From the Director, Jim Ludema

On Benedictine’s campus this month, the stress level is rising as the undergraduate students write their final papers, take exams, and finish their spring courses. Watching the traditional students go through this annual cycle reminds me of how different our program is: our students attend classes year round, work full time, and many have families and community obligations as well. It’s hard to balance all that, which is why we’re especially proud of every student who crosses the finish line. In this edition of The CVDL Insider, we celebrate the incredible accomplishments of our remarkable students, alumni, faculty, and staff. Read on: we can’t wait for you to see how they are making a difference in the world.

CVDL Celebrates 10th Anniversary by Asking, “What’s Next?”

The Center for Values-Driven Leadership celebrated its 10th anniversary in November 2018 with a day of festivities. Dr. Barbara Fredrickson, the University of North Carolina scholar who is known for her “broaden and build” theory of positive emotion, anchored the senior executive roundtable, which was followed by a dinner celebration for CVDL’s students, alumni, and friends.

The evening event, designed to follow the Appreciative Inquiry 4D Cycle, began by asking guests how their lives were different because of the CVDL. Then, guests were asked to make suggestions for the CVDL’s future. What should the next 10 years hold?

The conversations were inspiring; find photos and more insights from the evening on the following pages.

Inside this edition:
- 10th anniversary celebration: page 2
- Meet Cohort 5: page 3
- Insider Updates: page 6

Transforming business & society through values-driven leaders and their flourishing companies.
The Best of What Is …
Celebrating the CVDL’s Impact

Those gathered at the celebration were asked to share how their lives were different because of the Center. Here are a few of the responses.

“I walked in and I was in a business doing good work but I was burned out. I wanted to transform the world.” –Lee Murphy (C1)

“I walked in with 60 employees, and we are pushing 700 now.” –Mary Rosswurm (C2)

“I came in light on local friends and now I have some lifetime friendships. My life is full … they give me meaning” –Dawn Harris Jeffries (C4)

“The value of this thing was to affirm and confirm people who knew in their hearts what the right thing to do was and this place has become a sanctuary.” –Sandra Gill, co-founder

“I came to this program as a leader. I became a good follower. I am a fellow of this community.” –Francisco Vasquez (C4)

“I came in with something I believed: the power of love. The program gave me a chance to study that. I didn’t know how far-fetched what I was attempting to do was, but the CVDL did. … I wouldn’t have been able to do it without the love and support of this organization; thank you.” –Joe Ricciardi (C1)

What Should Be? …
Envisioning the Future of Values-Driven Leadership

Participants were also asked to share ideas for the Center’s next 10 years. The emerging ideas were wide-ranging; each idea is being considered as part of the Center’s long-term strategic planning process.

Ideas included:
- Begin programming for youth
- Create ways for members of different cohorts to connect
- Create a post-doc opportunity
- Build consulting initiatives and involve graduates
- Hire a fundraiser
- Succession planning
- Start a forum for CEOs
- Have extensions of the CVDL around the world
- Create a post-doc opportunity
- Expand curriculum and invite visiting scholars who reflect more diversity
- Create easy and affordable on-ramps for engaging with the Center

Images: Left, view the CVDL’s anniversary celebration video, which highlights the Center’s 10 years of impact, by clicking the video image. Above, members of Cohort 1 gather at the celebration. C4’s Tim Courtney (also known as DJ Ill Behavior) provided entertainment at the after party; Enrique Lopez (C3) invited attendees to reflect on their vision for the center’s future; Dr. Barbara Fredrickson spoke at the senior executive roundtable.
Meet C5: Twenty-Four New Students Joined the CVDL Family this Spring

