



LEADERSHIP Excellence

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2012 Leadership 500

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LEADERSHIP DEVELOPMENT PROGRAM RANKING SUPPLEMENT

OCTOBER 2012



by Ken Shelton

FOR OUR 2012 *Leadership 500* ranking, we again connected with about 1,000 organizations known for developing leaders and selected over 500 to feature in *seven categories*: Large Organizations, Small/ Midsize, Universities, Nonprofits, Government/Military, Consultants/Trainers/Coaches, and Consulting Groups. We received about 100 updates and original entries to last year's list and tried to verify current managers and directors in these organizations.

Again this year, we expanded the ranking—as the quantity and quality of *top leadership development programs* continue to increase—from 500 to about 600. And again we included *the names of the program directors*, since recognizing the company for

excellence in leadership development without recognizing the program director is like recognizing a university for excellence in their football program without recognizing the coach, or recognizing a film without recognizing its director. In fact, *I find that the quality of the LD program is directly related to the quality of the current program leadership*—usually a team of two or more people responsible for the design, delivery and impact of the LD program.

Rankings are based on *seven criteria*: **1. Vision/mission.** Are these statements linked to business strategy and outcomes, and meaningful to participants? **2. Design, content, and curriculum.** How well designed is the program model? How credible is the content? How relevant is the curriculum? How *customized* is the program? **3. Involve-ment and participation.**

How broad is the involvement and how deep the participation? **4. Measurement and accountability.** What ROI measures are made and reported and to what degree is *accountability for performance and results* part of the program? **5. Presenters, presentations, and delivery.** What are the qualifications of the presenters, how effective are their presentations, and how is the program delivered? **6. Take-home value.** What do participants take away and apply to improve themselves, their families, teams, and volunteer work? **7. Outreach.** What is the impact of the program on all stakeholders? Does the program and its participants benefit a broader community?

Since this *Leadership 500* ranking is too long to include in my *Editor's Note*, I attach it as a four-page *Special Supplement* to the October *LE* magazine. LE

2012 BEST IN LEADERSHIP DEVELOPMENT RANKING

Large Organizations

1. **General Mills/GM Institute:** Kevin Wilde, CLO; Pete Longhurst, Manager
2. **General Electric:** Susan P. Peters, VP Exec Dev and CLO
3. **IBM:** Mary Ann Bopp, CD; Tom Vines, VP Business/Tech Leadership
4. **Procter & Gamble:** Ann Schulte, Global L&D Leader
5. **Ritz-Carlton Hotels:** Diana Oreck, VP Leadership Center
6. **Qualcomm:** Tamar Elkeles, CLO
7. **ConAgra:** Jackie Drown, Program Director, OD/LD
8. **BNY Mellon Asset Management:** Dave DeFilippo, CLO/Program Director
9. **Microsoft:** Irada Sadykhova, Director of Leadership and OE
10. **Intel:** Kristi Plinski, Dir, Global LD; Allison Anderson, Mgr
11. **Yahoo:** Susan Burnett, Sr VP Talent & OD
12. **Boeing/Leadership Center:** Julie Ellen Acosta, VP of LD
13. **Caterpillar:** Chris Arvin, Dean of CU, Manager of Technical Training
14. **Chevron:** John Schwenger, Sr LD Consultant; Beverly Momsen, Global Dev
15. **Oracle:** Gayle Fitzpatrick, Global VP; Gretchen Alarcon, VP HGM Strategy
16. **CardianBCT:** Mark Bishop, VP of HR
17. **Direct Energy:** Kulbir Philip, Program Director
18. **American Airlines:** William Mitchell, Program Director
19. **Alcatel-Lucent/AL University:** Victor Agnellini, VP of Learning
20. **Fed Ex/Kinko's:** Cathy Johnson, Manager; Robert J. Bennett, VP, HR/CLO

21. Cigna: Karen Kocher, CLO; Jennifer Palmieri, HR/LD Director
22. DPR Construction: Cari Williams, Program Director

23. Capital One/CO University: Linda Layton, Director, LD
24. Ford: Wendy Dendel, CLO, VP HR; Tom Grant, director of LD
25. Valerus: Jeffrey S. Gill, Director TM
26. General Motors/GMU/Kettering: Robert K. McMahan, Pres.
27. Johnson & Johnson: Mike Benson, Director of LD
28. Motorola: Donna Graziano, Talent Development
29. Intercontinental Hotels: Gary Whitney, VP, Global Learning
30. Allied Barton: Jim Gillece, Program Director
31. Pepco Holdings: Dave Schultz, Strategic OE Consultant
32. Kohl's: Daniel Stewart, Manager, Org Design & Dev
33. McDonald's/HU: Diana Thomas, VP, Training; Maureen Gotcliff, Dean HU
34. Whirlpool: Jan Immer, CAC L&D; Lynanne Kunkel, VP HR
35. Wachovia/Wells Fargo: Patsy Kiser, VP of LD
36. Westinghouse: Mike Naughton, Dean, Westinghouse Univ
37. LaQuinta: Christina Cernuch, VP, Training
38. Bank of America: Brian Fishel, SVP, Enterprise LD; Brian Beckstein, LD
39. Farmer's Insurance: Mike Cuffe, VP; Annette Thompson, SVP/CLO
40. SCC Soft Computer: Don Keller, Director, Ed Services

