

# The Emerging Leaders Program

OF THE CENTER FOR COLLABORATIVE LEADERSHIP

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UNIVERSITY OF MASSACHUSETTS BOSTON  
COLLEGE OF MANAGEMENT

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# About the Emerging Leaders Program

## **STRENGTHENING CAPACITIES FOR LEADERSHIP**

The Emerging Leaders Program is an executive training program for professionals in the Greater Boston area. In the program participants will enhance their individual leadership skills and learn how to work effectively with other leaders toward specific goals. Each fall a group of “Fellows” is chosen for a ten-month program involving a weeklong seminar, followed by monthly meetings and team projects. At its conclusion, Fellows have honed their individual leadership skills in several areas, including communication, conflict resolution, the political process, entrepreneurship, media relations, networking and teamwork. The program stresses the collaborative leadership model, in which leaders share resources, networks, intelligence, perspectives, and assets to achieve common goals. Fellows also will increase their knowledge of the cultural framework that determines how Greater Boston and other major urban areas function.

## **THE PROGRAM FOR 2010**

The program will begin January 25, 2010 with a weeklong seminar. Subsequent meetings are on the second Thursday of each month through July.

It has three major components:

- meetings with Greater Boston’s current leaders
- leadership skill sessions
- teamwork—real teams on real projects.

## **THE FELLOWS**

The Fellows represent the variety of businesses and organizations in the region and are diverse in race, ethnicity, and gender, and have five to ten years of professional experience. Fellows will have demonstrated leadership potential through work in corporations, non-profits, political and governmental organizations, and other private or public institutions. Each will also have been identified by his or her organization as an “emerging leader” for the future.

## THE SPEAKERS

The program draws upon UMass Boston and other leading private and public sector institutions for its faculty and speakers. Distinguished participants have included Marshall Carter, former State Street Corporation CEO, now Chair of the New York Stock Exchange; Thomas M. Menino, Mayor of Boston; Steven Ainsley, Martin Baron, Kevin Cullen and Shirley Leung of the Boston Globe; Sam Tyler of the Boston Municipal Research Bureau; Rick Friedel, Peter Castello and Sean Murphy of AT&T; John Herlihy of the Bank of New York Mellon; Gloria Larson of Foley, Hoag LLP; Donna Cupelo of Verizon; Micho Spring of Weber Shandwick Worldwide; Ralph Martin of Bingham Dana LLP; Robert Smyth and Tom Hollister of Citizens Bank; Missy Carter of Work Life Decisions; Charles Gifford of Bank of America; Cleve Killingsworth, William Van Fassen, and Steve Booma of Blue Cross Blue Shield of Massachusetts; Rev. Ray Hammond of the Ten Point Coalition; Wayne Budd of Goodwin Procter; Sandra Lynch, U.S. Circuit Court Judge; Elaine Ullian, Dr. Barry Zuckerman, Dr. Chi Huang of the Boston Medical Center; Ellen Zane of Tufts Medical Center; Jack Wilson, President of the University of Massachusetts; Eduardo Tobon of Sovereign Bank; Rosalind Gorin of HN Gorin Associates; Sheryl Marshall of Axxon Capital; Chazy Dowaliby of the Patriot Ledger; Marita Rivera of the WGBH Educational Foundation; Gary Putka of the Wall Street Journal; Marjorie Arons-Barron of Barron Associates Worldwide; Hubie Jones of City Year; Joanna Lau, Lau Technologies; Clayton Turnbull, Waldin Group; Javier Marin, Hispanic News; Suzanne Bump, Executive Office of Labor and Workforce Development and Boston City Councilors Maureen Feeney and Sam Yoon.



## NOMINATIONS AND FEE

Each prospective Fellow must be nominated by someone in a senior leadership position in his or her organization. The fee, which is normally to be paid by the Fellow's organization, is \$6,800. Limited scholarship support is available.

Nominations are due no later than June 16, 2009. Nominees then will be sent application materials; applications are due July 15, 2009. The selection committee will choose forty-five to fifty fellows from among the nominees. Successful candidates will be notified of their admission by September 15, 2009.