<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Role</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aleen Bayard</td>
<td>Principal, Aileen Bayard, Transformative Consulting</td>
<td>Chicago, IL</td>
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<tr>
<td>Joseph Bird</td>
<td>Attorney/Sergeant, Chicago Police Dept.</td>
<td>Chicago, IL</td>
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<tr>
<td>Theresa Christian</td>
<td>Director of Market Access Teams, Bioventus</td>
<td>Lake Zurich, IL</td>
</tr>
<tr>
<td>Fiona Cummings</td>
<td>CEO, Girl Scouts of Northern Illinois</td>
<td>Naperville, IL</td>
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<tr>
<td>Stephen Drew</td>
<td>Vice President, Contact Center Solutions, Carousel Industries</td>
<td>Geneva, IL</td>
</tr>
<tr>
<td>Lisa Finucane</td>
<td>Director of Education US/Mexico, Wahl Clipper</td>
<td>Elmhurst, IL</td>
</tr>
<tr>
<td>Danielle Galbraith</td>
<td>Co-Founder, Blue Spark Group</td>
<td>Portland, OR</td>
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<tr>
<td>Andy Gordon</td>
<td>Sr. Program Manager, Instructure, Inc.</td>
<td>Seattle, WA</td>
</tr>
<tr>
<td>Laura Guilliam</td>
<td>Leadership Excellence Manager, Progressive Insurance, Cleveland, OH</td>
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<tr>
<td>Cheryl Harris</td>
<td>SVP/Chief Procurement Officer, Allstate Insurance Company</td>
<td>Northbrook, IL</td>
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<tr>
<td>Tenia Harris</td>
<td>Chief People Officer, Raise Marketplace LLC</td>
<td>Flossmoor, IL</td>
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<tr>
<td>Gamini (GB) Hewawasam</td>
<td>CEO, FineFinish Engineering</td>
<td>Chicago, IL</td>
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<tr>
<td>Robert Hughes</td>
<td>Consultant, Scientific Research Corporation</td>
<td>Scott Air Force Base, IL</td>
</tr>
<tr>
<td>Teresa A. Johnson</td>
<td>Owner/Chief Operating Officer, Phoenix Boats</td>
<td>Winchester, TN</td>
</tr>
<tr>
<td>Sean Jordan</td>
<td>Area Manager, Amazon Logistics</td>
<td>Hopkins, MN</td>
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New Webinar Series, AI Workshops Open to Public

As mentioned on page 2, attendees at the 10th anniversary celebration challenged the center to create easy and affordable on-ramps. Taking that advice to heart, the CVDL is launching two new executive education opportunities to introduce topics to new participants or provide a refresher course to others.

First, the Appreciative Inquiry workshop series will return with four campus events in the coming months: a July, half-day “Intro to AI,” session; a fall half-day on “Coaching & Developing Others through AI,” and a 3-day “Leading Appreciative Inquiry” workshop in February, and a capstone experience next summer. More details will be available soon at http://cvdl.ben.edu/ai.

Second, this fall, the Center will launch a new webinar series designed to make the ideas of values-driven leadership accessible through engaging 1-hour online sessions. These sessions will be free to all. Watch for updates on this exciting new series.
Benedictine Welcomes New College of Business Dean

Benedictine University appointed Dr. Darrell Radson as the Dean of the Daniel L. Goodwin College of Business in January 2019. Radson is the former Dean of Bradley University’s College of Business and has 25 years experience in higher education administration. He holds a Ph.D. in Industrial and Operations Engineering from the University of Michigan. As a Dean, Radson is committed to strengthening Benedictine’s ties within the business community.

ILA Doctoral Consortium (Pre-conference workshop)
- Gus Gustafson (Faculty)
- Walter Baehrend (C2 ‘16)
- Mary Gentile (DVS)
- Craig Johnson (DVS)

A Spiritual Evolution of the Ethical Leadership Style Questionnaire
- Walter Baehrend (C2 ‘16)
- Mike Chikeleze (C1 ‘14)
- David Barnett (C4)
- Nancy Sayer (C3 ‘18)

Social Justice in Healthcare: Leadership to Promote Prosperity
- Michael Chikeleze (C1)

Ethical Behavior and Authenticity: C-Suite Realities and Recommendations
- Colleen Lyons (C4)
- Daniel McClellan (C4)

Enabling and Driving Organizational Readiness for Change Through Humility, Commitment, Trust, and Technology
- Anna Amato (C1 ‘14)

Leadership Development in Healthcare
- Carla Worthing (C2 ‘16)

