

25<sup>th</sup> ILA

# Global Conference



**CULTIVATING  
LEADERSHIP FOR A  
THRIVING FUTURE**

## **Online:**

**3-4 October 2023**

## **Onsite:**

**12-15 October 2023**

**Sheraton Vancouver Wall Centre  
Vancouver, Canada**



**#ILA2023Global**  
[ilaglobalconference.org](http://ilaglobalconference.org)

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**6:30 PM**  
**Sheraton Vancouver Wall Centre**  
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# BEING IN COMMUNITY WITH ONE ANOTHER

**W**hen we enter into the trusted space of the ILA, we are making a commitment to be in community with a diverse group of learners from around the world.

The most powerful lever for change is in how we relate to, and connect with, one another, especially across differences.

Connections are created and nurtured as we share our experiences and learn from the experiences and perspectives of others. This engenders a feeling of belonging that nourishes our creativity and advances our collective purpose of advancing the practice and study of leadership for a just and thriving future.

Being in community with one another at ILA's Global Conference is not just a vision, it is a leadership practice. Each person who enters this trusted space shares the responsibility to create an environment where everyone is respected and valued.



# WELCOME TO ILA 2023

W elcome!

As I prepare this note to welcome you all to Vancouver for the 25th ILA Global Conference, I can't help reflecting that my own involvement with ILA goes back more than twenty years. When I discovered the ILA, I found the mix of scholars, practitioners, and students of leadership to be stimulating and rewarding. My first Global Conference was also held in Canada - in Toronto in 2000. Then, in 2001, I joined the newly formed Center for Public Leadership at the Harvard Kennedy School - first as a Fellow and then as a member of the teaching faculty. This was my first opportunity to explore the challenges of leadership with people who approached it as an academic discipline.



In those days I was part of several organizations of current and former political leaders. I was a founding member of the Club of Madrid, which had 34 members when it began in 2002 and currently has over 110. It is now the largest global forum of former democratically elected heads of state and government. The Council of Women World Leaders, of which I was a founding member in 1997 and later Chair, includes current and former female Presidents and Prime Ministers. The International Women's Forum, where I served as Global President, brings together women of pre-eminent achievement in many different fields.

In my early days as a leadership teacher and activist, the world was optimistic about the future of democracy and the possibilities for leaders to come from an increasingly diverse array of social contexts. But today, with rising authoritarianism and pushbacks against women and racial minorities, that optimism has been tempered.

More than ever, we need to take the challenges of leadership seriously. How can we lead effectively in a changing world where the internet and social media make communication - the foundation stone of effective leadership - not just difficult but fraught with disinformation and manipulation? The speed of communication has made thoughtful deliberation increasingly difficult to sustain amid the cacophony and endorphin rushes of instant messaging.

Here in Vancouver, we can join together in seeking insights about how to lead effectively, how to support good leadership, and how to evaluate the leaders we want to follow. Vancouver is my hometown and was my political base for service at all three levels of government in Canada. I know you will find it a wonderful setting for serious thought, lively networking, and an all-around great conference experience.

Welcome to Vancouver and to ILA 25. I promise you will find it a life-changing and life-enhancing experience.

I look forward to seeing you all.

**Rt. Hon. Kim Campbell**

19th Prime Minister of Canada  
Chair, ILA 25th Global Conference

# WELCOME TO ILA 2023



**W**e are delighted to welcome you to ILA's 25th Global Conference, which marks a milestone, ILA's 25th anniversary. We acknowledge that the in-person conference is located on the unceded traditional territories of the x̱məθḵw̱əy̱əm (Musqueam), Sḵw̱x̱w̱ú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations.

The conference theme – Cultivating Leadership for a Thriving Future – is more important than ever in this polarized and conflictual world of divisive issues and seemingly intransigent problems. We believe leaders have an essential role in convening and holding space for us to build a thriving future for all. Rich and open dialogue among ILA's diverse community of scholars and practitioners provides opportunities for deep listening and mutual learning that can foster an appreciation of different perspectives and ways of being. Through such dialogue, we can build a future based on hope, mutual respect and the common good. That is the power of ILA's value of inclusion.

As we celebrate the 25th anniversary of the ILA, we have each reflected personally on our ILA journeys. Shawna has been an ILA member since 2007. Two highlights of her ILA membership include presenting her dissertation research at the 2009 annual conference in Prague and at the first Women and Leadership Conference in Asilomar in 2013. Now as an Academic Dean overseeing large leadership programs, she continues to value and appreciate the work of the ILA and its impact on leaders. Brigitte has been an ILA member since 2011. Connecting to a larger community of practitioners, scholars, and organizations was powerful, providing a sense of belonging and connection, and opportunities for learning and building relationships. She found the membership so valuable that she encouraged all of the members of her school to join and that has inspired new directions and ideas. Natasha is attending her third ILA Global Conference this year having presented research at the conference on authentic leadership in crisis scenarios and post-pandemic servant leadership in 2021 and 2022, respectively. She appreciates the diversity of ILA participants and their experiences and is excited to meet with other leadership enthusiasts from the fields of business, academia, non-profit, and the public sector at this year's event.

As Program Co-Chairs, we are humbled by, impressed with, and excited about the quality and diversity of submissions for this year's milestone event. We hope that every attendee enjoys the rewarding experience of making a connection, contributing an idea, and discovering something new. The intentionally curated program invites all of us to envision a future in which we thrive, together. We have an opportunity to cultivate the leadership necessary for such a future. Our shared experience at the conference affords us the time, space, and collaboration necessary for forging the blueprints and roadmaps we will need. Twenty-five years ago, the ILA was founded; today we have an opportunity to think about, and shape, the leadership of the next twenty-five years and beyond. We consider this to be both a privilege and a responsibility.

Welcome to Vancouver!

**Shawna L. Nist, Ph.D.**

Dean, TWU GLOBAL  
Associate Professor of Leadership  
Trinity Western University twu.ca  
Langley, British Columbia CANADA

**Brigitte Harris Ph.D.**

Professor and Dean  
Faculty of Social and Applied Sciences  
College of Interdisciplinary Studies  
Royal Roads University royalroads.ca  
Victoria, British Columbia CANADA

**Natasha Brown, Ph.D.**

Senior Director of Learning Innovation and Business Strategy  
Worldwide Learning, Microsoft Customer and Partner Solutions  
Microsoft Corporation

Adjunct Professor, Master of Public Administration (MPA) Program  
Tseng College for Graduate, International, and Mid-Career Education  
California State University, Northridge  
Portland and Powell Butte, Oregon, USA

# THANK YOU TO OUR SPONSORS

Sponsorship and sponsors support the mission, vision, and purpose of the International Leadership Association. It is a reflection of a sincere commitment to the association's work and our values of inclusion, integrity, innovation, and impact.



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## LAND ACKNOWLEDGEMENT

The International Leadership Association acknowledges that Vancouver, site of our 2023 Global Conference, is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations.

# THANK YOU TO OUR SPONSORS

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**Perry Organizational Effectiveness Consulting, LLC**

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The Office for Diversity, Equity, Inclusion, and Belonging (DEIB)**

**William Woods University**

## THANK YOU!

We extend a sincere thank you to our volunteers who spent countless hours developing our 2023 program. We could not have done this without your support.

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Natasha Brown, Brigitte Harris, & Shawna L. Nist

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Tiffany Jordan

Office of the Vice-President, Students,  
University of British Columbia

*Special thanks to the hundreds of people who volunteered as peer reviewers and to the students and others serving as onsite volunteers.*

# THANK YOU TO OUR DONORS

The International Leadership Association convenes extraordinary talent, bringing members with diverse perspectives and backgrounds together in meaningful ways to connect, engage, and explore new leadership ideas that contribute to a thriving future for all.

We each join the ILA and give to the ILA for various reasons. Some honor the pillars of our profession by giving in honor of ILA's Lifetime Achievement Awardees. Others encourage emerging professionals by supporting ILA's International Student Case Competition. While others want to celebrate ILA's 25 years of advancing the practice and study of leadership for a just and thriving future.

## **In appreciation and acknowledgement, we thank you!**

Dorothy Agger-Gupta	Bernice Ledbetter
Niels Agger-Gupta	Francis Longaker
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P.S. It's not too late to join the ranks of donors this year.  
Visit [ila.memberclicks.net/donate](https://ila.memberclicks.net/donate).

# ILA – CULTIVATING A THRIVING GLOBAL COMMUNITY

## ILA MISSION

We accomplish our purpose by creating trusted spaces and relevant leadership resources together.

## ILA VISION

Leadership for the collective good of people and planet.

## ILA PURPOSE

We connect people worldwide to advance the practice and study of leadership for a just and thriving future

## OUR WORK IN ACTION

The world has a deep and pressing need for leadership that inspires and enables us to face the challenges of a complex, diverse, and ever-changing world. Our increasingly interdependent world requires the best thinking about leadership from all perspectives, sectors, disciplines, and cultures to develop innovative ideas and creative solutions. Leadership can make the difference. The ILA is committed to ensuring its evolution and effectiveness by creating trusted spaces for leadership learning across boundaries and providing trusted leadership resources for our members, partners, and the public.

## ILA VALUES

Our core values represent our deepest beliefs and highest aspirations regarding who we want to be as an organization and how we aspire to engage with the world.

### INCLUSION

We foster and promote diversity, equity, and belonging.

### INTEGRITY

We advance the field of leadership with rigorous and evidence-based research and practices.

### IMPACT

We focus on leadership impact for the greater good and for a better world.

### INNOVATION

We amplify new ideas and models of leadership for individuals, organizations, and communities to flourish worldwide.



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Kristin Conley, MSL  
260.422.5561, EXT. 3417  
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**Step 1** Scan the QR code below to download the mobile app.



**Android**



**IOS**

**Step 2** Open the CVENT app and search for event “International Leadership Association’s 25th Annual Global Conference.”

**Step 3** Download this event, then enter your first name, last name, and email to login (email verification required).

Use the app to view conference schedule, build your own agenda, network with other attendees, and much more!

# AGENDA OVERVIEW

## ONLINE CONFERENCE DAYS

Times listed below are Pacific Daylight Time, which is -7UTC. Note: We use a 24-hour clock! If the time is 13 or higher, subtract 12 to arrive at the correct PM time.

Note: Within each concurrent session time block, sessions start and end at various times. Check the detailed schedule for the exact time of each session. This schedule is subject to change. **The online event portal and app have the most up-to-date scheduling information.**

**All events on 3-4 October take place in our virtual event portal powered by CVENT. Check your email for login instructions.**

### TUESDAY 3 OCTOBER

5:00-5:55	<b>Welcome &amp; A Conversation With Jonathan Gosling</b>	p. 43
6:00-7:15	<b>Concurrent Sessions</b>	pp. 43-44
7:15-8:10	<b>A Conversation With Leigh Chapman</b>	p. 44
8:15-9:30	<b>Concurrent Sessions</b>	pp. 44-46
9:30-10:00	<b>Interactive Poster Discussions</b>	pp. 46
10:00-11:00	<b>Mindfulness and Connection</b>	p. 46
10:00-11:15	<b>Concurrent Sessions</b>	pp. 47-48
11:15-12:10	<b>Plenary   Leadership in Reconciliation in Canada and South Africa</b>	p. 48
12:15-13:30	<b>Concurrent Sessions</b>	p. 48-49
12:15-13:30	<b>Emerging Scholars Research Consortium (Invitation Only)</b>	p. 50
13:30-14:00	<b>Interactive Poster Discussions</b>	pp. 51
14:00-15:15	<b>Concurrent Sessions</b>	pp. 52-53
15:15-16:10	<b>Member Community Meet Ups</b>	p. 53
15:15-16:10	<b>A Conversation With Keith Grint</b>	p. 53

### WEDNESDAY 4 OCTOBER

5:00-6:15	<b>Concurrent Sessions</b>	p. 56
6:15-7:10	<b>Member Community Meet Ups</b>	p. 56
7:15-8:30	<b>Concurrent Sessions</b>	pp. 56-57
8:30-9:25	<b>A Conversation With Barbara Kellerman</b>	p. 57
9:30-10:45	<b>Concurrent Sessions</b>	pp. 58-59
10:50-12:10	<b>Interactive Roundtable Discussions</b>	pp. 59-60
12:15-13:30	<b>Concurrent Sessions</b>	pp. 61-62
13:45-15:00	<b>Plenary   Indigenous Leadership for Cultivating Thriving Futures in the Present</b>	p. 62

# AGENDA OVERVIEW

## ONSITE CONFERENCE DAYS

Times listed below are Pacific Daylight Time, which is -7UTC. Note: We use a 24-hour clock! If the time is 13 or higher, subtract 12 to arrive at the correct PM time.

Note: Within each concurrent session time block, sessions start and end at various times. Check the detailed schedule for the exact time of each session. **This schedule is subject to change. The online event portal and app have the most up-to-date scheduling information.**

All events take place at The Sheraton Vancouver Wall Centre unless otherwise noted.

### WEDNESDAY 11 OCTOBER

16:00-18:00	<b>"The Regi-Ception"</b> <b>ILA Registration &amp; Information Counter</b> Beat the registration rush, grab your conference badge early, and join us for a casual meetup with "Mocktails."	Junior Ballroom Foyer
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### THURSDAY 12 OCTOBER

7:00-18:30	<b>ILA Registration &amp; Information Counter</b>	Junior Ballroom Foyer
7:30-17:00	<b>Pre-Conference Events</b> <b>Half-Day &amp; Full-Day Ticketed Events</b> Details on pp. 66-67	Various Onsite & Offsite Locations
15:00-16:00	<b>Mindfulness &amp; Connection</b> Details on p. 26	Cracked Ice Lounge
16:00-17:00	<b>First Time Attendee &amp; New Member Networking Orientation</b>	Grand Ballroom
16:30-17:30	<b>"Thank You, Thank You, Thank You!" – 25 Year Donor Reception (Invitation Only)</b>	Constellation (34th Floor)
17:30-18:30	<b>ILA Cheers to 25 Years! – Welcome Reception &amp; Meet the Authors Event</b> Details on p. 67; Author list on pp. 29-30	Pavilion Ballroom
18:30-19:30	<b>Western Washington University Reception</b>	Orca
18:30-19:30	<b>Antioch University Reception</b>	Finback

**WIFI Access at the Sheraton Vancouver Wall Centre for #ILA2023Global**  
**Network: Sheraton\_Meeting | Password: ila2023**

**Save the Date**  
**7-10 November 2024**

See you next year in Chicago!  
The Call for Proposals for ILA's  
2024 Global Conference opens soon!



**WE'RE A LEARNING ORGANIZATION!**

Please watch your email for the link to this year's evaluation.

# AGENDA OVERVIEW

## ONSITE CONFERENCE DAYS

FRIDAY 13 OCTOBER		
7:30-18:30	<b>ILA Registration &amp; Information Counter</b>	Junior Ballroom Foyer
7:30-8:45	<b>Grab-n-Go Breakfast</b>	Pavilion Ballroom Foyer
8:00-18:00	<b>Sponsor Booths &amp; Pop-Ups</b> Details on p. 20	Pavilion Foyer
8:00-19:00	<b>Mindfulness &amp; Connected Spaces</b> Details on p. 26	Cracked Ice Lounge
8:00-8:45	<b>Member Community Meet Ups</b> Details on p. 69	Various Locations
9:00-10:15	<b>Plenary   Opening Welcome &amp; Keynote – Ancient Leadership for the Future: Female Supernatural Beings of Haida Gwaii</b> Details on p. 69	Grand Ballroom
10:15-10:45	<b>Pre-Signed Books and CDs From Terri-Lynn Williams-Davidson, Gid7ahl Gudsllaay</b> Details on p. 69	Grand Ballroom Foyer
10:30-12:00	<b>Concurrent Sessions</b> Details on pp. 70-72	Various Locations
12:00-12:40	<b>Mindfulness &amp; Connection</b> Details on p. 26	Cracked Ice Lounge
12:00-12:30	<b>Book Signing With Jo-ann Archibald Q'um Q'um Xiiem</b> Details on p. 73	Pavilion Ballroom Foyer
12:00-13:15	<b>Networking Lunch Break (On Your Own)</b>	
13:30-14:30	<b>Concurrent Sessions</b> Details on pp. 73-77	Various Locations
14:45-16:00	<b>Concurrent Sessions</b> Details on pp. 78-81	Various Locations
14:45-16:00	<b>Emerging Scholars Research Consortium (Invitation Only)</b> Details on pp. 81-82	Grand Ballroom Foyer
16:00-16:30	<b>Snack Break</b>	Grand Ballroom Foyer
16:30-17:45	<b>Interactive Roundtables &amp; Poster Session</b> Details on pp. 83-90	Grand Ballroom
18:00-19:00	<b>Member Community Meet Ups</b> Details on p. 91	Various Locations

## CONFERENCE BOOKSTORE

The ILA is pleased to welcome Massy Books to the conference this year. Massy Books is an independent bookseller that is 100% Indigenous owned and operated and a member of the Sto:lō Business Association. In addition to books – particularly from local and Indigenous authors – Massy will have small gifts available for purchase. They will also be hosting several book signings throughout the conference on Friday and Saturday. They will also be hosting several book signings (see page 27) throughout the conference on Friday and Saturday. Be sure to stop by their table in the Pavilion Foyer!



**MASSY**

BOOKS | GALLERY

# AGENDA OVERVIEW

## ONSITE CONFERENCE DAYS

SATURDAY 14 OCTOBER		
7:30-19:00	<b>ILA Registration &amp; Information Counter</b>	Junior Ballroom Foyer
7:30-8:45	<b>Grab-n-Go Breakfast</b>	Pavilion Ballroom Foyer
8:00-18:00	<b>Sponsor Booths &amp; Pop-Ups</b> Details on p. 20	Pavilion Foyer
8:00-19:30	<b>Mindfulness &amp; Connected Spaces</b> Details on p. 26	Cracked Ice Lounge
8:00-8:45	<b>Member Community Meet Ups</b> Details on p. 93	Various Locations
9:00-10:00	<b>Plenary   Nerve: Remaining True to Yourself When Leading</b> Details on p. 93	Grand Ballroom
10:00-10:30	<b>Book Signing With Martha Piper &amp; Indira Samarasekera</b> Details on p. 93	Grand Ballroom Foyer
10:15-11:30	<b>Concurrent Sessions</b> Details on pp. 94-98	Various Locations
11:45-12:45	<b>Concurrent Sessions</b> Details on pp. 98-102	Various Locations
12:45-14:15	<b>Networking Lunch Break (On Your Own)</b>	
13:00-13:45	<b>Fireside Chat With Celina Caesar-Chavannes</b> Details on p. 102	Junior Ballroom C
14:15-15:45	<b>Concurrent Sessions</b> Details on pp. 103-105	Various Locations
15:30-16:00	<b>Book Signing With The Right Honourable Beverley McLachlin</b> Details on p. 27	Pavilion Ballroom Foyer
16:00-17:15	<b>Concurrent Sessions</b> Details on pp. 106-110	Various Locations
17:15-17:30	<b>Snack Break</b>	Grand Ballroom Foyer
17:30-18:30	<b>Plenary   Serving as Catalysts for Change</b> Details on p. 110	Grand Ballroom
19:00-22:00	<b>Public Leadership Dinner (Individuals Pay on Own)</b> Details on p. 110	Meet in the North Tower Lobby then walk or taxi to Kinara Indian Cuisine
SUNDAY 15 OCTOBER		
7:30-12:30	<b>ILA Registration &amp; Information Counter</b>	Junior Ballroom Foyer
7:30-12:30	<b>Mindfulness &amp; Connected Spaces</b> Details on p. 26	Cracked Ice Lounge
7:30-8:15	<b>Grab-n-Go Breakfast</b>	Pavilion Ballroom Foyer
8:00-9:00	<b>Concurrent Sessions</b> Details on pp. 114-116	Various Locations
9:15-10:45	<b>Concurrent Sessions</b> Details on pp. 116-118	Various Locations
11:00-12:15	<b>Concurrent Sessions</b> Details on pp. 118-120	Various Locations
12:30-14:00	<b>25th Anniversary Awards Luncheon &amp; Celebration</b> Free for ILA members attending the conference; TICKETED EVENT for non-members.	Grand Ballroom



# Work Wellness Institute Membership Program



## Implement Actionable Work Wellness Programming in your Workplace

A 2021 McKinsey & Company report found that nearly 70% of Canadian employees reported that their organizations prioritize DEI but only 35% felt that their companies followed through on those commitments.

The adoption of inclusive work wellness practices across sectors generates resilient, leading organizations able to navigate the uncertain economic landscape of today and lay a foundation to better prepare for future disruptions.

Founded in Canada in 1985, the Work Wellness Institute is committed to a core vision of turning research into practice, conducting and supporting trusted global research, and mobilizing knowledge that positively impacts workplace health practices.

## Improve Your Workplace & Advance Your Career

### New Annual Membership Includes:

- Ability to learn actionable new skills based on trusted research
- 350+ Lectures on Demand
- 18 e-Courses
- New monthly research-based Lectures
- Accreditation opportunities across numerous topics
- **Work Wellness Institute Certifications for members only, including;**

Your membership fees contribute to expanding our ongoing and new research projects, resulting in actionable steps that improve workplace wellness. Join the Work Wellness Institute in transforming research into workplace performance and health.

### Corporate Membership Virtual Q & A

If you would like to learn more about the Corporate Membership program and the unique additional benefits for your workplace, please contact [membershipservices@workwellnessinstitute.org](mailto:membershipservices@workwellnessinstitute.org) to schedule a virtual Q&A.

Individual memberships are also available.

**INQUIRE TODAY!**

## 3 NEW CERTIFICATIONS

Provide your team members access to our certification programs to increase their knowledge and awareness, while also learning strategies and practical tools to enhance their capacity in building a collaborative, healthy, inclusive and productive workplace.

### Leadership Certification

The Work Wellness Institute Leadership Certification programming focuses on leadership approaches, change management and culture shifts towards building a collaborative environment to foster healthy workplaces.

### Inclusivity Recruitment & Retention Certification

The Work Wellness Institute Inclusivity Recruitment & Retention Certification program focuses on inclusion knowledge and practices, resource, tools and actionable steps towards learning practical interventions for building a collaborative environment to foster healthy, inclusive and productive workplaces.

### Ambassador Certification

This prestigious Certification is to recognize members that have put in the work, time and effort to gain knowledge that they can implement to help improve their workplaces through many different practical tools learned throughout our evidence based, trusted research programming.

**Advance your Career and Improve your Workplace by joining the Work Wellness Institute**

Visit [workwellnessinstitute.org](http://workwellnessinstitute.org) for further information



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# THE FOYERS

The ballroom foyers serve as the central hub of the in-person conference! It's here that you'll find grab-n-go breakfast each morning, snack breaks, the ILA Registration & Information Counter, the conference bookstore, and booths and pop-ups from our generous sponsors.

## REFRESHMENTS

### THE "REGI-CEPTION" – ILA REGISTRATION & INFORMATION COUNTER OPENS!

**Wednesday 16:00-18:00 | Junior Ballroom Foyer**

Beat the registration rush, grab your conference badge early, and join us for a casual meetup with "Mocktails" and snacks, poster presenters.



### ILA CHEERS TO 25 YEARS!

### WELCOME RECEPTION & MEET THE AUTHORS EVENT

**Thursday 17:30-18:30 | Pavilion Ballroom & Foyer**

Enjoy a menu of hors d'oeuvres, beer, wine, and non-alcoholic drinks while meeting your favorite leadership authors, congratulating Lifetime Achievement Award winners, and connecting with old and new friends. See list of participating authors on pp. 29-30.

### GRAB-N-GO BREAKFAST

Grab a bite and a beverage as you network freestyle with conference attendees or head over to an ILA member community meet up!

**Pavilion Ballroom Foyer**

**Friday: 8:00-8:45**

**Saturday: 8:00-8:45**

**Sunday: 7:30-8:15**

### SNACK BREAKS

Enjoy a quick pick me up before heading into the afternoon sessions.

**Grand Ballroom Foyer**

**Friday: 16:00-16:30**

**Saturday: 17:15-17:30**

## EXHIBIT | Pavilion Foyer BOOTHS & BOOKSTORE

Booths are a constant presence at the hub of the conference in the Pavilion Foyer.

**Friday 8:00-16:00**

**Saturday 8:00-17:30**

Stop by these sponsor booths anytime!

**Edward Elgar Publishing**

**Emerald Publishing (Friday Only)**

**FIE: Foundation for International Education**

**SAGE Publishing**

**Trinity Western University**

### POP-UPS

Pop-ups appear for short periods of time during breakfasts and breaks throughout the conference

**Friday 8:00-8:45; 10:15-10:30; 14:30-14:45**

**Saturday 8:00-8:45, 10:00-10:15, 11:30-11:40**

The following sponsors will host pop-ups during one or more of the times listed above.

**Kansas Leadership Center**

**Royal Roads University**

**Work Wellness Institute**

**Virginia Tech, Pamplin College of Business/ The Office for Diversity, Equity, Inclusion, and Belonging**

**Massy Books** – Vancouver's 100% Indigenous owned and operated independent bookstore is pleased to be this year's onsite conference bookstore. Featuring Indigenous and Canadian authors, books by plenary speakers, and more, be sure to stop by and pick up something for yourself and your family back home. In addition to having a booth in the Pavilion Foyer, Massy will be hosting several book signings throughout the conference. See details on page 27.



**MASSY**  
BOOKS | GALLERY

# MEMBER COMMUNITY LEADERS

ILA's Member Communities super charge the member experience and provide targeted networking opportunities. Each community is led by a spirited group of volunteers who work closely with ILA's staff to guide programming of interest for their constituencies. Visit <https://ilaglobalnetwork.org/member-communities/> to learn more about their work.

While many serve on Member Community working groups and committees, we would like to thank and recognize those core member volunteers who serve in leadership roles.

## Arts and Leadership

Tami White, Chair  
Dorothy Agger-Gupta, Chair-Elect  
Anu Mitra, Past-Chair

## Business Leadership

Kathleen Curran, Chair  
Cheryl Harris, Chair-Elect

## Ethics & Leadership

Alexander Perry, Chair  
Emily Schuck, Chair-Elect  
Robert McManus, Past-Chair

## Followership

Sharna Fabiano, Chair  
Eric Kaufman, Chair-Elect  
Abdurrahim Hocagil, Past-Chair

## Healthcare Leadership

Suzanna Fitzpatrick, Chair  
Erin Barry, Chair-Elect  
Neil Grunberg, Past-Chair

## Leadership Development

Kerissa Kuis, Chair  
Robin Roberts, Past-Chair

## Leadership Education

Elizabeth Goryunova, Chair  
Kyle O'Dell, Chair-Elect  
Tammy Esteves, Past-Chair

## Leadership for Peace

Lazarina Topuzova, Chair  
Stephen Moles, Chair-Elect  
Elizabeth Stork, Past-Chair

## Leadership Scholarship

Rich Whitney, Chair  
Nathan Eva, Chair-Elect  
Lori Kniffin, Past-Chair

## Philosophy, Religion, and Worldviews

Lisa Friesen, Chair  
John Shoup, Vice-Chair  
Mary Tabata, Past-Chair

## Public Leadership

Timothy Mau, Chair  
Patricia Clary, Past-Chair

## Sustainability

Kate Sheridan, Convenor  
Kathleen Allen, Past-Convenor

## Women and Leadership

Rita Gardiner, President  
Dionne Rosser-Mims, President-Elect  
Liza Howe-Walsh, Past-President

# MEMBER COMMUNITY EVENTS

Some of ILA's member communities choose to hold special events during the conference. Come and network and learn more about the following communities at these events.

## Friday 13 October | 8:00-8:45

**Azure** | Leadership Education Member Community Meet Up  
**Beluga** | Healthcare Leadership Member Community Meet Up  
**Finback** | Sustainability Leadership Member Community Meet Up

## Friday 13 October | 18:00-19:00

**Cracked Ice Lounge** | Ethics Member Community Meet Up  
**Burrard** | Followership Member Community Meet Up  
**Port Hardy** | Leadership Development Member Community Meet Up  
**Granville** | Business Leadership Member Community Meet Up  
**Junior Ballroom A** | Leadership for Peace Member Community Meet Up

## Saturday 14 October | 8:00-8:45

**Port Hardy** | Young Women and Leadership Task Force Member Community Meet Up  
**Junior Ballroom B** | Philosophy, Religion, and Worldviews Member Community Meet Up  
**Port McNeil** | Women & Leadership Member Community Meet Up

## Saturday 14 October 19:00-22:00

### Kinara Indian Cuisine (Offsite Restaurant)

#### Public Leadership Dinner

Join members of ILA's Public Leadership member community for this pay-on-your-own dinner. Meet in the North Tower Lobby at 19:00 to take a short walk (or taxi) to the restaurant. To RSVP go to: <https://bit.ly/3LEevqR>

# Make the Most of Your ILA Member Benefits!

## Inspiring Resources – Lifelong Connections



**ILA Conference Discounts:** Special member pricing.

**ILA Intersections:** Community discussions and benefit portal.

**Online Member Directory:** Network with ILA members down the street and around the world.

**Trusted Resources:** Author interviews, book chapters, keynotes, and more.

**Newsletter & Blogs:** In-depth articles, blogs, and news delivered to your inbox.

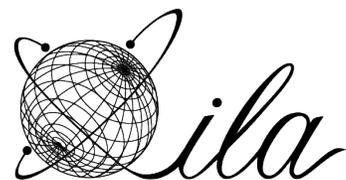
**ILA Podcasts:** Learn from top global thinkers, leaders, educators, and development professionals.

**Leadership Perspectives Webinars:** On-demand and live access to the latest leadership trends, practical takeaways, and how-tos.

**Journal of Leadership Studies:** Enjoy free online access.

**Building Leadership Bridges:** ILA's award-winning book series.

Any questions? Contact our membership team at [membership@ilaglobalnetwork.org](mailto:membership@ilaglobalnetwork.org) or +1.202.470.4818 x108.



International Leadership Association®

# ILA LEADERSHIP LEGACY PROGRAM



**Jo-ann Archibald  
Q'um Q'um Xiiem**

Professor Emeritus,  
Faculty of Education,  
University of British  
Columbia



**Bruce J. Avolio**

Mark Pigott Chair in  
Business Strategic Leadership,  
& Executive Director of the  
Center for Leadership &  
Strategic Thinking, University  
of Washington, Foster School  
of Business



**Mansour Javidan**

Garvin Distinguished  
Professor and Executive  
Director, Najafi Global  
Mindset Institute,  
Thunderbird School of  
Global Management,  
Arizona State University



**Sonia M. Ospina**

Professor of Public  
Management and Policy,  
R.F Wagner Graduate  
School of Public Service,  
New York University

Learn more about this year's winners at: [ilaglobalconference.org/award-winners/](https://ilaglobalconference.org/award-winners/)

## GALLERY OF SOME OF OUR PAST WINNERS



2017 Winner Stella Nkomo (L)  
& ILA President Cynthia Cherrey



2018 Winner Joanne Ciulla (C),  
2016 Winner Gill R. Hickman (R),  
& ILA President Cynthia Cherrey



2018 Winner Keith Grint (R) &  
ILA President Cynthia Cherrey



2019 Winner Juana Bordas



2019 Winner Nancy Adler (R),  
ILA Board Member Éliane Ubalijoro (L),  
& ILA President Cynthia Cherrey



2022 Winner Susan Komives (C), ILA  
President Cynthia Cherrey (L) & Former  
ILA Board Chair Katherine Tyler Scott (R)

# 2023 LIFETIME ACHIEVEMENT AWARD SPECIAL EVENTS & SESSIONS!

Get to know this year's Lifetime Achievement Award Winners at these special "Conversation With" sessions in Vancouver!

**Junior Ballroom C | Saturday 14 October | 10:15-11:30**

**A Conversation With ILA Lifetime Achievement Awardee Sonia M Ospina**

**Junior Ballroom C | Saturday 14 October | 14:15-15:45**

**A Conversation With ILA Lifetime Achievement Awardee Mansour Javidan**

**Junior Ballroom D | Saturday 14 October | 16:00-17:15**

**A Conversation With ILA Lifetime Achievement Awardee Bruce J. Avolio**

\*Bruce will be receiving his award during his session.

**Junior Ballroom C | Sunday 15 October | 11:00-12:15**

**A Conversation With ILA Lifetime Achievement Awardee Jo-ann Archibald  
Q'um Q'um Xiem**

Celebrate this year's Lifetime Achievement Award winners at these special events!

**Pavilion Ballroom | Thursday 12 October | 17:30-18:30**

**ILA Cheers to 25 Years! – Welcome Reception & Meet the Authors Event**

Be sure to stop by and congratulate this year's honorees!

**Grand Ballroom | Sunday 15 October | 12:30-14:00**

**25th Anniversary Awards Luncheon & Celebration**

Lifetime Achievement Award winners, and other award recipients, will be celebrated at this luncheon. It's free for ILA members who are registered for the in-person conference. Non-members are welcome to purchase a ticket and attend.

ILA's Leadership Legacy Program honors individuals who have made a significant lifetime contribution through their published works and influence. Each honoree is presented with ILA's Lifetime Achievement Award and has their work celebrated at our annual global conference. After the conference, recipients are added to the ILA Virtual Hall of Fame on [ilaglobalnetwork.org](https://ilaglobalnetwork.org). The Hall of Fame includes short biographies, pictures, links to resources about or by the honoree, and oral histories (when available), conducted in partnership with the Tobias Leadership Center at Indiana University.



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# MINDFULNESS AT ILA GLOBAL = DEEPER REFLECTION, MEANING & CONNECTION

## | MINDFULNESS & CONNECTED SPACES

### Cracked Ice Lounge

**Friday, 13 October | 8:00-19:00**

**Saturday, 14 October | 8:00-19:30**

**Sunday, 15 October | 7:30-12:30**

The Cracked Ice Lounge is a place for you to regulate your nervous system. Come sit in a calm, quiet and nourishing environment for as little or as long as you need to find your equilibrium and process all you've been experiencing. In this space, you'll release "FOMO" and realize you are getting exactly what you need at this conference. The Lounge will be open throughout the conference. During certain times listed below, guides will be on hand to conduct guided sessions.



## | GUIDED SESSIONS

**Tuesday, 3 October | 10:00-11:00 (Online)**

### Mindfulness and Connection

Guides: **Lemuel Watson, Kathryn Goldman Schuyler**

Whether you've practiced mindful reflection for years or just want to see what it's about and how it can help you to integrate your conference experience and make it more meaningful, you're invited to join us for a guided reflection that will move through a process of grounding and reconnecting with yourself. Once grounded and reconnected, we'll reflect together to distill sparks of insight about our expectations for the conference.

**Thursday, 12 October | 15:00-16:00 | Cracked Ice Lounge**

### Welcome Ceremony Honoring Our Collective Wisdom

Guides: **Kathryn Goldman Schuyler, Les Sylven, Lemuel Watson**

As you arrive at the Sheraton Vancouver Wall Centre, we invite you to pause and connect with yourself and new and old friends. Whether you are new to meditation or have years of experience, join us to start the conference with a combination of silence, shared reflection, and deep connection.

**Friday, 13 October | 12:00-12:40 | Cracked Ice Lounge**

### Mindfulness and Connection

Guides: **Erin Dixon (Gizhagatte), Les Sylven, Ame-lia Tamburrini**

Pause for grounding before you go for lunch. Reconnect with your sense of purpose and intention for the conference and share this with kindred spirits!

**Learn More About Our Mindfulness & Connection Practice Guides**

<https://ilaglobalconference.org/our-mindfulness-connection-practice-guides/>

# CONFERENCE BOOKSTORE & AUTHOR BOOK SIGNING SCHEDULE



MASSY

BOOKS | GALLERY

## CONFERENCE BOOKSTORE

We're pleased to welcome Massy Books to the conference this year. Massy Books is an independent bookseller that is 100% Indigenous owned and operated and a member of the Sto:lō Business Association. In addition to books – particularly from local and Indigenous authors – Massy will have small gifts available for purchase. They will also be hosting several book signings throughout the conference on Friday and Saturday. Be sure to stop by their table in the Pavilion Foyer!

## AUTHOR BOOK SIGNING SCHEDULE



**Friday 13 October | 10:15-10:45 | Grand Ballroom Foyer**

**Pre-Signed Books and CDs From Terri-Lynn Williams-Davidson, Gid7ahl Gudsllaay**

On your way out of the plenary, stop by Massy Books to pick up your pre-signed copies of Terri-Lynn's books, children's books, and CDs, such as *Magical Beings of Haida Gwaii* and *Grizzly Bear Town*.



**Friday 13 October | 12:00-12:30 | Pavilion Ballroom Foyer**

**Book Signing With Jo-ann Archibald Q'um Q'um Xiem**

Before heading out to lunch, stop by and pick up Indigenous *Storywork: Educating the Heart, Mind, Body, and Spirit*; or *Decolonizing Research: Indigenous Storywork as Methodology* by Jo-ann Archibald Q'um Q'um Xiem, a 2023 ILA Lifetime Achievement Award Winner.



**Saturday 14 October | 10:00-10:30**

**Grand Ballroom Foyer**

**Book Signing With Martha Piper and Indira Samarasekera**

Following the plenary, attendees will be able to purchase Piper and Samarasekera's book, *Nerve: Lessons in Leadership From Two Women Who Went First*, and immediately get it signed by the authors!



**Saturday 14 October | 15:30-16:00 | Pavilion Ballroom Foyer**

**Book Signing With The Right Honourable Beverley McLachlin**

Stop by Massy Books and get signed copies of books by this year's Distinguished Leadership Award Winner, The Right Honourable Beverley McLachlin, who served as Chief Justice of Canada from 2000-2017. McLachlin's bestselling biography and mystery novels will be available.

# NERVE *Lessons on leadership from two women who went first*



**Martha Piper** served as the first woman president of the University of British Columbia and has been a director of the Bank of Montreal, Shoppers Drug Mart and TransAlta Corporation.



