



Welcome, Cohort 18!

Final selections have been made for Cohort 18. The program begins with a June residency which takes place from June 8 to 16.

For your reference, this newsletter is also posted on our website at <http://chaos.va.gwu.edu/index.htm>. 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 be reached at 703-726-8396.

We are Recruiting for Cohort 19

ELP has started recruiting for next summer's Cohort 19. The application process starts with your application form, the \$60 fee, and your resume. Contact Kamilah Giscombe at 703-726-3787 or elpnow@gwu.edu to learn about the Executive Leadership Doctoral Program, arrange to sit in on a class, or learn details about the admissions process.

Prospective Students Always Welcome

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

- April 8 and 14 – 15
- May 5 – 6 and 12 – 13
- June 3 – 11 and 19 – 22
- August 18 – 19 and 25 – 26

If you have any questions about the program or about applying for admission to Cohort 19, contact our Recruitment Coordinator, Kamilah Giscombe at 703-726-3787 or elpnow@gwu.edu.

Malcolm S. Knowles Dissertation of the Year Award

Dr. Martin Kormanik, Cohort 8, received the AHRD Malcolm S. Knowles Dissertation of the Year Award at the 2006 AHRD International Research Conference. His dissertation was titled, "White Males in Transition: Describing the Experience of a Stalled Career". Dr. Kormanik is President and CEO of O.D. Systems, Inc. This is quite an honor for Dr. Kormanik and for the ELP program.

Publications

Along with several other of his publications and conference presentations this year and in 2005, Dr. David Ozag, Cohort 6, published an article, "Merger Survivors' Trust, Hope, Normative and Continuance Commitment" in the *Journal of Management Development*, Spring 2006. This was based on his dissertation for the ELP program.

Dr. Pamela Smith, Cohort 10, and Dr. Marilyn Wesner co-authored an article, "Diversity's Rewards" for *Grocery Headquarters*, a major publication in the food retail industry. The article will appear in the May, 2006, issue, and is intended to coincide with the Food Management Institute (FMI) Conference in Chicago. The article is based on Dr. Smith's dissertation on Formal Mentoring for Women of Color in the Food Retail Industry.

Guest Speakers

The ELP program regularly invites speakers who are faculty subject-matter experts to present to second year students. Spring speakers include:

- Dr. Jerry Harvey – April 8, 9:00 a.m. to 12:00 p.m., "The Abilene Paradox"

For additional information about the Guest Speaker Program, contact Kamilah Giscombe at kgiscomb@gwu.edu.

Completed Dissertations and Oral Examinations

Congratulations to these students who recently defended their dissertations.

- Dr. Maryann Beebe – “Making Sense of Competing Values in Organizations: A Psychological Phenomenological Study with Practicing Oncologists in Teaching Hospitals”
- Dr. Linda Byington – “An Exploration of the Relationship Between How an Organization Expresses its Identity and How Visitors Make Sense of It in Its Corporate Museum”
- Dr. Ayman El-Tarabishy – “An Exploratory Study Investigating the Relationship between the CEO’s Visionary Leadership Style and the Organization’s Entrepreneurial Orientation”
- Dr. Jacquie Hamp – “Voice and Transformative Learning: A Study of Critical Reflection and Rational Discourse in a Transformative Learning Experience as Experienced by Economically Disadvantaged Women”
- Dr. Laura Horn – “How Individuals Considered Transcendent Experience Meaning in Work: A Phenomenological Study”
- Dr. Violette Jacobson – Conscious Customer Interaction: A Phenomenological Exploration of the Emergence of Sales as Experienced by the Employee Agent of a Firm and His Loyal Customers”
- Dr. Steven Moyer – “Experiencing the Essence of Selecting and Developing Life Goals”
- Dr. Judy Schmitz – “Managerial Attentiveness to Informal Learning in the Workplace”
- Dr. Lisa Toppin – “Defining the Psychological Contract of the Virtual Worker: Implications for the Human Resource Professional”
- Dr. Mary Volz – “Values and Cohesiveness: A Case Study of a Federal Team”

Dr. Chalofsky Publishes Article in Training + Development

In a November, 2005, T+D article entitled “Reshaping the Way We View the World,” Dr. Neal Chalofsky explains how organizational learning should reflect the knowledge-based era in which we live and, above else, should be meaningful.

Brown Bag Luncheon

Please join us in Room 176 of Building II on the Ashburn Campus for two brown bag luncheons. RSVP to Liliana Meneses at lmeneses@gwu.edu.

- **April 15, 12:30 p.m. to 1:30 p.m.** – Dr. Maryann Beebe, Cohort 15, will be discussing her dissertation topic which describes understanding the dynamics that exist in how practicing oncologists make sense of organizational and professional competing values.
- **May 6, 12:00 to 1:00 p.m.** – Liliana Meneses, Cohort 15, will present “An Overview of Qualitative Data Analysis Software.” Her luncheon discussion will introduce and compare four different software programs used for data analysis in qualitative studies: NVivo, N6, MaxQDA and Atlas.ti.

Dr. Graham Presents with Doctoral Fellow Liliana Meneses at the SRIF Conference in San Francisco

Dr. Carolyn Graham and Liliana Meneses, Cohort 15, presented “Third Culture Identity” at the Society for Research on Identity Formation conference held in San Francisco on March 23 to 26. Liliana is also presenting at the Society for Research on Adult Development in April, 2006. Her paper for SRAD is entitled “A Phenomenological Study of the Third Culture”, and is based on preliminary results from her dissertation.

Dr. Cseh Presents with Doctoral Student Beatriz Coningham and Serves as Panelist at AHRD Conference in Taiwan

In December, Dr. Maria Cseh, assistant professor of human resource development, presented “The Practice of Global Organization Development and Change Consultants: Challenges and Future Perspectives,” co-authored with doctoral student Beatriz Coningham, at the Asian Conference of the Academy of Human Resource Development (AHRD) in Taipei, Taiwan. The paper was published in the peer-reviewed conference proceedings. Dr. Cseh also was invited to be a panelist during the two-day, pre-conference workshop “Preparing Human Resource Development Practitioners in University Programs around the World”.

Dr. Khilji Invited by Intercultural Management Institute

Dr. Shaista E. Khilji was invited by the Intercultural Management Institute in Washington, DC, for their Annual Spring Conference in March, 2006. The conference was aimed at helping HR professionals, global business leaders, and international aid agencies learn how culture affects interactions within their organizations. Dr Khilji conducted workshops on "Cultural Mistakes in Marketing" and "Managing the Two Asian Giants- India and China" with an enthusiastic audience.

Alumni Notes

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

Dr. Marquardt Serves as Panelist with HRD Alumnus and Student

Professor of Human Resource Development Dr. Michael Marquardt joined Dr. Mohammed El-Amadi, a graduate of the Executive Leadership Program in Human Resource Development, and doctoral student Beatriz Coningham as members of a panel that presented the role of HRD in national development at the Academy of Human Resource Development's International Conference in Columbus, Ohio.

Faculty Winners of REIA 2006 Award

Dr. Shaista E. Khilji, Dr. Andrea Casey and Dr. Neal Chalofsky have been selected as the winners of REIA 2006 Award by the Dept. of Counseling and Human and Organizational Studies. The funds will enable these faculty members to pursue their research over the summer.