People Support What They Help to Create: Appreciative Inquiry as a Tool for Authentic Leadership
- Patrick Farra (C3 ‘18)
- John Heiser (C2 ‘16)
- Amber Johnson (C4)
- Jim Ludema (Faculty)
- Peter Northouse (DVS)

The Direct Link Between Values and Performance for Leaders and Organizations
- Anna Amato (C1 ‘14)
- John Heiser (C2 ‘16)
- Jim Ludema (Faculty)
- Carla Worthing (C2 ‘16)

Brains, Benevolence, and Business Practices: What Neuroscience Can Teach Us About Authentic Leadership
- Jim Ludema (Faculty)
- Nancy Sayer (C3 ‘18)
- Barbara Steel (C3)

Addressing the Virtues and Values That Enable Business Leaders to Work for the Greater Good
- Melissa Norcross (C3 ‘18)

Effective Leadership Practices That Transcend Sectors
- Carla Worthing (C2 ‘16)

Leadership and Discretionary Power: The Impact on Progress and Prosperity
- Michael Chikeleze (C1 ‘14)
Alleen Bayard (C5) recently presented on resiliency at the National Association of Print & Ink Manufacturers in Miami and on client retention strategies at a conference in Mexico City.

Sherri Black’s (C2 ’17) son, Will, married his new wife, Colleen, on October 27, 2018, in Asheville, NC. Will and Colleen met at University of North Carolina and both have doctorates in chemistry. Sherri’s daughter, Christina, gave a riveting toast at the wedding.

Allison Dake (C3 ’18) co-authored the chapter, “Workforce Development: A Regenerative Perspective in the new publication, Regenerative Urban Development, Climate Change and the Common Good.”

Tasha (Patterson) Davis (C4) and her new husband Eddie Davis honeymooned in Fiji. They were married on Sept. 7, 2018, but delayed their trip (which included a beach ceremony) until Tasha completed her coursework. Tasha and Eddie are pictured below with a Fijian children’s dance group.

Lee DeRemer (C1 ’14) became Vice President of People and Culture at Lancaster Bible College in Lancaster, PA. in October of 2018. His portfolio includes Organizational Culture, Professional Development, and Human Resources. Lee continues his work as Director of LIFECYCLES and is currently celebrating their fifth year of God’s goodness.

Patrick Farran (C3 ’18) accepted a position at the University of Notre Dame as the Associate Director for Graduate Business Services focusing on teaching and coaching full-time MBA students in the consulting concentration.

Dilyss Gallyot (C3) was announced as College of DuPage's College-wide Outstanding Full-Time Faculty member for 2018-2019! As her students wrote in their nominations, “Professor Gallyot is a compassionate role model who makes me want to succeed and become as successful as her. She is inspirational and considerate to her students.”

Congratulations to Cheryl Harris (C5) on being named one of Black Enterprise’s 2019 Most Powerful Women in Corporate America!

After 8 years with Glanbia, Trevor Heller (C3) moved to Lineage Logistics as an Assistant GM.

Kathy Hopinkah Hannan (C2 ’16) was awarded the Athena International Award in October in Washington, D.C. Kathy was also named to the Executive Committee of the Smithsonian National Museum of the American Indian board and joined the Annaly Capital Management Board as an Independent Director and member of the Audit and Nomination and Governance Committee.

Tina Huesing (C2 ’16) returned to Munich, Germany, after having taught in the Graduate School of Management of the University of Auckland, New Zealand for a year. She is again teaching at the University of Applied Sciences in Munich and fantasizing about her next adventure. In April, Kathy and Tina had a chance to catch up over coffee in Southampton (photo above).

An article about Dawn Harris Jeffries’s (C4) work with young women in Peoria was featured on the CVDL's...
Congratulations to Trevor Heller (C3 '18), who completed his dissertation in August. (Pictured above with his dissertation chair, Marie Di Virgilio, faculty.) Trevor's son Aiden (left) was among the first readers. Aiden and friend Beatrix Quirk are pictured below with Aiden's mother, Nina, and Stephanie Quirk (C3 ’18).