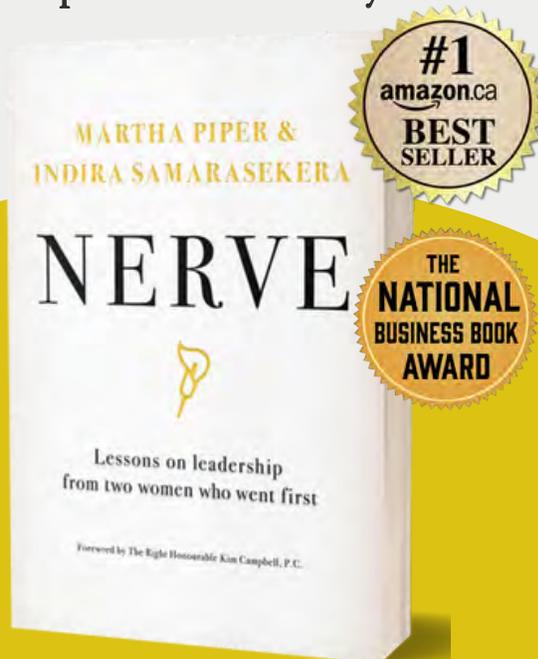
**Indira Samarasekera** served as the first woman president of the University of Alberta, is a director of Magna International, TC Energy, Intact Financial Corporation and Stelco, and has served as a director of the Bank of Nova Scotia.

A leadership book which serves as an excellent reference for both aspiring and established leaders and has been recognized for its honesty and authenticity as well as its intellectual strength and wisdom.

A 2022 Recommended Read by the National Business Book Awards.

Foreword by The Right Honorable Kim Campbell, P.C.

Martha Piper and Indira Samarasekera are honoured to be keynote speakers at the 25th ILA Global Conference: Cultivating Leadership for a Thriving Future and they wish the International Leadership Association a very successful conference.



# MEET THE LEADERSHIP AUTHORS

## ILA CHEERS TO 25 YEARS! WELCOME RECEPTION & MEET THE AUTHORS EVENT

17:30-18:30 | Pavilion Ballroom



Come and chat up your favorite leadership authors! Authors will be stationed at cocktail tables throughout the room with special book plate stickers to sign and pass out to attendees. Just peel and stick the signed book plate into the front of the author's book when you return home.

### **Kathleen Allen**

*Leading From the Roots: Nature-Inspired Leadership Lessons for Today's World*

### **Scott Allen & Mindy McNutt**

*Discovering Leadership: Designing Your Success*

### **Stan Amaladas**

*Intentional Leadership; Leadership Studies and the Desire for Shared Agreement; Peace Leadership*

### **Catharyn Baird & Nancy Sayer**

*Everyday Ethics: Making Wise Choices in a Complex World; Values-in-Sync Cards and Facilitator's Guide; The Ethical Self: Using the Ethical Lens Inventory*

### **Ryan Brown**

*Leadership Reckoning: Can Higher Education Develop the Leaders We Need?*

### **Celina Caesar-Chavannes**

*Can You Hear Me Now?: How I Found My Voice and Learned to Live with Passion and Purpose*

### **Ada Cencki, Megan Downing, & Karen Perham-Lippman**

*Overcoming Workplace Loneliness: Cultivating Belonging for a Remote Workforce*

### **Alicia Crumpton**

*Architecture and Leadership: The Nature and Role of Space and Place in Organizational Culture*

### **David Day**

*The Nature of Leadership: The Oxford Handbook of Leadership and Organizations*

### **Steven de Waal**

*Civil Leadership as the Future of Leadership: Harnessing the Disruptive Power of Citizens*

### **Lisa DeFrank-Cole & Sherylle Tan**

*A Research Agenda for Gender and Leadership; Women and Leadership: Journey Toward Equity*

### **Graham Dickson & Bill Tholl**

*Bringing Leadership to Life in Health: LEADS in a Caring Environment- Putting LEADS to Work*

### **Chrys Egan & Dionne Rosser-Mims**

*Pathways Into the Political Arena: The Perspectives of Global Women Leaders*

### **Bjørn Ekelund**

*Unleashing the Power of Diversity: How to Open Minds for Good*

### **Robert Elkington**

*African Leadership: Powerful Paradigms for the 21st Century; Effective Police Leadership in the 21st Century: New Paradigms for a Novel Context*

### **Catherine Etmanski**

*Food Leadership: Leadership and Adult Learning for Global Food Systems Transformation*

### **Michelle French-Holloway**

*A New Meaning-Mission Fit: Aligning Life and Work in Business*

### **Jodee Gibson**

*Healing Your Map – A Guide to Understanding Discernment, Trauma and Human Behavior*

### **Kathryn Goldman Schuyler**

*Creative Social Change: Leadership for a Healthy World; Inner Peace-Global Impact: Tibetan Buddhism, Leadership, and Work*

### **Patricia Goodman Hayward**

*Women Community Leaders and Their Impact as Global Changemakers*

### **David Greenhalgh**

*Reviewing Leadership: A Christian Evaluation of Current Approaches*

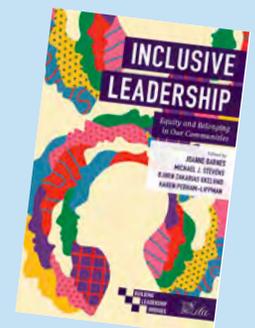


## INCLUSIVE LEADERSHIP: EQUITY & BELONGING IN OUR COMMUNITIES

**Meet the Editors & Chapter Authors  
of ILA's Latest Building Leadership Bridges Book!**

Editors: **Joanne Barnes, Bjørn Z. Ekelund, Karen Perham-Lippman, Michael Stevens**

Select Authors: **Niels Agger-Gupta, Janice Branch Hall, Rosalind Cohen, Valerie Davis, Jacqueline Gustafson, Brad Grubb, Antonio Jimenez Luque, Charles Lee-Johnson, Sarah Smith Orr, Cary Snow, Donald William**



# MEET THE LEADERSHIP AUTHORS

>>>

## **Sadhana Hall**

*Leadership Blueprints: Adopt, Adapt, Adjust; Teaching Leadership Bridging Theory and Practice*

## **Jason Headrick & Hannah Sunderman**

*Developing Human Potential: A Personal Approach to Leadership*

## **John Hinck**

*Badges of Honor: Stories of the Head, Heart, and Hand*

## **Troy Hinrichs & John Shoup**

*Pursuing Wisdom: A Primer for Leaders and Learners*

## **Kristine Hoover**

*Countering Hate: Leadership Cases of Non-violent Action*

## **Brad Jackson**

*Responsible Leadership in Corporate Governance: An Integrative Approach*

## **Daniel Jenkins**

*The Role of Leadership Educators: Transforming Learning; Transforming Learning: Instructional and Assessment Strategies for Leadership Education*

## **Antonio Jimenez Luque**

*Leadership, Diversity, and Social Justice: Culture as a System for Resistance and Emancipation*

## **Craig Johnson**

*Meeting the Ethical Challenges of Leadership; Organizational Ethics: A Practical Approach*

## **Jen Jones**

*A Research Agenda for Organizational Ethics*

## **Angelica Larios Arias**

*Believe in Yourself and Believe in Others: The Pygmalion Effect as a Way of Female Transformational Leadership; Perspectives of Latin American Women in Project Management*

## **Laura Lunsford**

*Leadership: Leaders, Followers, Environments*

## **Petros Malakyan**

*Handbook of Global Leadership and Followership: Integrating the Best Leadership Theory and Practice*

## **Katherine McKee**

*Transformative Leadership in Action: Allyship, Advocacy, & Activism*

## **Robert McManus & Alexandra Perry**

*Ethical Leadership, A Primer*

## **Maureen Metcalf, Erin Barry, Neil Grunberg, Dan Mushalko, Devon Mushalko**

*Innovative Leadership & Followership in the Era of AI*

## **Jennifer Moss Breen & Suzanne Stigler Martin**

*Women Courageous: Leading Through the Labyrinth*

## **Peter Northouse**

*Leadership: Theory & Practice; Introduction to Leadership: Concepts and Practice; Leadership Case Studies in Education*

## **Kurt O'Brien**

*Leading Adaptive Teams in Healthcare Organizations*

## **Taiwo Ojo**

*Ubuntu Leadership*

## **Bankim Pandya**

*Legacy Forward Made Easy*

## **Kerry Priest**

*Navigating Complexities in Leadership: Moving Toward Critical Hope*

## **Jonathan Reams**

*Maturing Leadership: How Adult Development Impacts Leadership*

## **Mark Rennaker**

*The Essentials of Followership: Rethinking the Leadership Paradigm With Purpose*

## **Ron Riggio**

*Inclusive Leadership Transforming Diverse Lives, Workplaces, and Societies; Leadership and Virtues Understanding and Practicing Good Leadership; Daily Leadership Development: 365 Steps to Becoming a Better Leader*

## **Erich Schellhammer**

*Evolution of Peace Leadership and Practical Implications*

## **Corey Seemiller**

*Generation Z: A Century in the Making; Generation Z Goes to College: The Student Leadership Competencies Guidebook: Designing Intentional Leadership Learning and Development*

## **Anton Shufutinsky**

*Shock Leadership: Leading Organizations Through Crises; Business Storytelling and Grounding Methodology*

## **Stacy Smulowitz**

*The Communication Solution: Leading Successful Change in Higher Education*

## **Toye Sobande**

*Leadership and Organizational Politics: How to Win Office Politics and Thrive in a Competitive Environments; The Leadership Myth: Why Leadership Principles Do Not Work in Sub-Saharan Africa*

## **Marie Sonnet & Theresa Southam**

*Driving Social Innovation: How Unexpected Leadership Is Transforming Society*

## **Matthew Sowcik**

*The H-Factor: The Intersection Between Humility and Great Leadership; Leadership 2050*

## **Trisha Teig & Brittany Devies**

*Rooted and Radiant: Women's Narratives of Leadership*

## **Sam Thiara**

*Personal Storytelling: Discovering the Extraordinary in the Ordinary; Lost and Found: Seeking the Past and Finding Myself*

## **Randal Thompson & Patricia Clary**

*Reimagining Leadership on the Commons: Shifting the Paradigm for a More Ethical, Equitable, and Just World; Leadership and Power in International Development: Navigating the Intersections of Gender, Culture, Context, and Sustainability*

## **Yulia Tolstikov-Mast**

*Handbook of International and Cross-Cultural Leadership Research Processes: Perspectives, Practice, Instruction*

## **Steven Walker**

*Toxic Leadership: Research and Cases*

**| Stop by and Congratulate ILA Lifetime Achievement Award Winners Jo-ann Archibald Q'um Q'um Xiiem, Mansour Javidan, and Sonia Ospina.**

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## 2024 Annual Conference ASSOCIATION OF LEADERSHIP EDUCATORS

July 14-17, 2024 | Minneapolis, MN

# *Building Bridges for the Future of Leadership Education*

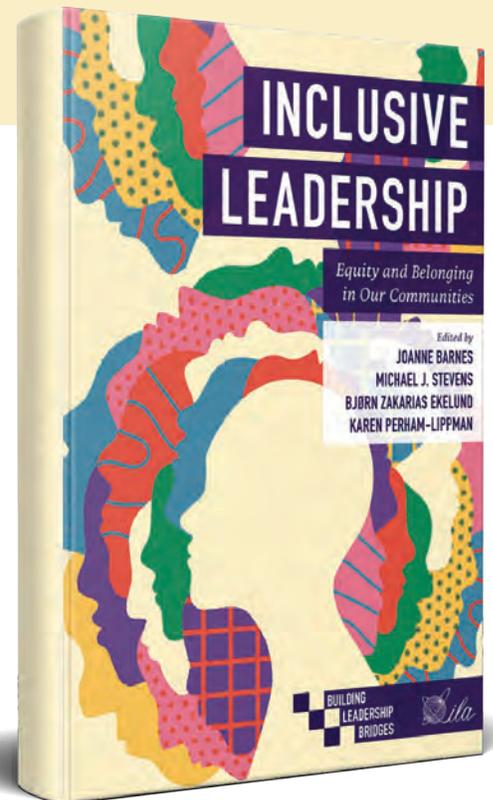
[leadershipeducators.org/conference](http://leadershipeducators.org/conference)

# BUILDING LEADERSHIP BRIDGES

Check out this fantastic book series, *Building Leadership Bridges*, published in partnership between the International Leadership Association and Emerald Publishing.

ILA's *Building Leadership Bridges* series captures the best contemporary thinking about leadership from a diverse range of scholars, practitioners, and educators working around the globe.

In keeping with the mission of the ILA, the book series builds connections between how people research, imagine, and experience leadership across cultures.



## Recent titles in series

**Inclusive Leadership: Equity and Belonging in Our Communities**, edited by Joanne Barnes, Michael J. Stevens, Bjørn Zakarias Ekelund & Karen Perham-Lippman

**The Study and Practice of Global Leadership**, edited by Gama Perruci

**Reimagining Leadership on the Commons: Shifting the Paradigm for a More Ethical, Equitable, and Just World**, edited by Devin P. Singh, Randal Joy Thompson & Kathleen A. Curran

**Transformative Leadership in Action: Allyship, Advocacy & Activism**, edited by Jacklyn A. Bruce & Katherine E. McKee



SCAN THE QR CODE  
TO FIND OUT MORE



# TRANSFORMATIVE WOMEN LEADERS

## Series Editors:

Randal Joy Thompson, Chrys Egan and Dionne Rosser-Mims

We are excited to announce a new series published in partnership between the International Leadership Association and Emerald Publishing, *Transformative Women Leaders*.

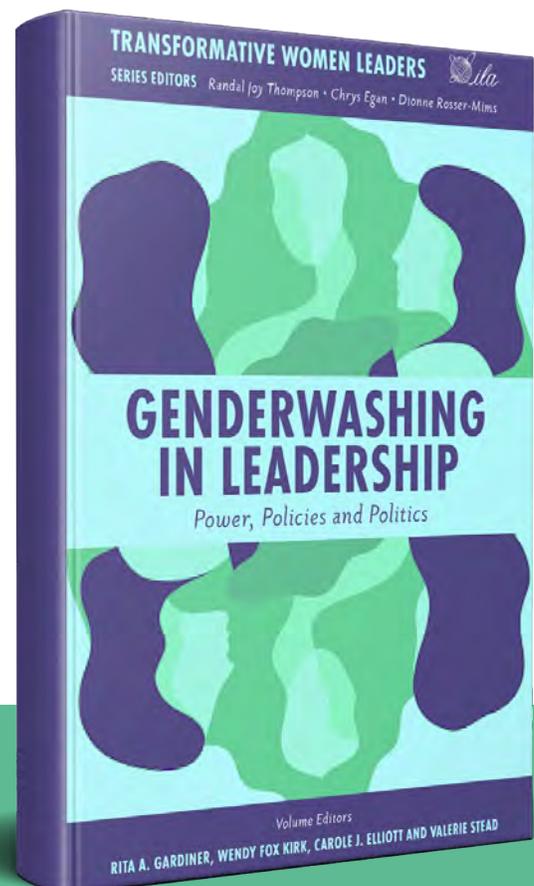
By celebrating women leaders and the leadership styles they employ to achieve success, the books in this series will highlight successful context-specific leadership approaches and the moral qualities of endurance. Serving as a model and inspiration for young women leaders entering the workforce and for women leaders currently facing challenges, it will also provide a community for women leaders around the world.

The series will stimulate a robust discussion regarding leadership approaches that are successful in various contexts and countries and will add more richness to the women leadership literature already produced, whilst providing ample references to be employed by organizations who desire to further develop leadership.

## Forthcoming titles

Genderwashing in Leadership:  
Power, Policies and Politics.  
Edited by Rita A. Gardiner, Wendy Fox-Kirk,  
Carole Elliott & Valerie Stead

Embodied Somatic Leadership for  
Peacebuilding and Protest:  
Women's Counteroffensive to Violence and Injustice.  
Edited by Lazarina Topuzova  
and Randal Joy Thompson



SCAN THE QR CODE  
TO FIND OUT MORE

# CAMBRIDGE ELEMENTS IN LEADERSHIP

This series is multi- and inter-disciplinary, and will have broad appeal for leadership courses in Schools of Business, Education, Engineering, Public Policy, and in the Social Sciences and Humanities. In addition to the scholarly audience, Elements will appeal to professionals involved in leadership development and training. The series features quick turnaround and publication (within 12 weeks following acceptance) – critical for attracting attention to “cutting-edge” topics in leadership.

The Cambridge Elements in Leadership is published in partnership with the International Leadership Association (ILA) and the Møller Institute, Churchill College in the University of Cambridge.

## TITLES IN SERIES:



### The Hazards of Great Leadership

*Detrimental Consequences of Leader Exceptionalism*

A hazard is a condition or event that leads to human loss, such as injury, death, or economic misfortune. A leader can become a hazard through social psychological processes, which operate through the metaphor of Seven Deadly Sins, to create negative consequences.



### Leading for Innovation

*Leadership Actions to Enhance Follower Creativity*

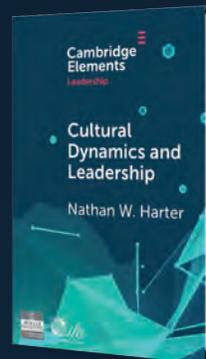
Creativity, the generation of novel and useful ideas, and innovation, the transformation of these ideas into new products, processes, and services, are both critical for the long-term viability, profitability, and growth of organizations.



### There Is More Than One Way To Lead

*The Charismatic, Ideological, And Pragmatic (CIP) Theory Of Leadership*

The charismatic, ideological, and pragmatic (CIP) theory of leadership has emerged as a novel framework for thinking about the varying ways leaders can influence followers. The theory is based on the principle of equifinality, or the notion that there are multiple pathways to the same outcome.



### Cultural Dynamics and Leadership

*An Interpretive Approach*

The intersection of leadership and culture is undertheorized. This Element looks behind familiar titles in leadership at materials from anthropology, sociology, and history to gain a more nuanced understanding of culture. Of particular relevance is an interpretive approach, elaborated in the works of Simmel, Cassirer, Ortega y Gasset, and Gadamer.



### Leading the Future of Technology

*The Vital Role of Accessible Technologies*

There is presently a view that accessible technologies offer an inclusive and humanistic expression of technology. They do. But that is not all. Accessible technologies offer more than this: they contain within them lessons on transformational leadership. Through examining six case studies the reader will begin to interpret these accessible technologies as expressions of leadership.



### Leadership Studies and the Desire for Shared Agreement

*A Narrative Inquiry*

Beginning with the belief that the study of leadership belongs to all and to no one in particular, the author offers twenty-seven stable and unchanging elements for the study of leadership, and collects them under four themes: context, shared purpose, language, and human agency.

ILA members receive a 30% discount on paperbacks!

Visit [cambridge.org/ILA-Leadership](https://www.cambridge.org/ILA-Leadership)

**Now Available**



# A GRASSROOTS LEADERSHIP AND ARTS FOR SOCIAL CHANGE PRIMER

for Educators, Organizers, Activists & Rabble-Rousers

Edited by Susan J. Erenrich and Debra DeRuyver

A much-needed guide to nourish the grassroots by someone who's been doing this for quite a long time. Susie Erenrich has given us a gift that will help build the next generation of leaders and activists. She understands that we must begin with art and culture if we want to stand a chance at changing hearts and minds.

— **Andy Shallal**, CEO and Founder Busboys and Poets

As a longtime artist and activist, I'm delighted to welcome this more than timely book that puts it all together. There's a lifetime of wisdom in its pages.

— **John McCutcheon**, Folk Musician, Activist, and Author

What Susie Erenrich and Debra DeRuyver have done in creating this anthology is give the world a most precious gift. For those of us who have and who continue to fight the good fight towards a more just and humane world, they offer us a dance, a song, a visual journey down memory lane inclusive of all its joy and heartache for all the successes and setbacks. They offer new and emerging organizers and rabble rousers a guide to what has come before so that they may learn what has worked and what some of the pitfalls are to avoid. This anthology reminds us to never forget to sing our song, dance our love, paint our struggles and dreams, and write and play our story.

— **Susan McKeivitt, PhD**, Author of *What Keeps Them Going: Factors that Sustain US Women's Life-Long Peace and Social Justice Activism*

A pathfinder and profound work of great heart and hope, paving the way in social change.

— **Carolyn Hester**, 60s Folksinger Songwriter

For grassroots organizers, this book is a collection of the works of masters, works to turn to and learn from so that people can go out and lead social change, show us a different world, and help us enact that different world.

— **Steven S. Taylor**, Playwright and Professor of Leadership and Creativity, Worcester Polytechnic Institute Business School

I am thrilled by the range of contributors to this volume, both those whose work I know and those who I have yet to meet. Hailing from theater, song, visual arts, poetry, and other mediums, from across the globe, they are important sources for all of us who embrace both art and social justice.

— **Jan Cohen-Cruz**, Freelance Writer/Researcher and Faculty Member, Performance Creation MA, Touchstone Theater/Moravian University

Whether you're involved in community theatre, socially conscious music, cultural organizing, grassroots leadership development, community building, direct action organizing, politics, resistance movements, or any of the many ways in which we use the arts to work towards a gentler, kinder, more just world, this book will be a valued lifetime friend.

— **Si Kahn**, Singer-Songwriter, Founder of Grassroots Leadership, and Cofounder of folkVote

A fearless exploration into what it means to be a leader of social change through the arts.

Passionate and unapologetic – exactly the way art should be!

— **Professor Jenna Ward**, Coventry University

If anyone thinks the arts – or culture, broadly defined – are peripheral to social activism and change, this collection of essays is the antidote. The emphasis is on leadership and direct action, aimed at working artists, activists, and educators. The focus is grassroots because all politics, including the politics of struggle, is local. The sensibility is rabble rousing, as today it should be. A combination of Saul Alinsky meets Paulo Freire, this book is timely and essential.

— **Kevin Avruch**, Henry Hart Rice Professor of Conflict Resolution Emeritus, Jimmy and Rosalynn Carter School for Peace and Conflict Resolution, George Mason University

As a life-long educator, organizer, activist, and rabble-rouser, I was delighted to see this guide to the work we do appear in an era where these tasks are more imperative than ever before. It's an inspiring and heartening read, just the thing to sum up long years of hard work and propel new activists along their own paths of action and reflection.

— **Ken Hammond**, New Mexico State University; Answer Coalition



International Leadership Association

[ilaglobalnetwork.org](http://ilaglobalnetwork.org)

# INTERNATIONAL STUDENT CASE COMPETITION

Organized by the Leadership Education Member Community, the yearly case competition brings together teams of students to face-off in an event where they analyze and develop a specific set of strategic recommendations that address key aspects of a real world case involving a contemporary leadership issue pertaining to one of six UN Sustainable Development Goals: SDG#1 No Poverty, SDG#2 Zero Hunger, SDG#3 Good Health and Well-being, SDG#4 Quality Education, SDG#5 Gender Equality, and SDG#13 Climate Action. The winning team from each division (graduate and undergraduate) receives \$1,000 USD. Conference attendees are invited to attend the finalist presentations via Zoom on Thursday 19 October to engage and support this emerging generation of contributors to the field. For more information on past winners, visit <https://ILAGlobalnetwork.org/awards/international-student-case-competition/>

## GRADUATE TEAMS

### California Institute of Integral Studies

Alexandra Danino  
Cori Franco  
Sha'Toya Williamson

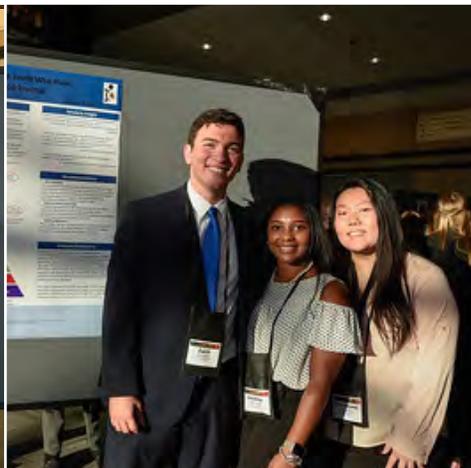
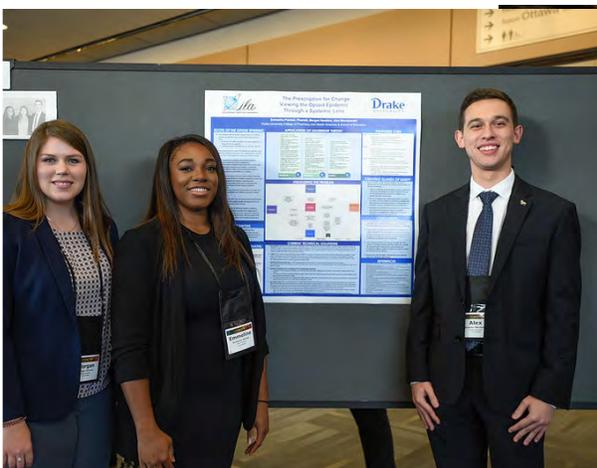
### Leadership Allies

Kemi Alonge  
Tammi Vu

### Northwest University

Charva Brown  
Coral Crew-Noble

## GALLERY OF SOME OF OUR PAST PARTICIPANTS



# INTERNATIONAL STUDENT CASE COMPETITION

## UNDERGRADUATE TEAMS

### Christopher Newport University

#### Team Blue

Zakk Beaulieu  
Lilian Haney  
Kathryn McDermott

### Christopher Newport University

#### Team Silver

Benjamin Jones  
Mary Semerling  
Calvin Smith

### Christopher Newport University

#### Team White

Marie Esedebe  
Zack Kelly  
Brynne Smith

### Georgia Institute of Technology

Sean Alexander  
Matthew Blawat  
Kenneth Liu  
Lydia Troupe

### Gonzaga University

Sarah Barsky  
Will DeKlotz  
Katy Rettenmier  
Jacob Tuohy

### Marietta College

#### Team #1

Shayna Allshouse  
Maria Cipro  
Sophia Murray  
Auva Zandi

### Marietta College

#### Team #2

Laney Carpenter  
Emily Comiskey  
Reed Connor

### Washburn University

Dante Jordan  
Bryce Liedtke  
Tiana Smith  
Lily Thompson  
Bella Wood

### West Virginia University

#### Team Blue

Shelby Floyd  
Megan Frappier  
Owen Glazier  
Sophia Jordan  
Olivia Kadder

### West Virginia University

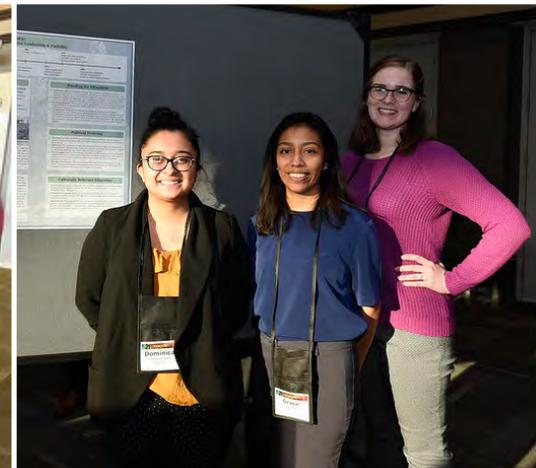
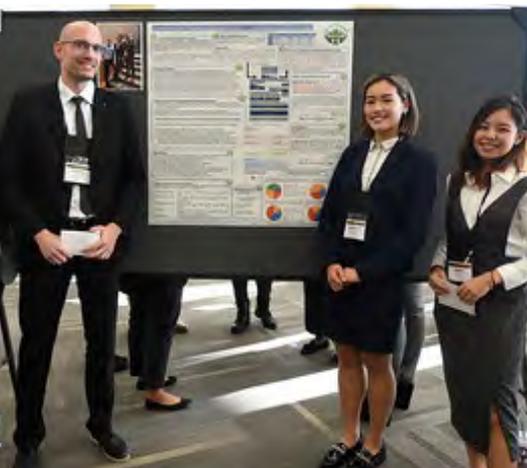
#### Team Gold

Ashton Crawford  
Andrew Cunningham  
Cruz Flores  
Nick Marbach

### Western Washington University

Sean Diamond  
Samantha Farmer  
Jaxon Frodesen

## GALLERY OF SOME OF OUR PAST PARTICIPANTS



2023 WINNER

# KENNETH E. CLARK STUDENT RESEARCH AWARD



## Hsuan-Che (Brad) Huang

Ph.D. Candidate, Organizational Behavior and Human Resources Division, Sauder School of Business, University of British Columbia

*Huang's research program broadly focuses on morality, organizational justice, conflict management, and culture and diversity. Specifically, some of his current work addresses how third parties moralize others' forgiving behavior amid workplace conflicts and how pretentious leaders signal their own virtuous moral compass by professing to be an ally in support of equity, diversity, and inclusion (EDI) in organizations. Coming from an interdisciplinary background, he holds a B.S. in Psychology (Summa Cum Laude) and Life Science, with two Certificates in Neurobiology and Cognitive Science and Psychology Research, from National Taiwan University.*

*Beyond academics, he has been engaged in community volunteering work and transferred his research on conflict and forgiveness to society for a better, peaceful world.*

**Saturday 14 October | 11:45-12:45 PDT | Pavilion Ballroom B**

## ***"It's All for Show" Performative Allyship as Saying One Thing but Doing Nothing by Leaders***

Huang breaks new ground by proposing performative allyship, in which organizational leaders publicly tout their solidarity with equity, diversity, and inclusion (EDI) issues but withhold actual support i.e., "saying one thing but doing nothing"). Studies using recall in the field, scenarios, behavioral games, and qualitative questions reveal that populations facing disadvantages from race, gender, sexual orientation, or Indigenous status evaluate leaders who exhibit performative allyship as hypocritical, self-serving, and image-managing about their moral virtues. The negative evaluations of performative allies lead to moral outrage and higher minority turnover. On a positive side, attributing performative allyship as hypocrisy simultaneously motivates minority employees to advocate for social change, representing a silver lining to this dark side allyship phenomenon. By integrating the four-stage moral judgment and decision making model and deonance theory, this research contributes to allyship theory and literature from a morality and justice lens, with profound practical implications for organizational diversity practice.

Commentator: Sol Bukin, Senior Analyst, Insights & Impact, Center for Creative Leadership

The ILA is pleased to partner with the Center for Creative Leadership (CCL) on the Kenneth E. Clark Student Research Award. CCL is a top-ranked, global provider of executive education. Founded in 1970 as a nonprofit, CCL helps clients around the world to cultivate creative leadership – the capacity to achieve more than imagined by thinking and acting beyond boundaries. The award is named in honor of the distinguished scholar and former Chief Executive Officer of CCL and recognizes unpublished student papers on leadership or leadership development. Recipients are honored during the conference and invited to give a talk on their work at ILA's global conference. The Call for Submissions to the 2024 Kenneth E. Clark award will be available in early 2024.



2023 WINNER

## MOST PUBLISHABLE LEADERSHIP EDUCATION PAPER AWARD

**John M. Hinck**, Assistant Professor, Leadership and Innovation Institute, Air University

**Steven B. Davis**, Assistant Professor, Leadership and Innovation Institute, Air University

**Robert Hinck**, Associate Professor of Leadership, Air University (Co-Author)

**Sara Kitsch**, Assistant Professor of Leadership, Air University (Co-Author)

**Derrick Iwanenko**, Vice Commandant, Officer Training School, United States Air Force (Co-Author)

**Saturday 14 October | 16:00-17:15 | Pavilion Ballroom A**

### ***Understanding “Leadergogy” – The Unique Teaching and Learning Methods in a Leader Development Course***

Yes, Leadergogy! While similar to pedagogy and andragogy, Leadergogy is more focused on how adult leaders learn about leadership. Leadership development is a prominent concern for all organizations, but how leaders step into the role of leadership, learn, and develop leadership within the classroom remains largely understudied. This presentation explains how our research resulted in a new leadership development learning method – Leadergogy – emerging from the USAF Leader Development Course for Squadron Command (LDC). Interested in determining what learning experiences contributed to higher perceptions of student learning, researchers qualitatively analyzed student comments in end-of-course surveys from 15 iterations of the 8-day LDC in AY21 (n=889) and three iterations of the LDC-Command Modules in AY21 (n=165). Five themes emerged: connection, content, delivery, environment, and experience. These five elements, when taken together, form the foundation of a more comprehensive method of teaching and learning for lifelong, adult learners by honoring students' life experiences and embracing a more shared, democratic approach to teaching and learning. At its heart, Leadergogy aims to craft a meaningful student experience by creating connection before content to foster psychological safety and personal growth, content relevancy, and effective delivery, placing students in an affective state conducive to greater learning and an environment whereby trust, authenticity, and vulnerability emerge to enhance shared learning from peers and instructors.

The ILA is pleased to partner with SAGE Publishing on the Most Publishable Leadership Education Paper Award. The award recognizes the top ranked leadership education paper submitted during the ILA Global Conference call for proposals process.

2023 WINNER

## FREDRIC M. JABLIN DOCTORAL DISSERTATION AWARD



**Michael Goldfien**, Ph.D., Assistant Professor, National Security Affairs, U.S. Naval War College; Ph.D. from Department of Political Science, Yale University

Michael Goldfien is an assistant professor in the National Security Affairs department at the U.S. Naval War College. His research focuses on leadership and the politics of diplomacy at the international and domestic levels. His work has been published in the *American Political Science Review*, *Security Studies*, and the *Journal of Politics*, among other outlets. He holds a Ph.D. in political science with distinction from Yale University, an M.A. in international policy from Stanford University, and a B.A. in international relations from Grinnell College.

**Sunday 15 October | 8:00-9:00 PDT, Junior Ballroom A**

### ***Essays on Leadership, Domestic Politics, and Diplomacy***

Existing scholarship emphasizes hawks' advantages in making peace but is squarely focused on democratic leaders, even though most prominent international rivalries feature at least one autocracy. Goldfien will argue that regime type moderates the relationship between foreign policy orientation and peace: doves should be more successful peacemakers in autocracies than democracies. In low-accountability autocracies where domestic audiences struggle to punish leaders, the credibility problem doves face in selling peace at home becomes less salient relative to doves' motivation to cooperate internationally. After formalizing the argument in a two-level model of rapprochement, Goldfien will demonstrate that the predicted patterns holds in a large-N set of post-World War II cases. He will conclude by examining two key cases of rapprochement that demonstrate the theorized mechanisms: the U.S.-Soviet and Egypt-Israel rivalries. The theory explains why it could take a hawk like Nixon to go to Beijing, but a dove like Gorbachev to come to Washington. Note: These views are solely those of the author and do not reflect those of the U.S. Navy or any other organization with which the author is affiliated.

Commentator: **Crystal L. Hoyt**, Professor of Leadership Studies and Psychology, Thorsness Chair in Ethical Leadership, Jepson School of Leadership Studies, University of Richmond



The ILA is pleased to partner with the Jepson School of Leadership Studies at the University of Richmond on the Fredric M. Jablin Doctoral Dissertation Award. This award is given annually to a scholar whose doctoral dissertation research, while on any topic and from any discipline, demonstrates substantial insights and implications for the study of leadership. The award was established to honor and celebrate the life of Dr. Fredric M. Jablin (1952-2004). Recipients are honored during the conference and invited to give a talk on their work at ILA's global conference. The Call for Submissions to the 2024 Fredric M. Jablin Award will be available online in early 2024.

# GUIDE TO SESSION FORMATS

Knowing the format of a concurrent session you're interested in is key to understanding what to expect from the session. The stream can also provide helpful information in determining the session's focus and target audience.

## CONCURRENT SESSION PRESENTATION FORMATS

The ILA uses the following definitions to create shared expectations between presenters and attendees.

### CONVERSATION WITH

Leadership luminaries discuss their latest thinking around leadership with a moderator and take questions from the audience.

### PANEL

An informed discussion and/or debate on a topic by panelists with contrasting or complementary points of view, moderated by a chairperson, with time reserved for audience participation, questions, and comments.

### PRESENTATION(S)

A stand-alone presentation or multiple presentations that were individually accepted and grouped together by the program team into a session focused broadly on a theme or approach. The session chair introduces each presentation, keeps time, and facilitates the question and answer portion.

### SYMPOSIUM

Individual papers/presentations that were submitted together as a wholistic session exploring a common subject. Chairs frame the session, introduce presenters, keep time, and help move the conversation along. Commentators, if listed, moderate questions to create a rich discussion among presenters and attendees.

### WORKSHOP

Rooted in audience participation and active learning, half or more of the time is spent on experiential learning and innovative, interactive participation focused on learning a new skill, methodology, or technique. While this looks a little different in a virtual environment, facilitators may utilize things like small breakout rooms, white boards, polls, and other interactive virtual conference features.

## SESSION STREAMS

All sessions have a stream corresponding to an ILA member community or a topic of interest to the conference.

**Conference Theme:  
Cultivating Leadership  
for a Thriving Future**

**Arts and Leadership**

**Business Leadership**

**Ethics & Leadership**

**Followership**

**Healthcare Leadership**

**Indigenous & First  
Nations Leadership**

**Leadership Development**

**Leadership Education**

**Leadership for Peace**

**Leadership Scholarship**

**Peace Leadership**

**Philosophy, Religion,  
& Worldviews**

**Public Leadership**

**Sustainability  
Leadership**

**Women & Leadership**

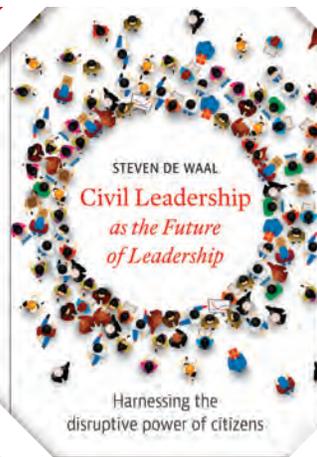
## OTHER FORMATS

### INTERACTIVE ROUNDTABLE DISCUSSION

Interactive Roundtable Discussions are small group discussions on a topic of common interest facilitated by an individual or team. The organizer frames the topic and then facilitates a discussion with participants. After 23 minutes, participants have the opportunity to move to another roundtable or remain where they are to continue the conversation.

### POSTER

A visual display of research, projects, papers, or programs. During a Hosted Poster Session, posters will be staffed by the presenter(s).



## 'GOOD' LEADERS ALSO NEED 'BAD' SKILLS

The theme of this ILA annual conference focusses on leadership for good causes, like 'inclusive leadership' and 'leadership for a healthy and sustainable human and planetary system'. It also states: 'We are in a time of disjuncture, upheaval, unrest, and imbalance in all our social systems - education, health, economic, justice, and governance.'

In my view this sets the bar high for successful civil leadership, maybe too high. It places much more emphasis on 'good' character and 'good' causes leaders must show and pursue than on their necessary skills, attitudes and practical wisdom to get 'good' results. This is the dilemma between two definitions of good leadership: 'good' in a moral and societal meaning versus 'good' in terms of its effectiveness and results. In the end it is the classic tension, already put forward by Machiavelli, between wanting the best for society versus the political, even manipulative, skills to make that happen.