41. Northrop Grumman: Denise Peppard, Chief HRO
42. Disney/Disney Institute: Bruce Jones, Program Director
43. UBS: Mike Sweeney, Mgt Dir, UBS Leadership Institute
44. Stanley Black & Decker: Ralph Doran, Mgr; Gregg Chamberlain, HR Dir
45. AAA of No. CA, NV & UT: Lamont Gilbert, Director
46. Brown-Forman: Patte Schamore, Assistant VP, Director of Corp University
47. Archer Daniels Midland: Mike D'Ambrose, SVP HR
48. Textron: Jon Fliss, Global Talent Development
49. Colgate-Palmolive: Julie Zerbe, Global People Dev

50. American Express: Natalie Stern VP Learning Network
51. UnitedHealth Group: Phyllis Dozier, VP of TD
52. Memorial Health: Aimee Stash, System OD
53. Medco: Audrey Goodman, VP of OD
54. Johnson Controls: John Greene, VP Leadership Dev
55. Pfizer: Sheila Gwizdak, Program Director, Sr Dir, Global LD
56. JetBlue: Murry Christensen, Director of Learning, JBU
57. Lowe's Companies: Cedric Coco, SVP, L&OE; and Lisa Doyle VP, L&D
58. Conway: Sharon Cloke, Director Learning & Development
59. Vanguard: Thomas A. Romano, Program Director/Principal
60. Glaxo-Smith Kline: Claire Thomas, HR; Alexandra Woolley, Director of Performance/Talent; Sarah Leonard, VP, LD/OD
61. 3M: Cindy Johnson, Global Director, Talent Development
62. AT&T: Lew Walker, VP of Learning; Ken Fenoglio, Pres, AT&T/UD
63. UPS: Anne Schwartz, VP, Learning & Development
64. Cisco Systems: Don McLaughlin, VP CLO
65. Ernst & Young: Michael S. Hamilton, CLO
66. MetLife: Judy McHugh, VP/Talent Dev, COE; Susie Marston, Learning
67. Cbeyond: Susan Mitnick, Sr Director of Training, Cbeyond University
68. Verizon: Lou Tedrick, Director; Magda Yrizarry, VP, Culture Diversity & Compliance
69. Home Depot: Michelle A. Thompson, director of HDU
70. PNC Financial Services Group: Robin Connolly, CLO; Kathy Prime SVP, TM
71. Infosys Technologies: Matt Barney, Dir, Leadership Institute
72. Southwest Airlines: Elizabeth Bryant, Training; Bonnie Endicott, Sr Mgr, People Dev; Jeff Lamb, VP & CPO
73. Agilent: Teresa Roche, VP and CLO
74. Zappos.com: Pam Tidmore, VP of Customer Loyalty, HR

75. Mutual of Omaha: Lynda Shafer, Manager of LD
76. Goldman Sachs: Steve Kerr, CLO
77. Digitas: Judy Jackson, CTO; Lori Carlo VP/Director, HR
78. Schwan Food Company: Alex Stiber, Sr Director of Executive and LD
79. PetSmart: Todd Weinstein, Director of LD
80. Kelly Services: Julie Curtin, Global Learning Director

81. Grant Thornton: Jim Maurer, Learning; Richard Rykhus, Dir
82. NIIT: Ed Trolley, VP of Managed Training Services
83. CA Technologies: Guy Di Lella, HR
84. NetApp: Gwen McDonald, SVP of HR
85. GenPact: Anju Talwar, SVP of Global Training
86. B&W Pantex: Trude Sessions, Leadership Development
87. Economical Insurance Grp: Mary Beth Alexander, Ast VP, OD
88. PAETEC: David McGeough, Sr Dir Training
89. John Deere: Mary K.W. Jones, VP HR; Max A. Guinn, SVP, HR
90. TELUS: Dan Pontefract, Sr Director; Greg Dochuk, Learning
91. Forrester Research: Claire Schooley, Program Director
92. Nike: Barbara Harding, Director, Global Talent Development; Joe Campbell, Global Dir, TD; David Ayre, VP Global HR
93. Genetech: Denise Smith-Hams, SVP HR
94. Starbucks: Sandra Porter, HR Director
95. Ikea: Sari Brody, Competence and LD Mgr, Ikea N. America
96. Liberty Mutual Surety: Larry Israelite, VP & Manager, HR Dev
97. New York Presbyterian Hospital: Carol Silk, VP & CLO
98. Weichert Co: Mary Banen, VP of T&D, WU/niw/Career Dev
99. Blue Cross Blue Shield of Michigan: Valerie Keesee, HR Dir
100. Yapi Kredi Bank: Saynur Onen, Director of LD (Turkey)

