Bishara, Pat Meeks, Geoff Schenkel, Ginger Warner
Schwartz Leader-in-Residence Project (2016-2017 LIR Donna Collins, Executive Director, Ohio Arts Council)

Session XIV (McDonough Center, Evans Case Room 205)

Panel Title: “Leadership Development Through the Corps of Cadets”

Chair: Bruce Dorries, *Mary Baldwin University*

Presenters:

"Virginia Tech Corps of Cadets – The Global Scholars Experience"

Chris Selig, Peter Wilson, *Virginia Tech University*

"Leveraging Anniversaries: Mediation Leadership Theory In Times of Historical Change"

Megan Edwards, Maddison Bowen, Roderic Owen, Bruce Dorries, *Mary Baldwin University*

Session XV (McDonough Center, Room 206)

Panel Title: "Reflections on Leadership Development Experiences"

Chair: Maribeth Saleem-Tanner, *Marietta College*

Presenters:

"Internship Experience with the Indiana State Police"

Antonia Thomas, *Saint Joseph's College*

"Successful Teams: Reflections by a General Manager for Virginia Tech Television"

Rachel Van Meter, *Virginia Tech University*

Session XVI (McDonough Center, Room 208)

Panel Title: "Issues in Generational Leadership"

Chair: Willis "Bill" Watt, *Methodist University*

Presenters:

"The Psychology of Choosing a Leader"

Erin Arauz, *Methodist University*

"Leadership Passed Down Through the Generations"

Kylie Arauz, *Methodist University*

"The Shift of Leadership Skills From Generation to Generation"

John Estle, *Methodist University*

"The Need for Authentic Leadership: Sudan, United States, and Worldwide"

Cani Fajak, *Methodist University*

11:00 – 11:50 a.m.

Leadership Master Class (McDonough Auditorium)

“Back to the Future: Addressing the Future of Leadership Through Time”

Imagine looking back from the year 2050 and reflecting on the past three decades of leadership. The Master Class will focus on the advancements that have happened in the area of leadership between 2017-2050 and the contextual variables, which were necessary to make those advancements possible. By starting with the end in mind and then addressing the current state of leadership, we can identify possible emerging contexts and issues that are likely to define leadership over the next three decades. For example, by the year 2050 there will be more than 9 billion people on the planet, which presents a number of unique complex leadership challenges. Foresight and our ability to forecast what contexts and issues will define leadership in the future may provide a valuable roadmap to increase the likelihood that this desired state of leadership in 2050 becomes a reality.

Matthew Sowcik, Ph.D., Assistant Professor of Leadership Education, Coordinator, UF Leadership Minor, Department of Agricultural Education & Communication, *University of Florida*

Sowcik is currently serving as an Assistant Professor of Leadership Education and the Coordinator of the campus-wide Leadership Minor at the University of Florida. He teaches courses in Leadership Development, Fostering Innovation Through Leadership, Groups and Teams, Organizational Leadership, Developing Tool for a Changing World and numerous other courses on the undergraduate and graduate level. Sowcik’s research specialization is in humility and the creation of leadership development programs. Aside from his teaching, research and administrative duties, Sowcik has developed and offered leadership trainings for companies like Ebay, Mohegan Sun Casino, AssuredPartners, La-Z-Boy, and numerous other small to large banking, engineering and community based organizations. Sowcik also currently serves as a consultant to *The New York Times*, focusing on the newspaper’s educational programming for leadership studies faculty and students. He was the lead editor for the book, *Leadership 2050: Critical Challenges, Key Contexts and Emerging Trends*, which was a collaborative effort with the International Leadership Associations Building Leadership Bridges book series. In addition to the book, Sowcik has published numerous papers influencing the way we think about leadership evaluation and assessment.

12:00 – 12:50 p.m.

Keynote Luncheon (Andrews Hall, Great Room)

1:00 – 1:50 p.m.

Keynote Address (McDonough Auditorium)

Keynote Speaker: **Ashley Dauda**, Project Officer at NDI Nigeria, the 2017 Andi Parhamovich Fellow, the National Democratic Institute in Washington, D.C.

Dauda has seven years of experience as a development professional. She currently serves as a program officer with the National Democratic Institute in the Nigeria field office in Abuja, where she provides support in the design and implementation of programs to increase women’s political representation in Nigeria. Prior to joining NDI, Dauda managed a coalition of over 80 women’s groups to mainstream gender and promote women’s participation in peacebuilding in Jos, Plateau state – a community with a history of ethnic and religious conflict. Also in Jos, she worked to mediate and facilitate dialogue between Muslim and Christian youth. Dauda holds a master’s degree in conflict management and peace studies from the University of Jos, Nigeria, with a focus on the use of inter-religious dialogue as a tool for peacebuilding. She also has a professional certificate in public policy from the University of California, Berkeley. Dauda is a Mandela Washington Fellow and a Fellow of the United Nations Alliance of Civilizations and Education First summer program.