These questions are now further challenged because the public arena in which all leaders, public and private, must prove themselves and get recognition as leaders, has fundamentally changed. Leadership is defined by followers, not by academics. In democracies followers choose their leaders, more so than in corporate life and certainly than in dictatorships. These public battles have changed dramatically due to the Digital Civil Revolution, giving more power and influence to citizens, but also to the ones that can use and manipulate their now visible preferences. In the end these public battles not only show the vision of the people on public and political leadership, but will also influence their general opinion, in all contexts, about leadership. This new public arena emphasizes skills like rhetorics, theatrical skills, silent play of power games and manipulation of personal image (like showing yourself as 'one-of-us'-citizens including emphasizing your personal biography and trying to gain sympathy as a 'victim'). Do people who want more morally 'good' leadership want their proponents to have these 'bad' skills?

At the conference I certainly want to hear the views on these dilemmas and topics from my colleagues, both academics and practitioners.

There will be several opportunities, besides meeting in the walking- and drinking areas. There is a chance I will host a Round Table Discussion. I will certainly chair the workshop 'Business leaders as a Force for Good in Society' on Saturday. I will also be a host at the author meeting reception on Thursday.

*Steven P.M. de Waal, PhD, is a strategic consultant, entrepreneur and chairman of multiple non-executive boards. He combines his extensive experience in the boardroom with research and academic reflection. He launched one of the first think tanks in the Netherlands, Public SPACE, which aims to stimulate active citizenship and social entrepreneurship. Dr. De Waal's writing focuses on strategic thinking, practical wisdom for executives and social entrepreneurship. He has published many books and articles, and he has given numerous interviews and lectures for mainly executive audiences.*

*His dissertation (2014) conceptualized civil leadership and researched civil leaders' values patterns in the different private-sector contexts. He was invited to lecture, and still lectures today, about his book 'Civil Leadership as the Future of Leadership' (2018) globally, from New Zealand, to Canada, Silicon Valley and many countries in Europe.*

*He launched one of the first think tanks in the Netherlands, Public SPACE, which aims to stimulate active citizenship and social entrepreneurship.*

'Civil Leadership as the Future of Leadership' by Steven P.M. de Waal is available as e-book and paperback on [Amazon.com](https://www.amazon.com) and in local (online) bookstores worldwide.

A summary can be obtained at [www.publicspace.eu](http://www.publicspace.eu)

**Publicspacefoundation.**  
Strategies for Public And Civil Entrepreneurs



# TUESDAY | 3 OCTOBER

All events on Tuesday 3 October take place online via our virtual event portal powered by CVENT. Times listed are Pacific Daylight Time, which is -7UTC. To view the details of each session, enter the CVENT event portal via the web or app. Go to page 13 for more information on accessing our event portal.

Note: We use a 24-hour clock! If the time is 13 or higher, subtract 12 to arrive at the correct PM time.

5:00-5:55

## CONFERENCE OPENING & FEATURED SESSION

### Welcome & A Conversation With Jonathan Gosling on Exploring Leadership

#### A Conversation With Jonathan Gosling: Exploring Leadership

Moderator & Opening Remarks: **Michael C. Hardy**, Professor & Founding Director, Centre for Trust, Peace and Social Relations, Coventry University; Chair, Board of Directors, International Leadership Association

**Jonathan R. Gosling**, Director, Pelumbra Ltd.; Emeritus Professor, Exeter University, UK

6:00-7:15

## WORKSHOP | Leadership Development

### Framing DEIB Efforts as Organizational Sense-Making: Tools for Leaders

**Betty J. Overton**, Faculty, Interdisciplinary PHD Program, Union Institute & University

**John C. Burkhardt**, Board Chair, Alliance of Leadership Fellows

**Amy Fulton**, Director, New Leadership Academy, University of Utah

6:00-7:15

## PANEL DISCUSSION | Philosophy, Religion & Worldviews

### Exploring Emerging and Non-Western Concepts of Leadership at the Spiritual Edge

**Lisa Ann Berkley**, Faculty and Director of Resiliency Program & Founding Director, Center for Applied Values in Advancing Technologies, Crown College, University of California, Santa Cruz; Founder & President, Institute for Inner Economy

**Stacey K. Guenther**, Leadership Coach, Consultant, and Meditation Teacher, Awakened Impact; Adjunct Faculty, Organization Development and Knowledge Management, George Mason University

**Maxinne Rhea Leighton**, President, Pro-Bono, Women in International Security; Director Marketing, Communications & Business Development, Jaros, Baum & Bolles Consulting Engineers

**Mohammed Raei**, Consultant, Executive Coach, Dissertation Coach, Self Employed

6:00-7:15

## WORKSHOP | Business Leadership

### Experiencing the Emergence of Generative Team Leadership From the Void

**Kathleen A. Curran**, Fellow, Institute for Social Innovation, Fielding Graduate University; Principal, Global Talent Development and Leadership Transformation Specialist, Intercultural Systems

**Randal J. Thompson**, President & CEO, Dream Connect Global; President & CEO, Excellence, Equity, and Empowerment

6:00-7:15

## PANEL DISCUSSION | Leadership for Peace

### Peace, Patriarchy, Perpetrators, and Power

Chair & Panelist: **Elizabeth Stork**, Professor, Communication and Organizational Leadership, Robert Morris University

**Charlene Chekenya**, Projects, Stand Foundation Trust; Alumni, Mandela Washington Fellowship, Wagner College

**Lithalthemba Stwayi**, Impact Litigation Manager, Legal Department, LegalWise South Africa; Mandela Washington Fellow, Indiana University - Bloomington

**Clare Hutchinson**, Consultant, RedHed Consultancy

6:00-7:15

## PRESENTATIONS | Cultivating Leadership for a Thriving Future

### Book Buzz! Leadership Authors Share Wisdom From Their Latest Books I

Chair: **S. Jeannette Guignard**, Org. Leadership Professor, School of Business, California Baptist University

#### Africa: Reframing Political Leadership + Public Leadership

**Deanne Michelle De Vries**, Africa Advisor, Speaker, Author & Professor

#### Lead Disruption: A Definitive Guide for Exceptional Leadership in the Era of Uncertainty

**Akinwumi Oladapo Oke**, Executive Director, Administration, Leadership Express Advisory Limited;  
Director, Centre for Sustainable Leadership

#### Leading Through African Ubuntu

**Taiwo Olarewaju Ojo**, Adjunct Professor, Leadership & Strategy, University of Lagos Business School;  
CEO, Kish Global Consultants

7:15-8:10

## FEATURED SESSION

### CONVERSATION WITH | Healthcare Leadership

#### A Conversation With Leigh Chapman: The Intersections of Healthcare & Leadership

Moderator: **Suzanna Fitzpatrick**, Nurse Practitioner, Surgery, University of Maryland Medical Center;  
Doctor of Nursing Practice, Nursing, University of Maryland, Baltimore

**Leigh Chapman**, Chief Nursing Officer of Canada / Infirmière en chef Santé Canada

8:15-9:15

## PRESENTATIONS | Leadership Scholarship

### Leadership Scholarship: Leading at the Global Level

Chair: **Basil Read**, Adjunct Professor, PhD in Global Leadership, Troy University

#### Case Study: The Former Vice Chancellor of Rusangu University, Zambia, 2015-2022 – Reflective Leadership

**Bordes Henry-Saturne**, Chair, School of Leadership, College of Education & International Services, Andrews University

**Pardon Kandanga Mwansa**, Associate Professor, Leadership, Andrews University

#### Historical Evolution and Intellectual Foundations of the Global Leadership Field: A Bibliometric Review

**Luciana Simion**, Graduate Student, Division of Behavioral & Organizational Sciences, Claremont Graduate University

**Becky Reichard**, Associate Professor, Division of Behavioral & Organizational Sciences, Claremont Graduate University  
(Co-Author)

#### Transferring Power to Younger Generations: Insight Into Late Adulthood Retirement and Succession Planning

**Benjamin John Brachle**, Industrial Distribution, Assistant Professor, Industrial Technology, University of Nebraska - Kearney

**Brooke Wells**, Graduate Research Assistant; Agricultural Leadership, Education, and Communication / Graduate Student,  
PhD in Leadership Studies, University of Nebraska-Lincoln

8:15-9:30

## PANEL DISCUSSION | Leadership Education

### The ILA “General Principles for Leadership Programs” as an Operating Framework

**Gayle Spencer**, Director, Illinois Leadership Center, University of Illinois at Urbana-Champaign

**Dennis C. Roberts**, Independent Consultant, New Dimensions in Education

**Rian J. Satterwhite**, Director, Office of Service Learning and Leadership, University of Nevada, Las Vegas; Teaching Faculty,  
Claremont Lincoln University

**Trisha Gott**, Associate Dean & Assistant Professor, Staley School of Leadership, Kansas State University

**Jay Gary**, Associate Professor of Strategic Leadership, Communications and Public Affairs, Oral Roberts University;  
Assistant Dean of Lifelong and Online Learning, Provost Office, Oral Roberts University

8:15-9:30

## SYMPOSIUM | Leadership Development

### Emerging Perspectives on Education and Leadership for a Thriving Future: Decolonization and Beyond

Chair: **Dorothy E. Agger-Gupta**, Interim Dean of Academic Affairs, Fielding Graduate University

Commentator: **Abigail Lynam**, Faculty, School of Leadership Studies, Fielding Graduate University; Faculty and Coach, Generating Transformative Change, Pacific Integral

#### Creating Cultures of Transformative Leadership That Nourish Learning/Leading Spirits

**Gail Wilson**, Transition Specialist, Student Services, Community College of Baltimore County

**Romaine Castro**, Case Manager, Adult Mental Health Division, Department of Health

#### Planting Indigenous Seeds for Business

**Sabrina Sue Arch**, Interim Secretary of Commerce, Eastern Band of Cherokee Indians; PhD Student, Organizational Development and Change, Fielding Graduate University

#### “Planting Seeds, Nurturing Butterflies:” Altruism/Empathy for Vulnerable Children in India and Nepal

**Connie Corley**, Professor Emerita, School of Leadership Studies, Fielding Graduate University

**David Blake Willis**, Professor of Anthropology and Education, Human and Organization Development, School of Leadership Studies, Fielding Graduate University

#### Decolonizing Leadership for Transformation: New Gandhian Leaders and Indigenous Wisdom in Today’s India

**David Blake Willis**, Professor of Anthropology and Education, Human and Organization Development, School of Leadership Studies, Fielding Graduate University

8:15-9:30

## PRESENTATIONS | Public Leadership

### Social Crisis & Movements: What They Teach Us

Chair: **Timothy A. Mau**, Associate Professor, Political Science, University of Guelph; Co-Editor-in-Chief, *International Journal of Public Leadership*

#### What Iran’s Women Life Freedom Movement Tells Us About Public Leadership

**Ahmadreza Shamsi Yousefi**, Graduate Research Assistant & Doctoral Candidate, Staley School of Leadership, Kansas State University

#### The Leadership Practices of Nelson Mandela: The Role of African Culture and Emergence of a Thriving Future

**Jeremiah Ntaloi Koshal**, Assistant Professor, Chandaria School of Business, United States International University - Africa

#### Transformational Leadership in K-12 Education Post-Pandemic

##### + Diversity, Equity, Inclusion, & Belonging

**Joy W. Taylor**, Senior Research Fellow, Center for Workplace Diversity and Inclusion Research, University of Phoenix

**Sandra Sessoms-Penny**, University Faculty and Research Fellow, College of Doctoral Studies, Center for Workplace Diversity and Inclusion Research, University of Phoenix

#### Measuring Impact: How a Human Service Nonprofit Organization Evaluates Their Advocacy for Social Change

**Megan Burns Pontes**, Assistant Teaching Professor, School of Community Resources and Development, Arizona State University

8:15-9:30

## PRESENTATIONS | Diversity, Equity, Inclusion, & Belonging

### Book Buzz! Leadership Authors Share Wisdom From Their Latest Books II

Chair: **Yolanda Caldwell**, Chief Diversity Officer and Director, The Women's Leadership Institute, President's Office, The College of Saint Rose

#### Addressing Systemic Discrimination by Reframing the Problem

**Frank L. Douglas**, CEO, Safe Haven Dialogues LLC

#### Overcoming Workplace Loneliness: Cultivating Belonging for a Remote Workforce

**Ada T. Cencki**, Associate Professor, Organizational Leadership Program, Northern Kentucky University

**Megan S. Downing**, Associate Professor; Political Science, Criminal Justice, & Organizational Leadership; Northern Kentucky University

**Karen Perham-Lippman**, Diversity, Equity & Inclusion Director, Jensen Hughes; Founding Member, Senior Executive DEI Think Tank

**Tuba Bircan**, Senior Research Coordinator, Interface Demography, Free University of Brussels (Co-Author)

#### Engaging Faculty in Group-Level Change for Institutional Transformation

**Amena O. Anderson**, Professor of Practice & Assistant Director, WVU ADVANCE Center, West Virginia University

**J. Kasi Jackson**, Associate Professor, WVU ADVANCE, West Virginia University (Co-Author)

**Maja H. Holmes**, Chair and Associate Professor, Public Administration, West Virginia University (Co-Author)

9:30-10:00

## VIRTUAL INTERACTIVE POSTER DISCUSSIONS

### Adaptive Learning for the Future! Using Videos and Media to Promote Dialogue and Learning in Online Spaces

+ Leadership Education

**Steven M. Walker**, Professor, Leadership Studies, National University

### Digital Church Communities: Do They Help Church Attendee Involvement?

+ Ethics & Leadership

**Laurel Harper**, PhD Student, Organizational Leadership, Eastern University

### How Can We Engage the Gifts of Empathic Design for Effective Community Partnerships in Christian Ministry?

+ Public Leadership

**Kathryn McKay Simpson**, Senior Minister, University United Methodist Church, The United Methodist Church; PhD Student, Organizational Leadership, Business Concentration, Eastern University

### Interprofessional Learning and Systems Thinking in Doctoral Leadership Studies

+ Leadership Education

**L. Hyatt**, Professor, Graduate School of Education, Pepperdine University

**Stephanie R. Voss**, Student, Education, Pepperdine University; Senior Account Executive, Google, LLC

**Ryan Charles Weber**, Graduate and Research Assistant, Graduate School of Education and Psychology, Pepperdine University; Director, Practice Operations, Advantage Dental, Sun Life US

10:00-11:00

## MINDFULNESS AND CONNECTION

Guide: **Kathryn Goldman Schuyler**, Founder, Coherent Change; Emerita Professor, Organization Development, Alliant International University

10:00-10:45

## PRESENTATIONS | Cultivating Leadership for a Thriving Future

### Supportive Practices for Leadership Flourishing in Black Communities

Chair: **Michael Chikeze**, Richard C. and Francelia A. Gozon University Professor, Values-Based Leadership, Valparaiso University

#### Discursive Leadership: Best Practices for Supporting Black Communities + Ethics & Leadership

**Salisha Theresa Allard-Blaisdell**, Founder & Executive Director, Shara Foundation; Development Director, GK Folks Foundation

#### Leading From an Empty Glass? Black Clergy, Burnout, Spiritual Practices, and Leadership Implications

+ Philosophy, Religion & Worldviews

**Christopher Oliver**, PhD Student, Eastern University; Adjunct Professor, Hood Theological Seminary

10:00-11:15

## PRESENTATIONS | Women & Leadership

### Challenging Assumptions and Achieving Success: Women in Leadership Positions

Chair: **Merike Kolga**, Manager, Organizational Learning & Development, Human Resources, Vancouver Fraser Port Authority; Managing Director, Garnet Learning Solutions

#### Forging a Path to the Presidency: A Study of a Successful Journey Into Community College Leadership

**Natasha M. Webster**, Professor, Graduate School of Arts and Sciences, Tufts University; Course Developer, Diversity, Equity, Inclusion, and Justice Leadership Program

#### Leading With Purpose: How African American Women Can Succeed, Inspire and Motivate in Leadership

**Deanna R. Davis**, Associate Professor & Academic Program Director, School of Business & Economics, National University

#### Our Success Stories: How We Journeyed Through and Acted as Our Own Advocates

**Giftie E. Umo**, Founder & Executive Director, Girls Leading Africa, Nigeria; Ph.D. Student, Organizational Leadership, Eastern University

10:00-11:15

## PANEL DISCUSSION | Leadership Development

### Worldbuilding: Role-Playing Game Applications Cultivate Leadership Development for a Thriving Future

Co-Chair: **James Ruscella**, Executive Vice President & Chief Immersive Officer, AccessVR; Air University

Co-Chair: **Susanne Jul**, Founder & Driving Force, Creative Crisis Leadership

**Joe Lasley**, Assistant Professor, Leadership and Organizational Studies, University of Southern Maine; Founder, Game Master, Gamenamic Leadership

**Antonio Ruiz Ezquerro**, Graduate Assistant, Leadership Learning Research Center, Florida State University

**Hartyándi Mátyás Jenő**, PhD student, Organizational Behaviour and Human Resource Development, Corvinus University of Budapest

**Samantha Victoria Funk**, Program Manager, Workforce Solutions, Goodwill Industries of Northern New England

10:00-11:15

## PRESENTATIONS | Cultivating Leadership for a Thriving Future

### Book Buzz! Leadership Authors Share Wisdom From Their Latest Books III

Chair: **Max Klau**, Chief Program Officer, New Politics Leadership Academy; Integral Master Coach, Max\_Clarify Coaching

#### When Everyone Leads: How the Toughest Challenges Get Seen and Solved + Leadership Development

**Julia Fabris McBride**, Chief Civic Leadership Development Officer, Kansas Leadership Center; Board Secretary, Adaptive Leadership Network

#### Driving Social Innovation: How Unexpected Leadership Is Transforming Society + Public Leadership

**Marie Sonnet**, Principal, Sonnet Editing and Consulting; Fellow, Fielding Graduate University Institute for Social Innovation  
**Theresa Southam**, Department Head, Teaching and Learning Centre, Selkirk College; Fellow, Institute for Social Innovation, Fielding Graduate University

#### Legacy Forward Made Easy: A Roadmap to Success + Ethics & Leadership

**Bankim Pandya**, Faculty, CISA School of Applied Professional Studies, Arizona State University

10:00-11:15

## WORKSHOP | Healthcare Leadership

### The Role of Leadership in Mental Health: Knowing Your Postvention Intelligence Score

**John M. Hinck**, Assistant Professor, Leadership and Innovation Institute, Air University

**Mary L. Bartlett**, Associate Professor, Leadership and Innovation Institute, Air University

**Steven B. Davis**, Assistant Professor, Leadership & Innovation Institute, Air University

11:15-12:10

## PLENARY SESSION

### Leadership in Reconciliation in Canada and South Africa

Facilitator: **Erin Dixon (Gizhagatte)**, Director of Knowledge and Indigenous Leadership, Reconciliation Canada; Faculty / Research, Indigenous Leadership, Banff Centre for Arts and Creativity

**Chief Robert Joseph** Hereditary Chief of the Gwawaenuk First Nation

**Julie Burns**, Senior Advisor to the Director, and Former South Africa Country Director, Peace Corps

**Cynthia Wesley-Esquimaux**, 1st Indigenous Chair for Truth and Reconciliation in Canada, Lakehead University; Former Vice Provost, Indigenous Initiatives, Lakehead University

12:15-13:30

## PANEL DISCUSSION | Leadership Education

### Adaptive Challenges in Higher Education: Program Leaders Panel

Chair: **Cristina M. Wildermuth**, Associate Professor and Program Director, Barry University; Executive Partner, The Effectiveness Group

**Trisha Gott**, Associate Dean & Assistant Professor, Staley School of Leadership, Kansas State University

**Daniel Jenkins**, Professor, Leadership & Organizational Studies, University of Southern Maine

**Dorine Lawrence-Hughes**, Assistant Dean, Undergraduate Education, College of Literature, Science, and the Arts, University of Michigan; Executive Leadership Coach, Brazen Communication Coaching and Consulting

**Comfort O. Okpala**, Professor of Leadership Studies, Leadership Studies and Adult Education, North Carolina A & T State University

12:15-13:30

## PRESENTATIONS | Business Leadership

### Best Practices to Drive Innovation, Engage Stakeholders, and Transform Organizational Leadership

Chair: **Tayo Switzer**, Owner, Leadership 6 Consulting

#### An Integrated Framework for Responsible Stakeholder Engagement

**Larry Bingaman**, President & CEO, Regional Water Authority

**S. Aqeel Tirmizi**, Professor of Leadership, Management & Service, Antioch University (Co-Author)

#### Driving Innovation Through Leadership Adaptability and Adaptive Leadership Strategy

**Barbara N. Rodriguez**, Leadership Empathy Researcher; Doctoral Student, Global Leadership and Change, Pepperdine University

#### Feedback Dissonance and Leadership in Virtual Teams

**Jayne Rivas**, Assistant Professor of Management, School of Business and Economics, Indiana University East

**Arkadiusz Mironko**, Assistant Professor of Management, School of Business and Economics, Indiana University East (Co-Author)

#### Transformational Leadership at Pfizer – A Case Study

**Subhashis Nandy**, Associate Faculty, School of Doctoral Studies, University of Phoenix

**Erik Bean**, Associate University Research Chair, Center for Leadership & Organizational Research, University of Phoenix (Co-Author)

12:15-13:30

## PANEL DISCUSSION | Women & Leadership

### Women's Leadership in Times of Crisis and Beyond: Growing More Effective and Stronger

Chair: **Chris Taylor Cartwright**, Inclusion, Intercultural, & Global Leadership Assessment Consultant; Adjunct Instructor, International & Global Studies, Portland State University

**Maura J. Harrington**, Executive Vice President, Center for Nonprofit Management

**Sarah Smith Orr**, Owner, Smith Orr & Associates; Teaching Faculty, Management, University of California Los Angeles Extension

**Tessa R. Sutton**, Assistant Superintendent, Diversity, Equity and Inclusion, South Bend Community School Corporation; President, Intercultural Relations Group

12:15-13:30

## PANEL DISCUSSION | Leadership Development

### Turn a Ship Around: Applying Self-Care, Data Analytics, & Problem-Solving to Change Leadership

Chair & Panelist: **Janice L. Cardwell**, CEO and Executive/Doctoral Coach, Conceivers Leadership Development Group; Faculty, College of Education, University of Phoenix and Walden University

**Renee R. Green**, Executive Leadership Coach, Passionate Coaching and Career Service LLC; Professor, University of Phoenix

**Red F. Briou**, Professor, School of Business, Hawaii Pacific University; Consultant

12:15-13:30

## PRESENTATIONS | Cultivating Leadership for a Thriving Future

### Book Buzz! Leadership Authors Share Wisdom From Their Latest Books IV

Chair: **Laurie Yates**, Visiting Professor in Management, Oregon Institute of Technology

#### A New Meaning-Mission Fit: Aligning Life and Work in Business

+ Business Leadership

**Michelle French-Holloway**, Professor & Program Director, Mount Saint Mary's University, Los Angeles

#### Innovative Leadership & Followership in the Age of AI

+ Followership

**Maureen M. Metcalf**, CEO & Founder, Innovative Leadership Institute; Fellow, International Leadership Association

**Neil E. Grunberg**, Professor, Military & Emergency Medicine & Director, Leadership Research & Development, Neuroscience, Uniformed Services University of the Health Sciences

#### Inner Peace-Global Impact: Tibetan Buddhism, Leadership, and Work

**Kathryn Goldman Schuyler**, Founder, Coherent Change; Emerita Professor, Organization Development, Alliant International University

12:15-13:30

## VIRTUAL EMERGING SCHOLARS RESEARCH CONSORTIUM (Invitation Only)

Chair: **Lori E. Kniffin**, Assistant Professor, Department of Leadership Studies, Fort Hays State University

### **A Study on the Student Perception of the Faculty Roles During Short-Term Study Abroad Courses**

#### + Leadership Education

**Kayli Sampson**, Financial Aid Advisor, Iowa State University

Senior Scholar: **Louise Underdahl**, Doctoral Instructor - ACCESS/PV, College of Doctoral Studies, University of Phoenix; Research Fellow - CDS Alumni Special Interest Group, Risk Management, UCLA Health

### **Global Leadership in Allied Health Supporting the Enhancement of Employees' Engagement and Job Satisfaction**

#### + Healthcare Leadership

**Priscilla De Leon**, Chief of Veteran Experience, Assistant to the Director, Department of Veteran Affairs, VA Northern Indiana Healthcare System

Senior Scholar: **Donnette Noble**, Distinguished Professor of Leadership Studies and Director of Civic Learning and Engagement, Leadership Program in the School of Criminal Justice, Leadership, and Sociology, Fort Hays State University; Affiliated Faculty, Creighton University

### **Hopeful Leadership and Change Management**

#### + Business Leadership

**Scott Edward Sorensen**, Vice President, Sales & Marketing, BEGA; PhD Student, Graduate School of Education and Psychology, Pepperdine University

Senior Scholar: **Chad Howard Newton**, Adjunct Faculty Online, College of Professional Studies, Bethel University; Student, Online Teaching and Learning, Warner School of Education, University of Rochester

### **How Team Heterogeneity Moderates the Relationship Between Leadership Structure and Team Effectiveness**

#### + Leadership Scholarship

**Lauren Offermann**, PhD Student in IO Psychology, Montclair State University

Senior Scholar: **Emmanuel Olatoye Sobande**, CEO, Stephens Leadership Consultancy LLC

### **Identity Transformation Post Abuse: From Victim to Survivor to Thriver**

#### + Diversity, Equity, Inclusion, & Belonging

**Kader Gumus**, PhD Candidate, Graduate School of Leadership & Change, Antioch University

Senior Scholar: **Aditya Simha**, Associate Professor, Management, University of Wisconsin - Whitewater

### **Racial Reconciliation in the Orthodox Church: Exploring Leadership Challenges at the Parish Level**

#### + Diversity, Equity, Inclusion, & Belonging

**Courtney Irene Maloof**, PhD Student, Organizational Leadership, Eastern University

Senior Scholar: **Kristin M.S. Bezio**, Professor & Associate Dean, Jepson School of Leadership Studies, University of Richmond

### **Team Personality Composition as a Predictor of Team Performance and Leadership Structure**

**Jacob Breaux**, Doctoral Student, Industrial and Organizational Psychology, Montclair State University

Senior Scholar: **Kedir Assefa Tessema**, Associate Professor, Wilkes University

### **The Missing Piece: Exploring the Role of Customer Education in Small Business Longevity**

#### + Business Leadership

**Charles Terrence Harper**, Creator and Consultant, GainMindShare; PhD Student, Organizational Leadership, Business and Technology Concentration, Eastern University

Senior Scholar: **Jody Condit Fagan**, Professor, James Madison University

### **Women of Color in International School Leadership: Where Are They?**

#### + Women & Leadership

**Tiffany D. Johnson**, High School Biology Teacher & Course Advisor, BASIS International and Bilingual Chengdu

Senior Scholar: **Hans Peter Schmitz**, Professor, Department of Leadership Studies, University of San Diego

13:30-14:00

## VIRTUAL INTERACTIVE POSTER DISCUSSIONS 2

### **Cognitive Antecedents of Servant Leadership: A Look at Theory of Mind in Leadership + Business Leadership**

**Jennifer Bragger**, Professor, Psychology, Montclair State University

**Lauren N. Hunt**, Lab Manager, Industrial/Organizational Psychology, Montclair State University (Co-Author)

**Zuzanna Myszko** (Co-Author)

**Rachel Helisch**, Research Assistant, Psychology, Montclair State University (Co-Author)

**Katherine Parlitsis** (Co-Author)

**Lucas Kozas**, Research Assistant, Psychology, Montclair State University (Co-Author)

**Shania Morales**, Psychology, Montclair State University (Co-Author)

**Fayza Abbasi**, Research Assistant, Leadership Cognition Lab, Montclair State University (Co-Author)

**Jahniya Stone-Taylor**, Research Assistant, Psychology, Montclair State University (Co-Author)

**Laura Lakusta**, Professor, Psychology, Montclair State University (Co-Author)

### **Emotional Intelligence: Medical Leaders' Strategies to Build Team Adaptability in a Global Health Emergency**

#### **+ Healthcare Leadership**

**Heather Valenova Dayag**, Doctoral Student, Health Professions Education, Massachusetts General Hospital Institute of Health Professions

**BobbieAnn Adair White**, Associate Professor, Health Professions Education, Massachusetts General Hospital Institute of Health Professions; Vice Chair for Faculty Development and Research, Department of Surgery, Baylor Scott & White Health (Co-Author)

**Joann Farrell Quinn**, Associate Professor, Medical Education, University of South Florida (Co-Author)

### **Leadership in Complex Adaptive Systems and the Relationship of Team Behaviors and Support for Innovation**

**Linda Yvette Cureton**, Chief Executive Officer, Muse Technologies

**Tao Gong**, Assistant Professor, Organizational Leadership, University of Maryland Eastern Shore (Co-Author)

**Prince Attoh**, Associate Professor & Director, Doctoral Program in Organizational Leadership, University of Maryland Eastern Shore (Co-Author)

**James T. Fox, Jr.**, Assistant Professor, Education Leadership, Salisbury University (Co-Author)

**Tyrone Henri Chase**, Associate Professor, Social Sciences, University of Maryland Eastern Shore (UMES) (Co-Author)

### **Promoting Entrepreneurship: DELTAs + Gumption + Roadmaps**

#### **+ Leadership Education**

**Louise Underdahl**, Doctoral Instructor - ACCESS/PV, College of Doctoral Studies, University of Phoenix; Research Fellow - CDS Alumni Special Interest Group, Risk Management, UCLA Health

**Katherine Temple**, Director, Peace Educational Services & ; Professor, Humanities, University of Phoenix (Co-Author)

**Herman van Niekerk**, Associate Dean of Instruction, Doctoral Business Programs, College of Doctoral Studies, University of Phoenix (Co-Author)

**Matthew Knight**, Faculty, College of Management & Technology, Walden University (Co-Author)

**Wendy van Schalkwyk**, Founder and CEO, MI-Ashanti International (Pty) Ltd. (Co-Author)

### **Promoting the Engagement and Retention of Higher Education Remote Employees Through Emerging Practices**

#### **+ Business Leadership**

**Lisa Michelle Harris**, Special Assistant for Strategic Initiatives, Office of the President, National University; Student, School of Business & Management, City University of Seattle

### **The Experience of Leadership Educators Mentoring Domestic and International Students: A Pilot Study**

#### **+ Leadership Education**

**Jennifer Okoliko**, Doctoral Student, Agricultural Leadership Education and Communication, University of Nebraska- Lincoln; Founder, Girls Should Thrive Initiative

14:00-15:00

## PRESENTATIONS | Leadership Development

### Organizational and Systemic Strategies for Development of Leaders

Chair: **Robin A. Roberts**, Associate Professor, Management and Technology, Embry-Riddle Aeronautical University

#### A Case Study of Teacher Leadership via the Ecological Perspective

**Zwei Zhang**, Graduate Student, Academy of Future Education, Xi'an Jiaotong-Liverpool University

**Qian Wang**, Assistant Professor & Director of Research, Academy of Future Education, Xi'an Jiaotong-Liverpool University

#### Leaders of Character Creating Opportunities for Thriving

**Scott G. Heyler**, Assistant Professor, Management, United States Air Force Academy

**Daphne DePorres**, Assistant Professor, Management, United States Air Force Academy

#### Using Mixed Reality to Cultivate Leader Development in the Human Domain for DEI and Belonging

**John M. Hinck**, Assistant Professor, Leadership & Innovation Institute, Air University

**Andy Clayton**, Assistant Professor of Leadership, Air University

**Lisa Stokey**, Division Chief, Leading Inclusively Virtual Experience, United States Air Force (Co-Author)

**Steven B. Davis**, Assistant Professor of Leadership, Leadership & Innovation Institute, Air University (Co-Author)

**Brandie Jeffries**, Faculty, Air University (Co-Author)

14:00-15:15

## SYMPOSIUM | Leadership Scholarship

### Pandemic, Culture, and Crisis Leadership

Chair: **Laura Knouse**, Professor & Licensed Clinical Psychologist, Psychology, University of Richmond

Commentator: **Kristin M.S. Bezio**, Professor & Associate Dean, Jepson School of Leadership Studies, University of Richmond

#### What Pandemics Teach Us About Servant Leadership

**Kelly L. Bezio**, Associate Professor, English, Texas A&M Corpus Christi

#### The Pathology of Ideology: Authoritarian Leadership in Science Fiction Film

**Kimberly S. Yost**, Assistant Professor, Department of Business, Economics, & Communication, Pennsylvania Western University

#### Literature, Pandemic, and the Insufficiency of Survival: Boccaccio's Decameron and Mandel's Station Eleven

**Anthony Presti Russell**, Associate Professor, English, University of Richmond

14:00-15:15

## SYMPOSIUM | Philosophy, Religion & Worldviews

### Ancient Lore, Current Plight: How Fairy Tales Shape Leadership Traits for Crisis Response

Chair: **Chris Hamstra**, Associate Professor, English and Communication, Davenport University

Commentator: **Erin S. Barry**, Assistant Professor, Anesthesiology & Assistant Professor, Military & Emergency Medicine, Uniformed Services University

#### Ukraine: Kotygoroshko: Overcoming Oppression and Betrayal With Might, Compassion, and Forgiveness

**MaryJo Burchard**, Founder, Chief Consultant-Researcher, Concord Solutions, LLC; Adjunct Professor, School of Business and Leadership, Regent University

#### Croatia – Courage, Cleverness, and Resourcefulness

**Suzana Dobric Veiss**, Assistant Professor, Program Director, School of Business, Fresno Pacific University

#### United States – Paul Bunyan: King of the Wild Frontier

**Elizabeth K. Hunt**, Professor & Director of Character in Leadership, University of Jamestown; Consultant, Hunt Leadership Solutions, LLC

# TUESDAY | 3 OCTOBER

14:00-15:15

## PRESENTATIONS | Cultivating Leadership for a Thriving Future

### Book Buzz! Leadership Authors Share Wisdom From Their Latest Books V

Chair: **Mary C. Tabata**, Lead Coach, Phinishing Strong LLC

#### **Cultural Dynamics and Leadership (Elements in Leadership)**

+ **Philosophy, Religion & Worldviews**

**Nathan W. Harter**, Professor, Leadership and American Studies, Christopher Newport University

#### **Inclusive Leadership: Equity and Belonging in Our Communities**

+ **Diversity, Equity, Inclusion, & Belonging**

**Joanne Barnes**, Professor, Leadership & Followership Studies, Indiana Wesleyan University

**Bjørn Z. Ekelund**, Chairman, Human Factors AS

15:15-16:10

## Leadership Development Member Community Meet Up

15:15-16:10

## Business Leadership Member Community Meet Up

15:15 -16:10

## FEATURED SESSION

### CONVERSATION WITH | Leadership Scholarship

#### **A Conversation With Keith Grint: Leadership and the Devaluation of the Mundane**

**Keith Grint**, Professor Emeritus, Warwick University; Founding Co-Editor, *Leadership*; ILA 2018 Lifetime Achievement Award Winner

Moderator: **Brad Jackson**, Professor & Programme Director, Community and Enterprise Leadership Foundation, Waikato Management School, University of Waikato



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# MARK YOUR CALENDAR

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7-10 November 2024 | Chicago, IL, USA



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International Leadership Association®

# WEDNESDAY | 4 OCTOBER

All events on Wednesday 4 October take place online via our virtual event portal powered by CVENT. Times listed are Pacific Daylight Time, which is -7UTC. To view the details of each session, enter the CVENT event portal via the web or app. Go to page 13 for more information on accessing our event portal.

Note: We use a 24-hour clock! If the time is 13 or higher, subtract 12 to arrive at the correct PM time.

5:00-6:15

## WORKSHOP | Women & Leadership

### Exploring Cultural Transformation Through Diverse Global Women's Leadership Narratives

**Patricia Goodman Hayward**, Associate Teaching Professor, Graduate Studies, College of Professional Studies, Northeastern University; Principal Coach

**Sahar Rehman**, Lecturer, Organizational and Corporate Communications, Northeastern University; Senior People and Culture Generalist, People and Culture, bluebird bio, Inc.