*The program's UMass Boston faculty and advisors include seated l. to r. Lorna Rivera, Sherry Penney, and Peter Kiang standing l-r: Andrea Wight, Robert McCulley, Maureen Scully, and Karen Suyemoto*

## **ABOUT THE CENTER FOR COLLABORATIVE LEADERSHIP**

The Center for Collaborative Leadership is charged with nourishing “emerging” leadership in the Greater Boston region and with exploring and refining the collaborative leadership model. To support the center’s efforts to create a more diverse pool of emerging leaders, State Street Corporation provided an initial grant for \$250,000 in 2000, support that has been crucial to launching the program. Additional support has been provided by The Boston Foundation, the Boston Globe Foundation, the AT&T Foundation, Blue Cross Blue Shield of Massachusetts, Verizon New England, Sovereign Bank, Fleet Financial Foundation, John Hancock Financial Services and The Bank of New York Mellon through the Eugene Fay Trust. The center also performs research on leadership-related topics. Its work will help to create a new generation of leaders for the Greater Boston region and will have broad implications for the theory and practice of leadership.

The Founding Director is Sherry H. Penney, the first holder of the Sherry H. Penney Endowed Professorship in Leadership at the University of Massachusetts Boston. Dr. Penney served as chancellor of UMass Boston from 1988 to 2000. She has also served as interim president of the University of Massachusetts system (1995) and interim president of SUNY Plattsburgh (1986-87). She thus brings the experience of over 13 years as a CEO to her position as professor of leadership.

The Director, Patricia Neilson, holds a doctorate in leadership and has experience in the business world as well as in higher education where she has held major administrative positions. She works with organizations in the Greater Boston region to create projects dealing with important civic issues and she is responsible for the development of the curriculum for the program.

# EMERGING LEADERS PROGRAM FELLOWS FOR 2009

## **Naima Abdal-Khallaq**

Academy of Public Service at the  
Dorchester Education Complex

## **Mohamed Abdallah**

Raytheon Integrated Defense  
Systems

## **Lenna Bablouzian**

Blue Cross Blue Shield of  
Massachusetts

## **Nora Blake**

Sodexo - Tufts Medical Center

## **Jeremy Blanche**

Citizens Bank

## **Kelly Cameron**

Brook Farm Business Academy

## **Devin Cole**

Boston Redevelopment Authority

## **Alison Conlon**

Genzyme Corporation

## **Lauren Coppola**

Brown Brothers Harriman

## **Susan Costello**

AT&T

## **Brad Davenport**

RSA, The Security Division of EMC

## **Maria Dominguez-Gray**

Phillips Brooks House Association

## **Carolyn Eggert**

Children's Trust Fund

## **Marcie Fiorini**

Madison Park Technical Vocational  
High School

## **Brianna Forde**

GoKids Boston

## **Tammy Gilson-Hodge**

Brigham and Women's Hospital

## **Therese Hudson-Jinks**

Tufts Medical Center

## **Susie Ikeda**

Genzyme Corporation

## **Rick Jakious**

City Year Boston

## **Lauren Jones**

Massachusetts Office of  
Business Development

## **Monica Kachru**

NSTAR

## **Laurita Kaigler Crawlle**

United Way of Mass Bay &  
Merrimack Valley

## **Kristin Kara**

Boston Redevelopment Authority

## **Kelley Kivior**

Blue Cross Blue Shield of  
Massachusetts

## **Pascal Lalonde**

State Street Corporation

## **Kendra Leahy**

Boston Architectural College

## **Tanya Loughlin**

EMC

## **Marc Lubelczyk**

RBS Citizens

## **Jason MacFadyen**

Visiting Nurse and Community  
Health, Inc.

## **Keith Mahoney**

City of Boston, Mayor's Office

## **Matthew McLaughlin**

Genzyme Corporation

## **Mark Michaud**

Massachusetts Convention Center  
Authority

## **Wendy Monroe**

Blue Cross Blue Shield of  
Massachusetts

## **Stephen Naso**

Sovereign Bank

## **Jennifer Nestor**

Blue Cross Blue Shield of  
Massachusetts

## **Douglas New**

Putnam Investments

## **Kim Parkinson**

Bank of America

## **Makia Powers**

Boston Medical Center

## **Aparna Ramesh**

Federal Reserve Bank of Boston

## **Ketal Sonchhatra**

Partners Community  
Healthcare, Inc.