2:00 – 3:50 p.m.

Leadership Development Workshop II (McDonough Center Gallery, Third Floor)

“Emotional Intelligence: Creating Connection through Self-Awareness”

“Becoming a leader is synonymous with becoming yourself.” – Warren Bennis.

Why do some people seem to be natural leaders, easily able to connect with others and inspire change? It's likely because they have a strong foundation for who they are and lead with Emotional Intelligence (EI). Self-awareness, the first building block in EI, is the path that leads us to discovering who we are. In the same breath, being self-aware allows us to forge meaningful connections with our self, others and the world around us. In this interactive session, participants will gain a basic understanding of why Emotional Intelligence is vital to a leader’s success and explore who they are and what makes them come alive by uncovering their unique personal values.

Workshop Leader: Abri Holden is a leadership consultant with Korn Ferry Hay Group and helps organizations to design, deliver, and manage global learning programs that advance the development of leaders. In her spare time, she serves as a personal (life) coach helping individuals unlock their greatest potential and create fulfillment in their lives. Prior to joining Korn Ferry Hay Group, she has worked as a senior leadership consultant, the director of Linkage’s Women in Leadership Institute™, and as learning

and development specialist responsible for company-wide training and learning, culture and engagement, and organizational development. Holden has built an award-winning English as a Second Language (ESL) program for non-native English-speaking professionals. She is in the process getting certified as an International Coach Federation (ICF) coach through the Coach Training Institute. She holds a BA in Organizational Communication and Leadership Studies from Marietta College.

2:00 – 2:50 p.m.

Session XVII (McDonough Center, Room 208)

Panel Title: “Policy as the Foundation of a Leadership Legacy”

Chair: Marshall Kimball, *Marietta College*

Presenters:

John Abodeely, Ann Hannah, Kent Knappenberger, Donna Collins, Bill White
Schwartz Leader-in-Residence Project (2016-2017 LIR Donna Collins, Executive Director, Ohio Arts Council)

Session XVIII (McDonough Center, Evans Case Room 205)

Panel Title: “Reflections on Leadership Development Experiences”

Chair: Kent Andersen, *Birmingham-Southern College*

Presenters:

“A Qualitative Report on Adaptive Leadership in Alpha Omicron Pi”
Jordan Porter, *Birmingham-Southern College*

“Leadership and the Pi Beta Phi Executive Group”
Mercedes Engle, *Birmingham-Southern College*

Session XIX (McDonough Center, Room 206)

Panel Title: “Leadership Through the Ages: Howard Gardner’s Theory of Leadership Storytelling in the Classroom and Beyond”

Chair and Introductory Comments: Ben Redekop, *Christopher Newport University*

Presenters:

“Henry V: The Untold Story”

Veronica Edwards, *Christopher Newport University*

“Pope Francis: Novel Embodiment of a Captivating Story”

Emily Heller, *Christopher Newport University*

3:00 – 3:50 p.m.

Session XX (McDonough Center, Evans Case Room 205)

Panel Title: “Chinese, Western, and Russian Perceptions Toward Leadership Effectiveness in Regard to Gender”

Chair: John Baker, *Western Kentucky University*

Presenters:

Kanglei Meng, Kaitlyn Miller, Anna Manina, *Western Kentucky University*

Session XXI (McDonough Center, Room 206)

Title: “Leadership Across Time and Space: Building a Multigenerational Professional Learning Network (PLN)”

Chair: Susan Poyo, *Franciscan University*

Presenters:

Carolyn Conlon, Caroline Reel, Lauren Clark, Meghan Meyers, *Franciscan University*

Session XXII (McDonough Center, Room 208)

Roundtable Discussion: “Millennial Leadership: The World Led by the Entitled, Lazy, Narcissistic, ‘Me Me Me Generation’”

Roundtable Discussion Leaders: McKenzie Fleeman, Matthew Johnson, Celeste Prince, Mandee Young, *Luce Leadership Fellows, Marietta College*

4:00 – 4:50 p.m.