**Zirui Yan**, Assistant to the Dean, Schwarzman College, Tsinghua University

5:00-6:15

## WORKSHOP | Leadership Development

### Embodied Leadership: Emotional Awareness and Somatic Processing as Leadership Tools

**Elizabeth K. Hunt**, Professor & Director of Character in Leadership, University of Jamestown; Consultant, Hunt Leadership Solutions, LLC

**Suzana Dobric Veiss**, Assistant Professor & Program Director, School of Business, Fresno Pacific University

**MaryJo Burchard**, Founder, Chief Consultant-Researcher, Concord Solutions, LLC; Adjunct Professor, School of Business and Leadership, Regent University

5:00-6:15

## PANEL DISCUSSION | Leadership for Peace

### Leadership Through and After Defeat: A Multi-Dimensional Exploration – Socio-Political Approaches

Chair: **Jonathan R. Gosling**, Director, Pelumbra Ltd.; Emeritus Professor, Exeter University, UK

**Amber Brittain-Hale**, Co-Founder, BrainStates Inc; Ph.D Student in Global Leadership and Change, Graduate School of Education and Psychology, Pepperdine University

**Sasha Maher**, Subject Lead for Sustainability, Business School, University of Auckland

**Kate O'Neill**, Dean, College of Business, American University Iraq - Baghdad

6:15-7:10

## Leadership Education Member Community Meet Up

7:15-8:15

## PRESENTATIONS | Followership

### Followership for Today

Chair: **Leah M. Sciabarrasi**, Associate Dean of Business, College of Liberal Arts and Sciences, School of Business, Excelsior University

#### Followership and Ethics

##### + Ethics & Leadership

**Donald Williams Jr.**, Strategist, Researcher, and Consultant

#### Global Followership and Leadership Education Through Cross-Cultural Partnership

**Carolyn Kelly Ottman**, Principal Owner, Leadership Portals, LLC, Professor, Rader School of Business, Milwaukee School of Engineering

**G Delina**, Associate Professor, Business Administration, Kalasalingam Business School, Kalasalingam Academy of Research and Education

#### Want Your Organization to Thrive in the Future? Cultivate Your Team's Followership Skills

**Kimberly A. Carlson**, Director of Programs, Principal Partnerships Office & Associate Professor of Practice in Management, Virginia Tech; CEO and Co-Founder, Tractus Strategic Partners

**Charity L. Boyette**, Ph.D. Candidate, Center for Public Administration and Policy, Virginia Tech; Chief Operating Officer, Tractus Strategic Partners (Co-Author)

# WEDNESDAY | 4 OCTOBER

7:15-8:30

## PRESENTATIONS | Leadership Education

### Leadership Topics: Strategic Leadership & Experiential Pedagogy

Chair: **Diana Read**, Lead Facilitator, Read & Read Leadership & Management Consultants LLC

#### Can We Really Teach Leadership for Environmental Sustainability? Experiential Pedagogy as a Response

##### + Sustainability Leadership

**Frances Wu**, Associate Professor, Leadership and Organizational Psychology, Azusa Pacific University

**Joshua Snyder**, Student, Azusa Pacific University

**Coba Canales**, Dean of Spiritual Life, Azusa Pacific University (Co-Author)

#### Financial Leadership Strategies to Keep the Arts Alive

##### + Arts & Leadership

**Margaret F. Sloan**, Director & Professor, School of Strategic Leadership Studies, James Madison University

**Cleopatra Charles**, Professor, Rutgers University - Newark (Co-Author)

#### Strategies for Implementing Diversity & Inclusion in the Online Leadership Classroom

**S. Jeannette Guignard**, Org. Leadership Professor, School of Business, California Baptist University

7:15-8:30

## WORKSHOP | Women & Leadership

### Transformation, Compassion, and Connection Through Nature-Based Mindfulness

**Debbie A. Maraglio-Lynn**, Educator, Consultant, Founder, Jellyfish Flow

7:15-8:30

## PRESENTATIONS | Cultivating Leadership for a Thriving Future

### Book Buzz! Leadership Authors Share Wisdom From Their Latest Books VI

Chair: **Almarie E. Donaldson**, Senior Capacity Specialist/Consultant, Maryland Latinos Unidos; Associate Professor, Oral Roberts University

#### Believing in Yourself and Believing in Others: The Pygmalion Effect

##### + Women & Leadership

**Angelica Maria Larios Arias**, Consulting Director, Alacontec

#### A Grassroots Leadership and Music for Social Change Primer

##### + Arts & Leadership

**Susan Erenrich**, Adjunct Professor, American University; Editor, ILA's Grassroots Leadership & the Arts for Social Change Corner

7:15-8:30

## WORKSHOP | Business Leadership

### Exploring Social Impact Leadership in Social Entrepreneurship and CSR/ Sustainability Functions

**Charmon Williams**, Professor and Internship Director, Business Psychology, The Chicago School of Professional Psychology  
**Amber Kiani**

8:30-9:25

## FEATURED SESSION

### CONVERSATION WITH | Followership

#### A Conversation With Barbara Kellerman: Leadership/Followership – Two Decades on the Dark Side

**Barbara Kellerman**, Fellow, Center for Public Leadership, Harvard Kennedy School

Moderator: **Gayle Spencer**, Director, Illinois Leadership Center, University of Illinois at Urbana-Champaign

9:30-10:45

## WORKSHOP | Healthcare Leadership

### Critical Dialogues for Action: Unlearning and Relearning Through the -isms and -phobias

**Ming-Ka Chan**, Co-Director, Office of Leadership Education, Rady Faculty of Health Sciences, Pediatrics & Child Health, University of Manitoba; Chair, Sanokundu

9:30-10:45

## PANEL DISCUSSION | Diversity, Equity, Inclusion, & Belonging

### Inclusive Leadership: Equity and Belonging in Our Communities

Chair: **Joanne Barnes**, Professor, Division of Leadership & Followership Studies, Indiana Wesleyan University

**Niels Agger-Gupta**, Associate Professor & Acting School Director, School of Leadership Studies, Faculty of Social & Applied Sciences, Royal Roads University

**Rosalind Cohen**, CEO & Founder, Leadership and Organizational Strategy, Socius Strategies

**Valencia Lavon Gabay**, Doctoral Student, Organizational Leadership, Indiana Wesleyan University

**Brad Grubb**, Coach and Consultant -DEI; Adjunct Professor, Indiana Wesleyan University

**Jacqueline Gustafson**, Dean & Psychology Professor, College of Behavioral and Social Sciences, California Baptist University

**Charles Courtney Lee-Johnson**, Associate Dean, Division of Social Work, California Baptist University

**Sarah Smith Orr**, Owner, Smith Orr & Associates; Teaching Faculty, Management, University of California Los Angeles Extension

**Cary L. Snow**, Innovative Change Agent and Educator

**Donald Williams Jr.**, Strategist, Researcher, and Consultant

9:30-10:45

## PRESENTATIONS | Leadership Education

### Topics in Leadership Education

Chair: **Kyle O'Dell**, Director of Undergraduate Leadership Education, Donnelly School of Leadership and Social Innovation, John Carroll University

#### Developing the Complete Engineer: Why We Need Leadership Education Across Disciplines

**Mia B. Russell**, Senior Lecturer, Center for Leadership Education, Johns Hopkins University

**Mary Clare Coghlan**, Senior Lecturer, Center for Leadership Education, Johns Hopkins University

#### Gamification of Leadership Studies Curriculum: A Systematic Review (2012-2022)

**Tianshi Hao**, Ph.D. Student, Pepperdine University

**Qiang Qiang**, Ph.D. Student, Graduate School of Education & Psychology, Pepperdine University

**Jade Gabrielle Winn**, Associate University Librarian & Associate Professor, Marshall School of Business, University of Southern California (Co-Author)

#### Using Reflective Practices to Enhance Online Leader Education

**Heather Smigowski**, Department Chair, U.S. Army War College

#### Where Is It All STEMming From? An Exploration of African American Females' Career Aspirations

**Jean Lola Goblinger**, Instructor, Communications, Salisbury University; PhD Student in Organizational Leadership, University of Maryland Eastern Shore

**Prince Attoh**, Associate Professor & Director, Doctoral Program in Organizational Leadership, University of Maryland Eastern Shore (Co-Author)

9:30-10:45

## PANEL DISCUSSION | Public Leadership

### Why Cultivate Trust and Belongingness Across Cultures While in Crisis? A Case Study From Afghanistan

Chair: **Sarah Smith Orr**, Owner, Smith Orr & Associates; Teaching Faculty, Management, University of California Los Angeles Extension

**Jacques A. Baartmans**, CEO, The Leadership Group/De Presentatie Groep

**Chris Taylor Cartwright**, Inclusion, Intercultural, & Global Leadership Assessment Consultant; Adjunct Instructor, International & Global Studies, Portland State University

**Sultana Parvanta**, CEO & Consultant, Parvanta Consulting Services

9:30-10:45

## PRESENTATIONS | Cultivating Leadership for a Thriving Future

### Book Buzz! Leadership Authors Share Wisdom From Their Latest Books VII

Chair: **Kimberly S. Yost**, Assistant Professor, Department of Business, Economics, & Communication, Pennsylvania Western University

#### **An Historical Assessment of Leadership in Turbulent Times (Leadership: Research and Practice)**

+ Leadership Scholarship

**Nathan W. Harter**, Professor, Leadership and American Studies, Christopher Newport University

#### **Leadership Insights for Wizards and Witches**

+ Leadership Education

**Aditya Simha**, Associate Professor, Management, University of Wisconsin - Whitewater

#### **Discovering Leadership: Designing Your Success**

**James Morrison**, Professor, Organizational and Community Leadership, University of Delaware

**Mindy McNutt**, Associate Professor, Leadership Studies, Wright State University

10:50-12:10

## VIRTUAL INTERACTIVE ROUNDTABLE DISCUSSIONS

#### **Creating Confidence When You're the "First" or "Only" at the Table**

+ Women & Leadership

**Asia Abreu Bribiesca-Hedin**, Principal Leadership Coach & CEO, Bridgewell LLC Professional Services

#### **Cultivating Executive Presence: When the Waves of Feminism Crash Together**

+ Women & Leadership

**Rachel Althof**, Program Chair, Doctor of Education in Organizational Leadership, Franklin University

#### **Deepening Our Understanding of Women's View of Success**

+ Women & Leadership

**Cynthia Mako Robinson**, Ph.D. Student, Leadership and Change, Antioch University Midwest; Virtual Learning Producer, ERC Services Inc.

#### **Improving Trust in Leadership Through Communication Strategies**

+ Leadership Development

**Alice L. Irby**, PhD Student, Global Leadership, Troy University

#### **Maximizing the Value of Time in a Multigenerational Workplace**

+ Diversity, Equity, Inclusion, & Belonging

**Kara L. Burr**, Principal ITS Security Governance Manager, Cyber Security, Eastern University; PhD Student, Organizational Leadership, Eastern University

**Jake Allan Ormond**, Senior Project Manager, Enterprise Performance, Maricopa County Community College District; Ph.D. Student, Organizational Leadership, Concentration in Nonprofit and Public Administration, Eastern University

#### **Nonsensical Gallimaufry or Delightful Mix? Leadership as Practice, Leadership Theories, and Leader Competencies**

**Dave Close**, Volunteer Engagement Specialist, Virginia Cooperative Extension, Virginia Tech

**Eric K. Kaufman**, Professor, Agricultural, Leadership, and Community Education; Virginia Tech (Co-Author)

#### **Preventing Recidivism and Building Communities: Social Change Agents and the Second Chance Pell Program**

+ Public Leadership

**Seth Kastle**, Associate Professor, Leadership Studies, Fort Hays State University

**Donnette Noble**, Distinguished Professor of Leadership Studies & Director of Civic Learning and Engagement, School of Criminal Justice, Leadership, and Sociology, Fort Hays State University; Affiliated Faculty, Creighton University

#### **Solving Employers' Dilemma Through Partnerships**

+ Leadership Education

**Louise Underdahl**, Doctoral Instructor - ACCESS/PV, College of Doctoral Studies, University of Phoenix; Research Fellow - CDS Alumni Special Interest Group, Risk Management, UCLA Health

**Myrene Magabo**, Faculty, University of Phoenix (Co-Author)

**Maureen Marzano**, Instructor, College of Doctoral Studies, University of Phoenix (Co-Author)

## VIRTUAL INTERACTIVE ROUNDTABLE DISCUSSIONS continued

### **The Leadership Journey of Female Principals**

#### **+ Women & Leadership**

**Angela Titi Amayah**, Assistant Professor, Management & Marketing, California State University Bakersfield

**MD Haque**, Assistant Professor, Doctorate Program in Organizational Leadership, University of La Verne (Co-Author)

### **The Rise of the Stress Arc: Managing Rapid Onset of Change in Business Through Efficacious Strategy**

#### **+ Business Leadership**

**Rodney James Luster**, Senior Director of Research Strategy, Innovation and Development, College of Doctoral Studies, University of Phoenix; Chair, Center for Leadership Studies and Organizational Research

### **Thriving in Chaos: Leadership in Complex Organizations, Team Behaviors, and the Support for Innovation**

#### **+ Business Leadership**

**Linda Yvette Cureton**, Chief Executive Officer, Muse Technologies

**Tao Gong**, Assistant Professor, Organizational Leadership, University of Maryland Eastern Shore (Co-Author)

**Prince Attoh**, Associate Professor & Director, Doctoral Program in Organizational Leadership, University of Maryland Eastern Shore (Co-Author)

**James T. Fox, Jr.**, Assistant Professor, Education Leadership, Salisbury University (Co-Author)

**Tyrone Henri Chase**, Associate Professor, Social Sciences, University of Maryland Eastern Shore (Co-Author)

### **Understanding Organizational Effectiveness in International NGOs**

#### **+ Leadership Development**

**Saroj Chettri**, PhD Student, Organizational Leadership, Nonprofit and Public Administration, Eastern University

### **Weaving Resilient Leadership Through a Caring-Earth-Based Model: Showing How Others Experience Silence**

#### **+ Women & Leadership**

**Martha Brumbaugh**, Writing Coach & Mentor, *The Edge of Lemuria*

**Debby Flickinger**, CEO, Head Over Heels

### **What Do They Know Now? Comparing Student Learning Outcomes Pre/Post 2020**

#### **+ Public Leadership**

**Joy Shri Das**, Assistant Director, Illinois Leadership Center, University of Illinois

**Amanda Wittman**, Associate Director, Einhorn Center for Community Engagement, Cornell University

### **Workplace Psychopaths: Why They Get Hired, Often Promoted, and the Safeguards That Must Be Put in Place!**

#### **+ Ethics & Leadership**

**John Sherlock**, Professor of Human Resources, Western Carolina University

12:15 -13:15

## PRESENTATIONS | Leadership Scholarship

### Leadership Scholarship: Research Methods

Chair: **Tom Sechrest**, Professor & Director, Human Development & Leadership, Doctorate of Leadership and Higher Education Program; Master of Science in Organizational Leadership Program, St. Edward's University

#### Consensus Decision-Making in Internet Standards

+ Leadership Scholarship

**Susan Kay Hares**, Adjunct Professor, School of Divinity, Regent University; President, Hickory Hill Consulting

#### Mindful Leadership Fosters Psychological Safety in Healthcare Teams

+ Leadership Scholarship

**Adam Kay**, Senior Lecturer & Assistant Professor, Management, University of Queensland

**Yiqiong Li**, Senior lecturer, Business School, University of Queensland (Co-Author)

**Niklas K. Steffens**, Associate Professor, School of Psychology, University of Queensland (Co-Author)

**Zen Goh**, Senior Lecturer, Monash Business School (Co-Author)

**Daryl Page**, Leader, People Development, Fraser Health (Co-Author)

#### The Feasibility to Conduct a Second-Order Meta-Analysis on Leadership Effectiveness

+ Leadership Scholarship

**Xiaoyu Li**, Renmin University of China

**Boyuan Ju** (Co-Author)

**Tao Su** (Co-Author)

**Jinlong Zhu** (Co-Author)

**Zhaoli Song** (Co-Author)

**Piers Steel** (Co-Author)

12:15-13:30

## PRESENTATIONS | Diversity, Equity, Inclusion, & Belonging

### Exploring the Multiple Perspectives of DEIB

Chair: **John Weng**, Lecturer, Leadership Studies, University of San Diego; Principal, John Weng Consulting

#### A Decade Later: Examining Millennial-Focused Stereotypes Through the Lenses of Organizational Leaders

**Kimberly Underwood**, University Research Chair, College of Doctoral Studies, University of Phoenix

**Sandra Sessoms-Penny**, University Faculty & Research Fellow, College of Doctoral Studies, Center for Workplace Diversity and Inclusion Research, University of Phoenix

**Joy W. Taylor**, Senior Research Fellow, Center for Workplace Diversity and Inclusion Research, University of Phoenix

#### How Can Transformational Leadership Be Unbound From the Binary Paradigm of Gender?

**Jody Condit Fagan**, Professor, James Madison University

**Michelle Hamilton-Page**, Associate Faculty & Post Doctoral Fellow, School of Humanitarian Studies, Royal Roads University

#### How Higher Education Leaders Can Help Students Thrive by Building Belonging and Social Capital

**Marlene Blake**, Research Fellow, Center for Workplace Diversity and Inclusion Research, University of Phoenix

**Sandra Sessoms-Penny**, University Faculty & Research Fellow, College of Doctoral Studies, Center for Workplace Diversity and Inclusion Research, University of Phoenix

**Kimberly Underwood**, University Research Chair, College of Doctoral Studies, University of Phoenix

**Joy W. Taylor**, Senior Research Fellow, Center for Workplace Diversity and Inclusion Research, University of Phoenix (Co-Author)

**Jessica Flores**, Clery Compliance Officer, Resolution Services - Title IX & Fellow-in-Residence, Center for Workplace Diversity and Inclusion Research, University of Phoenix (Co-Author)

**Adrian Allen**, Research Fellow, Center for Workplace Diversity and Inclusion Research, University of Phoenix (Co-Author)

**Patricia Battson**, Academic Research Analyst, Resolution Services, University of Phoenix (Co-Author)

#### Organizational Leadership Creating Social Capital and Belongingness for Employees

**Sandra Sessoms-Penny**, University Faculty and Research Fellow, College of Doctoral Studies, Center for Workplace Diversity and Inclusion Research, University of Phoenix

**Marlene Blake**, Research Fellow, Center for Workplace Diversity and Inclusion Research, University of Phoenix (Co-Author)

**Sun Jones**, Systematic Plan Program and Curriculum Evaluator, College of Nursing, University of Phoenix (Co-Author)

**Samira Ali**, Adjunct Associate Professor, School of Nursing, University of Phoenix (Co-Author)

# WEDNESDAY | 4 OCTOBER

12:15-13:30

## PANEL DISCUSSION | Leadership Development

### Longing for Belonging: Cultivating Inclusive Practices and Supportive Leadership Frameworks

Chair: **Bernice Ledbetter**, Dean of Students, Graziadio Business School & Director, Center for Women in Leadership, Pepperdine University

**Carolyn J. Morales**, Associate Dean, Belonging and Community Engagement & Assistant Professor, Medical Education, UT Tyler School of Medicine

**MaryJo Burchard**, Founder, Chief Consultant-Researcher, Concord Solutions, LLC; Adjunct Professor, School of Business and Leadership, Regent University

**Carolina Bouten-Pinto**, Principal, Organization Development, Hobart City Council

**Mary C. Tabata**, Lead Coach, Phinishing Strong LLC

12:15-13:30

## PANEL DISCUSSION | Indigenous & First Nations Leadership

### Indigenous Leadership in Extractive Industries in Canada for a Thriving Future

Chair: **Chris Taylor Cartwright**, Inclusion, Intercultural, & Global Leadership Assessment Consultant; Adjunct Instructor, International & Global Studies, Portland State University

**Mafalda Arias**, President, Mafalda Arias & Associates

**Catherine Peltier Mavin**, Indigenous Policy Advisor, Lands and Minerals Sector, Natural Resource Canada

**Martha Manuel**, Indigenous Consultant

12:15-13:30

## PRESENTATIONS | Cultivating Leadership for a Thriving Future

### Book Buzz! Leadership Authors Share Wisdom From Their Latest Books VIII

Chair: **Lauren Henley**, Assistant Professor, Jepson School of Leadership Studies, University of Richmond

#### A Research Agenda for Leadership Learning and Development Through Higher Education

##### + Leadership Education

**Julie E. Owen**, Associate Professor, Leadership Studies, School of Integrative Studies, George Mason University

**Susan R. Komives**, Professor Emerita, National Clearinghouse for Leadership Programs; University of Maryland (Co-Author)

#### Introduction to Research in Leadership

##### + Leadership Scholarship

**David M. Rosch**, Associate Professor; Agricultural Leadership, Education, and Communications; University of Illinois at Urbana-Champaign

**Lori E. Kniffin**, Assistant Professor, Department of Leadership Studies, Fort Hays State University

#### Teaching Leadership: Bridging Theory and Practice

**Sadhana W. Hall**, Executive in Residence and Distinguished Visiting Faculty, McDonough Center for Leadership & Business, Marietta College

13:45-15:00

## PLENARY SESSION

### Indigenous Leadership for Cultivating Thriving Futures in the Present

**Chellie Spiller**, Professor of Leadership, University of Waikato Management School, Aotearoa New Zealand

**Dara Kelly**, Assistant Professor of Indigenous Business, Beedie School of Business, Simon Fraser University

Thank you for attending the online days of ILA's 25th Global Conference!

The onsite days of the conference starts Thursday 12 October in Vancouver, Canada.

Recordings of Online Sessions will be available for a limited time via the conference platform.

# Upcoming ILA Conferences



**NEW**

## Dialogue Lab

**26-28 January 2024**

University of San Diego | San Diego, CA, USA



**NEW**

## B.I.G Ideas & Lessons in Leadership Virtual Conference

**Spring 2024**

Details coming soon!



## 7th Leadership Education Academy

**29 July – 1 August 2024**

University of Maryland | College Park, MD, USA



## 26th Global Conference

**7-10 November 2024**

Chicago, IL, USA

Call for Proposal coming soon!



## 27th Global Conference

**2025**

Location Outside the USA



## 28th Global Conference

**2026**

North American Location

Learn more and register at  
[ilglobalnetwork.org/ila-conferences](https://ilglobalnetwork.org/ila-conferences)



# INNOVATING LEADERSHIP:

## Co-Creating Our Future



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With ILA Fellow Maureen Metcalf

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16:00-18:00  
PDT

## Junior Ballroom Foyer, Sheraton Vancouver Wall Centre The “Regi-Ception”

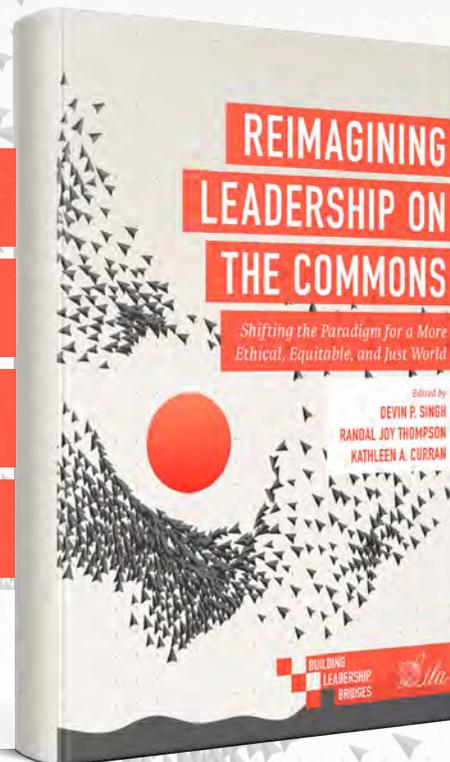
ILA Registration & Information Counter Opens! Beat the registration rush, grab your conference badge early, and join us for a casual meetup with “Mocktails.”



# REIMAGINING LEADERSHIP ON THE COMMONS

*Shifting the Paradigm for a More  
Ethical, Equitable, and Just World*

Edited by  
DEVIN P. SINGH  
RANDAL JOY THOMPSON  
KATHLEEN A. CURRAN



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BUILDING  
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# THURSDAY | 12 OCTOBER

All events on Thursday 12 October take place at the Sheraton Vancouver Wall Centre unless otherwise noted.

Times listed below are Pacific Daylight Time (PDT), which is -7 UTC.

To view the details of each session, enter ILA's CVENT event portal via the web or app. Go to page 13 for more information on accessing our event portal.

7:00-18:30

## ILA Check-In & Help Desk

Junior Ballroom Foyer

ILA Registration & Information Counter

7:30-16:30

## Junior Ballroom C&D | SPECIAL EVENT | Healthcare Leadership

Healthcare Leadership Conference (Ticketed Event)

View the Complete Agenda & List of Speakers here:

<https://ilaglobalconference.org/healthcare-leadership-pre-conference/>

9:00-12:00

## Orca | PRECONFERENCE | Leadership Education

Leading With Impact Through Storytelling (Ticketed Event)

Facilitator: **Robyn Shumer**, Author & Speaker

9:00-12:00

## Granville | PRECONFERENCE | Business Leadership

Diversity Icebreaker: Intervention to Increase Trust and Problem-Solving Capabilities (Ticketed Event)

Facilitator: **Joanne Barnes**, Professor, Division of Leadership & Followership Studies, Indiana Wesleyan University

Facilitator: **Bjørn Z. Ekelund**, Chairman, Human Factors AS

09:00-16:00

## Parksville | PRECONFERENCE | Leadership Scholarship

Doctoral Consortium (Ticketed Event)

Facilitator: **Nathan Eva**, Associate Professor, Management, Monash Business School

Facilitator: **L.J. McElravy**, Associate Professor, Agricultural Leadership, Education and Communication, University of Nebraska-Lincoln

Facilitator: **Isabel Orejel**, Assistant Professor & Associate Program Chair, Teacher Education, University of La Verne

Facilitator: **Darren Eric Pierre**, Lecturer, Office of Global Engineering Leadership, University of Maryland

Facilitator: **Corey Seemiller**, Professor, Leadership Studies in Education and Organizations, Wright State University

Facilitator: **Rich Whitney**, Professor, Organizational Leadership & Assistant Dean, Faculty Affairs and Research, University of La Verne

9:30-15:30

## Depart From Sheraton North Lobby | PRECONFERENCE | Arts & Leadership

Exploring Leadership and DEIB Through the Works of Indigenous, Settler, & Immigrant Canadian Artists (Ticketed Event)

Facilitator: **Dorothy E. Agger-Gupta**, Interim Dean of Academic Affairs, Fielding Graduate University

Facilitator: **Niels Agger-Gupta**, Associate Professor & Acting School Director, School of Leadership Studies, Faculty of Social & Applied Sciences, Royal Roads University

Facilitator: **David Blake Willis**, Professor of Anthropology and Education, Human and Organization Development, School of Leadership Studies, Fielding Graduate University

# THURSDAY | 12 OCTOBER

12:30-16:00

## **Galiano | PRECONFERENCE | Sustainability Leadership**

### **Flourishing Leadership in This New World? (Ticketed Event)**

Facilitator: **Robert Elkington**, Assistant Professor, Faculty of Business and Master of Management / President & CEO, Global Leadership Initiative, Faculty of Education, Trent University, Durham

Facilitator: **Erin Dixon (Gizhagatte)**, Director of Knowledge and Indigenous Leadership, Reconciliation Canada; Faculty / Research, Indigenous Leadership, Banff Centre for Arts and Creativity

Facilitator: **Alice E. MacGillivray**, Independent Consultant; Associate Faculty, School of Leadership Studies; School of Environment and Sustainability, Royal Roads University

Facilitator: **Zwelinzima Ndevu**, Professor & Academic Head, School of Public Leadership, Stellenbosch University

9:00-12:00

## **Orca | PRECONFERENCE | Leadership Education**

### **Leading With Impact Through Storytelling (Ticketed Event)**

Facilitator: **Robyn Shumer**, Author & Speaker

13:00-17:00

## **Port Alberni | PRECONFERENCE | Women & Leadership**

### **Women in Leadership Writing Workshop (Ticketed Event)**

*Thank you Emerald Publishing for sponsoring this event!*

15:00-16:00

## **Cracked Ice Lounge**

### **Welcome Ceremony Honoring Our Collective Wisdom**

Guide: **Kathryn Goldman Schuyler**, Founder, Coherent Change; Emerita Professor, Organization Development, Alliant International University

Guide: **Les Sylven**, PhD Candidate, Educational Psychology and Leadership Studies, University of Victoria; Police Chief (Retired), Central Saanich Police Service

Guide: **Lemuel W. Watson**, Professor of Inclusive Leadership and Change, Leadership and Development, Antioch University Graduate School of Leadership and Change; Senior Scholar and Professor, Organizational Development and Leadership, Antioch School of Leadership and Change

16:30-17:30

## **Constellation, 34th Floor | SPECIAL EVENT**

### **"Thank You, Thank You, Thank You!" – 25 Year Donor Reception (Invitation Only)**

17:30-18:30

## **Pavilion Ballroom | SPECIAL EVENT**

### **ILA Cheers to 25 Years! – Welcome Reception & Meet the Authors Event**

Enjoy a delicious menu of hors d'oeuvres and raise a toast to ILA's 25th anniversary while meeting your favorite leadership authors and connecting with old and new friends. To view the list of participating authors, please visit pages 29-30.

18:30-19:30

## **Orca | SPECIAL EVENT**

### **Western Washington University Reception**

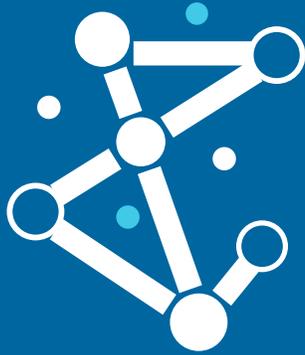
18:30-19:30

## **Finback | SPECIAL EVENT**

### **Antioch University Reception**

Phronesis: Practical Wisdom for Leaders

# LEADERSHIP PODCAST



## Phronesis:

Practical Wisdom for Leaders



International Leadership Association

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### Guests include:

Kathy Allen  
Jill Arensdorf  
Bruce Avolio  
Ted Baartmans  
Aldo Boitano  
Ira Chaleff  
Ming-Ka Chan  
Cyn Cherry  
Joanne Ciulla  
Jay Conger  
Barbara Crosby  
David Day  
Manfred Kets de Vries  
Todd Deal

Willy Donaldson  
John Dugan  
Sharna Fabiano  
Marcy Shankman/Ralph Gigliotti  
Keith Grint  
Kathy Guthrie  
Mike Hardy  
Lauren Bullock/Dan Jenkins  
Craig Johnson  
Barbara Kellerman  
Susan Komives  
Jim Kouzes  
Susan Madsen  
Cynthia McCauley

Tony Middlebrooks  
Henry Mintzberg  
Susan Murphy  
Julie Owen  
Jonathan Reams  
Ron Riggio  
Denny Roberts  
David Rosch  
Corey Seemiller  
Matt Sowcik  
Eliane Ubalijoro  
Mary Uhl-Bien  
Suze Wilson  
and many others!



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# FRIDAY | 13 OCTOBER

All events on Friday 13 October take place at the Sheraton Vancouver Wall Centre unless otherwise noted.

Times listed below are Pacific Daylight Time (PDT), which is -7 UTC.

To view the details of each session, enter ILA's CVENT event portal via the web or app. Go to page 13 for more information on accessing our event portal.

7:30-18:30

## Junior Ballroom Foyer

ILA Registration & Information Counter

7:30-8:45



## Pavilion Ballroom Foyer

### Grab-n-Go Breakfast

Grab a bite and a beverage as you network freestyle with conference attendees or head over to an ILA member community meet up!

8:00-19:00

## Cracked Ice Lounge

Mindfulness & Connected Spaces

8:00-8:45

## Azure

Leadership Education Member Community Meet Up

8:00-8:45

## Beluga

Healthcare Leadership Member Community Meet Up

8:00-8:45

## Finback

Sustainability Leadership Member Community Meet Up

9:00-10:15

## PLENARY SESSION

### Grand Ballroom

#### Opening Welcome & Keynote – Ancient Leadership for the Future: Female Supernatural Beings of Haida Gwaii

Opening Remarks: **The Right Honorable Kim Campbell**, 19th Prime Minister of Canada

**Terri-Lynn Williams-Davidson, Gid7ahl Gudslilaay**, Principal and Senior Legal Counsel,  
White Raven Law Corporation; Multi-Award-Winning Performer, Artist, Dancer, and Author

10:15-10:45

## BOOK SIGNING

### Grand Ballroom Foyer

#### Pre-Signed Books and CDs From Terri-Lynn Williams-Davidson, Gid7ahl Gudslilaay

On your way out of the plenary, stop by Massy Books in the Grand Ballroom Foyer. Massy will have pre-signed copies of Terri-Lynn's books, children's books, and CDs available for purchase. Massy Books is an independent bookseller that is 100% Indigenous owned and operated and a member of the Stó:lō Business Association.

# FRIDAY | 13 OCTOBER

10:30-11:45

## Port McNeil | PRESENTATIONS | Public Leadership

### Exploring Public Leadership Narratives and Practice From the Local to Global Arena

Chair: **Barbara C. Crosby**, Associate Professor Emerita, Humphrey School of Public Affairs, University of Minnesota

#### Self-Awareness and Self-Study: The Nexus of Leader Development in a Public Sector Context

**Dominika Bukalova**, Assistant Professor, School of Public Affairs, San Diego State University - Imperial Valley

**Hans Peter Schmitz**, Professor, Department of Leadership Studies, University of San Diego

#### The Collective Leadership Process – Exploring the Relational Architecture of a New Constellation

##### + Leadership for Peace

**Karise Charlotte Hutchinson**, Professor, Ulster University Business School, Ulster University; CEO, Illuminaire Leadership Institute

**Eva Grosman**, CEO, Centre for Democracy and Peace Building (Co-Author)

**Charlotte Esther Sarah Finlay**, PhD Researcher, School of Business, University of Ulster (Co-Author)

#### A Narrative Analysis of Filipino Local Government Leaders' COVID-19 Crisis Leadership Experiences

**Melissa Santos Reyes**, Lecturer, Psychology Department, School of Social Sciences, Ateneo de Manila University

**Emerald Jay D. Ilac**, Associate Professor, Psychology, Ateneo de Manila University (Co-Author)

#### Globally Competent Governance: Strategies for Building Welcoming and Inclusive Communities for All

**Michael J. Guo-Brennan**, Associate Professor, Political Science, Troy University

10:30-12:00

## Junior Ballroom A | WORKSHOP | Leadership Development

### The Certificate in Paramedic Leadership: Leadership Development for Thriving in a Challenging Sector

**Robert Elkington**, Assistant Professor, Faculty of Business and Master of Management / President & CEO, Global Leadership Initiative, Faculty of Education, Trent University, Durham

**Susan Eckenswiller**, Manager, Professional Practice, York Region Paramedic and Seniors Services

10:30-12:00

## Junior Ballroom B | WORKSHOP | Leadership Education

### Let's Chat It Up: Are You Apprehensive or Adventurous About OpenAI's ChatGPT?

**Jessica C. Benson**, Assistant Professor; Agricultural Education, Leadership, and Communications; Mississippi State University

**Kathryn Jill Rucker**, Associate Professor; Agricultural Education, Communications and Technology; University of Arkansas

10:30-12:00

## Junior Ballroom C | WORKSHOP | Leadership Development

### Graduate Students Using the Action Research Engagement Model for Inclusive Organizational Change

**Wendy E. Rowe**, Professor, School of Leadership Studies, Royal Roads University

**Niels Agger-Gupta**, Associate Professor & Acting School Director, School of Leadership Studies, Faculty of Social & Applied Sciences, Royal Roads University

10:30-12:00

## Junior Ballroom D | WORKSHOP | Followership

### Advancing Followership Discourse in Theory and Practice

**Eric K. Kaufman**, Professor; Agricultural, Leadership, and Community Education; Virginia Tech

# FRIDAY | 13 OCTOBER

10:30-12:00

## Parksville | PRESENTATIONS | Leadership Scholarship

### Leadership Scholarship: Destructive Leadership

Chair: **Lori E. Kniffin**, Assistant Professor, Department of Leadership Studies, Fort Hays State University

#### How Leaders' Moral Emotions Influence Leader Effectiveness

**Nathan Eva**, Associate Professor, Management, Monash Business School

**Matt Lupoli** (Co-Author)

**Jeff Shao** (Co-Author)

#### On Destructive Leadership

**Laura Lunsford**, Professor and Assistant Dean, Psychology, Campbell University; Consultant, Lead Mentor Develop

#### Servant Leaders Bringing Meaning to Vocational Behaviors

**Nathan Eva**, Associate Professor, Management, Monash Business School

**Alex Newman**, Deakin University (Co-Author)

**Sen Sendjaya**, Professor, Department of Management & Marketing, Swinburne University of Technology (Co-Author)

**Mulyadi Robin**, Assistant Professor, Faculty of Business, Alphacrucis College (Co-Author)

**Gary Schwarz**, (Co-Author)

**Brian Cooper**, (Co-Author)

#### Signaling With Servant Leadership

**Nathan Eva**, Associate Professor, Management, Monash Business School

**Matt Wood**, (Co-Author)

**Emily Hunter**, (Co-Author)

**Mitchell Neubert**, (Co-Author)

#### Toxic Fellowship: An Unstudied Phenomenon and Category in Leadership Scholarship

**Anton Shufutinsky**, Resident Scholar, Leadership, Organization Development, & Change, Cabrini University;

Chief Innovation & Experience Officer, I-LEAD

10:30-12:00

## Pavilion Ballroom A | PRESENTATIONS | Leadership Education

### Applying Leadership Theory to Practice

Chair: **Taiwo Olarewaju Ojo**, Adjunct Professor, Leadership & Strategy, University of Lagos Business School; CEO, Kish Global Consultants

#### Implications of the Effect of Youth Mentoring on Traditional Models of Learning?

**Art Johnson**, Emeritus Professor, Leadership & Organizational Development, MacArthur School of Leadership, Palm Beach Atlantic University; Educational Advisor & Research Director, Solomon Leadership Program

**Miriam Taylor**, Educational Director, Solomon Leadership Program

**Sarah Dworcan**, Executive Director, Solomon Leadership Program (Co-Author)

#### Reflective Leadership: Moving From Self-Reflection to Critical Reflexive Practice

**Heather A. Henderson**, Director & Faculty, Education, City University of Seattle

**Gloria Antifaiff**, Associate Faculty, Education, City University of Seattle

#### Short, Sweet, and Surprisingly Deep: Using Micro-Learning Principles to Make Online Leadership Education Stick

**Holli Arp**, Program Leader, Center for Community Vitality, University of Minnesota Extension

**Christy Kallevig**, Extension Educator, Center for Community Vitality, University of Minnesota Extension (Co-Author)

**Jan Jackola**, Program Coordinator, Center for Community Vitality, Leadership and Civic Engagement, University of Minnesota Extension (Co-Author)

**Scott A. Chazdon**, Evaluation and Research Specialist, Center for Community Vitality, University of Minnesota Extension (Co-Author)

#### The Effect and Affect of Storytelling for Students and Instructors in a Leader Development Education Course

**John M. Hinck**, Assistant Professor, Leadership and Innovation Institute, Air University

**Steven B. Davis**, Assistant Professor, Leadership & Innovation Institute, Air University

**Sara Kitsch**, Assistant Professor of Leadership, Air University (Co-Author)

**Jason Womack**, (Co-Author)

**Robert Hinck**, (Co-Author)

#### What Is Missing in Leader Education? Resources With How-To Steps for Behavior and Mindset Change

**Patricia K. OConnell**, Professor, College of Business & Leadership, Lourdes University; Principal Consultant, 2030 Leadership, LLC

# FRIDAY | 13 OCTOBER

10:30-12:00

## Pavilion Ballroom C | WORKSHOP | Philosophy, Religion & Worldviews

### Discernment of Purpose and Calling: Key Motivators for Leadership Aspirations and Effectiveness

**Susan R. Madsen**, Karen Haight Huntsman Endowed Professor of Leadership, Jon M Huntsman School of Business, Utah State University

**Chrys Egan**, Associate Dean, Fulton School of Liberal Arts, Salisbury University

**Betty J. Overton**, Faculty, Interdisciplinary PHD Program, Union Institute & University; Faculty Member, Interdisciplinary Ph.D. Program, New Leadership Academy

10:30-12:00

## Pavilion Ballroom D | WORKSHOP | Indigenous & First Nations Leadership

### Wawaseyaaguming Our Shining Waters Wayfinding Planetary Health: Collective Dreaming and Intelligence

**Wanda Krause**, Associate Professor, Royal Roads University

**Jennifer Garard**, Deputy Director, Future Earth Canada Hub; Deputy Director, Sustainability in the Digital Age

**John A. Bruce**, Associate Professor of Design Strategies / Co-Director, MFA Transdisciplinary Design / Co-Director, Consortium for Transdisciplinarity, Parsons School of Design, The New School

**Jimena Chalchi Garcia**, Research Assistant, Global Leadership, Royal Roads University

**Nilufar Sabet-Kassouf**, Strategic Programs Manager, Sustainability in the Digital Age & Future Earth Canada

**Erin Dixon (Gizhagatte)**, Director of Knowledge and Indigenous Leadership, Reconciliation Canada; Faculty / Research, Indigenous Leadership, Banff Centre for Arts and Creativity

10:30-12:00

## Orca | WORKSHOP | Diversity, Equity, Inclusion, & Belonging

### The Role of Settler Engagement and Decolonization in Truth and Reconciliation Action

**Catherine Etmanski**, Professor, School of Leadership Studies, Royal Roads University

**Cheryl Heykoop**, Associate Professor, School of Leadership Studies, Royal Roads University

**Rebecca Nelems**, Assistant Professor, Sociology, Athabasca University

10:30-12:00

## Finback | WORKSHOP | Arts & Leadership

### Discovering the HeART of Leadership: Where Visual Strategy and Leadership Intersect

**Lea Renée Metz**, Visionary, Laliq R. Metz, LLC; Fielding Graduate University; Doctoral Student, Organizational Development and Change, Fielding Graduate University

10:30-12:00

## Beluga | WORKSHOP | Sustainability Leadership

### Leading the Transition to a Sustainable Future: Exploring Patterns, Roles, & Practices for Emergence

**Tamara Connell**, CEO, Academy for Sustainable Innovation

**Taylor Stimpson**, Program Manager, Academy for Sustainable Innovation

10:30-12:00

## Galiano | WORKSHOP | Leadership for Peace

### What Is Leadership for Peace? Using Film to Inform Grounded Theory

**Stephen Oliver Moles**, Director, Leadership and Talent Development, Talent and Culture, U.S. Institute of Peace

**Lazarina Topuzova**, Associate Professor, Organizational Leadership, Robert Morris University

10:30-12:00

## Port Alberni | WORKSHOP | Women & Leadership

### Purposeful Leadership: Strengthening Leadership by Unlocking the Power of Purpose

**Melissa K. Mahan**, Associate Vice Provost, Education, University of Texas at San Antonio

**Dionne M. Rosser-Mims**, Vice Chancellor, Troy University

**Lisa DeFrank-Cole**, Professor & Director, Leadership Studies Program, West Virginia University

**Sherylle J. Tan**, Director of Internships and Research, Kravis Leadership Institute, / Visiting Assistant Professor, Claremont McKenna College

# FRIDAY | 13 OCTOBER

12:00-12:40

## Cracked Ice Lounge

### Mindfulness and Connection

Guide: **Erin Dixon (Gizhagatte)**, Director of Knowledge and Indigenous Leadership, Reconciliation Canada; Faculty & Research, Indigenous Leadership, Banff Centre for Arts and Creativity

Guide: **Les Sylven**, PhD Candidate, Educational Psychology and Leadership Studies, University of Victoria; Police Chief (Retired), Central Saanich Police Service

Guide: **Ame-lia Tamburrini**, CEO, Hum Consulting

12:00-12:30

## BOOK SIGNING

### Pavilion Ballroom Foyer

#### Book Signing With Jo-ann Archibald Q'um Q'um Xiim

Before heading out to lunch, stop by and pick up *Indigenous Storywork: Educating the Heart, Mind, Body, and Spirit*; or *Decolonizing Research: Indigenous Storywork as Methodology* by Jo-ann Archibald Q'um Q'um Xiim, a 2023 ILA Lifetime Achievement Award Winner. The book signing is hosted by Massy Books, an independent bookseller that is 100% Indigenous owned and operated and a member of the Stó:lō Business Association.