101. ICICI Bank (India): T.K. Srirang, Sr GM, HR Management Grp
102. United Overseas Bank Limited: Jenny Wong, EVP, Group Head, HR
103. NCO Financial Systems: Douglas R. Whitcomb, VP, T&D
104. Sanofi-aventis Pharmaceuticals: Tracie Hill, VP, TM
105. Sierra Nevada Corp: Jennifer Lolly, Manager, Enterprise L&D
106. Morgan Stanley: Daisy W. Dowling, Exec Dir, LD
107. Coca-Cola: Glenn Rosen, Global Talent Mgr; Libby Wanamaker, Global Dir TD
108. EMC University: Tom Clancy, VP ED/Services; Brian Powers, Sr Dir EMCU
109. KPMG: Cyndi Bruce, Exec Dir, Center for L&D
110. CDW: Maureen McDermott, Manager of OE
111. Wal-Mart: Roger Cude, SVP, Global TM; Melanie Tinto, Sr Dir Talent Management
112. Nestle: Edward Marsh, Head of Talent & Organization Dev
113. ABB: Sytske Casimir, Head of Learning & Development
114. Hewlett Packard: Chuck Battipede, CLO
115. Raytheon: David Letts, VP, Professional Services
116. Unilever: Doug Baillie, CHRO
117. Becton Dickinson: Edward Franzone, Leader, Talent
118. PepsiCo: Cynthia Trudell, EVP, HR
119. Ingersoll Rand: Corrine Mason, Talent; Rita Mehegan Smith, Dean, IRU
120. World Bank/IFC: Darlene Christopher, Learning Specialist

121. GM Financial: Lisa Northup, VP of HR
122. Ciena: Jim Caprara, VP of Global HR L&D
123. Pitney Bowes: Johnna Torsone, HR; Jeannette K. Harrison, VP, L&D
124. inVentiv Health: Denise Fullowan, VP, Client Training & Dev
125. Cerner Corp: Robert Campbell, VP & CLO
126. Scotiabank: Janet Segeren Lopes, Dir, LD Strategy, Global TM
127. WiPro Technologies: Abhijit Bhaduri, CLO & Head of CHRD
128. AnMed Health: Tammy Gillespie, Training and OD Director
129. Dell: Barbara Raxter, VP HR
130. HCA Healthcare: Dell Oliver, AVP; Carla Worthey, Director ED
131. Coldwell Banker: David Birnbaum, VP of Learning & Dev
132. Parkland Health: Michelle Bright, Director, Leadership & OD
133. Campbell Soup: Mette Noorgarad, Program Dir
134. Paychex: Karla Verdi, Manager of Leadership Development
135. Advance America: Roger Orberg, Director of Training
136. Aflac: Janet Baker, SVP of Learning; Greg Miller, VP and CLO
137. Baker-Hughes: Charlene Allen, Dir, Global Learning & Dev
138. Citibank: Terry Hogan, Director of Global Talent Mgmt
139. Sony Electronics: Christine DiDonato, Director of Talent & OD
140. CCA Global Partners: Bill Gauthier, Training Director

141. Xerox: Carie Blum, Learning Technology Solution Manager
142. Office Depot: Elisa Glazer, Director, Learning & Dev
143. Trustmark: Pam Kreason, Training
144. Unisys: Robert Ruscoe, Training Dir; Patricia Bradford SVP HR
145. Green Mountain Coffee: Pru Sullivan, Dir of Learning/OE
146. Yum! Brands: Robert Lauber, VP, YUM! University
147. Travelers Insurance: Lily Bowen; Deborah Clifford 2VP LD/OD
148. Aramark: Lynn B. McKee, EVP, HR
149. Moen: Jeff Darner, Director, OD/HR
150. Marriott Intl: Timothy J. Tobin VP, Learning & Leadership Dev
151. W L Gore & Associates: Bruce Arnold, People Leader
152. Adobe Systems: Susan Rusconi, Head of Leadership Dev

153. Rolls Royce: Geraldine Harrison, Sr Consultant, Executive Dev
154. HSBC North America Holdings: Maureen Gillan-Myer, SVP HR
155. University of Chicago Medicine: Debbie Stock, Director OD
156. New York Life Insurance: Michael Molinaro, VP & CLO
157. ADP: Harris Ginsberg, VP Learning; Dermot O'Brien, CHRO
158. Invensys: Brent Mattson, Vice President, Learning and LD
159. Health Care Service: HCSC Mary Jo Burfeind, Enterprise TD
160. Prudential Financial: W. Lee WanVeer, VP, LD/Exec Coaching

161. SunTrust Bank: Mary Slaughter, SVP, TM and Dev, STU
162. MassMutual Financial Group: Debbie Cote, Assistant VP
163. Brightpoint: Josh White, VP, Talent Management
164. McCain Foods Ltd: Mary McNevin, President, McCain Learning Centre
165. Subway: Rebecca Audet, Director of Worldwide Training
166. United Airlines: Ted Forbes, Managing Director, TM
167. Greyhound Lines, Inc: Rhonda MacAndrew, SVP HR
168. Celebrity Cruises: Randi Kline, HR Manager
169. Indiana University Health: Diane Iseming, Director LD
170. Four Seasons Hotels: Viviana Bulla, L&D Coordinator
171. Deloitte Touche Tohmatsu: Nick van Dam, Global CLO
172. Triumph Group: Paul Reevs, Director of OD
173. Comcast: Martha Soehren, CLO and SVP Comcast University
174. Hilton Worldwide: Kimo Kippen, CLO
175. Google: Catherine Brown, LD Manager
176. Harley-Davidson: Julie Anding, Sr Dir Employee Learning
177. ITT Educational Services: Linda Bush, Director Staff Dev
178. Steelcase: Faye D. Richardson-Green, Global L&D Director
179. Lockheed Martin: James Heinz, Sr. Mgr. Talent/ OD; Tim Fennell, L&D
180. Merck: Jim Phelan, Sr Director, Organizational Learning

