



Welcome to Fall

ELP has a new home! We have moved down the block to 44983 Knoll Square Drive, Suite 391. The main phone line is still active, but our personal phone numbers have changed. Some of them are provided at the end of the paragraphs following. The ELP office can *still* be reached at 703-726-8396. Come and visit us any time.

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 or 703-726-3784.

Prospective Students – ELP Weekends

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:

- November 5 – 6 and 12 – 13
- December 3 – 4 and 10 – 11
- January 14 – 15 and 21 – 22

If you have any questions about the program or about applying for admission to Cohort 17, contact our Recruitment Coordinator, Kamilah Giscombe, at 703-726-3787 or elpnow@gwu.edu.

Distinguished Honors

It's rare that the University awards "Distinguished Honors" for exemplar work with dissertation research, but we're proud to announce that one of our ELP members did so on October 8, 2004.

Dr. James Hazy, Cohort 10, successfully defended "A Leadership and Capabilities Framework for Organizational Change: Simulating the Emergence of Leadership as an Organizational Meta-capability." Congratulations, Dr. Hazy!

CHAOS'04 Research Conference

We hope you're planning on attending the November 7 and 8 CHAOS'04 Conference in Ashburn. The Sunday session will be focused on alumni, with panel discussions and networking opportunities, a welcome reception, and a guest speaker from a major corporation. The Monday session will consist mainly of on-going paper presentations in break-out sessions. Please try to RSVP by October 29 so we can plan accordingly. Contact Sue Simmons at ssimmons@va.gwu.edu, or 703-726-3788.

Academy of Management Presentations

We had a terrific showing at this year's AoM conference in New Orleans in August. Over 40 faculty, alumni, and current students attended and/or presented. ELP hosted a social on Sunday, and good fun and conversation was had by all. Among the presenters this year were:

- Dr. Andrea Casey
- Ozgur Ekmekci
- Pascal Etzol
- Dr. Margaret Gorman
- Dr. Mike Marquardt
- Brian Tivnan
- Carolyn Vincent
- Dr. Deb Waddill

Of special note is the "Best Student Paper Award" presented to Ozgur Ekmekci. Congratulations!

Welcome to Nancy McGuire

We are happy to welcome our newest ELP staff member, Nancy McGuire. Nancy will be focused on doctoral student services, faculty support, and academic program coordination activities with current students and ABDs. Please help Nancy feel at home. She can be reached at 703-726-3768 or nmcguire@va.gwu.edu.

Admissions Interviews

Our recruiting for Cohort 17 is in full swing. The initial round of group interviews is October 14 and 20 for approximately 25 candidates. We anticipate more interviews to be scheduled in November and February, with final selections on March 1. Send in your application, \$60 application fee, Statement of Purpose, and resume to be considered for one of the most innovative doctoral programs in the world. Contact Kamilah Giscombe at kgiscomb@gwu.edu or 703-726-3787. The final deadline for completed applications is February 1, 2005, but try to get your packet in as soon as possible for early admission.

Spring Elective Course Offerings

The ELP is offering two elective courses this Spring: HRD 286 "Seminal Readings in Human and Organization Studies" with Dr. Joe Bocchino (meeting January 23 and March 20), and HRD 320 "Managerial and Organizational Cognition" with Dr. Andrea Casey (on-line course). If interested, contact Nancy McGuire at nmcguire@va.gwu.edu, or 703-726-3768.

Updating the Database

Thank you for responding to our request for your current contact information. We are two-thirds of the way done with our calls to you. You can continue to send your response to us, either by phone, e-mail or letter to Marge Niedzwicz at 703-726-3784 or mniedzwicz@va.gwu.edu.

On the Radio

Dr. Jack Gilbert, Cohort 3, recorded a radio program on ethics in the workplace. You can hear it by going to this link: www.worldtalkradio.com/archive.asp?aid=2206

Awards

Vareen O'Keefe Domaleski, Cohort 14, was recently presented with an award in "Most Supportive Nursing Environment for 2004" in New Hampshire. Vareen has successfully completed her coursework and comprehensive exams, and now working on her dissertation research. She's been an outstanding student and cohort member in the Executive Leadership Doctoral Program.

Open House

ELP held a successful Open House for prospective students in September. Approximately 20 attendees took advantage of the opportunity to meet current students and learn more about the program. If you missed that date, you are welcome to visit during any ELP weekend. Call the office at 703-726-8396 for more information.

Faculty Publications and Presentations

Dr. Michael Marquardt was invited to submit an editorial on action learning in GW's *By George!* Dr. Marquardt also published an article in the June 2004 issue of T+D Magazine, the largest and top training journal in the world. The article entitled "Harnessing the Power of Action Learning" discusses how some brand-recognizable companies are using action learning to solve corporate problems and develop leaders.

Congratulations to Drs. David Schwandt and Margaret Gorman for their chapter "Foresight or Foreseeing? A Social Action Explanation of Complex Collective Knowing" in a new 2004 book *Managing the Future: Foresight in the Knowledge Economy*, edited by Haridimos Tsoukas and Jill Sheperd.

Dr. Neal Chalofsky and doctoral fellow Gayle Griffin presented a working paper, "Work-life Culture and the Humane Organization" at the Fifth International Conference on HRD Research and Practice 2004 sponsored by the Academy of HRD held at the University of Limerick in Limerick, Ireland, in May.

Dr. Margaret Gorman has been selected as a VIP invitee at the HRLeaders Summit in Palm Springs, CA, on October 17 to 20. The conference invited top HR leaders from all business sectors and global organizations. Margaret was also nominated for GSEHD Board of Directors for 2005-2006 to be announced at the New Directions Conference on October 16 in celebration of the school's 100 year anniversary.

Research Presentations

Dr. Jo Longnecker, Cohort 11, presented her research on the executive's use of metaphor at the 6th International Conference on Organizational Discourse.

Writing Retreat

The ELP Fall writing seminar is scheduled for the last week in October. The target audience is those actively engaged in the final stages (analyzing data/final chapters), those seeking to publish their dissertation research, or those working collaboratively with the ELP faculty on a publication. Approximately 25 alumni, faculty, and ABD students have been invited to participate. Along with successful completion of dissertation, the goal is to increase the publication output.

As a reminder, ELP alumni are eligible for up to \$1,500 of funding that leads towards the publication of their dissertation research. For further information, contact Linda Byington at lbyington@cox.net.

Alumni Notes

Did you know that . . .

- With the summer dissertation completions, there are now 107 ELP doctoral alums
- During this year, 4 alums have used ELP publication scholarships to further their research
- Alumni can apply for up to \$1,500 towards publication efforts related to their dissertation
- Alumni are meeting on Sunday, November 7, as part of the CHAOS'04 research conference.

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

Alumni and ABD Students who Teach

Kudos to the following who make the time to teach:

- Dr. Anna Adams, Cohort 12
- Dr. Joe Bocchino, Cohort 10
- Dr. Terry Carter, Cohort 7
- Jacquie Hamp, Cohort 12
- Rhonda Jones, Cohort 12
- Dr. Jim Leslie, Cohort 4
- Richard Ray, Cohort 12

Guest Speakers

Dr. Mary Jo Hatch will present on Organizational Identity for ELP 15 on November 5 from 1:00 to 5:00. For dates and additional information about the Guest Speaker Program, contact Gayatri Pandit at 703-726-3785 or gayatri@gwu.edu.

Correction

Congratulations to Dr. Milagros Mateu, Cohort 10, who defended her dissertation "Culture and Expatriate Learning: A Phenomenological Study of Americans Living and Working in Japan" this past June. We apologize for giving an incorrect title in the past newsletter.