12:00-13:15

## Lunch Break (On Your Own)

13:30-14:15

## Beluga | PRESENTATIONS | Business Leadership

### Strengthening Leadership Capacity for the VUCA World

Chair: **Richard Bakken**, Chief Information Officer, Harvard University - Graduate School of Design

#### Exploring the Role of Leadership in Worker Objectification Post-Pandemic Using Foucauldian Discourse Analysis

**Emerald Jay D. Ilac**, Associate Professor, Psychology, Ateneo de Manila University

**Ma. Tonirose D. Mactal**, Assistant Professor, Psychology, Ateneo de Manila University (Co-Author)

#### Looking for Leadership in All the Wrong Places? Time to Rethink Empathy

**Aleen Bayard**, Principal, Transformative Consulting; Adjunct Faculty, Northwestern University

#### Emergent, Generative Team Leadership in a VUCA World

**Randal J. Thompson**, President & CEO, Dream Connect Global; President & CEO, Excellence, Equity, and Empowerment

13:30-14:30

## Junior Ballroom A | PRESENTATIONS | Leadership Development

### Leadership Development Research, Results, and Performance

Chair: **Douglas M. DeWitt**, Department Chair, Education Leadership, Salisbury University

#### Developing Youth Leadership Through Curriculum and Mentoring: Findings From a 5-Year Study

**Art Johnson**, Emeritus Professor, Leadership & Organizational Development, MacArthur School of Leadership, Palm Beach Atlantic University; Educational Advisor & Research Director, Solomon Leadership Program

**Miriam Taylor**, Educational Director, Solomon Leadership Program

**Sarah Dworcan**, Executive Director, Solomon Leadership Program (Co-Author)

#### Exploring Leader Identity Development Through Different Theoretical Lenses

**Brooke Wells**, Graduate Research Assistant; Agricultural Leadership, Education, and Communication / Graduate Student, PhD in Leadership Studies, University of Nebraska-Lincoln

**L.J. McElravy**, Associate Professor; Agricultural Leadership, Education and Communication; University of Nebraska-Lincoln

#### Introducing the New Jarislowsky Chairs in Trust and Political Leadership Initiative

**Cristine De Clercy**, Professor & Jarislowsky Chair in Trust and Political Leadership, Political Science, Trent University

**Alex Marland**, Professor & Jarislowsky Chair in Trust & Political Leadership, Politics, Acadia University (Co-Author)

**Susan Dieleman**, Jarislowsky Chair in Trust and Political Leadership, Philosophy, University of Lethbridge (Co-Author)

# FRIDAY | 13 OCTOBER

13:30-14:30

## Junior Ballroom B | PRESENTATIONS | Ethics & Leadership

### Ethical Leadership

Chair: **Robert M. McManus**, Executive Director, Applied Leadership & Professor of Leadership, Graduate and Continuing Studies, Muskingum University

#### Vulnerable Solo Mothers and Their Children: Commoning as a Form of Transformative Leadership

**Jay L. Caulfield**, Associate Professor, Management, Marquette University

**Felissa K. Lee**, Associate Professor, Management, Marquette University (Co-Author)

#### Learning Moral Decision-Making in Leadership Ethics Through Fable: Aesop's, "The Grasshopper and the Ants"

**Jen Jones**, Associate Professor & Department Coordinator, Marketing and Communications, Seton Hill University

#### The Higher Monkey Climb the More Him Expose – Ancestral Jamaican Proverbs and Ethical Leadership Experiences

**Jason L. McKenzie**, Director, Student Services and Development, The University of West Indies Mona

13:30-14:30

## FEATURED SESSION

## Junior Ballroom C | PANEL DISCUSSION | Healthcare Leadership

### Health Equity and Leadership

Chair: **Suzanna Fitzpatrick**, Nurse Practitioner, Surgery, University of Maryland Medical Center; Doctor of Nursing Practice, Nursing, University of Maryland, Baltimore

**Colleen Marion Erickson**, Board Chair, First Nations Health Authority in BC

**Kirsten Armit**, Director of Research at the Faculty of Medical Leadership and Management (UK)

**Carsten Engel**, CEO, International Society for Quality in Health Care

**Vijay Agarwal**, President and CEO, Consortium of Accredited Health Organizations (CAHO) India

13:30-14:30

## Junior Ballroom D | Symposium | Leadership Scholarship

### Equity in Action: Cross-Disciplinary Approaches to Fostering a Just and Thriving Society

Chair: **Julian Maxwell Hayter**, Associate Professor, Leadership Studies, Jepson School of Leadership Studies, University of Richmond

Commentator: **Ronald E. Riggio**, Henry R. Kravis Professor of Leadership and Organizational Psychology, Kravis Leadership Institute, Claremont McKenna College

#### Challenging Beliefs to Fight Poverty: Mindsets of Poverty and Attitudes Towards America's Disadvantaged

**Crystal L. Hoyt**, Professor of Leadership Studies and Psychology, Thorsness Chair in Ethical Leadership, Jepson School of Leadership Studies, University of Richmond

**Joseph Billingsley**, (Co-Author)

**Jeni L. Burnette**, Associate Professor, Psychology, North Carolina State University (Co-Author)

Whitney Becker, (Co-Author)

**Alexandra Babij**, Visiting Assistant Professor, Psychology, Rhodes College (Co-Author)

#### The Importance of Rights and Inclusivity Climate on American Campuses

**Volha Chykina**, Assistant Professor, Jepson School of Leadership Studies, University of Richmond

#### Empowering the People Most Affected: An Inside Look at the Community Wealth Building Model of Fighting Poverty

**Thad M. Williamson**, Associate Professor, Jepson School of Leadership Studies, University of Richmond

# FRIDAY | 13 OCTOBER

13:30-14:30

## Parksville | PRESENTATIONS | Leadership Development

### Development Across Ages and Stages

Chair: **Ron R. Siers**, Professor, Secondary and Physical Education / Associate Head Baseball Coach, Athletics / Co-Director, The Academy for Leadership in Education, Seidel School of Education; Salisbury University

#### Developing Authentic Leaders Across Generations: From Z's and Millennials to Boomers and Veterans

**Patricia K. OConnell**, Professor, College of Business & Leadership, Lourdes University; Principal Consultant, 2030 Leadership, LLC

**Mary C. Tabata**, Lead Coach, Phinishing Strong LLC

#### NGOs' Involvement in Youth Leadership Development: The Case of LEAP Africa in Nigeria

**Eric K. Kaufman**, Professor; Agricultural, Leadership, and Community Education; Virginia Tech

**Israel Olamide Oyedare**, Graduate Assistant, Virginia Tech (Co-Author)

#### The Positive Impact of Ethical Leadership Development in High School Students Using a Lens of Marginalization

**Mark B. Amelang**, Chair, General Business Program & Assistant Professor, The Kolbe School of Innovation and Professional Studies, University of St. Thomas

13:30-14:30

## Pavilion Ballroom A | PANEL DISCUSSION | Leadership Education

### The Challenge and Responsibility: A Conversation on Theory-Informed Leadership Program Design

Co-Chair: **Melissa L. Rocco**, Senior Lecturer, Department of Education, University of Vermont; Faculty Director, National Clearinghouse for Leadership Programs

Co-Chair: **Darren Eric Pierre**, Lecturer, Office of Global Engineering Leadership, University of Maryland

**Julie E. Owen**, Associate Professor, Leadership Studies, School of Integrative Studies, George Mason University

**Vivechkanand S. Chunoo**, Teaching Faculty I, Educational Leadership and Policy Studies, Florida State University

**Paige Haber-Curran**, Professor; Counseling, Leadership, Adult Education & School Psychology; Texas State University

**Nathan Eva**, Associate Professor, Management, Monash Business School

13:30-14:30

## Pavilion Ballroom B | PRESENTATIONS | Leadership Development

### Organizational and Systemic Strategies for Developing Leaders

Chair: **Pamela A McAfee**, CEO & Co-Founder, StellaVersed Consulting Firm, LLC

#### Investing for Impact: The Organizational Value of Leadership Development Programs

**Ralph A. Gigliotti**, Assistant Vice President for Strategic Programs, Office of University Strategy & Director, Center for Organizational Leadership, Rutgers University

**Christine Goldthwaite**, Associate Director, Rutgers Center for Organizational Leadership, Rutgers Center for Organizational Leadership

**Sara Elizabeth Spear**, Director of Academic Affairs, Yale Summer Session, Yale University (Co-Author)

#### Mindfulness and Leadership Efficacy: The Mediation and Moderation Role of Patience and Stress

**Lu Liu**, Associate Professor, Doctor of Education in Organizational Leadership, University of La Verne

**Isabel Orejel**, Assistant Professor & Associate Program Chair, Teacher Education, University of La Verne

**MD Haque**, Assistant Professor, Doctor of Education In Organizational Leadership, University of La Verne (Co-Author)

#### Strategies for Managers to Unlock the Full Potential of Their Teams and Drive Mutual Success

**Diana B. Allen**, Doctor of Management, Organizational Leadership, University of Phoenix; Technical Program Manager, Security, Google

# FRIDAY | 13 OCTOBER

13:30-14:30

## **Pavilion Ballroom C | PANEL DISCUSSION | Diversity, Equity, Inclusion, & Belonging** **Cultivating Leadership for Global Inclusion: A Case for Individual Development From India**

Chair: **Chris Taylor Cartwright**, Inclusion, Intercultural, & Global Leadership Assessment Consultant; Adjunct Instructor, International & Global Studies, Portland State University

**Joanne Barnes**, Professor, Division of Leadership & Followership Studies, Indiana Wesleyan University

**Michael J. Stevens**, Distinguished Presidential Professor, Business Administration, Weber State University; Partner, The Kozai Group

13:30-14:30

## **Orca | PANEL DISCUSSION | Women & Leadership**

### **Developing Executive Presence: An ILA Mastermind Professional Development Reading Group**

Chair: **Martinella Dryburgh**, Executive Director, Posey Leadership Institute & Associate Professor of Business Administration, Economics and Business Administration, Austin College

**Chrys Egan**, Associate Dean, Fulton School of Liberal Arts, Salisbury University

**Pelin Kohn**, Professor of Practice and Leadership Program Chair, Leadership & Director, Center for Leadership, Norwich University

**Dorine Lawrence-Hughes**, Assistant Dean, Undergraduate Education, College of Literature, Science, and the Arts, University of Michigan; Executive Leadership Coach, Brazen Communication Coaching and Consulting

13:30-14:30

## **Finback | PANEL DISCUSSION | Women & Leadership**

### **Communityship, Sisterhood, and Supporting Fellow Colleagues in Higher Education**

Chair: **Lazarina Topuzova**, Associate Professor, Organizational Leadership, Robert Morris University

**Kem Gambrell**, Associate Professor & Chair, Doctoral Program in Leadership Studies, Gonzaga University

**Wanda Krause**, Associate Professor, Royal Roads University

**Yulia Tolstikov-Mast**, Professor & Chair, Ethical and Creative Leadership, Ph.D. in Interdisciplinary Studies, Union Institute and University

13:30-14:30

## **Azure | PANEL DISCUSSION | Indigenous & First Nations Leadership**

### **Cultivating as We Climb: Generative Leadership, Epistemic Liberation, and Legacy-Building Praxis**

Chair: **Lize A.E. Booyesen**, Professor of Leadership and Organizational Behavior, Graduate School of Leadership and Change, Antioch University

**Atim Eneida George**, Affiliate Faculty, Individualized Masters of Arts, Antioch University; Independent Researcher

**Marion Malissa McGee**, Organizational Strategist, Marion McGee & Company, LLC

**Sharon Wamble-King**, Management Consultant, Leadership, Communication and Change, Kaleidoscope Management Consulting, LLC

13:30-14:30

## **Granville | PRESENTATIONS | Diversity, Equity, Inclusion, & Belonging**

### **Reconciliation: Transforming Our World Through Inclusive Leadership Practices**

Chair: **Karen Perham-Lippman**, Diversity, Equity & Inclusion Director, Jensen Hughes; Founding Member, Senior Executive DEI Think Tank

#### **Chinese Canadian Perspectives: Eight Years Lucky in Leadership Mobility?**

**Debora Linehan**, Assistant Professor, Faculty of Management, Royal Roads University

**Nicolle Bourget**, Senior Lead, Academic Strategic Programs and Projects, University of Fraser Valley; Associate Faculty, School of Business, Royal Roads University

#### **Reconciliation and Healing: Insights for Thriving From South Africa and Canada**

**Renee Lynette Bradford**, PhD Candidate, Leadership and Change, Antioch University

#### **Reconciliation and Organizations: Creating an Organizational Culture Where Indigenous Employees May Thrive**

**Nikki Bade**, Specialist, HR Strategy, Pembina Pipelines; D. SocSci Student, Royal Roads University

# FRIDAY | 13 OCTOBER

13:30-14:30

## Galiano | PRESENTATIONS | Arts & Leadership

### DEIB Leadership Through Art: International Dance, Poetry, & Feminist Participatory Action Research

Chair: **Lisa Gates**, Director & Advisor, Leadership Minor & Lecturer, Administration, Rehabilitation, and Postsecondary Education, San Diego State University

#### Dance Improvisation: A New Approach to Authentic Leadership Development

**Ke Yeng Lye**, Student, Graduate School of International Peace Studies, Soka University of Japan

**Maria Guajardo**, Professor, International Liberal Arts, Soka University of Japan (Co-Author)

#### The Generative Power of Poetry for Leadership Expression and Leadership Learning

**Robert Elkington**, Assistant Professor, Faculty of Business and Master of Management / President & CEO, Global Leadership Initiative, Faculty of Education, Trent University, Durham

**Greg Frankson**, Founder and CEO, Voice Share Inc. (Co-Author)

#### Learning and Living Leadership Through Feminist Participatory Action Research: Insights From Women in Uganda

+ Women & Leadership

**Shelley Jones**, Professor, College of Interdisciplinary Studies, Royal Road University

13:30-14:30

## Port Alberni | PRESENTATIONS | Diversity, Equity, Inclusion, & Belonging

### The Changing Landscape of Diversity, Equity, Inclusion, and Belonging in Higher Education

Chair: **Yolanda Caldwell**, Chief Diversity Officer and Director, The Women's Leadership Institute, President's Office, The College of Saint Rose

#### Building Diverse and Inclusive Faculty Teams: Practices in Inclusive Leadership in Higher Education

**Charles Courtney Lee-Johnson**, Associate Dean, Division of Social Work, California Baptist University

**Jacqueline Gustafson**, Dean & Psychology Professor, College of Behavioral and Social Sciences, California Baptist University

#### Leadership Scholars: Students and Faculty Promoting Pathways Toward Equity and Inclusion in Leadership Studies

**Cheryl Getz**, Associate Professor, Leadership Studies, University of San Diego

**Nydia C. Sanchez**, Assistant Professor, Leadership Studies, University of San Diego

**Ariela Maldonado Canizal**, Graduate Student, School of Leadership and Education Sciences, University of San Diego

**Ihan Anita Ip**, Lecturer, Coach, Facilitator, Leadership Studies, University of San Diego (Co-Author)

**VinSche' Yvette Gray**, Doctoral Student, Leadership Studies & Co-Coordinator, Leadership Studies Minor, Leadership Studies, University of San Diego (Co-Author)

#### Non Sibi, Sed Suis: Ethical and Cultural Preparation of Students for Community Engagement

**Maurice Smith**, Associate Director, Center for Public Service, Tulane University

**Agnieszka Nance**, Executive Director, Center for Public Service, Tulane University

13:30-14:30

## Port McNeil | PANEL DISCUSSION | Public Leadership

### Cultivating Democracy and Ourselves: Heeding the Wisdom of Mary Parker Follett & Saul Alinsky

Chair: **Kathy-Ann C. Hernandez**, Professor & Acting Chair, Organizational Leadership, Eastern University; CEO, Value What Matters

**Almarie E. Donaldson**, Senior Capacity Specialist/Consultant, Maryland Latinos Unidos; Associate Professor, Oral Roberts University

**Sheryl Suzanne Martin**, Owner & Principal Consultant, transform.; Expert Consultant, Global Leadership Initiatives

# FRIDAY | 13 OCTOBER

14:45-16:00

## Junior Ballroom A | PRESENTATIONS | Women & Leadership

### Cultivating Women Leaders

Chair: **Marlene Janzen Le Ber**, Professor, Leadership Studies & Distinguished Chair, Centre for Leadership, Brescia University College

#### Cultivating Leaders: Females Leaders in the Royal Bahamas Defense Force

**Lisa J. Knowles**, Professor, Gus Machado College of Business, Department of Management & Affiliate Professor, Institute of Ethical Leadership, St. Thomas University

**Jason K. Styles**, Assistant Professor of Human Resources, School of Business Studies, University of the Bahamas

**Kutisha T. Ebron**, Research Associate (Co-Author)

#### Effectiveness of a Strengths-Based Leadership Coaching Program for Women

**Cheyenne C. Luzynski**, Teaching Associate Professor, Leadership Studies Program, West Virginia University

#### Stories From Women Leading in a Masculine World

**Lisa A. Spence**, Associate Professor, Engineering, Texas A&M University

#### Women Hospitality and Tourism Executives Share Insights on Leadership Style, Values, and Meaningful Work

**Moira Anne McDonald**, Assistant Professor, School Director and Program Head, School of Tourism and Hospitality Management, Royal Roads University

**Rebecca Wilson-Mah**, Associate Professor, School of Tourism and Hospitality Management, Royal Roads University

**Donneil Chantal McNab**, Black Student Initiatives Manager, Faculty of Medicine - MD Undergraduate Program, The University of British Columbia (Co-Author)

**Valeria Cortés**, Associate Faculty, Continuing Studies; School of Leadership; School of Tourism and Hospitality, Royal Roads University; Consultant, Tlatoa Consulting (Co-Author)

14:45-16:00

## Junior Ballroom B | WORKSHOP | Women & Leadership

### Collaborative Leadership and Social Entrepreneurship a Professional Path for Women

**Angelica Maria Larios Arias**, Consulting Director, Alacontec

**Banya Barua**, Founder, Strategy and Operations, Esse Management Consultants; Post Doctorate Research Fellow, College of Business and Law, RMIT University

**Cynthia Mako Robinson**, Ph.D. Student, Leadership and Change, Antioch University Midwest; Virtual Learning Producer, ERC Services Inc.

14:45-16:00

## Junior Ballroom C | WORKSHOP | Healthcare Leadership

### Impetus for a Global Movement for Health Leaders to Support Health Leaders

**Anne Matlow**, Faculty Lead, PG Leadership & Professor, Department of Medicine, Temerty Faculty of Medicine, University of Toronto

**Graham S. Dickson**, Professor Emeritus, School of Leadership Studies, Royal Roads University; CEO, LEADS Global

14:45-16:00

## Junior Ballroom D | PANEL DISCUSSION | Leadership Scholarship

### Hear From the Editors: Publishing Your Book or Article

Chair: **Susan E. Murphy**, Professor & Chair of Leadership Development, Organisational Studies, University of Edinburgh Business School

**Kevin B. Lowe**, Professor of Leadership, Work and Organisational Studies, University of Sydney; CEO, Leadership AU

**Ronald E. Riggio**, Henry R. Kravis Professor of Leadership and Organizational Psychology, Kravis Leadership Institute, Claremont McKenna College

**Matthew Sowcik**, Professor, University of Florida

**Brad Jackson**, Professor & Programme Director, Community and Enterprise Leadership Foundation, Waikato Management School, University of Waikato

# FRIDAY | 13 OCTOBER

14:45-16:00

FEATURED SESSION

## Parksville | PANEL DISCUSSION | Indigenous & First Nations Leadership

### Going Beyond: Insights From Ancestral Leadership

**Dara Kelly**, Assistant Professor of Indigenous Business, Beedie School of Business, Simon Fraser University

**Erin Dixon (Gizhagatte)**, Director of Knowledge and Indigenous Leadership, Reconciliation Canada; Faculty / Research, Indigenous Leadership, Banff Centre for Arts and Creativity

With a Forthcoming Intergenerational Panel

14:45-16:00

## Pavilion Ballroom A | WORKSHOP | Arts & Leadership

### Creating Poetry to Imagine Thriving Futures Into Being

**Julie E. Benesh**, Department Chair, Organizational Leadership, The Chicago School of Professional Psychology; Poet & Management Consultant

**Elizabeth Schwab**, Associate Department Chair, Business Psychology & Program Chair, Behavioral Economics, The Chicago School of Professional Psychology

14:45-16:00

## Pavilion Ballroom B | WORKSHOP | Business Leadership

### Reinvigorating Courage Into Management Conversations: Leading With Values and Foresight

**Jan Klakurka**, Associate Professor, Management and Organizational Studies, Huron University College; Principal, Elevae Strategic Advisory

**Candice Chee Wing Chow**, Assistant Professor, Strategic Management, McMaster University; Managing Director, Strategy Advisory, Elevae Inc

14:45-16:00

## Finback | PANEL DISCUSSION | Leadership for Peace

### Peace Leadership in Context: Lessons From Peace Leaders, Activists, and Communities Around the World

Chair: **Stephanie Menefee**, Associate Dean and Full Professor, School of Public Service, National University

**Whitney McIntyre Miller**, Associate Professor, Leadership Studies, Chapman University

**Stanley Mohan Amaladas**, Associate Professor, Center for Graduate Studies, Baker College

**Amanuel Melles**, Executive Director, NABC - Network for the Advancement of Black Communities; Principal, Aman Consulting

**Qingyan Tian**, Lecturer, Leadership & American Studies, Christopher Newport University

**Aleen Bayard**, Principal, Transformative Consulting; Adjunct Faculty, Northwestern University

14:45-16:00

## Azure | PANEL DISCUSSION | Women & Leadership

### Cultivating Future Directions in the Research on Gender and Leadership

Chair: **Sherylle J. Tan**, Director of Internships and Research, Kravis Leadership Institute & Visiting Assistant Professor, Claremont McKenna College

**Lisa DeFrank-Cole**, Professor & Director, Leadership Studies Program, West Virginia University

**Paige Haber-Curran**, Professor; Counseling, Leadership, Adult Education & School Psychology; Texas State University

**Areli Chacon Silva**, Director, Leadership and Community Engagement Program, The University of Texas at El Paso

14:45-16:00

## Granville | PANEL DISCUSSION | Healthcare Leadership

### Leading From the Edge: Rural Learning Health Leadership

Chair: **Ray Markham**, Executive Director, Medical, Rural Coordination Centre of British Columbia

**Peggy Skelton**, President, BC Rural Health Network

**Ted Patterson**, Assistant Deputy Minister, Primary Care Division, BC Ministry of Health

**John Mah**, Vice President, First Nations Health Benefits and Services, First Nations Health Authority

**Roger Harris**, BC Forest Safety Ombudsman, BC Forest Safety Council

**Paul Winwood**, Associate Vice President, Division of Medical Sciences, University of Northern British Columbia; Regional Associate Dean Northern British Columbia, University of British Columbia

14:45-16:00

## Galiano | PANEL DISCUSSION | Public Leadership

### Ideas for Profound Change in Diverse Public Leadership Contexts: Latin America, USA, Norway

Chair: **Barbara C. Crosby**, Associate Professor Emerita, Humphrey School of Public Affairs, University of Minnesota

**Ariel L. Kaufman**, Assessment & Research Specialist, Center for Leadership & Involvement, University of Wisconsin-Madison

**Antonio Jimenez-Luque**, Assistant Professor, Leadership Studies, University of San Diego

**Bjørn Z. Ekelund**, Chairman, Human Factors AS

**Christine M. Beimborn**, STEM Outreach Manager, College of Engineering & Applied Science, University of Wisconsin-Milwaukee

14:45-16:00

## Port Alberni | PRESENTATIONS | Leadership Scholarship

### Leadership Scholarship: Transformational Leadership

Chair: **Rich Whitney**, Professor, Organizational Leadership & Assistant Dean, Faculty Affairs and Research, University of La Verne

#### Developing a Diocesan Vitality Index and Exploring Leadership Styles of U.S. Catholic Bishops 2000-2020

**Daniel Brandenburg**, Chairman, Board of Directors, Catholic World Mission; Chaplain, Lumen Institute

#### Exploring Dimension, Structure, and Levels of Change Over Time From Leadership Mentoring Experiences

**Lindsay Hastings**, Clifton Professor in Mentoring Research & Research Director; NHRI Leadership Mentoring; Agricultural Leadership, Education, and Communication; University of Nebraska-Lincoln

**Victor Mpoore**, Graduate Assistant; Agricultural Leadership, Education, and Communication; University of Nebraska-Lincoln (Co-Author)

#### Exploring the Role of Positive Emotions in Leadership Learning

**Haley Q. Traini**, Assistant Professor, Agricultural Education and Agricultural Sciences & Co-Director, College of Agricultural Sciences Leadership Academy, Oregon State University

**Katherine E. McKee**, Assistant Professor, Agricultural & Human Sciences, North Carolina State University

**David M. Rosch**, Associate Professor; Agricultural Leadership, Education, and Communications; University of Illinois at Urbana-Champaign

**Jenn Smist**, Teaching Assistant Professor; Agricultural Leadership, Education, and Communications; University of Illinois Urbana-Champaign (Co-Author)

**Robert Klein**, Graduate Student; Agricultural Leadership, Education, and Communications; University of Illinois Urbana-Champaign (Co-Author)

#### Transformational and Psychopathic Leadership: Graphical and Statistical Differences

**Clive R. Boddy**, Deputy Head, School of Management, Business School, Anglia Ruskin University

14:45-16:00

## Port McNeil | PANEL DISCUSSION | Leadership Education

### Deepening Leadership Identity Development: Cultivating Liberatory Leadership Learning

Chair: **Julie E. Owen**, Associate Professor, Leadership Studies, School of Integrative Studies, George Mason University

**Vivechkanand S. Chunoo**, Teaching Faculty I, Educational Leadership and Policy Studies, Florida State University

**Graziella Pagliarulo McCarron**, Assistant Professor, George Mason University

**Darren Eric Pierre**, Lecturer, Office of Global Engineering Leadership, University of Maryland

**Natasha T. Turman**, Director, Women in Science and Engineering Residence Program, University of Michigan

**Aoi Yamanaka**, Associate Director of Academic Services & Assistant Professor, School of Integrative Studies, George Mason University

# FRIDAY | 13 OCTOBER

14:45-16:00

## Port McNeil | PANEL DISCUSSION | Ethics & Leadership

### Virtue, Character, and Thriving in Leadership

Chair: **Brent Edwin Cusher**, Associate Professor, Leadership and American Studies, Christopher Newport University

**Sabrina Little**, Assistant Professor, Leadership and American Studies, Christopher Newport University

**Mark E. Blincoe**, Professor of History, History and Government, California Baptist University

**John Shoup**, Professor & Executive Director, Dr. Paul & Annie Kienel Leadership Institute, California Baptist University

**Lisa Friesen**, Assistant Professor, Allied Health Professions, California Baptist University

**Trevor Shelley**, Assistant Teaching Professor & Associate Director of Graduate Studies, School of Civic and Economic Thought and Leadership, Arizona State University

14:45-16:00

## Grand Ballroom | EMERGING SCHOLARS RESEARCH CONSORTIUM

### Emerging Scholars Research Consortium (Invitation Only)

In this exclusive event, doctoral students and junior scholars share their latest research efforts and receive valuable feedback, advice, and fresh perspectives from seasoned scholars. ESRC participants have been invited to participate in the general poster session beginning at 16:30 (see next session).

Chair: **Lori E. Kniffin**, Assistant Professor, Department of Leadership Studies, Fort Hays State University

#### Best Practices for Career Ascension for Women in the Military

##### + Women & Leadership

**Kayleigh Axtell**, Student-Researcher, Graduate School of Education and Psychology, Pepperdine University;

Adjunct Professor, English and Communications, San Diego Christian College

Senior Scholar: **Eric Kaufmann**, Professor, Agricultural, Leadership, and Community Education; Virginia Tech

#### Bridging the Gap: White Student Leaders' Views of Race and Leadership

##### + Leadership Education

**Joshua Taylor**, Director, Hargis Leadership Institute, Oklahoma State University

Senior Scholar: **Valerie I. Sessa**, Professor, Psychology, Montclair State University

#### Christianity, Burnout, and Workplace Trauma Among Urban Public Librarians

##### + Public Leadership

**Susan Irene Weber**, Administrative Librarian, Central Public Services Division, Free Library of Philadelphia;

Ph.D. student, College of Business and Leadership, Eastern University

Senior Scholar: **Jennifer Moss Breen**, Associate Professor, Ed.D. Program in Interdisciplinary Leadership, Creighton University; Consultant/Executive Coach, JMBK Leadership Consulting

#### Doing Bad Things for Good Reasons: An Examination of Unethical Pro-Organizational Behavior

##### + Ethics & Leadership

**Kyle Payne**, Leadership Consultant, Development Dimensions International

Senior Scholar: **Gary Crutchfield**, Senior Production & Industrial Engineering Manager, Aircraft on Ground Services Group, Boeing; President & CEO, Deviant Leadership & Romance of Followership

#### Horses for Courses: Experiential Leadership Education Through Informal Youth Equine Experiences

##### + Leadership Education

**Caitlin Lunzmann**, Graduate Assistant, Graduate School Editorial Office, University of Florida; PhD Student,

Agricultural Education and Communication, University of Florida

Senior Scholar: **Laura Lunsford**, Professor and Assistant Dean, Psychology, Campbell University; Consultant, Lead Mentor Develop

#### Maine Veteran Leaders: A Series of Conversations About Maine Leadership Practices

##### + Public Leadership

**Erika G. Kinlaw**, Ph.D. Student, Professional Leadership Education & Organizational Development,

University of Southern Maine

Senior Scholar: **David C. Greenhalgh**, Professor of Education & Leadership, Emeritus, PhD in Organizational Leadership, Eastern University

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## EMERGING SCHOLARS RESEARCH CONSORTIUM continued

### **Obtaining Grants for Doctoral Students: A Global Perspective**

#### **+ Leadership Education**

**Mitch Gurick**, PhD Student, Graduate School of Education and Psychology, Pepperdine University

Senior Scholar: **Leah M. Sciabarrasi**, Associate Dean of Business, College of Liberal Arts and Sciences, School of Business, Excelsior University

### **Shared Leadership Enacting Equality, Affinity, Autonomy, and Cooperation in Collective Arts Organizations**

#### **+ Arts & Leadership**

**Kimberly Crosswell**, Independent Scholar

Senior Scholar: **Robert M. McManus**, Executive Director, Applied Leadership & Professor of Leadership, Graduate and Continuing Studies, Muskingum University

### **The Effects of Moral Distress and Moral Injury on Chaplains' Organizational Commitment: A Quantitative Study**

#### **+ Healthcare Leadership**

**Mario Joseph DeLise**, Director, Mission, Spiritual Care, and Volunteers; Adventist Health

Senior Scholar: **Taiwo Olarewaju Ojo**, Adjunct Professor, Leadership & Strategy, University of Lagos Business School, Lagos, Nigeria; Senior Lecturer, CEO, Kish Global Consultants

### **Unbossed and Unbroken: Personal Resilience in Women Leaders Who Experience a Lack of Respect in the Workplace**

#### **+ Leadership Development**

**Carrie L. Spell-Hansson**, CEO, The Folke Institute, Inc.

Senior Scholar: **Kem Gambrell**, Associate Professor & Chair, Doctoral Program in Leadership Studies, Gonzaga University

### **Understanding Organizational Use of Adaptive Leadership When Considering Complex Issues**

#### **+ Leadership Scholarship**

**Kameron Rinehart**, Doctoral Graduate Assistant, Department of Agricultural Education and Communication & PhD Student, Agricultural Leadership, Texas Tech University

Senior Scholar: **Daniel Jenkins**, Professor, Leadership & Organizational Studies, University of Southern Maine

### **Wisdom and Wise Leadership Through the Eyes of Elder Women**

#### **+ Women & Leadership**

**Kathryn Bell**, PhD Student, Human Development, Fielding Graduate University

Senior Scholar: **Amy E. Rutstein-Riley**, Associate Dean & Director of PhD Program, Graduate School of Leadership and Change, Antioch University

16:00-16:30



## **Grand Ballroom Foyer**

### **Snack Break**

Enjoy a quick pick me up before heading into the Interactive Roundtables and Hosted Poster session.

16:30-17:45

## Grand Ballroom

### INTERACTIVE ROUNDTABLES AND POSTERS SESSION

#### Interactive Roundtable Discussions

Interactive Roundtable Discussions are small group discussions on a topic of common interest facilitated by an individual or team. The organizer frames the topic and then facilitates a discussion with participants at the table. Every ~23 minutes, a signal will sound, and participants will have the opportunity to move to another roundtable or remain where they are to continue the conversation.