181. Centera Financial Specialists: John Christman, CLO
182. U.S. Cellular: Jacqueline E. Pauls, Director Leadership & OD
183. Staples: Nancy Persson, VP, Global Talent Management
184. State Farm Insurance: Maureen O'Keefe, Manager, L&D
185. Mars, Inc: Andre Martin, CLO; Jim Brodie, Dir-MU; Vidula Bal, Dir of LD
186. Nokia Siemens Networks: Robert Holmes, HR, No. America
187. Cirque de Soleil: Karen Gay, Director of Global Citizenship
188. Independence Blue Cross: John Clayton, Jr., Development Manager
189. Healthways: Brandyn Payne, Sr Director, Learning/ Performance
190. Bristol-Myers Squibb: Barbara A. Keen, Dir/L&D; Kristin Frappolli, LD
191. ManTech: Karen Gardner, Executive Director, Training and OD
192. Adecco NA: Rich Thompson, VP T&D
193. United Healthcare: Jane Duncan VP, T&D
194. Keller Williams Realty: Mo Anderson; Dianna Kokoszka, Pres, MAPS
195. BMO Financial Group: Barbara Dirks, CLO
196. U.S. Steel: Susan M. Suver, VP, HR
197. Darden Restaurants: Daisy Ng, SVP CHRO; Beth McCarty, HR
198. Western Union: Dave Roberts, Director Global Operations
199. Herman Miller: Elizabeth Rohlick, TM Consultant
200. TIAA-CREF: Stephanie Bell-Rose, Mgr Dir, TIAA-CREF Inst

201. Allstate: Elizabeth Vales, Dir, OE; Steve King, Dir of Talent/LE
202. JP Morgan Chase: David Rottman, VP/HR; John Donnelly, HR
203. Tenaris: Patrizia Bonometti, Dir of Tenaris University
204. Siemens: Robert Werner, Head, Leadership Excellence
205. Northwestern Memorial Hospital: Joann Verdin, Holly Lampier, TM
206. Kimberly-Clark: John Scott Boston, VP, TM; Lizanne Gottung SVP, CHRO; Tina Busch, VP, L&P
207. McKesson: Jorge Figueroa, EVP, HR; Andrew Wilhelms, LD
208. Time Warner Cable: Pat Cruil, VP/CLO
209. Dow Chemical: Deborah Borg, VP, HCDev; Dawn L. Baker, Hi-PO
210. Camden Property Trust: Cynthia Scharringhausen, SVP HR
211. TD Bank: Ted Nouryan, SVP OD & CLO
212. AXA Equitable: Rino Piazzolla, HR; Melisa Waters, CTO
213. Wiley and Sons: Wendy Graham, Director, LD
214. Dreamworks Animation: Dan Satterthwaite, Head of HR
215. J.C. Penney: Lynne Bartusck, SVP, Corporate HR
216. American Honda Motor: Toni J. Bellafiore, OD Consultant
217. Valley Crest Landscape Dev: Thomas C. Donnelly, President
218. Boise Cascade: John Sahlberg, SVP of HR
219. Quicken Loans: Jena Carnes, Training Director
220. Interstate Batteries: Cathy Gorman, Performance Training Mgr

221. 7-11: Krystin Mitchell, SVP HR
222. Nationwide Insurance: Anne Nagy, Corporate Talent Manager
223. DWS: Oscar Molina, Lead Employment Counselor
224. Sunbelt Rentals: Rod Nease, VP of T&D
225. Best Buy: Carol Surface, EVP, CHRO; Keith Fagan, L&D
226. University Health System: Teresa Scepanski, SVP, OD
227. Mattress Giant: Sharon Smart, Director of L&D
228. PCL Construction: Michele Duffy, HR/PD Manager
229. Gianbro: Kellie Guarino, OD Manager
230. DaVita: Kent J. Thiry, CEO and Dir, Redwoods LD Program

231. APC/Schneider Electric: Dana Long, Training; Kevin Roche, HR
232. Nebraska Med Center: Dan Moser, Learning; Linda Love, Dev
233. Choice Hotels: Patrick Cimerola, HR; Becky Wedemeyer, OD
234. IKON Office Solutions: Angie Kenworthy, HR Director
235. Ricoh Americas: Sarah Pompilio Atkins, Mgr of HR Programs
236. CareerBuilder: Gary Tackett, Global Director, Learning
237. McCarthy Building Companies: Robin Renschen, Dir T&D
238. Avanade: Howard Kilman, Chief Leadership Officer
239. Panda: Elizabeth Wu, Regional HR Manager
240. Ontuitive: Bob Mosher, Cl. Evangelist; Conrad Gottfredson, CLS
241. SABA: Bobby Yazdani, Founder/CEO; Gina Cruse, VP People
242. Univ. of Penn Health System: Judy Schueler, VP, OD & CHRO
243. Bright Horizons Family Solutions: Dan T. Henry, Chief HRO
244. Baylor Health Care System: Rosemary Luquire, SVP & CNO
245. Windstream Communications: Jason Bates, Dir, SMB Sales
246. J.B. Hunt Transport: Cliff Sandsmark, Sr. HR Manager
247. G4S Secure Solution: Michael Goodboe, SVP HR & CLO
248. CHG Healthcare Services: Kevin Ricklefs, SVP, TM
249. William Osler Health System: Loradonna Botter
250. Vi: Dianne Cook, SVP, HR; Judy Whitcomb, CLO
251. Bingham McCutchen: Tracee Whitley, COO

