



Welcome, Cohort 17

Final selections have been made for Cohort 17. It was a very difficult decision, and all applicants had admirable qualities. June residency takes place from June 16 to 24, and begins with orientation at our Washington, DC, campus and ends with a weekend seminar in northern Virginia.

For your reference, an on-line version of this newsletter is posted on our website at <http://chaos.va.gwu.edu>. If you have any contributions, address changes or feedback about the newsletter or web site, contact our Knowledge Management Coordinator, Marge Niedzwicz, at mniedzwicz@va.gwu.edu. The ELP office can also be reached at 703-726-8396.

Are You Interested in Applying?

We are always willing to speak with potential students. Contact Kamilah Giscombe at 703-726-3787 or elpnow@gwu.edu to learn about the Executive Leadership Doctoral Program or applying for admission to Cohort 18.

Prospective Students Always Welcome

For those interested in learning more about the program and/or applying, you are strongly encouraged to visit us during one of our class weekends. Upcoming class dates are:

- May 6 – 7 and 13 – 14
- June 11 – 30
- August 19 – 20 and 26 – 27
- September 9 – 10 and 16 – 17

Alumni Notes

If you're an alumnus interested in getting more involved, contact Linda Byington at lbyington@cox.net.

Awards

Dr. Deb Waddill, Cohort 11, received the Dissertation Research Award from the Global Institute of Action Learning (GIAL) in September, 2004. Dr. Waddill also co-authored two articles on action learning with Dr. Mike Marquardt which were published in *HRD Review* and *Action Learning Research and Practice Journal*.

Dr. Glenn Geelhoed, Cohort 16, received the 2005 Medical Mission Hall of Fame Award. He received this award from the Medical Mission Hall of Fame Foundation in recognition of his continued voluntary and distinguished service to medically deprived men and women around the world. Dr. Geelhoed also completed the Inaugural International Visiting Professorship in the International Science and Healing Conferences at Nanhua University in Southern Taiwan. This lecture series initiated international agreements between Nanhua University and GWU.

Speakers

Dr. William Weech, Cohort 6, spoke at our Spring Seminar on International HRD, based on his article, "Training Across Cultures: What to Expect". Dr. Weech is Associate Director of Executive Programs at the U.S. Dept. of State's Foreign Service Institute.

Brown Bag Luncheons

Our most recent brown bag lunch was a discussion of Dr. Ozgur Ekmekci's doctoral dissertation research, "The Emergence of Organizational Identification". For future brown bag lunches, you can participate either in person or by teleconference. This is a good way to spend your lunch hour, while keeping current on an aspect of research at the same time. For more information or to suggest an article for a brown bag lunch, contact Turan Ayvaz at ayvaz@gwu.edu.

Completed Dissertations and Oral Examinations

Congratulations to these students who defended their dissertations this past quarter.

- Dr. Doug Bryant – “The Components of Emotional Intelligence and the Relationship to Sales Performance”
- Dr. Julia Carr – “An Exploration of How Learning and Development Emerge for Student Employees During the On-campus Work Experience”
- Dr. Bea Carson – “Understanding the Learning Transformations of First Time Marathoners: Measuring Changes in Learning Orientation and Self-Efficacy”
- Dr. Myoung Choi – “A Case Study of an Action Learning Program: Can Action Learning Be an Approach to Enhance a Manager's Coaching Behavior?”
- Dr. Julie Cincotta – “The Link Between Individual Occupational Stress and Organizational Effectiveness as Shown by Performance Evaluation, Productivity Measures, and Employee Satisfaction”
- Dr. Ozgur Ekmecki – “Emergence of Organizational Identification in Individuals Over Time: A Computer Simulation Investigating the Effect of Temporal Variables on the Congruence Between Members' Perceived Self-Identity and Perceived Organizational Identity”
- Dr. Deb Gmelin – “Personality Traits of Executive Women: A Descriptive Study”
- Dr. Gidget Hopf – “The Nature of Executive Coaching From the Perspectives of the Coach, Executive and Followers”
- Dr. Rhonda Jones – “Social Identity and Relational Demography in the Workplace: A Quantitative Investigation of Ethnicity, Social Support and Organizational Commitment”
- Dr. Taebok Lee – “A Case Study of Action Learning Program With Regard to Leadership Behavior and Characteristics”
- Dr. Susan Miller – “Lessons Learned or Lessons Noted: A Retrospective Case Study of the Causes of Mishaps in NASA”
- Dr. Dan Navarro – “The Influence of National Culture on Charismatic Leadership Perceptions: An Exploratory Study of Mexico, Poland, and the United States of America”
- Dr. Jane Thall – “The Role of the Manager in the Conversion of Tacit to Explicit Knowledge”

Completed Dissertations and Oral Examinations cont'd

- Dr. Mabel Soh – “A Correlational Study of the Relationship Between a Firm's Intangible Resources and its Sustainable Competitive Advantage”

Publications and Presentations

Special thanks to all of YOU! We would like to extend a special thank you to those of you who submitted references for publications and presentations. From 2003-2005, there were approximately 217 publications and presentations from our ELP faculty, students, and alumni. These publications can be found in such journals as the *Journal of Organizational Behavior* and the *Journal of Management Inquiry*. The presentations were made at such conferences as the Academy of Management, Academy of Human Resource Development, Society of Human Resource Management and the Society of Organizational Learning.

We would like to encourage you to continue to submit articles for publication and/or presentation. Continuous participation through these media keeps the ELP community engaged in scholarly discussion. In addition, it also serves to validate ELP academic endeavors by illuminating quality research and writing.

Whenever you have a presentation or publication in the future, we ask you to submit the reference to Marge Niedzwicz at mniedwicz@va.gwu.edu. By doing this, we can continue to share the excellent academic rigor and research with not only our ELP community, but to the greater GW community and beyond.

ABDs on Their Way

We are happy to recognize the following ABD students who recently defended their proposals. Good luck in the final steps towards completing your dissertations.

- Marion Fortner, Cohort 9
- Gina Myers, Cohort 8
- Vareen O'Keefe-Domaleski, Cohort 14
- Richard Ray – Cohort 12
- Mary Volz – Cohort 14
- Gary Waldecker – Cohort 14