#### 1. **Authentic or Imposter: Using Storytelling to Develop Learner Leadership Identity in the Face of AI**

+ Leadership Education

**Sophie Chen**, Sessional Assistant Professor of Leadership, TWU GLOBAL, Trinity Western University

**Rebecca Straforelli**, Assistant Professor, TWU GLOBAL, Trinity Western University

#### 2. **Building a Community of Knowledge and Practice on Anti-Racism in Leadership Education**

+ Leadership Education

**Melissa L. Rocco**, Senior Lecturer, Department of Education, University of Vermont; Faculty Director, National Clearinghouse for Leadership Programs

**Julie E. Owen**, Associate Professor, Leadership Studies, School of Integrative Studies, George Mason University

**Darren Eric Pierre**, Lecturer, Office of Global Engineering Leadership, University of Maryland

#### 3. **Complex Adaptive Leadership: The CLEAR Model**

**Steven M. Walker**, Professor, Leadership Studies, National University

**Daryl V. Watkins**, Professor, College of Business, Embry-Riddle Aeronautical University; Chief Executive Officer, LDRCoach (Co-Author)

**Matthew P. Earnhardt**, Chair, Department of Leadership and Management, College of Business, Embry-Riddle Aeronautical University (Co-Author)

#### 4. **Contemplating Danger: Contemplative Practices of Military and Police Leaders in Ecuador and Canada**

+ Public Leadership

**Les Sylven**, PhD Candidate, Educational Psychology and Leadership Studies, University of Victoria; Police Chief (Retired), Central Saanich Police Service

**Sandra Dennis**, Consultant, Ministry of Social Development and Poverty Reduction, Government of British Columbia

#### 5. **Creating Success: Impact of LMX Theory and EI Principals on Organizational Commitment**

+ Ethics & Leadership

**Monique Lenora Gaillard**, Business Development Specialist, Workforce Development, Tech Impact; Ph.D. Student, Organizational Leadership, Non-profit Management, Eastern University

#### 6. **Critical Reflection on Leadership Relationships: Why and How?**

+ Leadership Development

**Haden M. Botkin**, Graduate Teaching/Research Assistant; Agricultural Leadership, Education and Communication & Doctoral Student, Ph.D. Program in Human Sciences and Leadership Studies, University of Nebraska-Lincoln

**Lori E. Kniffin**, Assistant Professor, Department of Leadership Studies, Fort Hays State University

#### 7. **Cultivating Leadership Through Publishing With the *Journal of Leadership Studies***

+ Leadership Scholarship

**Mark R. Ludorf**, Senior Editor, *Journal of Leadership Studies*; Professor, Psychology, Stephen F. Austin State University

**Nicole Stedman**, Dean & Associate Provost, The Graduate School, University of Florida

**Matthew Sowcik**, Professor, University of Florida

**Daniel Jenkins**, Professor, Leadership & Organizational Studies, University of Southern Maine (Co-Author)

**Erik Bean**, Associate University Research Chair, Center for Leadership & Organizational Research, University of Phoenix (Co-Author)

**Hinrich Eylers**, Vice Provost, Doctoral Studies and Academic Operations, College of Doctoral Studies, University of Phoenix (Co-Author)

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## INTERACTIVE ROUNDTABLE DISCUSSIONS continued

- 8. Cultivating Women Leaders in Higher Education Administration: Strategies to Promote Career Growth**  
**Debra Lynn Garner**, Assistant Director, Office of Sponsored Programs, Jacksonville State University
- 9. Deconstructing the Dominant Narrative of Leadership Theories: Innovative Teaching Practices**  
**+ Leadership Education**  
**Michaelann Jundt**, Associate Dean, Undergraduate Academic Affairs, University of Washington  
**Francesca Lo**, Executive Director, Community Engagement and Leadership Education Center & Director, Husky Leadership Initiative, Undergraduate Academic Affairs, University of Washington
- 10. Developing Competencies for Climate Change Leadership in Rural Communities**  
**+ Sustainability Leadership**  
**Anuradha Choudhary**, Graduate Research Assistant & PhD Student in Leadership Studies; Agricultural Leadership, Education and Communication; University of Nebraska- Lincoln  
**Heather Akin**, Assistant Professor; Agricultural Leadership, Education and Communication; University of Nebraska-Lincoln (Co-Author)
- 11. Developing Leaders in the AEC Industry to Solve the World's Most Difficult Infrastructure Challenges**  
**+ Leadership Development**  
**Susan Thames**, Vice President, Business Development - Federal, AE Works Ltd.; Foundation Board Director and Leader Development Program, Society of American Military Engineers  
**Eric Jack Wilbur**, Founder & CEO, Wilbur Consulting; Chair, Leader Development Program Task Force, Leader Development Community of Interest, Society of American Military Engineers
- 12. Female GenZers in USA, Mexico & Sri Lanka Develop Leader Self-Identity Through Childhood Experiences**  
**+ Women & Leadership**  
**Fiona J. Cummings**, Retired CEO and PhD Candidate, Benedictine University
- 13. Future-Oriented Military Leadership: Change Management, Mental Health/ Resilience & Work-Life Balance**  
**+ Leadership Development**  
**Sarah von Felten**, Graduate Research Associate, Leadership and Communication, Military Academy at ETH Zurich; PhD Candidate in History, University of Bern
- 14. Group Dynamics of Team Leadership: Innovation & Problem Avoidance Through Interaction**  
**+ Leadership Development**  
**Judith Breuer**, Research Assistant, Leadership and Communication, MILAC Military Academy at ETH Zurich  
**Florian Didier Demont-Biaggi**, Lecturer, MILAC Military Academy at ETH Zurich (Co-Author)  
**Pia Fessler**, Research Assistant, Leadership and Communication, MILAC Military Academy at ETH Zurich (Co-Author)
- 15. Heteronormative Bias in Studying and Educating About Women and Leadership**  
**+ Women & Leadership**  
**S. Lynn Shollen**, Associate Professor, Leadership and American Studies, Christopher Newport University  
**Kathryn McDermott**, Student, Leadership and American Studies, Christopher Newport University
- 16. How the U.S. Air Force's Leader Development Course Helps Leaders Thrive Versus Just Surviving**  
**+ Leadership Development**  
**John M. Hinck**, Assistant Professor, Leadership and Innovation Institute, Air University  
**Steven B. Davis**, Assistant Professor, Leadership and Innovation Institute, Air University  
**Jason Watkins**, (Co-Author)  
**Jayson Altieri**, (Co-Author)  
**Christy S. Cruz-Peeler**, Instructor, Leadership and Innovation Institute, Air University (Co-Author)



## INTERACTIVE ROUNDTABLE DISCUSSIONS continued

### 17. Hybrid Work Models: A Framework for Cultivating Leaders Who Thrive

#### + Leadership Development

**Donna L. Haeger**, Professor of Practice & Director of Leadership Development, SC Johnson College of Business-Dyson, Cornell University

**Linda M. Pittenger**, Associate Professor, Management and Technology, Embry-Riddle Aeronautical University

### 18. I Need You to Be My Transformational Leader: The Impact of Implicit Leadership Theory

#### + Leadership Development

**Duane Shawn Van Vuuren**, PhD Student & Program Director, Master of Leadership, Faculty, Alphacrucis University College

**Stephen G. Fogarty**, President, Alphacrucis University College (Co-Author)

**Daniel Keebler**, (Co-Author)

### 19. Implications of ChatGPT for Leadership Practice and Theory

**Kara L. Burr**, Principal ITS Security Governance Manager, Cyber Security, Eastern University; PhD Student, Organizational Leadership, Eastern University

**Jake Allan Ormond**, Senior Project Manager, Enterprise Performance, Maricopa County Community College District; Ph.D. Student, Organizational Leadership, Concentration in Nonprofit and Public Administration, Eastern University

**Britanni Meinnert**, Associate Vice President of Cooperative Education & Assistant Professor of Hospitality Management, Academic Affairs, Lakeland University

### 20. Leadership Coach Training as a Learning Intervention: Unexpected Leadership Development Outcomes

#### + Leadership Development

**Jennifer Moss Breen**, Associate Professor, Ed.D. Program in Interdisciplinary Leadership, Creighton University; Consultant/Executive Coach, JMBK Leadership Consulting

**Carly Speranza**, Associate Professor, Management, Marymount University; Leadership Consultant

### 21. Leading for Cultivating and Dwelling in Peace for a Thriving Future

#### + Leadership for Peace

**Stanley Mohan Amaladas**, Associate Professor, Center for Graduate Studies, Baker College

**Lemuel W. Watson**, Professor of Inclusive Leadership and Change, Leadership and Development, Antioch University Graduate School of Leadership and Change; Senior Scholar and Professor, Organizational Development and Leadership, Antioch School of Leadership and Change

### 22. Let's Study Abroad ... in the Classroom!

#### + Leadership Development

**Carol Z. Rownd**, Assistant Professor, Technology Leadership and Communication, Indiana University-Purdue University Indianapolis

**Kevin Rose**, Assistant Professor, Technology Leadership and Communication, Indiana University-Purdue University Indianapolis

**Christine Krull**, Assistant Dean for Student Services, School of Engineering and Technology, Indiana University-Purdue University Indianapolis

### 23. Living in the Age of AI - ChatGPT, DALL-E2, and DEIB Values

#### + Leadership Development

**Dorothy E. Agger-Gupta**, Interim Dean of Academic Affairs, Fielding Graduate University

**Niels Agger-Gupta**, Associate Professor & Acting School Director, School of Leadership Studies, Faculty of Social & Applied Sciences, Royal Roads University

### 24. Measuring Inclusive Leadership: Process and Application of Inclusive Leadership Questionnaire

**Helen A Fagan**, Lecturer, CASNR Dean's Office, University of Nebraska-Lincoln

**Brooke Wells**, Graduate Research Assistant; Agricultural Leadership, Education, and Communication / Graduate Student, PhD in Leadership Studies, University of Nebraska-Lincoln

**Fikadu Reta Alemayehu**, PhD Student in Leadership Studies; Agricultural Leadership, Education and Communication; University of Nebraska

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## INTERACTIVE ROUNDTABLE DISCUSSIONS continued

- 25. Neurodivergence in Academia – Why Leaders Must Pay Attention!**  
+ Diversity, Equity, Inclusion, & Belonging  
**Carol Clyde Gallagher**, Associate Professor, Organizational Leadership Studies, Cottey College  
**Marguerite Pauline de Mello e Souza Wildermuth**, Student, Clinical Psychology, Gallaudet University  
**Cristina M. Wildermuth**, Associate Professor & Program Director, Barry University; Executive Partner, The Effectiveness Group (Co-Author)
- 26. One Size Fits All? The Effectiveness of Leadership Development Programs for African American Women**  
+ Women & Leadership  
**Shondelyn Towner**, Human Resources, Federal Government; PhD in Organizational Leadership, Business, Eastern University
- 27. Please Unmute Your Microphone: Cultivating Trust for a Thriving Future in Virtual Leadership**  
+ Business Leadership  
**Ryan Coacher**, Intelligence Officer, U.S. Marine Corps; PhD Student, Global Leadership, Troy University  
**Le Ellen McCartney**, State's Attorney, Butte County, South Dakota; PhD Student, Global Leadership, Troy University
- 28. Preparing Graduates for an Unknown Future**  
+ Leadership Education  
**Vicki Lynn Woodside-Duggins**, PhD Candidate, Queen's University
- 29. Promoting Leadership Capacity to Enhance Women's Access to and Control Over Land**  
+ Women & Leadership  
**Eric K. Kaufman**, Professor; Agricultural, Leadership, and Community Education; Virginia Tech  
**Olamide Ahmed Olowoyo**, Graduate Research Assistant; Agricultural, Leadership, and Community Education; Virginia Tech
- 30. Queer Leadership and Navigating Followers' Heteronormative Beliefs**  
+ Diversity, Equity, Inclusion, & Belonging  
**Eric Wilken**, PhD Student, Department of Economics, University of Oregon
- 31. Sharing Best Practices in Asynchronous Virtual Leadership Courses**  
+ Leadership Education  
**Laura Lunsford**, Professor & Assistant Dean, Psychology, Campbell University; Consultant, Lead Mentor Develop
- 32. Sprouting the Change: Harnessing Inner Development for a Sustainable and Thriving Planet**  
+ Sustainability Leadership  
**Andrew T. Osheroff**, Director, PhD in Leadership and Organizational Studies, University of Southern Maine  
**Joe Lasley**, Assistant Professor, Leadership and Organizational Studies, University of Southern Maine; Founder & Game Master, Gamenamic Leadership  
**Nina El-Badry**, Ph.D. Student, Leadership and Organizational Studies, University of Southern Maine (Co-Author)  
**Elizabeth Goryunova**, Department Chair & Assistant Professor, Leadership and Organizational Studies, University of Southern Maine (Co-Author)
- 33. The Art of Acknowledging, an Essential Leadership Skill**  
+ Leadership Development  
**Cynthia Mako Robinson**, Ph.D. Student, Leadership and Change, Antioch University Midwest; Virtual Learning Producer, ERC Services Inc.  
**LauraLynn Jansen**, Integrated Coach & Thought Leader in Humanization; Ph.D. candidate, Leadership & Change, Antioch University  
**Ileya Grosman**, Educational Consultant; Ph.D. Candidate, Leadership & Change, Antioch University
- 34. The Command-Leadership-Management Triad as a Framework for Military and Civilian Leadership Research**  
+ Leadership Scholarship  
**Patrick Hofstetter**, Head of Leadership and Communication, MILAC Military Academy at ETH Zurich / Swiss Armed Forces >>>

# FRIDAY | 13 OCTOBER

INTERACTIVE ROUNDTABLE DISCUSSIONS continued

## 35. **The Viking Kings: Contemporary Leadership Lessons From Ancient Times**

+ Leadership Scholarship

**Jeff Youngquist**, Associate Professor, Communication, Journalism, and Public Relations: Oakland University

## 36. **Transforming a “Sit & Get” Workshop to a Sustainable Leadership Growth and Development Model**

+ Leadership Development

**James T. Fox, Jr.**, Assistant Professor, Education Leadership, Salisbury University

**Ron R. Siers**, Professor, Secondary and Physical Education / Associate Head Baseball Coach, Athletics / Co-Director, The Academy for Leadership in Education, Seidel School of Education: Salisbury University

**Ruth Malone**, Faculty & Lecturer, Education Leadership & Co-Director/Facilitator, The Academy for Leadership in Education, Seidel School of Education, Salisbury University

**Greg Allen**, Consultant, Partner, Ascendant Global Leadership, LLC (Co-Author)

## 37. **“Unofficial Leader Things:” Deciding Whether to Follow but Leading Anyway**

+ Followership

**Samantha Ross**, PhD Student, School of Management, University of St Andrews

## 38. **Using Describe, Interpret, Evaluate Methodology to Implement Diversity, Inclusion, Equity Practices**

+ Diversity, Equity, Inclusion, & Belonging

**Ella Ruth Anaya**, Professor, MA Leadership, Business & Health, TWU GLOBAL / Media + Communication Field Placement Coordinator & Professor, School of Art, Media + Culture; Trinity Western University

## 39. **Using the Social Change Model to Introduce Cultural Competence Into Leadership Coursework**

+ Leadership Education

**Judith R. Gelber**, Owner, Forward Movement Analysis & Rehabilitation, LLC; PhD Student - Leadership Studies, Agricultural Leadership, Education, and Communication, University of Nebraska-Lincoln

**Brooke Wells**, Graduate Research Assistant; Agricultural Leadership, Education, and Communication / Graduate Student, PhD in Leadership Studies, University of Nebraska-Lincoln

## 40. **Using Theatre to Develop Leadership Skills**

+ Arts & Leadership

**Ada T. Cenkci**, Associate Professor, Organizational Leadership Program, Northern Kentucky University

## 41. **Weaving the Tapestry of Human LFMS Potential in Diverse & Indigenous Cultures for a Thriving Future**

+ Leadership Scholarship

**Albena R. Ivanova**, Professor in Operations Management, Management, Robert Morris University

**Petros G. Malakyan**, Professor of Organizational Leadership, Communication and Organizational Leadership, Robert Morris University

**Elizabeth Goryunova**, Department Chair & Assistant Professor, Leadership and Organizational Studies, University of Southern Maine (Co-Author)



# FRIDAY | 13 OCTOBER

16:30-17:45

## Posters

Posters are visual displays of research, projects, papers, or programs. During the Poster Session, poster presenters will stand by their poster and be available to answer questions and provide further details of their work. Hosted posters will be split into two shifts. Presenters of odd numbered posters will be present from 16:30-17:15 and presenters of even numbered posters will be present from 17:00-17:45.

**1. A Longitudinal Physician Leadership Program Based on the MLCF in Partnership With a Health System**

+ Healthcare Leadership

**Tiffany M. Jordan**, Assistant Director of Curricular Initiatives and Grants Management, Donald and Barbara Zucker School of Medicine, Hofstra University

**2. A New Age of Physician Leaders: Evaluating the Impact of a Medical School Leadership Curriculum**

+ Healthcare Leadership

**Brighdin Finnegan**, Medical Student, Creighton University School of Medicine

**Rosemary C. Pynes**, Medical Student, Creighton University School of Medicine

**John Schmidt**, Associate Professor of Pediatrics, Neonatology, Creighton University School of Medicine (Co-Author)

**Stephen J. Linenberger**, Professor, College of Business, Bellevue University (Co-Author)

**3. African American Sustainable Food System Leadership in the Washington, D.C., Metropolitan Area**

+ Sustainability Leadership

**Andre Towner**, Consultant, Aya Solutions; Ph.D. Student, Organizational Leadership, Eastern University

**4. Are Strategic Talent Management Frameworks Crucial to Leadership in Multinational Organizations?**

+ Leadership Development

**LaToya V. Wells**, Regional Leader Americas, Associate Health & Wellbeing, Mars Inc; PhD Student, School of Business & Leadership, Eastern University

**5. Are Women Minorities Accounted for in STEM Research? A Moderated Mediation Pilot Study**

+ Women & Leadership

**Marilyn Rodriguez**, Ph.D. Candidate, Eastern University; CEO, DEROR Advisors LLC

**6. Can Visionary and Transformational Leadership Help Social Innovation Labs to Solve Wicked Problems?**

+ Public Leadership

**Ola Tjornbo**, Assistant Professor, Renaissance College, University of New Brunswick

**7. Causation and Effectuation – Two Guiding Decision-Making Principles Used in Startups**

+ Business Leadership

**Gregory D. Price**, Professor & Director, Doctorate of Business Administration, School of Business and Management, City University of Seattle

**8. Cultivating an Ethical Model of Continuous Ethical Improvement for Leaders in Higher Education**

+ Ethics & Leadership

**David Vanlandingham**, Doctoral Student, Ph.D. in Global Leadership, Troy University

**9. Deceptive Leadership: A Specific Form of Toxic Leadership**

+ Leadership Scholarship

**Stephanie Van Dellen**, Assistant Professor of Organizational Leadership, Purdue University Fort Wayne

**10. Developing Collective Learning Agility**

+ Leadership Development

**Harvey Z. Chen**, Managing Director, Greater China, Center for Creative Leadership

**Victor Zhiye Chen**, Research Scientist, Greater China, Center for Creative Leadership

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## POSTERS continued

- 11. Diversifying Faith-Based Nonprofit Boards With Corporate Executives**  
**+ Business Leadership**  
**Darron McKinney**, Senior Pastor, Nonprofit President, & CEO, Bright Hope Baptist Church and Affiliates; PhD Student, Organizational Leadership, Nonprofit and Public Administration/Business Management, Eastern University
- 12. Empowering Campus Student Leaders Through Short-Term Socially Just Leadership Education**  
**+ Leadership Development**  
**Brittany Devies**, Program Manager, Leadership Studies and Development, STAMP Student Union, University of Maryland; Adjunct Faculty, Educational Leadership and Policy Studies, Florida State University  
**Derrick Raphael Pacheco**, Graduate Assistant (Co-Author)
- 13. Followership and Talent Management Using Information Technology**  
**+ Followership**  
**Donald Williams Jr.**, Strategist, Researcher, and Consultant
- 14. Global Followers' Identities and Their Influence on the Leadership Process: A Phenomenological Study**  
**+ Followership**  
**Tobey J. Zimmer**, Program Analyst, U.S. Department of Housing and Urban Development
- 15. Leader Development Programs in College: Are They Worth It?**  
**+ Leadership Scholarship**  
**Valerie I. Sessa**, Professor, Psychology, Montclair State University  
**Devon Smith**, Graduate Student, Montclair State University (Co-Author)  
**Sara M. Stavely**, Graduate Assistant, I/O Psychology, Montclair State University (Co-Author)  
**Celine Williams**, (Co-Author)  
**Isabel Skovera**, (Co-Author)  
**Loren Shelley**, PhD Student, I/O Psychology, Montclair State University (Co-Author)  
**Jezabell DeJesus**, (Co-Author)  
**Jennifer Bragger**, Professor, Psychology, Montclair State University (Co-Author)
- 16. Leadership Education and a Culture of Peace: Reclaiming Purpose**  
**+ Leadership for Peace**  
**Maria Guajardo**, Professor, International Liberal Arts, Soka University  
**Flore Chetti**, Graduate Student, International Peace Studies, Soka University
- 17. Leading From the Heart: How the Practice of Sufism Influences Leadership Behavior**  
**+ Philosophy, Religion & Worldviews**  
**Nina El-Badry**, Ph.D. Student, Leadership and Organizational Studies, University of Southern Maine
- 18. Projecting Insecurity Onto the Boss: Implications of Anxious & Avoidant Attachment Styles**  
**+ Leadership Scholarship**  
**Geoff Thomas**, Professor of Organisational Psychology, Alliance Manchester Business School
- 19. Quantifying Innovation: An Empirical Index for Informing Communities & Empowering Community Leaders**  
**+ Public Leadership**  
**Keith Herndon**, Executive Director, Cox Institute for Journalism Innovation, Management and Leadership & William S. Morris Chair in News Strategy and Management, Journalism, University of Georgia  
**Brittany L. Adams-Pope**, Faculty, J.W. Fanning Institute for Leadership Development, University of Georgia (Co-Author)  
**Kathryn Hester**, University of Georgia (Co-Author)
- 20. The Impact of a 3-Week Study Abroad Course on Students' Leadership Competencies**  
**+ Leadership Education**  
**Jessica W. Hench**, Lecturer, Department of Leadership and American Studies, Christopher Newport University  
**Eden Baroody**, Undergraduate Student, Leadership Studies, Christopher Newport University

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## POSTERS continued

- 21. The Leadership of Leonidas Proano: An Alternative to the Traditional Cuadillo Style in Latin America**  
+ Leadership Scholarship  
**Jeffrey Lamar McClellan**, Professor, Management, Frostburg State University
- 22. The Organizational Economics of Espousing DEIB in Words but Not Deeds**  
+ Diversity, Equity, Inclusion, & Belonging  
**Christopher Allan Hubbard**, Assistant Professor, School of Graduate Business and Technology, Lindsey Wilson College
- 23. The Path to Inclusivity: Determining the Need for a Student-Led DEIJ Group**  
+ Diversity, Equity, Inclusion, & Belonging  
**Rachel Allen-Mchugh**, Assistant Professor, Occupational Therapy, Drake University College of Pharmacy and Health Sciences
- 24. Uncovering the Power of the Generative Leadership Style**  
+ Leadership Development  
**Rosalina Bray**, Student/Analyst, Organizational Leadership, University of Maryland Eastern Shore
- 25. Wicked: The Role of Chief Diversity Officer in Higher Education Through the Lens of Paradox**  
+ Diversity, Equity, Inclusion, & Belonging  
**Karen Williams**, Partner, Kardia Group LLC; Coach and Consultant
- 26. Women Leaders in Higher Education: Finding Balance Through Reading**  
+ Women & Leadership  
**Laura Burns**, Part Time Faculty & Ph.D. and MLD Graduate Programs Specialist, Attallah College of Educational Studies, Chapman University
- 27. Young and on a High-Potential Scheme: The Challenges of Transitioning to the Workplace**  
+ Leadership Development  
**Ee-Wan Khoo**, Lead Researcher, Institute of Leadership and Organisation Development, Civil Service College  
**Hans Chung**, Consultant (Psychologist), Institute of Leadership and Organisation Development, Civil Service College

# FRIDAY | 13 OCTOBER

18:00-19:00

**Cracked Ice Lounge**

**Ethics Member Community Meet Up**

18:00-19:00

**Burrard**

**Followership Member Community Meet Up**

18:00-19:00

**Port Hardy**

**Leadership Development Member Community Meet Up**

18:00-19:00

**Granville**

**Business Leadership Member Community Meet Up**

18:00-19:00

**Junior Ballroom A**

**Leadership for Peace Member Community Meet Up**

**Leadership  
Educator**



**Podcast**

# Looking for new ideas or current trends in leadership learning?

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# SATURDAY | 14 OCTOBER

All events on Saturday 14 October take place at the Sheraton Vancouver Wall Centre unless otherwise noted. Times listed below are Pacific Daylight Time (PDT), which is -7 UTC.

To view the details of each session, enter ILA's CVENT event portal via the web or app. Go to page 13 for more information on accessing our event portal.

7:30-19:00

## Junior Ballroom Foyer

ILA Registration & Information Counter

7:30-8:45



## Pavilion Ballroom Foyer

### Grab-n-Go Breakfast

Grab a bite and a beverage as you network freestyle with conference attendees or head over to an ILA member community meet up!

8:00-19:30

## Cracked Ice Lounge

Mindfulness & Connected Spaces

8:00-8:45

## Port Hardy

Young Women and Leadership Task Force Meet Up

8:00-8:45

## Junior Ballroom B

Philosophy, Religion, and Worldviews Member Community Meet Up

8:00-8:45

## Port McNeil

Women & Leadership Member Community Meet Up

9:00-10:00

## PLENARY SESSION

### Grand Ballroom

#### Nerve: Remaining True to Yourself When Leading

Moderator: **The Right Honorable Kim Campbell**, 19th Prime Minister of Canada

**Martha Piper**, Former President, University of British Columbia

**Indira Samarasekera**, Former President, University of Alberta

10:00-10:30

## BOOK SIGNING

### Grand Ballroom Foyer

#### Book Signing With Martha Piper and Indira Samarasekera

Following the plenary, attendees will be able to purchase Piper and Samarasekera's book, *Nerve: Lessons in Leadership From Two Women Who Went First*, and immediately get it signed by the authors! The book signing is hosted by Massy Books, an independent bookseller that is 100% Indigenous owned and operated and a member of the Stó:lō Business Association.

# SATURDAY | 14 OCTOBER

10:15-11:30

## Junior Ballroom A | SYMPOSIUM | Healthcare Leadership

### Interprofessional Leadership Development, Group Coaching, and Diversity Equity and Inclusion

Chair: **Adrienne Roisin Castellon**, Director Mission Engagement, Mission Services Department, Providence Health Authority

Commentator: **Lori Kantymir**, Leader, Talent Development, Fraser Health

#### Virtual, Job-Embedded Leadership Development Program With a Large, Diverse Pathology Laboratory Medicine Team

**Devena Steinmann**, Senior Director, Laboratory Operations, Laboratory Medicine and Pathology Program, Fraser Health  
**Daryl Page**, Leader, People Development, Fraser Health

#### Group Coaching for Healthcare Leaders: Fostering Compassion and Community

**Stephanie McCarthy**, Client Partner, People Development, Fraser Health

#### Practical Solutions for Using a Values-Based Approach to Being a Leader in DEI in a Politicized World

**Emily Carpenter**, Leader, Ethics and Diversity Education, Evaluation and Research, Ethics Services, Fraser Health  
**Mustafa Ahmed**, Director DEI and Language Services, Diversity and Translation Services, Fraser Health

10:15-11:30

## Junior Ballroom B | WORKSHOP | Philosophy, Religion & Worldviews

### Holding Space – Facing Our Fears: Generative Mindfulness, Dialogue, and Inclusion

**Kathryn Goldman Schuyler**, Founder, Coherent Change; Emerita Professor, Organization Development, Alliant International University

**Lemuel W. Watson**, Professor of Inclusive Leadership and Change, Leadership and Development, Antioch University Graduate School of Leadership and Change; Senior Scholar and Professor, Organizational Development and Leadership, Antioch School of Leadership and Change

**Les Sylven**, PhD Candidate, Educational Psychology and Leadership Studies, University of Victoria; Police Chief (Retired), Central Saanich Police Service

10:15-11:30

## FEATURED SESSION

## Junior Ballroom C | Conversation With | Public Leadership

### A Conversation With ILA Lifetime Achievement Awardee Sonia M Ospina

Moderator: **Brad Jackson**, Professor & Programme Director, Community and Enterprise Leadership Foundation, Waikato Management School, University of Waikato

Moderator: **Barbara C. Crosby**, Associate Professor Emerita, Humphrey School of Public Affairs, University of Minnesota  
**Sonia M. Ospina**, Professor, Wagner Graduate School of Public Service, New York University

10:15-11:30

## Junior Ballroom D | PANEL DISCUSSION | Ethics & Leadership

### Case Studies as a Means of Scholarship and Pedagogy

Chair: **Sadhana W. Hall**, Executive in Residence and Distinguished Visiting Faculty, McDonough Center for Leadership & Business, Marietta College

**David J. Brown**, Professor, Biology and Environmental Science & Director of Sustainability Leadership Masters Program, Marietta College

**Alexandra Perry**, Dean, McDonough Center for Leadership & Business, Marietta College; Clinical Ethicist, OhioHealth

**Benjamin P. Dean**, Department Head & Associate Professor, Management & Entrepreneurship, Baker School of Business, The Citadel

**Peter G. Northouse**, Professor Emeritus, Communication, Western Michigan University

**Craig E. Johnson**, Professor Emeritus, Leadership Studies, George Fox University

# SATURDAY | 14 OCTOBER

10:15-11:30

## Parksville | PANEL DISCUSSION | Leadership Education

### Prioritizing Leader Development in Higher Education: Insights From a University

Chair: **Carla Ortega Santori**, Strategic Initiatives Manager, The Doerr Institute for New Leaders, Rice University

**Ryan P. Brown**, Managing Director for Measurement, The Doerr Institute for New Leaders, Rice University

**Michael Chikeleze**, Richard C. and Francelia A. Gozon University Professor, Values-Based Leadership, Valparaiso University

**Janeen Antonelli**, Rice University

**Sherylle J. Tan**, Director of Internships and Research, Kravis Leadership Institute, / Visiting Assistant Professor, Claremont McKenna College

10:15-11:30

## Pavilion Ballroom A | PRESENTATIONS | Leadership Scholarship

### Leadership Scholarship: Identity Topics and Issues

Chair: **Rich Whitney**, Professor, Organizational Leadership & Assistant Dean, Faculty Affairs and Research, University of La Verne

#### Critical Perspectives on Leadership Identity Development

**Vivechkanand S. Chunoo**, Teaching Faculty I, Educational Leadership and Policy Studies, Florida State University

**Maritza Torres**, Graduate Assistant, Center for Leadership & Social Change, Florida State University (Co-Author)

#### Expanding the Lens on Generativity's Manifestation in Young Adults: A Grounded Theory Study

**Addison Sellon**, Relationship Manager, Gallup

**Lindsay Hastings**, Clifton Professor in Mentoring Research & Research Director; NHRI Leadership Mentoring; Agricultural Leadership, Education, and Communication; University of Nebraska-Lincoln

#### Leader Identity Development and Meaning-Making: A Phenomenological Study

**Hannah Sunderman**, Assistant Professor; Agricultural, Leadership, and Community Education; Virginia Tech

**Kate D. McCain**, Lecturer, Leadership & Integrative Studies, Arizona State University

**Jonathan M. Orsini**, Affiliate Faculty, Division of Teaching and Technology & Director, Online Programs, University of Florida

#### The Phenomenon of Community Change and the Role of Community Leadership Development

**Lindsay Hastings**, Clifton Professor in Mentoring Research & Research Director; NHRI Leadership Mentoring; Agricultural Leadership, Education, and Communication; University of Nebraska-Lincoln

**Jian Ju Yeo**, Graduate Research Assistant, Agricultural Leadership, Education and Communication & PhD Student in Leadership Studies, University of Nebraska-Lincoln

**Mary Emery**, Director; Rural Prosperity Nebraska; Agricultural Leadership, Education, and Communication; University of Nebraska-Lincoln

**Shawn Kaskie**, Extension Educator, Rural Prosperity Nebraska, , Agricultural Leadership, Education and Communication, University of Nebraska-Lincoln (Co-Author)

10:15-11:30

## Pavilion Ballroom B | PRESENTATIONS | Diversity, Equity, Inclusion, & Belonging

### Exploring Inclusion Through Leadership and Organizational Culture

Chair: **Joanne Barnes**, Professor, Division of Leadership & Followership Studies, Indiana Wesleyan University

#### Global Wisdom, Purposeful Leadership, and Meaningful DEI

**Maria Guajardo**, Professor, International Liberal Arts, Soka University

#### Queering DEIB Practices, Policies, and Procedures for the Future of Organizational Leadership

**Cary L. Snow**, Innovative Change Agent and Educator

**Daniel P. Collins**, Extension Specialist, Youth and Adult Partnerships, North Carolina Cooperative Extension, North Carolina 4-H

#### Discovering the Meaning of EDI at the Environmental Health Department of Vancouver Coastal Health Authority

**Kuljeet Chattha**, Senior Environmental Health Officer, Health Protection, VCH; MA in Leadership, Royal Roads University

**Niels Agger-Gupta**, Associate Professor & Acting School Director, School of Leadership Studies, Faculty of Social & Applied Sciences, Royal Roads University (Co-Author)

**Karen Schmaltz**, Royal Roads University (Co-Author)

#### Using Job Signals to Identify and Refine DEI Leadership Training

**Amanda Welsh**, Professor, Northeastern University

10:15-11:30

## Pavilion Ballroom C | PRESENTATIONS | Leadership Education

### Leadership Education: Other Issues

Chair: **Emmanuel Olatoye Sobande**, CEO, Stephens Leadership Consultancy LLC

#### A Literature Review Examining Change Leadership for Inclusive Teaching and Learning

**L.J. McElravy**, Associate Professor; Agricultural Leadership, Education and Communication; University of Nebraska-Lincoln  
**Haden M. Botkin**, Graduate Teaching/Research Assistant; Agricultural Leadership, Education and Communication & Doctoral Student, Ph.D. Program in Human Sciences and Leadership Studies, University of Nebraska-Lincoln

#### Exploring Belongingness in Leadership Programs

**Trisha Teig**, Teaching Assistant Professor, Leadership Studies, University of Denver; Faculty Director, Colorado Women's College Leadership Scholars

**Linda G. Olson**, Teaching Professor & Executive Director, Leadership Studies Program, University of Denver

**Effley N. Brooks**, Teaching Assistant Professor, Pioneer Leadership Program, University of Denver; President, Tiger Bee Consulting, LLC

#### Project CLEAR: Cultivating Thriving Communities Through Leadership & Entrepreneurship

**Anthony C. Andenoro**, Professor of Business & Senior Director for Leadership & Strategic Initiatives, University Advancement, William Woods University

**Katherine L. Friesen**, Director & Assistant Professor, First Year Experience, William Woods University; Affiliate Professor, Institute for Ethical Leadership, St. Thomas University

#### The Reality of Segregated Campus Leadership Teams: Rethinking How to Cultivate Leadership Opportunities

**Joshua Taylor**, Director, Hargis Leadership Institute, Oklahoma State University

**Amber Manning-Ouellette**, Assistant Professor, Higher Education & Student Affairs, Oklahoma State University

10:15-11:30

## Pavilion Ballroom D | PANEL DISCUSSION | Leadership Scholarship

### Evaluating the Impact of Leadership Education: Navigating Varied Perspectives on Measurement

Chair: **Kevin B. Lowe**, Professor of Leadership, Work and Organisational Studies, University of Sydney; CEO, Leadership AU

**Bruce J. Avolio**, Mark Pigott Chair in Business Strategic Leadership, & Executive Director of the Center for Leadership & Strategic Thinking, University of Washington, Foster School of Business

**David V. Day**, Professor & Academic Director, Kravis Leadership Institute, Claremont McKenna College

**Nicole Capriel Ferry**, Assistant Professor, Management, Society and Communication, Copenhagen Business School

**Susan E. Murphy**, Professor & Chair of Leadership Development, Organisational Studies, University of Edinburgh Business School

10:15-11:30

## Orca | PANEL DISCUSSION | Leadership for Peace

### Identity, White Supremacy Ideology, Violence, & the Need for an Intentional Peace Leadership Mindset

Chair: **Kem Gambrell**, Associate Professor and Chair, Doctoral Program in Leadership Studies, Gonzaga University

**Kristine F. Hoover**, Professor and Chair, Organizational Leadership, Gonzaga University

**Lazarina Topuzova**, Associate Professor, Organizational Leadership, Robert Morris University

**Terri Jane Stewart**, Steward of Connection, Youth Rise, Circle Faith Future; Graduate Student, School of Leadership Studies, Gonzaga University

# SATURDAY | 14 OCTOBER

10:15-11:30

## Finback | PANEL DISCUSSION | Women & Leadership

### Add Some Spice to Mentoring: Empower Women in Leadership by Moving Beyond Mentorship to Sponsorship

Chair: **Jennifer Okoliko**, Doctoral Student, Agricultural Leadership Education and Communication, University of Nebraska-Lincoln; Founder, Girls Should Thrive Initiative

**Jennifer R. Hart**, PhD Student, Leadership & Organizational Development, University of Southern Maine

**Carly Speranza**, Associate Professor, Management, Marymount University; Leadership Consultant

**Patricia A. Clary**, President, Patricia Clary & Associates

**Terri Plummer**, Director of TRIO College Programs & PhD Student, Leadership & Organizational Studies, University of Southern Maine

10:15-11:30

## Azure | SYMPOSIUM | Leadership Development

### New Approaches to Leadership Education for Organizational Change and a Thriving Future for All

Chair: **Trisha Gott**, Associate Dean & Assistant Professor, Staley School of Leadership, Kansas State University

Commentator: **Kerry L. Priest**, Director, Leadership Communication Doctoral Program & Professor, Staley School of Leadership, Kansas State University

#### Fostering Inclusive Leadership Through Reflective Judgment

**Saya Kakim**, Postdoctoral Fellow; Department of Practice, Sciences, and Health Outcomes Research; University of Maryland School of Pharmacy

#### Strategic Organizational Development: A Case Study for Meaningful DEIB Change

**Roberta Maldonado Franzen**, Director, Human Resources, Duke University

**R.J. Youngblood**, Economic Engagement Manager & Doctoral Candidate, Leadership Communication, Kansas State University

#### Teaching Digital Storytelling as a Tool for Leading Change

**Mac T. Benavides**, Assistant Professor, Staley School of Leadership, Kansas State University

10:15-11:30

## Granville | PRESENTATIONS | Followership

### Followership in Theory and Education

Chair: **Leah M. Sciabarrasi**, Associate Dean of Business, College of Liberal Arts and Sciences, School of Business, Excelsior University

#### Relational-Based Typology of Leadership and Followership: An Empirical Study

**Albena R. Ivanova**, Professor in Operations Management, Robert Morris University

#### Role-ing Within the Process: Effects of Followership Education on Team Member Performance

**Daniel Jenkins**, Professor, Leadership & Organizational Studies, University of Southern Maine

**Lori Throupe**, Leadership Studies Faculty & Faculty Director of Academic Success, Leadership and American Studies, Christopher Newport University

#### Servant-Followership

**Jeffrey Lamar McClellan**, Professor, Management, Frostburg State University

10:15-11:30

## Galiano | PANEL DISCUSSION | Leadership Education

### Cultivating Leaders: Critical Leadership, Service-Learning, the 17 UN SDGs, and the Okanagan Charter

Chair: **Karen L. Stout**, Director, Morse Leadership Institute, Western Washington University

**Yulia Tolstikov-Mast**, Professor of Ethical and Creative Leadership, Ph.D. in Interdisciplinary Studies, Union Institute and University

**Holly Diaz**, Associate Director, Morse Leadership Institute, Western Washington University

**Sislena Grocer Ledbetter**, Associate VP for Counseling, Health, & Wellness, VP of Enrollment & Student Services, Western Washington University

**Lindsey MacDonald**, Associate Director, Sustainability Engagement Institute, Western Washington University

# SATURDAY | 14 OCTOBER

10:15-11:30

## Port Alberni | SYMPOSIUM | Diversity, Equity, Inclusion, & Belonging

### What Needs to Happen at the Intersection of Inclusive Leadership and Power to Enable DEIB?

Chair: **Dorothy E. Agger-Gupta**, Interim Dean of Academic Affairs, Fielding Graduate University