Small to Midsize Organizations

- Media Tec/CLO:** Norman B. Kamikow, Pres; Gwen Connelly SVP/Operations
- Skillsoft:** John Ambrose, SVP Strategy, Corp Dev
- AIT Labs:** Rose Arant, Program Director
- Carnival Cruise Lines:** Richard Ames, VP, Shared Services
- Seagate Technology:** Maria Wayne, Director, LD
- Vistage International:** Martha Oxley, President, L&D
- Soundview Executive Book Summaries:** Marcelo Bach, Dir
- Equity Residential:** Jonakan O'steen, VP, Org & TD
- Bank Rate, Inc:** Melissa Haley, Senior HR Manager
- Simonton Windows:** Terry Craig, VP IT & HR
- Acuity:** Lynn Coady, VP of HR
- Internal Data Resources:** Shelton Blease, Director
- Wheeler Machinery:** Steve Hadlock, Skill Dev Manager
- Highmark:** Darryl Spivey, Director of LD
- Vulcan Materials:** Jimbet Crumbley, Director, Mgmt and OD
- Genencor Intl:** Lisa Sjoerdma, SVP of HR
- Elucian:** Kari Rairdon, Manager of Learning and Dev
- Gables Residential:** Philip Altschuler, SVP, HR
- American Laser Centers:** Steven Strauss, CEO
- CareSource:** Douglas M. Stover, Director, CareSource Univ

- Suffolk Construction: David First, VP, Learning & Dev
- Miami Cerebral Palsy Residential Services: Elizabeth Das, Dev
- Kerzner Intl: Beverly Saunders, VP, OD and Training
- Cross Country Health Care: Frank Shaffer, CNO/CLO
- Pierce Transit: Kelly Johnston, Training; J. Michelle Swope, OD
- Badger Mining Corp: Beth Nighbor, VP HR
- Ryan Inc: Delta A. Emerson, VP and Chief of Staff
- SnagAJob.com: Greg Moyer, Chief People Officer
- Heinfeld, Meech & Co: Diane Bradley, HR Head
- Brodeur: Andrea Coville, CEO
- AutomationDirect: Kimberly Murphy, HR Director
- Professional Placement Resources: Dwight Cooper, CEO
- DAXKO: David Gray, CEO; Dawn Hrdlica-Burke, VP of People
- Studer Group: Debbie Ritchie, Operations Leader/COO
- Navigator Management Partners: Clare Vetrick, Dir, HR/Talent
- ENGE: Valerie Davis, HR Director
- Seventh Generation: Sarah Lord, HR Manager
- TerpSys: Sandy Albers, VP HR
- Clark Nuber: Tracy White, Senior HR Director
- Paramount Staffing: Patricia McLean, VP of HR

- Kahler Slater: John Horky, HR Chief
- Possible Worldwide: Brenda Walston, Dir of HR
- McDonough Bolyard Peck: Julie Detwiler, HR Director
- Atrion Networking Group: Nancy Contillo, Dir People Services
- RedBrick Health: Nicole Manderscheid, VP HR
- Bloom Health: Sarah Evans, HR director
- MAYA Design: Terry Pronko, HR Director
- Ultimate Software: Vivian Maza, SVP, Chief People Officer
- Holder Construction: Tommy Holder, Chairman and CEO
- Integrity Applications: William S. Jugus, COO
- Mike's Carwash Inc: Joe Rice, Director of HR
- Freeze and Nichols: Peggy Freedy, HR Manager
- Hoar Construction: Doug Eckert, EVP Business Operations
- The Integer Group: Nancy Svoboda, VP HR
- 4imprint Inc: Mary Curtin, VP of HR
- Eileen Fisher: Shari Simberkoff, Director of HR
- AMX: David A. Henigan, Director of HR
- Bowen Engineering: Linda Hunter, SVP, HR
- Hilcorp Energy: Toni Ganzenmuller, HR VP
- Ehrhardt Keefe Steiner & Hotman: Lori D. Nelson, PHR

- Robins & Morton: Aimee Comer, Director of HR
- Pinnacol Assurance: Cecelia Muir, HR Director
- Nevada Federal Credit Union: Michael Traficanti, SVP of HR