Leader Dialogue II (McDonough Auditorium)

Heather Olivea, Senior Program Manager, Diversity Programs, Amazon, Seattle, Washington

Olivea is a strategic human resources leader and business partner, organization designer, executive coach, team effectiveness facilitator, employee advocate, and program manager. Having worked at Procter and Gamble and Amazon for the past 17 years, she has solid depth and breadth of experience with large, industry-leading corporations and their leaders at all levels. Olivea has an M.S. in Business/Human Resources from Capella University, as well as an M.A. in Education and a B.A. in Spanish with a Minor in Leadership Studies from Marietta College.

5:00 – 5:50 p.m.

Poster Presentations (McDonough Center, First Floor)

“The Baldrige Excellence Program”

Catherine Schnipke, Tyler McManaway, Ricardo Smith, *University of Findlay*

“Abu Bakr al Baghdadi as a Pseudo-Transformational Leader”

Makenzie McAfee, *Marietta College*

“Mother Teresa and Ethical Leadership”

Emily Brown, *Marietta College*

“The Use of Social Media as a Tool to Portray Authentic Leadership”

Emily Vigue, *Marietta College*

“Can Introverts Be Authentic Leaders?”

McKenzie Fleeman, *Marietta College*

“Coming Out to Lead: LGBTQ+ and Authentic Leadership”

Eric Wilken, *Marietta College*

“Martin Luther King Jr. and the Mumford's Skill Model”

Amie Romine, *Marietta College*

6:00 – 7:30 p.m.

Keynote Closing Dinner (Great Room, Andrews Hall)

“Leading for Life with Values and Culture”

Keynote Speaker: **Paul Worstell**, Retired President, PRO-TEC Coating Company (a joint venture partnership between U.S. Steel and Kobe Steel of Japan).

Worstell has more than 40 years of leadership experience, and recently retired from the PRO-TEC Coating Company (a joint venture between U.S. Steel and Kobe Steel of Japan), after serving as the company president for 12 years. Before joining PRO-TEC, he spent 26 years with U.S. Steel’s operations in the Pittsburgh region. Worstell has served on the Board of Trustees of The Partnership for Excellence, The Foundation for the Malcolm Baldrige National Quality Award, The Blanchard Valley Regional Health Center, Black Swamp Area Council Boy Scouts of America, and The University of Findlay College of Business Advisory Board. Worstell served as an examiner for The Partnership for Excellence, and an Organizational Coach in the Advising and Partnering Program. Paul led PRO-TEC using the Malcolm Baldrige Criteria, and they achieved the Platinum-level, Ohio Governor’s Award for Excellence in 2004, then the Malcolm Baldrige National Quality Award in 2007. Paul exemplifies all the Core Values of Performance Excellence. He instilled them in his workforce and organization, and still teaches them today. Since PRO-TEC’s receipt of the Malcolm Baldrige National Quality Award (MBNQA) in 2007, Worstell has traveled as a keynote speaker to many Leadership and Performance Excellence related conferences around the United States discussing the topics of leadership and best practices. He earned a bachelor’s degree in business economics from Mt. Union College and a master’s of business administration from the University of Findlay.



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Join us for the The 9th McDonough Leadership Conference April 6-7, 2018

Conference Theme “The Collaborative Side of Leadership”

Conference Chair
Derek Krieg (McDonough Cohort 29)

In our diverse, dynamic, and hyper-connected world, thoughtful collaboration is increasingly required for effective leadership. For the 2018 McDonough Leadership Conference, we invite you to consider *The Collaborative Side of Leadership*. How can effective leadership both drive and benefit from collaboration, not only with team members, but also across cultures, experiences, generations, industries, and more? We are interested in the power, challenges, limits, and potential of working together across boundaries to achieve goals – whether it is business leaders developing socially responsible and economically profitable global supply chains, political leaders navigating long-term humanitarian crises across international borders, teacher leaders facilitating effective education practices in a constantly evolving technological landscape, or community leaders leveraging a complicated network of public and private institutions and priorities to assure the well-being of their neighbors and their towns. In this spirit of sharing knowledge, best practices, and enriching students’ lives from diverse institutional backgrounds, we invite undergraduate students, staff, and faculty to consider submitting a proposal for possible presentation at the 2018 McDonough Leadership Conference at Marietta College in Ohio.

Types of Sessions

- *Undergraduate/graduate student sessions* (panel presentations) – original research, senior capstone project, literature review, report from field experience (e.g., internships, study abroad)
- *Faculty/staff sessions* (roundtable discussions) – interactive sessions, information exchange, best practices
- *Poster session* for undergraduate students

Call for Proposals

- A Call for Proposals will be posted on the McDonough website: <http://mcdonough.marietta.edu>, starting on May 1, 2017. See “Upcoming Events” on the homepage.
Questions? Email us (lead@marietta.edu)