Commentator: **Niels Agger-Gupta**, Associate Professor & Acting School Director, School of Leadership Studies, Faculty of Social & Applied Sciences, Royal Roads University

### Does Mutualistic Power Represent a Paradigm Shift for the Practice of Inclusive Leadership?

**Valerie J. Davis**, Leadership Consultant & Researcher, President, Lysistrata Incorporated; Fellow, Institute for Social Innovation, Fielding Graduate University

**Mariam Barry**, Head of the Community Development Section, Fondation Internationale Tierno et MAriam; Community Development Section Manager, Drake University (Co-Author)

### Understanding the Evolutionary Trends of Inclusive Leadership

**Anton Shufutinsky**, Resident Scholar, Leadership, Organization Development, & Change, Cabrini University; Chief Innovation & Experience Officer, I-LEAD

**Kenneth Y. Chung**, PhD Student, Organization Development & Change, Cabrini University

**Darrell N. Burrell**, Professor, Public Health, University of North Carolina (Co-Author)

### How We Cue Inclusivity: Creating a Culture of Belonging

**LauraLynn Jansen**, Integrated Coach & Thought Leader in Humanization; Ph.D. candidate, Leadership & Change, Antioch University

10:15-11:30

## Port McNeil | PANEL DISCUSSION | Women & Leadership

### Launching the New Women and Leadership Series: "Transformative Women Leaders"

Chair: **Randal J. Thompson**, President & CEO, Dream Connect Global; President & CEO, Excellence, Equity, and Empowerment

**Chrys Egan**, Associate Dean, Fulton School of Liberal Arts, Salisbury University

**Dionne M. Rosser-Mims**, Vice Chancellor, Troy University

11:45-12:45

## Junior Ballroom A | PRESENTATIONS | Ethics & Leadership

### Ethical Frameworks for Leadership

Chair: **Amy Elliott**, Director of Community Engagement & Assistant Professor of Leadership Studies, McDonough Center for Leadership & Business, Marietta College

### Leadership for a Thriving Future: Ethics for Industry 4.0 in Manufacturing

**Kenneth Tirado**, Director of Process Engineering, AJM Packaging; PhD Student in Organizational Leadership, Division of Leadership and Followership Studies, Indiana Wesleyan University

### Towards a Framework for Strategic Leadership Ethics

**Florian Didier Demont-Biaggi**, Lecturer, MILAC Military Academy at ETH Zurich

### The Leadership Response to Grief in the Workplace

**Dorothy Lorraine O'Hagan**, Health Care Informatics Program Director & Clinical Assistant/Associate Faculty, School of Nursing and Health Science, Health Care Informatics / Doctoral Student, School of Leadership and Education Sciences, University of San Diego

# SATURDAY | 14 OCTOBER

11:45-12:45

## Junior Ballroom B | PRESENTATIONS | Business Leadership

### Business Leaders as a Force for Good in Society

Chair: **Steven P.M. De Waal**, Founder and Chair, Public SPACE Foundation

#### Partners for Possibility Leadership Development Program – A South African Story of Possibility, Transformation, and Impact

**Louise van Rhyn**, CEO & Founder, Symphonia Leadership Development

#### Planting Indigenous Seeds for Business Leadership

**Sabrina Sue Arch**, Interim Secretary of Commerce, Eastern Band of Cherokee Indians; PhD Student, Organizational Development and Change, Fielding Graduate University

#### Global Leadership: Cultivating Cultural Integration for a Thriving Future

**Sheri Lynn Mackey**, PhD Candidate, Global Leadership and Change, Pepperdine University

11:45-12:45

## Junior Ballroom C | PANEL DISCUSSION | Ethics & Leadership

### Recognizing What Lurks in the Leadership Shadows: Ethical Discernment for a Thriving Future

Chair: **Robert M. McManus**, Executive Director of Applied Leadership & Professor of Leadership, Graduate and Continuing Studies, Muskingum University

**Craig E. Johnson**, Professor Emeritus, Leadership Studies, George Fox University

**Tom Sechrest**, Professor & Director, Human Development & Leadership, Doctorate of Leadership and Higher Education Program; Master of Science in Organizational Leadership Program, St. Edward's University

**Alexandra Perry**, Dean, McDonough Center for Leadership & Business, Marietta College; Clinical Ethicist, OhioHealth

11:45-12:45

## Junior Ballroom D | PANEL DISCUSSION | Leadership for Peace

### Preparing for the Summit of the Future: Cultivating Adaptive Leadership for Future Peace Missions

Chair: **Annika Hilding Norberg**, Head of Peace Operations and Peacebuilding, Geneva Center for Security Policy; Member, Board of Directors, International Leadership Association

**Michael C. Hardy**, Professor & Founding Director, Centre for Trust, Peace and Social Relations, Coventry University; Board Chair, International Leadership Association

**Clare Hutchinson**, Consultant, RedHed Consultancy

**Marc Ross Manashil**, Adjunct Assistant Professor, Silver School of Social Work, New York University; Principal, Colnnovate Consulting

11:45-12:45

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**Marc Ross Manashil**, Adjunct Assistant Professor, Silver School of Social Work, New York University; Principal, Colnnovate Consulting

# SATURDAY | 14 OCTOBER

11:45-12:45

## **Parksville | PANEL DISCUSSION | Diversity, Equity, Inclusion, & Belonging** **Workplace Loneliness in Remote Work Contexts: Creating a Sense of Belonging in Organizations**

Chair: **Lauren Edelman**, Director, Leadership Institute, Washburn University

**Ada T. Cencki**, Associate Professor, Organizational Leadership Program, Northern Kentucky University

**Megan S. Downing**, Associate Professor, Political Science, Criminal Justice, & Organizational Leadership; Northern Kentucky University

**Karen Perham-Lippman**, Diversity, Equity & Inclusion Director, Jensen Hughes; Founding Member, Senior Executive DEI Think Tank

11:45-12:45

## **KENNETH E. CLARK STUDENT RESEARCH AWARD**

### **Pavilion Ballroom B | PRESENTATION | Leadership Scholarship** **Performative Allyship as Saying One Thing but Doing Nothing by Leaders**

Chair: **Sol Bukin**, Senior Analyst, Insights & Impact, Center for Creative Leadership

**Hsuan-Che (Brad) Huang**, Lecturer, Sauder School of Business & PhD Student in Organizational Behavior, University of British Columbia

11:45-12:45

## **Pavilion Ballroom C | PRESENTATIONS | Healthcare Leadership** **Leaders and Followers in Healthcare**

Chair: **Suzanna Fitzpatrick**, Nurse Practitioner, Surgery, University of Maryland Medical Center; Doctor of Nursing Practice, Nursing, University of Maryland, Baltimore

### **Emergent Leadership for Healthcare: The Case of Meyer Hospital (Italy)**

**Stefano Zordan**, Co-Founder, Adriano Olivetti Leadership Institute; PhD Student, Systema srl

### **Followership in Interprofessional Healthcare Teams: A State-of-the-Art Review**

**Erin S. Barry**, Assistant Professor, Anesthesiology & Assistant Professor, Military & Emergency Medicine, Uniformed Services University

### **Mentor Development and Satisfaction in a Leadership Training Program at a U.S. Medical School**

**Tiffany M. Jordan**, Assistant Director of Curricular Initiatives and Grants Management, Donald and Barbara Zucker School of Medicine, Hofstra University

11:45-12:45

## **Orca | PRESENTATIONS | Indigenous & First Nations Leadership** **Uplift to Thrive: Naturalizing Indigenous Knowledge in Leadership Development and Research**

Chair: **Jimena Chalchi Garcia**, Research Assistant, Global Leadership, Royal Roads University

### **Naturalizing Nahua Teachings in Leadership Education**

**Valeria Cortés**, Associate Faculty, Continuing Studies; School of Leadership; School of Tourism and Hospitality, Royal Roads University; Consultant, Tlatoa Consulting

### **Niinanda-Gikendan (I Seek to Know It)**

**Veronica L. Veaux**, Associate Professor, Business Administration, Bemidji State University

### **The Leadership of Country Acknowledgement – An Embodied, Ethical Recognition and Relational Responsibility**

**Catherine Althaus**, Australia and New Zealand School of Government Professorial Chair of Public Service Leadership and Reform, School of Business, University of New South Wales Canberra

**Marcia Turner**, CEO & Owner, Daxgedim Haanak Nation Building

# SATURDAY | 14 OCTOBER

11:45-12:45

## Finback | PRESENTATIONS | Leadership Development

### Cultivating Leadership Development for Diversity, Equity, and Inclusion

Chair: **Sherry A. Maykrantz**, Associate Professor of Public Health, Health Sciences, Salisbury University; Lecturer, Department of Health Policy and Management, University of Maryland, College Park

#### A Follower's Dichotomy in Black Women's Organizations: Stay True to Oneself

**Mitzi S. Willis**, Student, Conflict Management & Resolution, Abilene Christian University

#### The Power of DEI: Transformational Leadership in Action

**Jeffery L. Jackson**, Instructor, English Composition & American Literature, Southern Union State Community College; PhD Student in Global Leadership, Organizational Leadership, Troy University

#### What Do We Know About Leader Identity Development in Girls and Young Women?

**Deborah N. Smith**, Professor of Interdisciplinary Studies, Kennesaw State University

**Stacy M. Smulowitz**, Associate Professor & Chair, Communication & Media, University of Scranton; Executive Director, Eastern Communication Association

**Amy E. Rutstein-Riley**, Associate Dean & Director of PhD Program, Graduate School of Leadership and Change, Antioch University

11:45-12:45

## Beluga | PRESENTATIONS | Arts & Leadership

### Inclusive, Collaborative, Innovative Leadership: Lessons From the Arts Community

Chair: **Randal J. Thompson**, President & CEO, Dream Connect Global; President & CEO, Excellence, Equity, and Empowerment

#### Enacting Shared Leadership in Collective Arts Organizations

**Kimberly Crowell**, Independent Scholar

#### Searching for Lyricism in Leading: A Review of Scholarship in Music and Leadership

**Ihan Anita Ip**, Lecturer, Coach, Facilitator, Leadership Studies, University of San Diego

#### Inclusive Leadership and Employee Innovation: A Review and Direction for Future Research

**Khamosh Khoshmorad**, Ph.D. Candidate, Economics and Management, Harbin Institute of Technology

**Bahara Qhazizada**, Ph.D. Candidate, International and Public Affairs, Jilin University

11:45-12:45

## Azure | PANEL DISCUSSION | Diversity, Equity, Inclusion, & Belonging

### Belonging, Dignity, Justice, and Joy: Leadership for a Thriving Future

Chair: **Catherine Etmanski**, Professor, School of Leadership Studies, Royal Roads University

**Ave Maria Beltran**, Research Assistant, School of Leadership Studies, Royal Roads University

**Tiffany T. Hill**, Doctoral Student, Ontario Institute for Studies in Education, University of Toronto; Researcher, Anew Research Collaborative, Royal Roads University

**Christine Webster**, Doctoral Student, Educational Psychology and Leadership Studies, University of Victoria

11:45-12:45

## Port McNeil | PANEL DISCUSSION | Women & Leadership

### ACE Moving the Needle: Initiatives to Advance Women in Higher Education

Chair: **Carolyn J. Stefanco**, Former University President; Founder and CEO, Baret Leadership Consulting

**Martinella Dryburgh**, Executive Director, Posey Leadership Institute, Austin College; Associate Professor of Business Administration, Economics and Business Administration, Austin College

**Lia Franklin**, Associate Director of the McNeil Center for Entrepreneurship and Innovation, McNeil Center for Entrepreneurship & Innovation, Colorado School of Mines

# SATURDAY | 14 OCTOBER

11:45-12:45

## Galiano | PRESENTATIONS | Leadership Development

### The Thriving “Business” of Leadership Development

Chair: **Memo Diriker**, Director Emeritus, BEACON, Salisbury University

#### Building Emotional Resilience in Leaders by Scaling Micro-Skill Development

**Jonathan Reams**, Founder, Center for Transformative Leadership; Associate Professor, Education and Lifelong Learning, Norwegian University of Science and Technology

**Juliane Reams**, Researcher, Center for Transformative Leadership

#### Leadership Development Narratives: The Importance of Agency

**Vanessa Castro Villaluz**, Director, Ateneo Center for Organization Research and Development

#### Willingly Jumping or Dragging Your Heels: Factors That Set the Stage for Leadership Development

**Nathan Hiller**, Professor and Executive Director, Center for Leadership, Florida International University

**Sibel Ozgen**, Assistant Professor, College of Business, Stevens Institute of Technology (Co-Author)

**Jane Park**, Doctoral Student, Psychology, Florida International University (Co-Author)

**Shannon A. Hanson**, Associate Director, Center for Leadership & Ph.D. Student, Department of Policy and Public Administration, Florida International University (Co-Author)

11:45-12:45

## Port Alberni | PRESENTATIONS | Public Leadership

### Navigating Public Challenges: Higher Education Innovations for Learning & the Public Good

Chair: **Ariel L. Kaufman**, Assessment & Research Specialist, Center for Leadership & Involvement, University of Wisconsin-Madison

#### Emerging Issues in Higher Educational Leadership in Liminal COVID-19 Contexts

**Robert Elkington**, Assistant Professor, Faculty of Business and Master of Management / President & CEO, Global Leadership Initiative, Faculty of Education, Trent University, Durham

**Robyn Ruttenberg-Rozen**, Assistant Professor, Faculty of Education, Ontario Tech University (Co-Author)

#### Cultivating a Civic Identity Using a Feminist Cohort Model: An Analysis of Tulane’s Newcomb Scholars Program

**Agnieszka Nance**, Executive Director, Center for Public Service, Tulane University

**Aidan Smith**, Administrative Associate Professor, Newcomb Institute, Tulane University

**Ryan McBride**, Senior Professor of Practice, Center for Public Service/English, Tulane University (Co-Author)

**Anna Mitchell Mahoney**, Administrative Associate Professor, Newcomb Institute, Tulane University (Co-Author)

#### Civic Leadership Defined: College Students’ Perspectives on a Definition and Barriers of Civic Leadership

**Jason J.E. Headrick**, Assistant Professor of Leadership & Community Development, Agricultural Education & Communications, Texas Tech University

12:45-14:15

## Lunch Break (On Your Own)

13:00-13:45

## FIRESIDE CHAT

### Junior Balloom C

#### Can You Hear Me Now?: How I Found My Voice and Learned to Live with Passion and Purpose

**Celina Caesar-Chavannes**, Sr. Advisor of Equity, Diversity, Inclusion Initiatives and Adjunct Lecturer at Queen’s University; Former Member of Parliament (MP), Government of Canada (2015-2019)

Moderator: **Scott J. Allen**, Associate Professor of Management, Management, Marketing, & Supply Chain, John Carroll University; Board Chair, Collegiate Leadership Competition

# SATURDAY | 14 OCTOBER

14:15-15:45

## Junior Ballroom A | WORKSHOP | Diversity, Equity, Inclusion, & Belonging

### How Team Building Fails to Include: Alternative Ways to Foster Belonging

**Kristopher Tharris**, Lead Consultant, Learn. Change. Lead., Tharris Inc.; Program Director, Telfer Executive Programs, University of Ottawa

**Ingrid Richter**, Executive in Residence, Telfer School of Management, University of Ottawa

14:15-15:45

## Junior Ballroom B | WORKSHOP | Business Leadership

### Having Difficult Conversations With Followers

**Jeffrey Lamar McClellan**, Professor, Management, Frostburg State University

14:15-15:45

## FEATURED SESSION

## Junior Ballroom C | Conversation With | Leadership Scholarship

### A Conversation With ILA Lifetime Achievement Awardee Mansour Javidan

Chair: **Scott J. Allen**, Associate Professor of Management, Management, Marketing, & Supply Chain, John Carroll University; Board Chair, Collegiate Leadership Competition

Moderator: **Susan E. Murphy**, Professor & Chair of Leadership Development, Organisational Studies, University of Edinburgh Business School

**Mansour Javidan**, Garvin Distinguished Professor and Executive Director, Najafi Global Mindset, Thunderbird School of Global Management

14:15-15:45

## Pavilion Ballroom B | PRESENTATIONS | Followership

### Followership in Organizations and Beyond

Chair: **Leah M. Sciabarrasi**, Associate Dean of Business, College of Liberal Arts and Sciences, School of Business, Excelsior University

#### Fostering Followership as an Inclusive Leadership Practice

**Donald Williams Jr.**, Strategist, Researcher, and Consultant

#### 360 Degrees of Leadership: The Unique Challenges of Leading Organizational Change

**Kevin Rose**, Assistant Professor, Technology Leadership and Communication, Indiana University-Purdue University Indianapolis

**Carol Z. Rownd**, Assistant Professor, Technology Leadership and Communication, Indiana University-Purdue University Indianapolis

**Christine Krull**, Assistant Dean for Student Services, School of Engineering and Technology, Indiana University-Purdue University Indianapolis

#### The Strength Is in the Collective: How Followers Can Help Organizations Build a Thriving Future

**Leah M. Sciabarrasi**, Associate Dean of Business, College of Liberal Arts and Sciences, School of Business, Excelsior University

#### Workers as Followers and Their Workplace Sensemaking

**Kedir Assefa Tessema**, Associate Professor, Wilkes University

#### Courageous Companions: Followership in Doctor Who

**Kimberly S. Yost**, Assistant Professor; Department of Business, Economics, & Communication; Pennsylvania Western University

14:15-15:45

## Junior Ballroom D | WORKSHOP | Arts & Leadership

### Let's Salsa! What Salsa Dancing Can Teach Us About Effective Leadership and Influential Followership

**Nina El-Badry**, Ph.D. Student, Leadership and Organizational Studies, University of Southern Maine

# SATURDAY | 14 OCTOBER

14:15-15:45

## Parksville | PRESENTATIONS | Leadership Education

### Leadership Education Using Diverse and International Lenses

Chair: **Barb W. Altman**, Associate Professor, Department of Management and Marketing, Texas A&M University – Central Texas

#### International Students' Experiences of Academic Hospitality in a Canadian Graduate Leadership Program + Leadership Development

**Ella Ruth Anaya**, Professor, MA Leadership, Business & Health, TWU GLOBAL / Media + Communication Field Placement Coordinator & Professor, School of Art, Media + Culture; Trinity Western University

**Sergio Cepero Espinosa**, Associate Professor, TWU GLOBAL, Trinity Western University

#### Cultivating Personal Development: Examining Personal Leadership Definitions Through a Study-Abroad Experience

**Jason J.E. Headrick**, Assistant Professor of Leadership & Community Development, Agricultural Education & Communications, Texas Tech University

**Alexa Nicole Salinas**, Graduate Student Assistant, Agricultural Education & Communications, Texas Tech University

#### Culturally Relevant Leadership Learning in Action: Applying CRLT to Curriculum Development & Program Design

**Vivechkanand S. Chunoo**, Teaching Faculty I, Educational Leadership and Policy Studies, Florida State University

**Brittany Devies**, Program Manager, Leadership Studies and Development, STAMP Student Union, University of Maryland; Adjunct Faculty, Educational Leadership and Policy Studies, Florida State University

14:15-15:45

## Pavilion Ballroom A | WORKSHOP | Leadership Development

### Building Capacity for Integrative Leadership: Conscious Conversations to Navigate Ethical Tensions

**Cathryn Baird**, CEO & Founder, EthicsGame, LLC

**Nancy Sayer**, Director, Leadership Evolvement Institute; Co-Director, LEADS Undergraduate Women's Leadership Development Program, Benedictine University

14:15-15:45

## Pavilion Ballroom C | WORKSHOP | Leadership Education

### Implementing the ILA "General Principles for Leadership Programs" in Your Organization

**Trisha Gott**, Associate Dean & Assistant Professor, Staley School of Leadership, Kansas State University

**Rian J. Satterwhite**, Director, Office of Service Learning and Leadership, University of Nevada, Las Vegas; Teaching Faculty, Claremont Lincoln University

14:15-15:45

## Pavilion Ballroom D | WORKSHOP | Leadership Education

### Great Ideas for Teaching Leadership & Followership: Teach & Share Forum

**Daniel Jenkins**, Professor, Leadership & Organizational Studies, University of Southern Maine

**Paige Haber-Curran**, Professor; Counseling, Leadership, Adult Education & School Psychology; Texas State University

14:15-15:45

## Orca | WORKSHOP | Leadership Development

### Leading the Bennis Way: Knowing Yourself Through Crucibles

**Donna Chrobot-Mason**, Associate Professor, Psychology & Academic Director, Warren Bennis Leadership Institute, University of Cincinnati

**Alexander Chrobot Mason**, Student, University of Cincinnati

**Andrew James Martin**, Student, Bachelor of Business Administration, Operations Management, University of Cincinnati

**Lara Taylor**, Student, Warren Bennis Leadership Institute, University of Cincinnati

# SATURDAY | 14 OCTOBER

14:15-15:45

## Finback | PANEL DISCUSSION | Indigenous & First Nations Leadership

### Weaving Wisdoms to Connect the Local & Land-Based With the Global and Transdisciplinary

Chair: **Catherine Etmanski**, Professor, School of Leadership Studies, Royal Roads University

**Jimena Chalchi Garcia**, Research Assistant, Global Leadership, Royal Roads University

**Erin Dixon (Gizhagatte)**, Director of Knowledge and Indigenous Leadership, Reconciliation Canada; Faculty & Research, Indigenous Leadership, Banff Centre for Arts and Creativity

**Jennifer Garard**, Deputy Director, Future Earth Canada Hub; Deputy Director, Sustainability in the Digital Age

**John A. Bruce**, Associate Professor of Design Strategies / Co-Director, MFA Transdisciplinary Design / Co-Director, Consortium for Transdisciplinarity, Parsons School of Design, The New School

**Wanda Krause**, Associate Professor, Royal Roads University

14:15-15:45

## Azure | WORKSHOP | Business Leadership

### How to Save Democracy: Countering Misinformation, Disinformation, and Alternative Facts

**Elizabeth Schwab**, Associate Department Chair, Business Psychology & Program Chair, Behavioral Economics, The Chicago School of Professional Psychology

**Julie E. Benesh**, Department Chair, Organizational Leadership, The Chicago School of Professional Psychology; Poet & Management Consultant

14:15-15:45

## Granville | WORKSHOP | Leadership for Peace

### Caring for Peace Ambassadors Amid Conditions of Unrest and Disjuncture

**Stanley Mohan Amaladas**, Associate Professor, Center for Graduate Studies, Baker College

**Erich P. Schellhammer**, Retired, Civilian Peace Service of Canada

**Whitney McIntyre Miller**, Associate Professor, Leadership Studies, Chapman University

14:15-15:45

## Galiano | PANEL DISCUSSION | Sustainability Leadership

### Advancing Collective Leadership for Sustainable Development

Chair: **Sonia M. Ospina**, Professor, Wagner Graduate School of Public Service, New York University

**Laurence Dessein**, Director of Monitoring, Evaluation, Research and Organization Learning; Teach for All

**Mac T. Benavides**, Assistant Professor, Staley School of Leadership, Kansas State University

**Lori E. Kniffin**, Assistant Professor, Department of Leadership Studies, Fort Hays State University

**Kerry L. Priest**, Director, Leadership Communication Doctoral Program & Professor, Staley School of Leadership, Kansas State University

14:15-15:45

## Port McNeil | PANEL DISCUSSION | Leadership Development

### Bringing Light to the "Dark Side:" Why Leadership Faculty Should Consider Administration Pathways

Chair: **Linnette Werner**, Associate Dean, School of Education and Leadership, Hamline University

**Michael Gleason**, Associate Professor and Director, Institute for Leadership Education & Associate Dean for Graduate Studies, Wartburg College

**Jill Arensdorf**, Provost and Vice-President for Academic Affairs, Office of the Provost & Professor, Department of Leadership Studies, Fort Hays State University

**Marcela Kostihova**, Dean, College of Liberal Arts and School of Education, Hamline University

**Chrys Egan**, Associate Dean, Fulton School of Liberal Arts, Fulton Dean's Office, Salisbury University

15:30-16:00

## BOOK SIGNING

### Pavilion Ballroom Foyer

#### Book Signing With The Right Honourable Beverley McLachlin

Stop by Massy Books and get signed, personalized copies of books by this year's Distinguished Leadership Award Winner, The Right Honourable Beverley McLachlin. McLachlin's bestselling biography and mystery novels will be available.

# SATURDAY | 14 OCTOBER

16:00-16:45

## Junior Ballroom B | PRESENTATIONS | Diversity, Equity, Inclusion, & Belonging The Intersectionality of Gender and Inclusion: The Experiences of Women in Leadership

Chair: **Lauren Henley**, Assistant Professor, Jepson School of Leadership Studies, University of Richmond

### Intersectional Insights From First and/or Only Black Women Leaders in Large Corporations

**Pamela Viscione**, CEO & President of Leadership & Change Consulting, LLC

### Voz y Valor: How Latinas Develop a Leader Identity in the United States

**Cristina Padilla**, Sr. Director, Coaching Services, The Nebo Company; Adjunct Faculty, National University

16:00-17:15

## Junior Ballroom A | WORKSHOP | Women & Leadership

### Leaders Exploring Cultural Transformation Through Global Women Changemakers Narratives

**Patricia Goodman Hayward**, Associate Teaching Professor, Graduate Studies, College of Professional Studies, Northeastern University; Principal Coach

**Sahar Rehman**, Lecturer, Organizational and Corporate Communications, Northeastern University; Senior People and Culture Generalist, People and Culture, Bluebird bio, Inc.

**Zirui Yan**, Assistant to the Dean, Schwarzman College, Tsinghua University

16:00-17:15

## Junior Ballroom C | PANEL DISCUSSION | Philosophy, Religion & Worldviews

### Political Philosophy on Leadership as “Weaving Together” the Group

Chair: **Sabrina Little**, Assistant Professor, Leadership and American Studies, Christopher Newport University

**Rachel Wagner**, Ph.D. Student in Political Science, Political Theory and International Relations Subfields, University of Toronto

**Brent Edwin Cusher**, Associate Professor, Leadership and American Studies, Christopher Newport University

**Alfonso Ruben Vergaray**, Assistant Professor, Political Science, Texas A&M International University

**David Little**, Lecturer, Leadership and American Studies, Christopher Newport University

**Alicia D. Crumpton**, Management & Leadership Consultant, Kaleidoventure LLC

16:00-17:15

## Junior Ballroom D | PANEL DISCUSSION | Sustainability Leadership

### Cultivating Sustainable Global Entrepreneurial Women Leaders for a Thriving Future

Chair: **Linda M. Pittenger**, Associate Professor, Management and Technology, Embry-Riddle Aeronautical University

**Carolyn Kelly Ottman**, Principal Owner, Leadership Portals, LLC, Professor, Rader School of Business, Milwaukee School of Engineering

**Elizabeth Anne Cordeau-Chatelain**, Leadership Coach, People / Talent & Culture, Vancouver Coastal Health; Doctoral Candidate, Social Sciences, Royal Roads University

**Vera Emiokpa James**, Principal Consultant, Education, Vera James GC Ltd; Adjunct Lecturer, University of Lagos, Nigeria

**Amanda Ellis**, Executive Director, Julie Ann Wrigley Global Futures Laboratory, Arizona State University; Co-Chair, WE Empower UN SDG Challenge

**Susan Blanchet**, CEO & Co-Founder, Origen Air

16:00-17:15

## FEATURED SESSION

## Parksville | PANEL DISCUSSION | Leadership Education

### Cultivating Leaders and Community Engagement: Insights From Carnegie Elective Classifications

**Jill Arensdorf**, Provost and Vice-President for Academic Affairs, Office of the Provost & Professor, Department of Leadership Studies, Fort Hays State University

**Marisol Morales**, Executive Director, Carnegie Elective Classifications, American Council on Education

**Paul LeMeur**, Senior Advisor to the President of the Carnegie Foundation

**Diane Purvey**, Provost and Vice President Academic Affairs, Kwantlen Polytechnic University

# SATURDAY | 14 OCTOBER

16:00-17:15

## Pavilion Ballroom A | PRESENTATIONS | Leadership Education

### Emerging Leadership Education

Chair: **Emmanuel Olatoye Sobande**, CEO, Stephens Leadership Consultancy LLC

#### Drawing Leadership! Examining 10 Years of Students Conceptualizing Leadership

**Trisha Teig**, Teaching Assistant Professor, Leadership Studies, University of Denver; Faculty Director, Colorado Women's College Leadership Scholars

**Linda G. Olson**, Teaching Professor & Executive Director, Leadership Studies Program, University of Denver

#### Growth-Based Grading: A Quantitative Comparison of Traditional and Non-Traditional Grading

**Hannah Sunderman**, Assistant Professor; Agricultural, Leadership, and Community Education; Virginia Tech

#### Innovation in Leadership Education Through Inquiry Based Learning

**Robin Alison Mueller**, Associate Professor & Program Head, Masters of Higher Education Administration and Leadership, School of Education and Technology, Royal Roads University

### SAGE PUBLISHING'S MOST PUBLISHABLE LEADERSHIP EDUCATION PAPER AWARD WINNER

#### Understanding "Leaderogy" – The Unique Teaching and Learning Methods in a Leader Development Course

**John M. Hinck**, Assistant Professor, Leadership and Innovation Institute, Air University

**Steven B. Davis**, Assistant Professor, Leadership and Innovation Institute, Air University

**Robert Hinck**, Associate Professor of Leadership, Air University (Co-Author)

**Sara Kitsch**, Assistant Professor of Leadership, Air University (Co-Author)

**Derrick Iwanenko**, Vice Commandant, Officer Training School, United States Air Force (Co-Author)

16:00-17:15

## Pavilion Ballroom B | SYMPOSIUM | Public Leadership

### Leadership Journey – Change Makers in Africa: Mandela Washington Fellowship Alumni Impact Stories

Chair: **Chibuzor Mirian Azubuikwe**, Graduate Teaching Assistant, Staley School of Leadership, Kansas State University; Founder & Director, Haske Water Aid and Empowerment Foundation

Commentator: **Trisha Gott**, Associate Dean & Assistant Professor, Staley School of Leadership, Kansas State University

#### Reimagine Transformative Leadership Practices and Skills Development for Youth Civic Engagement

**N'zoret Innocent Assoman**, Graduate Teaching Assistant & PhD Candidate in Leadership Communication, Staley School of Leadership, Kansas State University

#### Mandela Washington Fellowship : Success Through Cultivated Leadership and Intentionality

**Charlene Chekenya**, Projects, Stand Foundation Trust; Alumni, Mandela Washington Fellowship, Wagner College

#### Mandela Washington Fellowship: A Label of Leadership Excellence

**Ida Jatta**, Program Manager, The Girls' Agenda; Mandela Washington Fellow, Ohio State University

#### Collaborations Established Through the Mandela Washington Fellowship Towards Sustainable Development in Africa

**Xatyiswa Maqashalala**, Student, PhD in Leadership Communication, Leadership Studies, Kansas State University

#### Africa's Youth Situational and Purpose-Driven Leadership: Impact of Mandela Washington Fellowship

**Abdulkarim Taraja**, Founder & CEO, Elgon Centre for Education

# SATURDAY | 14 OCTOBER

16:00-17:15

## Pavilion Ballroom C | WORKSHOP | Women & Leadership

### Collaborative Action: Increasing Capacity for Transformation With Feminist Leadership Skills

**Yolanda Caldwell**, Chief Diversity Officer and Director, The Women's Leadership Institute, President's Office, The College of Saint Rose

**Carol Clyde Gallagher**, Associate Professor, Organizational Leadership Studies, Cottey College

16:00-17:15

## FEATURED SESSION

## Pavilion Ballroom D | Conversation With | Leadership Scholarship

### A Conversation With ILA Lifetime Achievement Awardee Bruce J. Avolio

**Bruce J. Avolio**, Mark Pigott Chair in Business Strategic Leadership, & Executive Director of the Center for Leadership & Strategic Thinking, University of Washington, Foster School of Business

Moderator: **Kevin B. Lowe**, Professor of Leadership, Work and Organisational Studies, University of Sydney; CEO, Leadership AU

16:00-17:15

## Orca | PANEL DISCUSSION | Leadership Education

### Interdisciplinary Leadership: A Learning Community Approach to Leadership Education and Development

Chair: **Chrys Egan**, Associate Dean, Fulton School of Liberal Arts, Fulton Dean's Office, Salisbury University

**Ron R. Siers**, Professor, Secondary and Physical Education / Associate Head Baseball Coach, Athletics / Co-Director, The Academy for Leadership in Education, Seidel School of Education; Salisbury University

**James T. Fox, Jr.**, Assistant Professor, Education Leadership, Salisbury University

**Sherry A. Maykrantz**, Associate Professor of Public Health, Health Sciences, Salisbury University; Lecturer, Department of Health Policy and Management, University of Maryland

**Memo Diriker**, Director Emeritus, BEACON, Salisbury University

**Christina Harper**, Outdoor Education Leadership Coordinator, Education Leadership, Salisbury University

16:00-17:15

## Finback | PANEL DISCUSSION | Ethics & Leadership

### AI, Leadership, and Ethics: Where Do We Go From Here?

Chair: **Cristina M. Wildermuth**, Associate Professor & Program Director, Barry University; Executive Partner, The Effectiveness Group

**Mary C. Tabata**, Lead Coach, Phinishing Strong LLC

**Jennifer Garard**, Deputy Director, Future Earth Canada Hub; Deputy Director, Sustainability in the Digital Age

**Kevin S. Bottomley**, Assistant Professor, PhD in Global Leadership & Associate Dean for Graduate & PhD Programs Indiana Tech

**Daniel Jenkins**, Professor, Leadership & Organizational Studies, University of Southern Maine

# SATURDAY | 14 OCTOBER

16:00-17:15

## Azure | PRESENTATIONS | Leadership Scholarship

### Leadership Scholarship: Gender Matters

Chair: **Nathan Eva**, Associate Professor, Management, Monash Business School

#### How Women Apply Authentic Leadership in Their Collaborative Style to Build Productive Social Enterprises

**Banya Barua**, Founder, Strategy and Operations, Esse Management Consultants; Post Doctorate Research Fellow, College of Business and Law, RMIT University

**Cynthia Mako Robinson**, Ph.D. Student, Leadership and Change, Antioch University Midwest; Virtual Learning Producer, ERC Services Inc.

**Angelica Maria Larios Arias**, Consulting Director, Alacontec

#### How Women Engineers Experience Becoming Leaders

**Lisa A. Spence**, Associate Professor, Engineering, Texas A&M University

#### Research on Sexual Harassment and Leadership: Links, Parallels, and Consequences for Theory and Practice

**Nicole Capriel Ferry**, Assistant Professor; Management, Society and Communication; Copenhagen Business School

**Eric R. Guthey**, Associate Professor; Management, Society, and Communication; Copenhagen Business School (Co-Author)

#### Three Domains of Socialization That Affect Leadership Transitions

**Lisa A. Spence**, Associate Professor, Engineering, Texas A&M University

16:00-17:15

## Granville | PANEL DISCUSSION | Diversity, Equity, Inclusion, & Belonging

### A Culture of Belonging: A Model for the Intersection of Cultural Humility and Inclusion Competencies

Chair: **Karen Perham-Lippman**, Diversity, Equity & Inclusion Director, Jensen Hughes; Founding Member, Senior Executive DEI Think Tank

**Joanne Barnes**, Professor, Division of Leadership & Followership Studies, Indiana Wesleyan University

**Janice Branch Hall**, Assistant Dean for Diversity, Equity, Inclusion, and Belonging, Office for Diversity, Equity, Inclusion, and Belonging; Pamplin College of Business at Virginia Tech

**Brad Grubb**, Coach and Consultant -DEI; Adjunct Professor, Indiana Wesleyan University

16:00-17:15

## Galiano | PANEL DISCUSSION | Leadership Education

### Transnational Approaches to Women and Leadership Identity Development: A Japanese-U.S. Partnership

Chair: **Julie E. Owen**, Associate Professor, Leadership Studies, School of Integrative Studies, George Mason University

**Momo Waguri**, Associate Professor, International College of Arts and Sciences / Women's Leadership Center, Fukuoka Women's University

**Michiko Izumitani**, Associate Professor, Business Administration, Soka University; Deputy Director, Office of Career Development Program for International Students, Ehime University Institute for International Relations

**Toru Kawai**, Associate Professor, College of Sport and Health Science, Ritsumeikan University

**Aoi Yamanaka**, Associate Director of Academic Services & Assistant Professor, School of Integrative Studies, George Mason University

16:00-17:15

## Port Alberni | PANEL DISCUSSION | Public Leadership

### Exploring Pathways to Reconceptualize Leadership for a Thriving Future

Chair: **Timothy Andrew Mau**, Associate Professor, Political Science, University of Guelph; Co-Editor-in-Chief, International Journal of Public Leadership

**Ariel L. Kaufman**, Assessment & Research Specialist, Center for Leadership & Involvement, University of Wisconsin-Madison

**Kathleen E. Allen**, President, Allen and Associates

**Amanuel Melles**, Executive Director, NABC - Network for the Advancement of Black Communities; Principal, Aman Consulting

**Barbara C. Crosby**, Associate Professor Emerita, Humphrey School of Public Affairs, University of Minnesota

# SATURDAY | 14 OCTOBER

16:00-17:15

## Port McNeil | PANEL DISCUSSION | Leadership Education

### New Directions for Student Leadership: A Conversation With the Issue Editors

Co-Chair: **Ravi Bhatt**, Associate Director, Department of Educational Leadership & Policy Studies, Hardee Center for Leadership and Ethics in Higher Education, Florida State University

Co-Chair: **Vivechkanand S. Chunoo**, Teaching Faculty I, Educational Leadership and Policy Studies, Florida State University

Co-Chair: **Brittany Devies**, Program Manager, Leadership Studies and Development, STAMP Student Union, University of Maryland; Adjunct Faculty, Educational Leadership and Policy Studies, Florida State University

**Marcy Levy Shankman**, Chief Organizational Learning Officer, Cleveland Metropolitan School District; Principal, MLS Consulting, LLC

**Rich Whitney**, Professor, Organizational Leadership & Assistant Dean, Faculty Affairs and Research, University of La Verne

**Kerry L. Priest**, Director, Leadership Communication Doctoral Program & Professor, Staley School of Leadership, Kansas State University

**Lindsay Hastings**, Clifton Professor in Mentoring Research & Research Director; NHRI Leadership Mentoring; Agricultural Leadership, Education, and Communication; University of Nebraska-Lincoln

**Michael Gleason**, Associate Professor and Director, Institute for Leadership Education & Associate Dean for Graduate Studies, Wartburg College

17:15-17:30



## Grand Ballroom Foyer

### Snack Break

Enjoy a quick pick me up before heading into the afternoon plenary.

