



How will a Ph.D. help my company?

If an executive on your team is considering Benedictine University's [Ph.D./D.B.A. Program in Values-Driven Leadership](#), you may wonder how this experience will impact your company, and the individual's ability to lead.

This document explains the time commitment and logistics of the program. We also invite you to hear from some of our students and graduates regarding the contribution this program has made to their companies.

But first, we cover what may be your biggest concern: the **return on investment**. Will what you receive be worth the time and possible financial investment your company makes as an executive participates in the program?

Return on Investment for Companies

We asked executives what benefits they've seen from participation in the program. Here's what they told us:

Retention of Top Talent

Supporting a senior employee's participation in the program signals the high value leadership places on the employee.

Insight for Preventing & Addressing Tough Leadership Issues

Our students draw on insights from readings, research, and discussion, bringing new solutions to your organization.

New Tools, New Strategies, New Ideas

Students are in class on the weekend then bring new ideas and tools to the office on Monday morning.

Culture-Building Capacity

Leading high-performing teams requires shaping a strong, positive culture, a capacity our students build in themselves and others.

Evidence-Based Answers

Through original doctoral research and access to the world's best scholarship, our students learn to apply the science of management to the art of leadership.



Colleen Lyons, Executive Leadership Development Advisor, Boeing

"I am more book, street, and leadership smart and I have an unbelievable network of people to join me on my leadership journey. This Ph.D. enabled me to make a contribution to Boeing's leadership organization. That's a great ROI."

Time Commitment

Our executive program is designed to fit the demanding schedules of working executives. Classes are held on campus once a month on weekends, and once a year for an annual eight-day intensive. The program is three years long: two years of course work and a third year of dissertation research and writing, during which the student is not required to come to campus. An international trip is required and may be scheduled at the student's convenience.

Outside of the classroom, students spend 15-20 hours each week on reading, research, and writing. Our students tell us they find this time during early mornings, nights, weekends, and daily commutes.

But why invest in this?

Thousands of leadership development programs and ideologies are available. Why should you support the long-term commitment required for a Ph.D.?

Simply put, real change and development require time. Your colleague's commitment to this program will ensure that the learning he or she experiences takes root within your company, leading to new insights, real change, and measurable growth.



Kathy Hopinkah Hannan, Ph.D.

National Managing Partner, KPMG (retired)

"My work at KPMG requires me to consistently enhance our culture, which is predicated on a robust foundation of ethics and integrity, and to ensure that we develop a deep diverse and inclusive talent pipeline. This program gave me new perspectives on enduring challenges that, I believe, will lead to sustainable solutions for business and strengthen board governance practices."



Cheryl Harris

Chief Procurement Officer, Allstate

"The doctoral program matters to me because, as employees and leaders, we need to think about culture, we need to do things with ethics at the core. You can go fast. You can grow big. But if you don't do it in a responsible way, that's not a good thing for anyone. That's the attraction to this program for me."



Brett Hinds, Ph.D.

Chief Engineer, Ford Motor Company

"At a high level, there's always been these ideas in the back of my head. The doctoral program has taken those feelings and made them thoughts; I'm reading books and talking with leaders and scholars about these ideas that are materializing. It's the 'Ah-ha!' experience for me. ... I learned something on the weekend, and applied it on Monday morning."



Laura Guillian

Organizational Development & Research, Progressive Insurance

"This program provides me with new perspectives and insights that allow me to evolve as a leader and stimulate positive and sustainable change within my organization."



John Heiser, Ph.D.

CEO, LabVantage

"A Ph.D. program gives you a concentrated focus that brings so much in terms of ideas and leadership capacity. We have put so much to use. My leaders saw what this brought to our company, and promoted me while I was still in the program."

Learn More

Visit cvdl.ben.edu/doctorate or contact Amber Johnson at aajohnson@ben.edu to discuss more ways the CVDL can help your company reach strategic goals.