Melissa Norcross (C3 ’18) and Patrick Farran (C3 ’18) launched Ad Lucem Group to help companies more fully engage their workforce to better accomplish strategic initiatives. Additionally, Melissa recently relocated to San Antonio, TX, where she is the strategy engagement director for USAA.

Mary Rosswurm (C2) is celebrating the life of Ruby (photo upper right), the leader of her pack of six dogs. Ruby recently passed away at the age of 16. Mary says Ruby offers a good model of leadership: she ran a tight ship but was a kind and benevolent leader. “I learn a lot of lessons from my dogs,” says Mary.

Nancy Sayer (C3 ’18) will begin teaching at North Central College in their Master of Leadership Studies program in the fall. Also, her dog, Frodo, (photo at lower right) celebrated major wins in December, January, and April. He has only four points to go before he is a champion dog!

In the last year, Carla Worthey (C2 ’16) presented on executive communication skills and strategy capacity and execution at the Carrier Corporate Leadership Development Program in Shanghai, China; and “how to cultivate executive presence” at the Tennessee SHRM Strategic Leadership Conference in Nashville.
Upcoming Events

August 9-13, 2019
Academy of Management Annual Meeting, Boston, MA. [Details here.]

August 28-30, 2019
Irish Academy of Management, Dublin, Ireland. [Details here.]

September 13, 2019
Culture + Leadership Quest conference, a partnership between Benedictine University and Brand Innovations. Contact Amber for details.

October 24-27, 2019
International Leadership Association Annual Global Conference, Ottawa, Canada. [Details here.]

March 27, 2019
Next Senior Executive Roundtable, speaker to be determined. Benedictine University.

Watch your email for additional events, including our new webinar series.

Publications

Mike Manning (Faculty) has published two chapters in the book Preparing for High Impact Change: Experiential Learning and Practice, edited by S. Adams, A. Buono, and G. Schwarz (in press, Edward Elgar Publishing). The chapters include:

- Eliciting Group Affect and Emotive Tone: The Mads, Sads, and Glads Exercise with Melissa Norcross (C3 ’18)

Melissa and Mike have also published a chapter, Humility as an Enabler of Organizational Growth and Change, in A.B. Shani and D. Noumair (Eds.), Research in Organizational Change and Development (Vol. 27), Bingley, United Kingdom: Emerald Group Publishing, Ltd.: 59-82.

Jim Ludema (Faculty) and Amber Johnson (C4, staff) continue to publish a regular column at Forbes.com. Earlier this year, they completed a six-part series on creativity and innovation; [find a summary here. Additionally, their article on Giving ‘How Are You?’ a Makeover now has over 440,000 views.}
2019 Giving Opportunities

Values-Driven Leadership Book Development: $10,000. This year, we are writing a book to define the field of values-driven leadership. Donations are needed to support engagement opportunities with exemplary values-driven leaders who can share insights regarding the book’s content, including travel for interviews, gatherings with key leaders, and related activities.

Advancing Our Brand: $7,000. In the coming year, our team hopes to extend our capacity to communicate with prospective students and other values-driven leaders; to do this, we need an update to our software systems and graphic design help for communications materials. A contribution to this cause will help us reach more with the message of values-driven leadership.

Webinar Series Sponsorship: $2000/webinar (four planned). Our alumni have challenged us to make the Center’s ideas available to a wider audience through easy and free on-ramps. We’re developing a new webinar series to teach the basics of leading self, others, the organization, and in society. Sponsorship will help us share the opportunity with new audiences through social media marketing.

Scholarship Fund for Students: Any amount. The graduates of our first cohort established this scholarship fund to support deserving doctoral students.

Non-Designated Gift to the Center: Any amount. Share your donation as a non-designated gift to the Center and let us apply your generosity where it is most needed.

May 31 is the end of Benedictine’s fiscal year. If you’d like to make a gift to the Center, please consider these giving opportunities for the year.

How to give:
1. Visit ben.edu/giving and enter your information
2. Enter “Center for Values-Driven Leadership” in the “other designations” box
3. Let Amber or Jim know how your gift should be designated.