64. Rothstein Kass: Andrew S. Botwin, Principal/Director of HR
 65. Parkway Properties: Warren Speed, VP of People
 66. Minitab: Todd Herschbine, HR/Admin Services Executive
 67. Buckman: Katherine Walker, Training
 68. Botsford Hospital: Michael Ebaugh, Dir, Talent Assess/OD
 69. Mohegan Sun: Tina Grove, Training Manager
 70. Homeland Security Solutions: Alan Malinchak, CLO
 71. Weiland Homes: John Weiland, Chief Creative Officer
 72. American Infrastructure: Jamie Leitch, Director, CD/Training
 73. Questcor Pharmaceuticals: Don M. Bailey, President & CEO
 74. IEC Electronics: W. Barry Gilbert, CEO
 75. Solar Winds: Kevin B. Thompson, CEO
 76. IPG Photonics: Valentin P. Gapontsev, CEO
 77. LSB Industries: Jack E. Golsen, CEO
 78. Interactive Intelligence: Donald Brown, CEO
 79. Allegiant Travel: Maurice J. Gallagher, CEO
 80. Kapstone Paper & Packaging: Roger W. Stone, CEO

81. Winmark: John L. Morgan, CEO; Leah A. Goff, VP HR
 82. Medifast: Margaret MacDonald-Sheetz, MBA, Pres & CEO
 83. Rue21: Robert N. Fisch, CEO
 84. Synaptics: Rick Bergman, CEO
 85. Wright Express: Michael E. Dubyak, CEO
 86. Air Methods: A. Todd, CEO
 87. Ancestry.com: Tim Sullivan, CEO
 88. HMS Holdings: Bill Lucia, CEO; Tracy South, SVP HR
 89. AZZ: David H. Dings, CEO

Education/Universities/Schools of Management and Business

- University of Michigan Ross School of Business:** Alison Davis-Blake, Dean; Melanie Weaver-Barnett, Chief EEO
- Harvard CPL/JFK School of Government:** Donna Kalikow, Exec Director
- MIT/Sloan Leadership Center:** Deborah Ancona, Dir; Tracy Purinton, Associate Dir
- University of Chicago/GSB:** Ron Bendersky, Dir; Pat La Malfa, Associate Dir
- Harvard Business School:** Dean Nitin Nohria
- Northwestern/Kellogg:** Sally Blount, Dean
- Pennsylvania/Wharton:** Michael Useem, Dir, Center for Leadership
- USC/Marshall:** Ed Lawler, Dir, Center for Effective Orgs
- UCLA/Anderson:** Judy Olian, Dean, School of Mgmt
- Duke/Fuqua:** Sim B. Sitkin, Faculty Director, Center on Leadership & Ethics
- OSU/Fisher COB:** Lawrence Inks, Director; Molly Hood, Director LD
- Vanderbilt/Owen GSM:** Melinda Allen, Exec Director, LD
- Yale/Leadership Institute:** Jeffrey Sonnenfeld, SAssoc Dean
- Notre Dame/Mendoza/EIL:** Leo Burke, Director of Integral Leadership; Sue Callaghan, Asst Director, Paul Velasco, Director of Executive Education
- Stanford/GSB Leadership:** Garth Saloner, Dean
- SMU/Cox:** Frank Lloyd, Director, Executive Education
- Pepperdine/Graziadio/SBM:** Linda Livingstone, Dean; June Schneider-Ramirez, Org Leadership, Pepperdine Univ
- Carnegie Mellon/Tepper/Leadership:** Robert M. Dammon, Dean
- Rollins College/Crummer GSB:** Susan Bach, Director, Center for LD
- Ball State/EdL:** Joseph McKinney, Program Director

21. UC Berkeley, Haas School of Business: Rich Lyons, Dean
 22. Lynchburg College/Bus/Econ: Joseph Turek, Dean
 23. Rider University/CDLS: John Farrell, Director; Laura Seplaki, AD
 24. Seton Hall/Stillman: Michael Reuter Director, Center for LD
 25. University No. Colorado/Monfort Institute: John Latham, Dir
 26. Emory University/Goizueta: Larry Benveniste, Dean
 27. Utah Valley Univ/CAL: Kirk Young, Dir
 28. University of Denver/Daniels COB: Christine Riordan, Dean
 29. Baylor University/Hankamer SOB: Terry Maness, Dean
 30. Bellevue Univ/COB: Rod Hewlett, Dean; Emily Crawford, Chief Learning Strategist; Jennifer A. Moss Breen, Dir, HCM
 31. Broad Institute of Harvard and MIT: Eric Lander, President
 32. Santa Clara University/Leavay School: Drew Starbird, Dean
 33. University of Delaware/Institute for PA: Jerome Lewis, Myrna Bair, Directors
 34. Johns Hopkins/Carey Business: Bernard T. Ferrari, Dean
 35. Tulane/A.B. Freeman School: Ira Solomon, Dean; Sally Kenney, Dir, NCI
 36. Cornell/S.C. Johnson GSM: Joe Thomas, Dean
 37. High Point Univ: Nido Qubein, Pres; Jim Wehrly, Dean/Phillips
 38. Indiana State/Leadership Wabash Valley: Renae Kirby, ExDir
 39. Exeter: Robin Mason, Dean, Business; Richard Bolden, Leadership Studies
 40. Ashford University: Tamara Carrillo, Director Partnership PD
 41. Columbia Southern University: Robert Mayes, Jr., President
 42. California State (CSU)/College of Business: James Goodrich, Dean