## **Kortney Stringer**

The Boston Globe

## **Michael Sullivan**

Raytheon Integrated Defense  
Systems

## **Jason Talbot**

Artists for Humanity

## **Pierre Thelusma**

Eastern Bank

## **James Tzouvelis**

RBS Citizens

## **Sue Verity**

Liberty Mutual

## **Jesse Wong**

Sovereign Bank

## WHAT OUR FELLOWS HAVE EXPERIENCED

*This professional program has a very disciplined approach that is proving to be very successful: sharing leadership knowledge, mentoring emerging leaders, and fellows to give back to the community. In fact, I have learned new leadership concepts that not even MBA programs cover.*

**EDUARDO TOBON 2003**  
**SOVEREIGN BANK**

*The ELP provides a unique opportunity to be exposed to a wide array of existing and emerging leaders who are forging new, more effective collaborations that will change how we live our lives in the future. My participation in this program has changed my thinking of what is possible when committed, diverse, and skilled individuals come together on issues. And it has increased my network of contacts and personal capacity to contribute to and lead these types of collaborations successfully.*

**CAROL CHOI 2004**  
**PA CONSULTING**

*I was surprised at the depth and breadth of the program. It's not just about collaborative leadership, it's about the opportunity to think about yourself and the others, learn, think back, think ahead, get tools, share thoughts.*

**MARY TOLIKAS 2005**  
**ANSOFT CORPORATION**

*The impact of the guest speakers was a surprise. The speakers were motivational and inspiring. It was a life changing experience. I feel as though I will be a stronger leader having been here.*

**GREGORY WILMOT 2005**  
**BLUE CROSS AND BLUE SHIELD OF MASSACHUSETTS**

*ELP has exposed me to the different sectors of Boston from corporate to government to foundations. It has strengthened my conviction for the need to collaborate across sectors. It has also inspired me to do more for the community in how I approach my work and life.*

**KATHERINE OH ROOF 2006**  
**ASIAN COMMUNITY DEVELOPMENT CORPORATION**

*I was surprised by the people I met and the chance to step back and reevaluate myself professionally. The exposure to Boston's leaders increased my awareness and connection to the city.*

**PATTI QUINT 2007**  
**CITIZEN'S BANK**

*The ELP has given me a chance to learn about Boston, the individual communities, its leaders and people. I also feel like I have been exposed to a variety of companies and industries that operate in and around Boston. As far as leadership, I found that the stories that the speakers shared were very inspiring and powerful. It gave me a perspective to how these leaders got to their current positions. I felt empowered to really get involved not only in my workplace but my community as well.*

**TIM LAVIN 2008**  
**EDWARD G. NOONAN JR. BUSINESS ACADEMY**



# The Emerging Leaders Program

at UMass Boston discovers and empowers leaders for tomorrow—skillful and accomplished leaders from all sectors of our community who will be moving into major leadership positions in their organizations.



**PICTURED ABOVE** Foreground left to right: Naima Abdal-Khallaq, Academy of Public Service, Lenna Bablouzian, Blue Cross Blue Shield of Massachusetts, Jason MacFadyen, Visiting Nurses, Inc., Monica Kachru, NStar, Brianna Forde, GoKids Boston, and Stephen Naso, Sovereign Bank

Background left to right Lauren Jones, Massachusetts Office of Business Development, Mohamed Abdallah, Raytheon Integrated Defense Systems, and Lauren Coppola, Brown Brothers Harriman

**PICTURED ON COVER** Seated from left to right: Jennifer Nestor and Kelley Kivior, Blue Cross Blue Shield of Massachusetts, Jesse Wong, Sovereign Bank, Ketel Sonchhatra, Partners Community Health Care, Makia Powers, Boston Medical Center.

Standing from left to right: R. Kelly Cameron, Brook Farm Business & Service Career Academy, Carolyn Eggert, Children's Trust Fund, and Michael Sullivan, Raytheon.

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*The Boston Globe*

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Massachusetts

**Leroy Walker**  
Director of Human Resources  
Blue Cross Blue Shield of  
Massachusetts



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