17:30-18:30

## PLENARY SESSION

### Grand Ballroom

### Serving as Catalysts for Change

Moderator: **Michael C. Hardy**, Professor & Founding Director, Centre for Trust, Peace and Social Relations, Coventry University; Board Chair, International Leadership Association

**The Right Honourable Beverley McLachlin**, 17th Chief Justice of the Supreme Court of Canada; ILA 2023 Distinguished Leader Award Winner

**Chibuzor Mirian Azubuikwe**, 2017 Mandela Washington Fellow; Founder, Haske Water Aid and Empowerment Foundation; Ph.D. Candidate, Leadership Communication, Kansas State University

**Felix Giroux**, 2023 Trudeau Scholar affiliated with Centre for Climate Justice, University of British Columbia (UBC); Doctoral Candidate UBC

**Hyppolite Ntigurirwa**, 2020 Yale World Fellow; Founder, Be the Peace Global

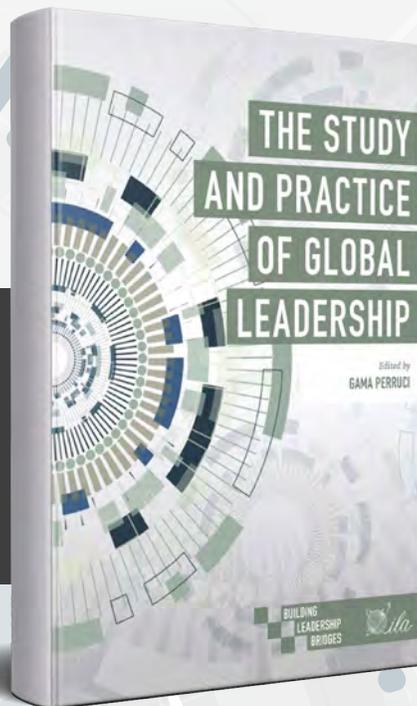
19:00-22:00

## Kinara Indian Cuisine (Offsite Restaurant)

### Public Leadership Dinner

Join members of ILA's Public Leadership member community for this pay-on-your-own dinner. Meet in the North Tower Lobby at 19:00 to take a short walk (or taxi) to the restaurant. To RSVP go to: <https://bit.ly/3LEevqR>

**BUILDING  
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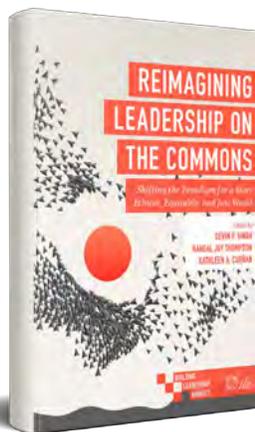


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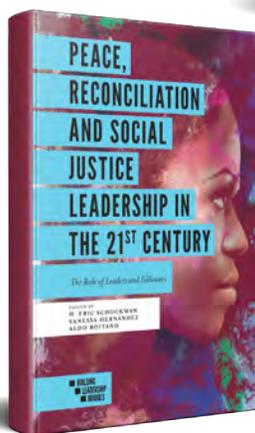
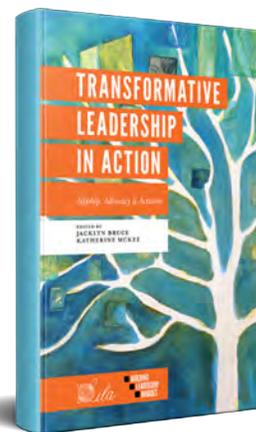
**REIMAGINING LEADERSHIP  
ON THE COMMONS: SHIFTING  
THE PARADIGM FOR A MORE  
ETHICAL, EQUITABLE, AND  
JUST WORLD**

*Devin P. Singh  
Randal Joy Thompson  
Kathleen A. Curran*



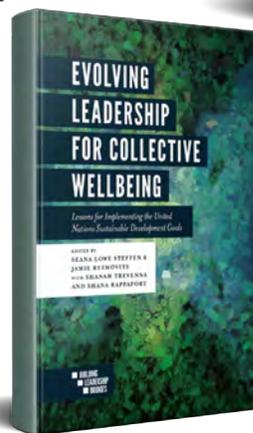
**TRANSFORMATIVE  
LEADERSHIP IN ACTION:  
ALLYSHIP, ADVOCACY  
& ACTIVISM**

*Jacklyn A. Bruce  
Katherine E. McKee*



**PEACE, RECONCILIATION  
AND SOCIAL JUSTICE  
LEADERSHIP IN THE 21ST  
CENTURY: THE ROLE OF  
LEADERS AND FOLLOWERS**

*H. Eric Schockman  
Vanessa Hernández  
Aldo Boitano*



**EVOLVING LEADERSHIP  
FOR COLLECTIVE  
WELLBEING: LESSONS FOR  
IMPLEMENTING THE UNITED  
NATIONS SUSTAINABLE  
DEVELOPMENT GOALS**

*Seana Lowe Steffen  
Jamie Rezmovits  
Shanah Trevenna  
Shana Rappaport*

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# Upcoming ILA Conferences



NEW

## Dialogue Lab

26-28 January 2024

University of San Diego | San Diego, CA, USA



NEW

## B.I.G Ideas & Lessons in Leadership Virtual Conference

Spring 2024

Details coming soon!



## 7th Leadership Education Academy

29 July – 1 August 2024

University of Maryland | College Park, MD, USA



## 26th Global Conference

7-10 November 2024

Chicago, IL, USA

Call for Proposal coming soon!



## 27th Global Conference

2025

Location Outside the USA



## 28th Global Conference

2026

North American Location

Learn more and register at  
[ilglobalnetwork.org/ila-conferences](https://ilglobalnetwork.org/ila-conferences)

# SUNDAY | 15 OCTOBER

All events on Sunday 15 October take place at the Sheraton Vancouver Wall Centre unless otherwise noted.

Times listed below are Pacific Daylight Time (PDT), which is -7 UTC.

To view the details of each session, enter ILA's CVENT event portal via the web or app. Go to page 13 for more information on accessing our event portal.

7:30-12:30

## Junior Ballroom Foyer

ILA Registration & Information Counter

7:30-12:30

## Cracked Ice Lounge

Mindfulness & Connected Spaces

7:30-8:15



## Pavilion Ballroom Foyer

### Grab-n-Go Breakfast

Grab a bite from an assortment of yogurt, muffins, breakfast pastries, seasonal fruit, juices, freshly brewed coffee and tea.

8:00-9:00

## FREDRIC M. JABLIN DOCTORAL DISSERTATION AWARD

### Junior Ballroom A | Presentation | Leadership Scholarship

#### Essays on Leadership, Domestic Politics, and Diplomacy

Chair: **Crystal L. Hoyt**, Professor of Leadership Studies and Psychology, Thorsness Chair in Ethical Leadership, Jepson School of Leadership Studies, University of Richmond

**Michael Goldfien**, Assistant Professor, National Security Affairs, U.S. Naval War College

8:00-9:00

## Junior Ballroom C | Panel Discussion | Women & Leadership

### Supporting Young Women and Girls' Leadership: Cultivating Leadership Identity

Chair: **Chrys Egan**, Associate Dean, Fulton School of Liberal Arts, Fulton Dean's Office, Salisbury University

**Hayley Baker**, Assistant Professor, Leadership, Brescia University College

**Merike Kolga**, Manager, Organizational Learning & Development, Human Resources, Vancouver Fraser Port Authority; Managing Director, Garnet Learning Solutions

**Fiona J. Cummings**, Retired CEO; PhD candidate, Center for Values-Driven Leadership, Benedictine University

**Syeda Tuba Javaid**, PhD Student & Research Assistant, Education CPELS, University of Western Ontario

8:00-9:00

## Parksville | Panel Discussion | Diversity, Equity, Inclusion, & Belonging

### Fostering an Inclusive Organization Through the Power of Storytelling

Chair: **Valencia Lavon Gabay**, Doctoral Student, Organizational Leadership, Indiana Wesleyan University; Program Director, The American College of Financial Services

**Cary L. Snow**, Innovative Change Agent and Educator

**Treanae Marie Thomas**, Manager of Workforce Equity, The Markle Foundation; PhD Student, Organizational Leadership, Indiana Wesleyan University

**Tamarah Brownlee**, Regional Vice President Human Resources Indianapolis Suburban Region, Indiana University Health; PhD in Organizational Leadership, Organizational Leadership, Indiana Wesleyan University

# SUNDAY | 15 OCTOBER

8:00-9:00

## Pavilion Ballroom B | Presentations | Sustainability Leadership

### Global Perspectives on Sustainability Leadership

Chair: **Rian J. Satterwhite**, Director, Office of Service Learning and Leadership, University of Nevada, Las Vegas; Teaching Faculty, Claremont Lincoln University

#### Ancient Wisdom for Ethical Leadership: Ubuntu and the Ethic of Ecosophy

**Robert Elkington**, Assistant Professor, Faculty of Business and Master of Management / President & CEO, Global Leadership Initiative, Faculty of Education, Trent University, Durham

#### An Empirical Examination of the Global Leadership of Sustainability Model

**Louis W. Fry**, Regents Professor of Management and Leadership, College of Business Administration & Program Director MS Leadership for Sustainability Program, Texas A&M University - Central Texas

**Raysa Geaquinto Rocha**, Vice-Coordinator for Personal Development, NECE Research Center, University of Beira Interior (Co-Author)

#### Strategies for Combatting Destructive Leadership: Opening the Path for Sustainable Leadership

**Kari Mette Solheim**, Assistant Professor, Leadership and Organization, Kristiania University College

**Aashild Mongstad**, Assistant Professor, Leadership and Organization, Kristiania University College

**Laura E.M. Traavik**, Associate Professor, Leadership and Organization, Kristiania University College (Co-Author)

8:00-9:00

## Pavilion Ballroom C | Presentations | Business Leadership

### Leading Through Complexity and the Role of LMX: Responding to Changes in the 21st Century

Chair: **Laurie Yates**, Visiting Professor, Management, Oregon Institute of Technology; Accreditation Specialist, International Accreditation Council for Business Education

#### Examining LMX and Affective Commitment Moderated by Perceived Fairness on Turnover Intentions

**Kelly Carey**, Director of Transportation, Continuing Education and Workforce Development, Wor-Wic Community College; PhD Student, Organizational Leadership, University of Maryland Eastern Shore

**Prince Attoh**, Associate Professor & Director, Doctoral Program in Organizational Leadership, University of Maryland Eastern Shore (Co-Author)

#### Leaders as Stewards of Space: Building Mid-Level Leadership in a Multicultural Business in French Polynesia

**Philippe Lemonnier**, Sr. Leadership Education and Development Specialist, Professional Development Department, East West Center; CEO, Pacific Ventury Corporation

#### Trying to Deliver Corporate Change? Care for the Frontline Leaders

**Bonnie A. Curtis**, CEO, Golden Spike LLC; Adjunct Professor, Business School, Northern Kentucky University

8:00-9:00

## Orca | Panel Discussion | Leadership Education

### Cultivating Leadership: Deans & Directors on the Future of Leadership Studies

Chair: **Adam J. Goodman**, Director, Center for Leadership, Northwestern University

**Kristin M.S. Bezio**, Professor & Associate Dean, Jepson School of Leadership Studies, University of Richmond

**Mary H. Tolar**, Dean, Staley School of Leadership, Kansas State University

**Rich Whitney**, Professor, Organizational Leadership & Assistant Dean, Faculty Affairs and Research, University of La Verne

8:00-9:00

## Granville | Panel Discussion | Diversity, Equity, Inclusion, & Belonging

### Planting Seeds of Transformation: Leadership for Collective Success

Chair: **Brigid Dwyer**, Vice Dean for Diversity, Equity, and Inclusion; School of Arts & Sciences; University of Pennsylvania

**Amy Fulton**, Director, New Leadership Academy; Equity, Diversity, and Inclusion; University of Utah

**Nubia Peña**, Senior Advisor on Equity and Opportunity & Director, Utah Division of Multicultural Affairs, Utah Governor's Office

**Jose Rodriguez**, Associate Vice President; Health Equity, Diversity & Inclusion / Associate Medical Director, Redwood Health Center, University of Utah Health; Professor, Family & Preventive Medicine, University of Utah

# SUNDAY | 15 OCTOBER

8:00-9:00

## Galiano | Panel Discussion | Leadership Development

### Developing Thriving Organizations: Action-Oriented Inquiry and Values-Based Leadership Education

Chair: **Kathy Bishop**, Associate Professor, School of Leadership Studies, Royal Roads University

**Charlene M. Lafreniere**, Chief Indigenous Health Officer, Indigenous Health, Northern Health Region

**Melina Scholefield**, Executive Director, Metro Vancouver Zero Emissions Innovation Centre

**Rowena Browne**, Chief Development Officer, The Mustard Seed

9:15-10:30

## Pavilion Ballroom B | Presentations | Philosophy, Religion & Worldviews

### Collective Consciousness: Awareness of Our Becoming

Chair: **Lemuel W. Watson**, Professor of Inclusive Leadership and Change, Leadership and Development, Antioch University Graduate School of Leadership and Change; Senior Scholar and Professor, Organizational Development and Leadership, Antioch School of Leadership and Change

#### What It Means to Thrive: The Virtues in Classical and Popular Culture

**John Shoup**, Professor & Executive Director, Dr. Paul & Annie Kienel Leadership Institute, California Baptist University

**Lisa Friesen**, Assistant Professor, Allied Health Professions, California Baptist University

**Troy Hinrichs**, Professor, History & Government, Dr. Paul & Annie Kienel Leadership Institute, California Baptist University

#### How Leaders With a Mindfulness Practice Related With Employees During the Pandemic

**Emerald Jay D. Ilac**, Associate Professor, Psychology, Ateneo de Manila University

**Emmanuel Jr. Zara**, Corporate Management and Leadership Consultant, The Resource Hat

**Dennis T. Gonzalez** (Co-Author)

#### Am I Less a Leader as I Age? Meditative Awareness Practices, Agency, Self-Compassion, and Community

**Kathryn Goldman Schuyler**, Founder, Coherent Change; Professor Emerita, Organization Development, Alliant Int'l University

9:15-10:45

## Junior Ballroom A | Workshop | Followership

### Teaching Followership: From Rank to Role to Leader-Follower Fluidity

**Mark Rennaker**, Chair, PhD in Organizational Leadership, Division of Leadership & Followership Studies, Indiana Wesleyan University

9:15-10:45

## Junior Ballroom B | Workshop | Leadership Education

### Academic Hospitality to International Students in a Canadian Context: Understanding the Journey

**Derrick Rasheed Mohamed**, Assistant Professor of Leadership & Associate Dean, MA Leadership, Trinity Western University

**Sergio Cepero Espinosa**, Associate Professor, TWU GLOBAL, Trinity Western University

9:15-10:45

## Parksville | Workshop | Leadership Development

### Cultivating Developmental Holding Environments for Leaders: Research and Practice

**Abigail Lynam**, Faculty, School of Leadership Studies, Fielding Graduate University; Faculty and Coach, Generating Transformative Change, Pacific Integral

**Melissa Ann George**, PhD Student, Fielding Graduate University

9:15-10:45

## Pavilion Ballroom A | Workshop | Diversity, Equity, Inclusion, & Belonging

### Decolonizing Inclusion: Moving Beyond the Performative to Connecting EDI With Decolonization

**Niels Agger-Gupta**, Associate Professor & Acting School Director, School of Leadership Studies, Faculty of Social & Applied Sciences, Royal Roads University

**Nikki Bade**, Specialist, HR Strategy, Pembina Pipelines; D. SocSci Student, Royal Roads University

# SUNDAY | 15 OCTOBER

9:15-10:45

## Pavilion Ballroom C | Workshop | Sustainability Leadership

### Drowning in Precarity? Unexpected Leadership Framework Helps Leaders Catch the Social Justice Wave

**Theresa Southam**, Department Head, Teaching and Learning Centre, Selkirk College; Fellow, Institute for Social Innovation, Fielding Graduate University

**Marie Sonnet, Principal**, Sonnet Editing and Consulting; Fellow, Fielding Graduate University Institute for Social Innovation

9:15-10:45

## Pavilion Ballroom D | Workshop | Public Leadership

### Creating an Organizational Culture of Resiliency in Public Leadership: A Systems Approach

**Patricia A. Clary**, President, Patricia Clary & Associates

**Shanna Marie Johnston**, Chief Executive Officer & Founder, Johnston Walker Blue and Associates, LLC

9:15-10:45

## Orca | Workshop | Ethics & Leadership

### Popular Media: Expanding Your Ethics Education Toolbox

**Cara Biasucci**, Director of Ethics Education & Creator of Ethics Unwrapped, Center for Leadership and Ethics, McCombs School of Business, The University of Texas at Austin

**Nicholas R. Lennon**, Director, Leadership Education and Development Office, George Mason University

9:15-10:45

## Finback | Presentations | Leadership Scholarship

### Leadership Scholarship: Advancing Research

Chair: **Nathan Eva**, Associate Professor, Management, Monash Business School

#### Cohort, Period, and Lifecycle Approaches in Mapping the Trajectory of Leadership Change Over Time

**Corey Seemiller**, Professor, Leadership Studies in Education and Organizations, Wright State University

**David M. Rosch**, Associate Professor, Agricultural Leadership, Education, and Communications; University of Illinois at Urbana-Champaign (Co-Author)

#### Advancing Qualitative Research Design: A 20-Year Look at the Journal of Leadership Education

**Lori E. Kniffin**, Assistant Professor, Department of Leadership Studies, Fort Hays State University

**Kerry L. Priest**, Director, Leadership Communication Doctoral Program & Professor, Staley School of Leadership, Kansas State University

**Megan Zeman**, Graduate Assistant, Staley School of Leadership & Graduate Student, Leadership Communication Program, Kansas State University

#### A Model of Collective Leadership and Community Resiliency

**Wendy E. Rowe**, Professor, School of Leadership, Royal Roads University

#### Interim Leadership and Its Role in Sustainability and Transition: A Review and Future Research Agenda

**Jo-anne Agnieszka Fisher**, Founder Director, Company Board, Future Leadership

**Sen Sendjaya**, Professor, Department of Management & Marketing, Swinburne University of Technology (Co-Author)

**Alex Newman**, Deakin University (Co-Author)

#### The Resourceful Leader: A Literature Review of Resources in Leadership and Management Scholarship

**Elizabeth A. Castillo**, Assistant Professor, Sustainable Management, California State University San Bernardino

# SUNDAY | 15 OCTOBER

9:15-10:45

## Granville | Workshop | Leadership Education

### Operationalizing Leadership Learning and Development Through Community Partnerships

**Haden M. Botkin**, Graduate Teaching/Research Assistant; Agricultural Leadership, Education and Communication & Doctoral Student, Ph.D. Program in Human Sciences and Leadership Studies, University of Nebraska-Lincoln

**Rian J. Satterwhite**, Director, Office of Service Learning and Leadership, University of Nevada, Las Vegas; Teaching Faculty, Claremont Lincoln University

9:15-10:45

## Galiano | Workshop | Leadership Education

### Engaging Student Leaders From Dominant Narratives in Socially Just Leadership Education

**Joshua Taylor**, Director, Hargis Leadership Institute, Oklahoma State University

11:00-12:15

## Junior Ballroom A | Presentations | Leadership Education

### Collaborative and Interdisciplinary Approaches to Leadership Education

Chair: **Leah M. Sciabarrasi**, Associate Dean of Business, College of Liberal Arts and Sciences, School of Business, Excelsior University

#### Cultivating the Field by Exploring Perspectives of Graduate and Professional Education: A Qualitative Study

**Michael Gleason**, Associate Professor and Director, Institute for Leadership Education & Associate Dean for Graduate Studies, Wartburg College

**Jennifer Moss Breen**, Associate Professor, Ed.D. Program in Interdisciplinary Leadership, Creighton University; Consultant/Executive Coach, JMBK Leadership Consulting

#### Defining Interdisciplinary Practice in Leadership for a Thriving Future

**Katherine L. Friesen**, Director & Assistant Professor, First Year Experience, William Woods University; Affiliate Professor, Institute for Ethical Leadership, St. Thomas University

#### Developing Collaborative Leaders: Centering Teamwork in Collegiate Leadership Education

**Sirohi Kumar**, Student Research Assistant, Wurtele Center for Leadership, Smith College

**Marta Almazovaite**, Student Research Assistant, Wurtele Center for Leadership, Smith College

**Erin Cohn**, Director, Wurtele Center for Leadership, Smith College

#### The Neurobiology of Learning: Teaching Meaning in Life and Leadership

**Michelle French-Holloway**, Professor & Program Director, Mount Saint Mary's University, Los Angeles

11:00-12:15

## FEATURED SESSION

## Junior Ballroom C | Conversation With | Indigenous & First Nations Leadership

### A Conversation With ILA Lifetime Achievement Awardee Jo-ann Archibald Q'um Q'um Xiim

Chair: **Brad Jackson**, Professor & Programme Director, Waikato Management School, Community and Enterprise Leadership Foundation

Commentator: **Jan Hare**, Dean Pro Tem, Faculty of Education, University of British Columbia

Commentator: **Michelle Pidgeon**, Associate Dean, Indigeneity, Faculty of Education, Simon Fraser University

**Jo-ann Archibald Q'um Q'um Xiim**, Emeritus Professor, Educational Studies, University of British Columbia

# SUNDAY | 15 OCTOBER

11:00-12:15

## Pavilion Ballroom B | Symposium | Leadership Development

### Identifying Needs, Experiences, & Strategies for Developing Leaders in Unique Contexts

Chair: **Laura L. Greenhaw**, Assistant Professor, Agricultural Education & Communication, University of Florida

Commentator: **Nicole Stedman**, Dean and Associate Provost, the Graduate School, University of Florida

#### An Exploration of Self-Perceived Leadership Styles of Small Farm

**Rachel Biderman**, Graduate Assistant, Agricultural Education & Communication, University of Florida

**Laura L. Greenhaw**, Assistant Professor, Agricultural Education & Communication, University of Florida (Co-Author)

#### Work Like a Horse: Cultivating Leadership Development Through Youth Equine Experiences

**Caitlin Lunzmann**, Graduate Assistant, Graduate School Editorial Office & PhD Student, Agricultural Education & Communication, University of Florida

**Nicole Stedman**, Dean and Associate Provost, The Graduate School, University of Florida (Co-Author)

#### A Misunderstood Philosophy: How Stoicism Enhanced Leadership Development With International Audiences

**Amy Clerget Brown**, PhD Student, Leadership Development, Agricultural Education & Communication, University of Florida

**Nicole Stedman**, Dean and Associate Provost, The Graduate School, University of Florida (Co-Author)

11:00-12:15

## Orca | Presentations | Healthcare Leadership

### Healthcare Leadership at the Systems Level

Chair: **Tiffany M. Jordan**, Assistant Director of Curricular Initiatives and Grants Management, Donald and Barbara Zucker School of Medicine, Hofstra University

#### How Can I Implement Good AI?

##### + Ethics & Leadership

**Ted Vial**, Vice President; Innovation, Learning, and Institutional Research; Iliff School of Theology; Senior Researcher & What's a Human Really? Officer, Iliff AI Institute

**Michael Hemenway**, Director of Design and Data Science, The Association of Theological Schools; Research Associate, h.lab, Case Western Reserve University (Co-Author)

#### Just Systems: A Leadership Perspective of Substance Use Disorder Treatment

**Lauren Blanchard**, Director of Revenue Cycle, Operations, Eagleville Hospital; PhD Student, Organizational Leadership, Eastern University

#### The Cross-Cultural Patient-Centered Care Approach in Healthcare Leadership Development Internationally

**Tina Wu**, Associate Professor & Stream Director for Healthcare, MA in Leadership, Trinity Western University; President, Dr. Wu Clinical Counseling and Consulting Group

11:00-12:15

## Finback | Panel Discussion | Women & Leadership

### Women of Color in Academia: Shared Voices Beyond Struggles and Successes

Chair: **Joanne Barnes**, Professor, Division of Leadership & Followership Studies, Indiana Wesleyan University

**Carolina Bown**, Assistant Professor, Communication, Salisbury University; Campus Director, PACE, Nonprofit Leadership Alliance

# SUNDAY | 15 OCTOBER

11:00-12:15

FEATURED SESSION

## Granville | Panel Discussion | Leadership Scholarship

### What Actually Works?! Evidence-Based Approaches to Leadership Development

**Jeffrey Yip**, Assistant Professor, Beedie School of Business, Simon Fraser University

**Michael A. Daniels**, Assistant Professor, Sauder School of Business, University of British Columbia

**Hannes Leroy**, Associate Professor, Organisation and Personnel Management, Rotterdam School of Management, Erasmus University

**Nathan Hiller**, Professor and Executive Director, Center for Leadership, Florida International University

**Lindy Greer**, Professor, Management and Organizations & Faculty Director, Sanger Leadership Center, Ross School of Business, University of Michigan

*In Partnership With the Academy of Management Network of Leadership Scholars*

12:30-14:00

## Grand Ballroom

### 25th Anniversary Awards Luncheon & Celebration

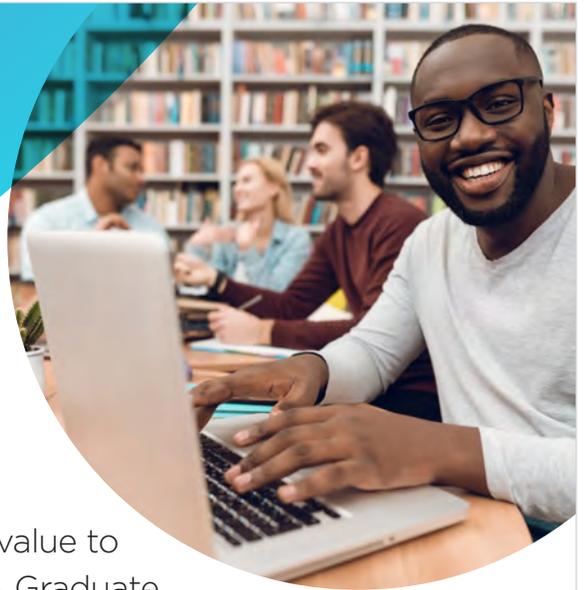
Free for ILA Members; TICKETED EVENT for Non-members

Close out the conference with a celebratory luncheon as we honor this year's award winners.



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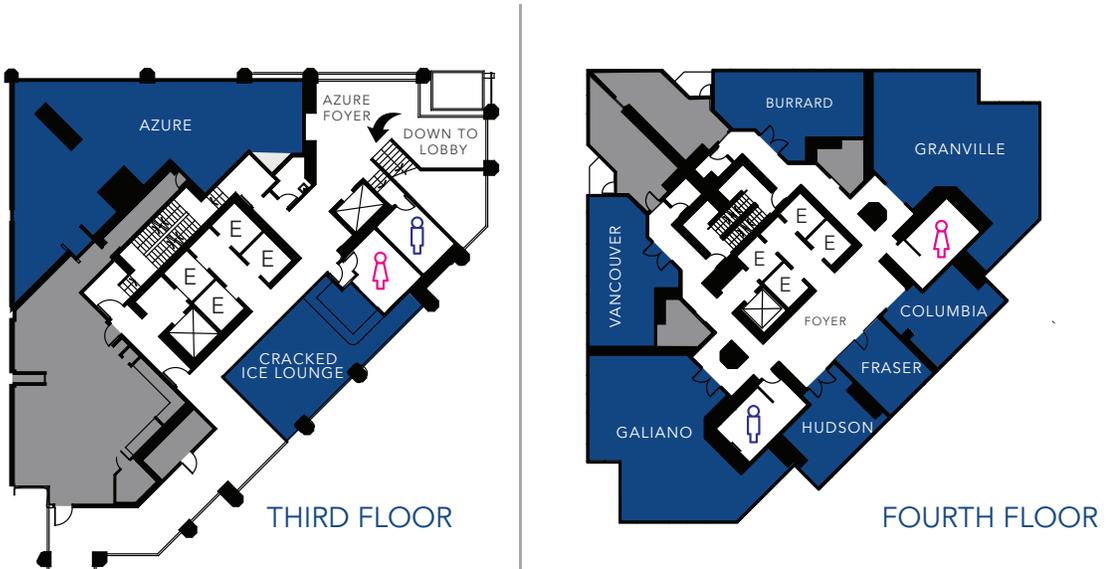
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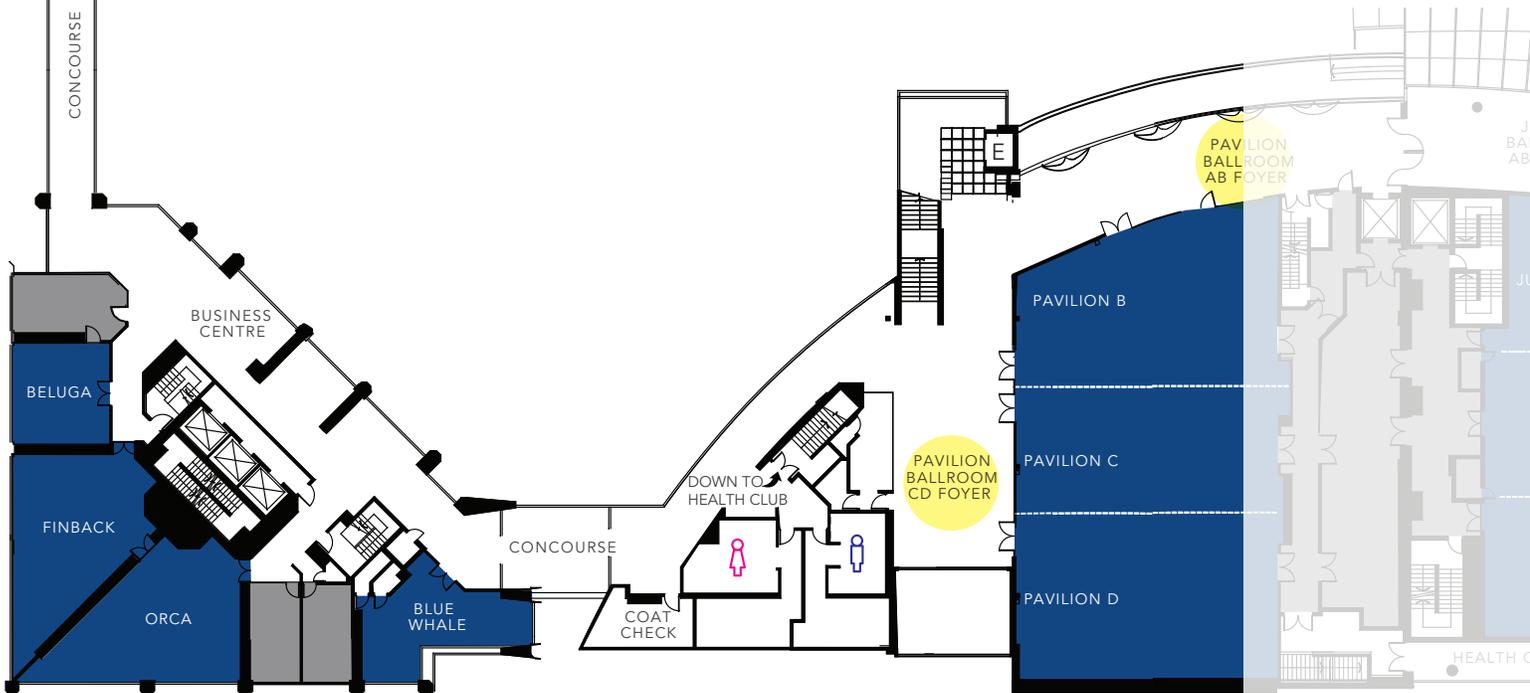
# SHERATON VANCOUVER WALL CENTRE

1000 BURRARD ST, VANCOUVER, BC V6Z 2R9, CANADA

## SOUTH TOWER



*Third Floor spans both towers. See next page for continuation.*



View Virtual Tour of Meeting Space ▶



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Junior Ballroom Foyer & Pavilion Ballroom Foyer

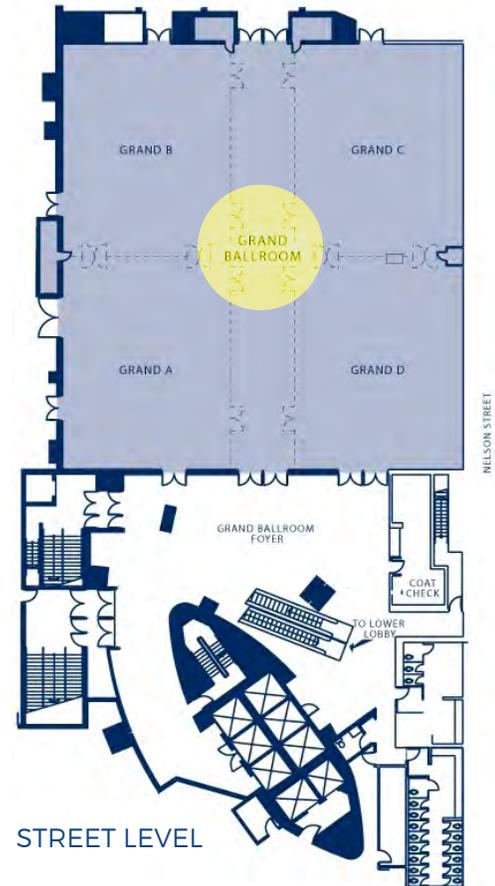
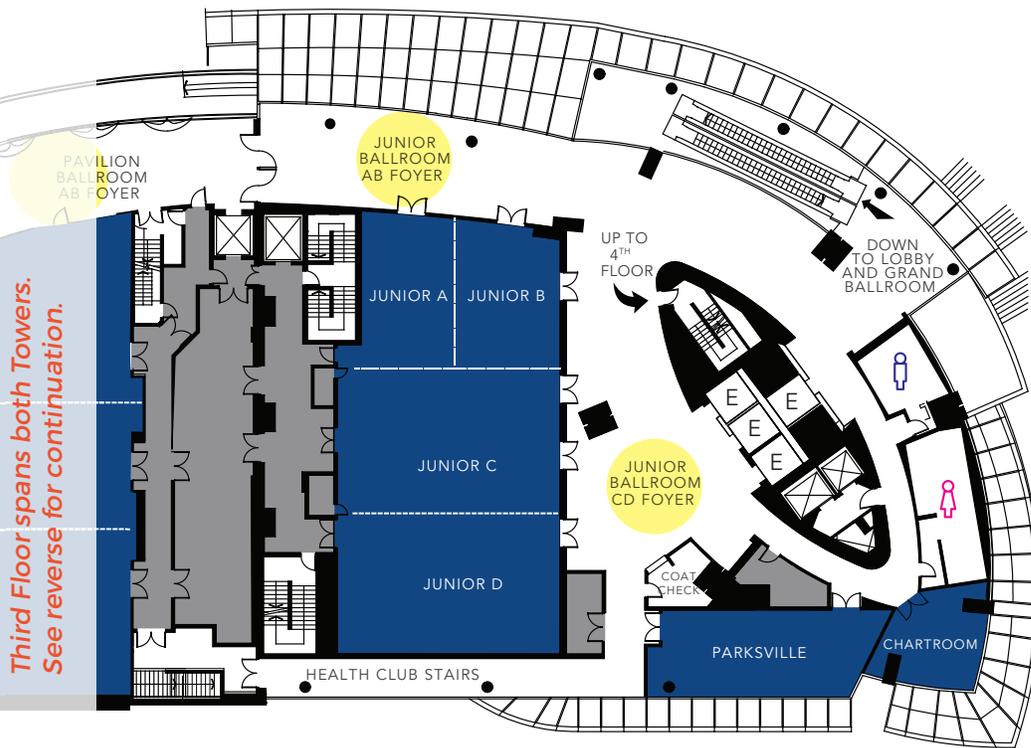
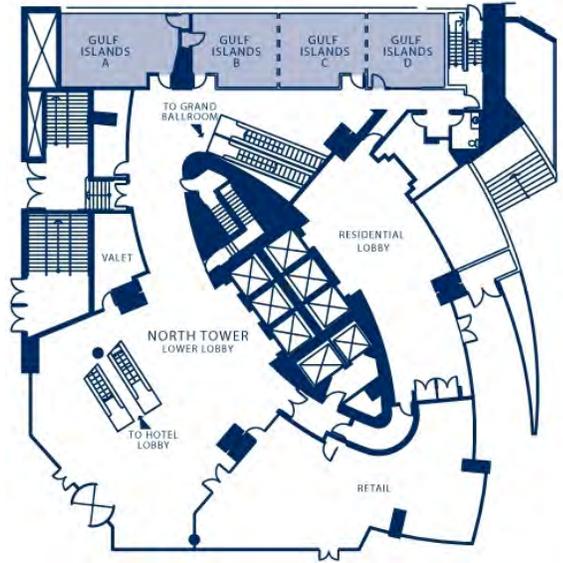
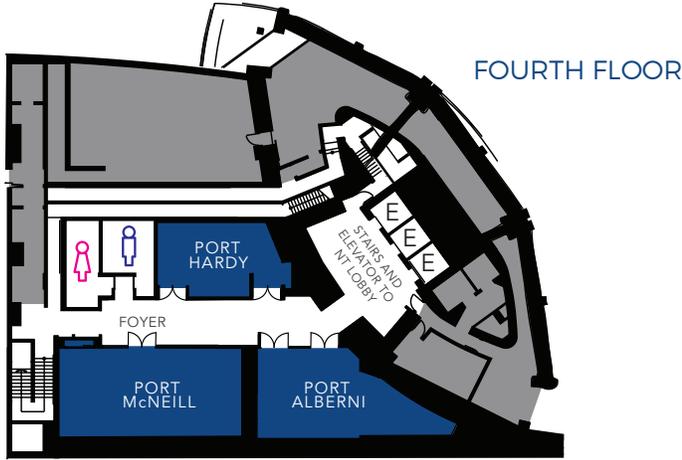
**Plenaries** - Grand Ballroom

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# SHERATON VANCOUVER WALL CENTRE

1000 BURRARD ST, VANCOUVER, BC V6Z 2R9, CANADA

## NORTH TOWER



### ILA Registration & Information Counter

Junior Ballroom Foyer

### Exhibitor Pop-Ups and Booths

Junior Ballroom Foyer & Pavilion Ballroom Foyer

**Plenaries** - Grand Ballroom

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