43. Alliant International University/School of Management: Chester Haskell, Dean
 44. College of William and Mary/Mason School of Business: Lawrence Pulley, Dean
 45. Syracuse/Whitman School of Mgmt: Melvin T. Stith, Dean
 46. Texas A&M/Mays School of Business: Jerry R. Strawser, Dean
 47. Yeshiva University/Syms: Moses Pava, Dean
 48. Georgetown/ McDonough School of Business: David A. Thomas, Dean
 49. UNC Kenan/Flagler: James Dean, Dean; Mindy Storie, Director Leadership Dev
 50. Case Western/Weatherhead: Ronald Fry, OB; Lori Neiswander, Executive Education
 51. Florida Intl Univ/Center for Leadership: Mitch Maidique and Mayra Beers, Directors
 52. Wittenberg University/Center for Applied Management: Chris Duncan, Provost
 53. Dartmouth College, Tuck: Vijay Govindarajan, Dir Center for Global Leadership
 54. Grand Canyon Univ/Blanchard: W. Kevin Barksdale, Dean
 55. Strayer University/Jack Welch Management Institute: Danny Szpiro, Dean
 56. Thunderbird School of Global Management: Dennis Baltzley, SVP of EE
 57. University of Arkansas/Walton College of Business: Dan L. Worrell, Dean
 58. BYU/Marriott School of Management: Gary Cornia, Dean

Non-Profit Organizations

- Society for Human Resource Management:** Hank Johnson, CEO
- American Society for T&D:** Tony Bingham, President and CEO
- American Management Association:** Jackie Green, Program Director
- NYC Leadership Academy:** Irma Zardoya, CEO
- Human Capital Institute:** David Forman, CLO
- ISPI:** Anna Barton, Manager, Academy Programming
- HR.Com:** Debbie McGrath, Program Director
- IQPC/Corporate University:** Lisa Schulman, Director
- National Management Association:** Melinda M. Hester, CM
- Greenleaf Center:** Joe Iarocci, CEO
- Best Practices Institute:** Louis Carter, CEO
- CAEL:** Pamela Tate, President and CEO
- CHCI:** Alan Schweyer, Pres/TM Govt; Jessica Alvarez, Ed Dir
- California Special Districts Assoc:** Megan Hemming, Dev
- International Leadership Assoc:** Cynthia Cherrey, Shelly Wiley, Directors
- Mayo Clinic:** LeAnne Erickson, LD Consultant
- Healthcare Businesswomen's Assoc:** Laurie Cooke, CEO
- Rush University Medical Center:** Melanie C. Dreher, Dean, Nursing
- Confance Board:** Rebecca Ray, SVPI; Jean McNulty, Dir
- Frances Hesselbein Leadership Institute:** Frances Hesselbein, CEO

21. Trinity Health: D'Anne Carpenter, Exec Dir, Learning & OD
 22. Boys & Girls Clubs of America: Maureen Stone, Jennifer Eames
 23. Boy Scouts of America: Wayne Brock, Chief Scout Executive
 24. St. Peter's Health Care Services: Denise Ringer, Director, OD; Angelene McLaren, Exec & Physician LD
 25. Manchester Bidwell Craftsman Guild: William E. Strickland, Jr., CEO
 26. Baptist Health Care Leadership Institute: Beverly Begovich and Katie Owens
 27. SoL: Peter M. Senge, Founding Chairperson
 28. Griffin Hospital: Patrick Charnel, President and CEO
 29. American Heart Association: Derek Cunard, Dean, AHAU
 30. ESL Federal Credit Union: Julie Demo, T&D Specialist
 31. USOC/Olympics: Pam Sawyer, Managing Director of HR
 32. BJC Health Care: Thomas Ahr, Program Director
 33. Christ Hospital: Regina Troxell, Director of OD
 34. Henry Ford Health System: Laurie Jensen, Dir OD and HRD
 35. Girl Scouts of America: Anna Maria Chávez
 36. Lanakila Pacific: Marian Tsuji, Director
 37. VSP Global: Rob Lynch, Pres/CEO; Elaine Leuchars, CHRO
 38. St. Thomas Health: Deborah Story, Chief HRO
 39. SRC/SRCTec: Larry W. Sumney, Pres & CEO
 40. Ascension Health: Challis M. Lowe, SVP, OD and HR

41. Teach for America: Jeff Wetzler, EVP of Teacher Dev. & CLO
 42. St. Jude Children's Hospital: Dr. William E. Evans, Dir/CEO
 43. Meridian Health: John K. Lloyd, President & CEO; Sherrie String, SVP, HR
 44. Children's Healthcare of Atlanta: Joyce Ramsey Coleman, CNE
 45. Christiana Care Health System: Robert J. Laskowski, President & CEO
 46. Children's Medical Center of Dallas: Justin Lombardo, VP/CLO

47. American Red Cross: Bonnie McEveen-Hunter, Chair; Gail J. McGovern, CEO
 48. Doctors Without Borders: Sophi Delaunay, Exec Director; Nick Lawson, HR

49. Catholic Charities: Rev. Larry Snyder, President
 50. Habitat for Humanity: Jonathan Reckford, CEO
 51. Humane Society: Wayne Pacelle, CEO
 52. Make-A-Wish Foundation of America: David Williams, President & CEO
 53. Wounded Warrior Project: John Molino, chief; Steven Nardizzi, Exec Dir
 54. Special Olympics: Eunice Kennedy Shriver, Founder
 55. Focus on the Family/Focus on Leadership Institute: Kneeland Brown, Director
 56. Miami Children's Hospital: Loubna Nouredin, Director, Education
 57. Blue Cross Blue Shield/N. C. Adri Maisonet, VP, BU; Valerie Keesee, HR
 58. Alexian Bros Med Center: Kathleen Prunty, Chief Dev Officer
 59. Orlando Health, Gary Owens, Director of LD

Government/Military

- Defense Acquisition University:** Chris Hardy, Dir/Global Learning
- US Navy Officer Candidate School:** Captain Vernon P. Kemper, OTC Newport
- USAF Academy:** Lt. Gen. Michael Gould, Superintendent; Brig. Gen. Dana H. Born, Dean
- FAA:** Jim Connett, Director, Center for Management and Executive Leadership
- US Naval Academy:** Vice Adm. Michael H. Miller, Superintendent; Andrew T. Phillips, Dean; Rae Jean B. Goodman, Director, T&L
- US Military Academy West Point/LD:** Lt. Col. Anthony Burgess, Director
- FBI Academy:** Robert S. Mueller, Dir; Thomas J. Browne, Trng; Don Mathes, LD
- NIST/Baldrige Performance Excellence:** Harry Hertz, Director
- Chesterfield County, VA:** Kevin Bruny, Director and CLO
- U.S. Coast Guard Academy:** Rear Admiral Sandra Stosz, Superintendent
- U.S. National Guard:** General Craig R. McKinley, Chief National Guard Bureau
- National Defense University:** Vice Adm. Ann E. Rondeau, USN, President
- VA Acquisition Academy:** Richard Garrison, Joanne Choy, Terry Horst, VC
- Defense Intelligence Agency:** Matt Peters, Chief, L&CD
- National Reconnaissance Office Univ:** Peter J. Shelby, CLO; Betty J. Sapp, Director
- Naval Undersea Warfare Center:** Rear Admiral Thomas G. Wears, Commander
- International Trade Admin:** Patricia M. Sefcik, Director; Victor E. Powers, OMO
- Sacramento Municipal Utility:** John DiStasio, CEO; Gary King, CWO
- Naval Surface Warfare Ctr/Port Hueneme Div:** Captain William W. DeBow; Steve Williams, Chief Staff Officer
- International Monetary Fund:** Christine Lagarde, Managing Director

21. Federal Executive Institute: Suzanne Logan, Director Center for LD U.S. Office of PD
 22. U.S. Gov Accountability Office: Gus Crosetto, CLO
 23. Dept of Commerce, Intl Trade: Rebecca Blank, Acting U.S. Sec of Commerce
 24. U.S. Army Europe: Lt. Gen. Mark P. Hertling
 25. U.S. Merchant Marine Academy: Shashi Kumar, Dean of Academics
 26. VA Learning University: Alice Muellerweiss, Dean; Jim Trinka, Exec Dir, LD
 27. 75th Air Base Wing, Hill AFB: CM Sgt Max Grindstaff
 28. City of Richmond, BC: Carol Hama, Manager, People Development
 29. National Cancer Institute/Office of Workforce M&D: Christine Bruce, Office Dir
 30. Office of the Comptroller of the Currency: JoAnn Smith
 31. Department of Defense/Weapons Logistics (NAVAIR): Michael Myers
 32. IRS, Human Capital Office: Susan B. Greer, Director, Leadership
 33. Santee Cooper: Greg Lindamood, Senior Training Instructor
 34. Federal Reserve Bank of St. Louis /Learning Innovation: Mary Francone, LTO
 35. U.S. Immigration/Citizenship Services: Rich Douglas, Dep CLO
 36. Naval Surface Warfare Center, Corona Div: Commander Eric H. Ver Hage, CO
 37. NSA/CSS: General Keith B. Alexander, Director

38. Department of the Interior: Sandy Wells, CLO
39. Nuclear Regulatory Commission: Jody Hudson, Dep CHCO
40. Department of Veterans Affairs: Joy Hunter, VHA CLO
41. Environmental Protection Agency: Sharon Ridings, National Training Manager
42. American Military University: Dr. Wallace E. Boston, CEO
43. Joint Forces Staff College: Major Gen. Joseph S. Ward, Jr., USAF Commandant
44. U.S. Army: General Raymond T. Odierno, Chief of Staff
45. Marine Corps: General James F. Amos, Com; Quantico: Col. David Maxwell, Com
46. Department of the Air Force: Michael Bruce Donley, Sec
47. Marine Officer Instructor, Atlanta NROTC : Cpt Joshua L. Roberts

Independent Consultants/Trainers/Coaches

1. **Gary Hamel:** Author, Speaker, Consultant
2. **Zenger/Folkman:** Jack Zenger and Joe Folkman
3. **Goldsmith/Goodstone:** Marshall Goldsmith, Dir, Aimee Kristalusi, Mgr
4. **Jim Collins:** Author, Speaker, Consultant
5. **Leadership Challenge:** Jim Kouzes and Barry Posner
6. **Tom Peters Company:** Tom Peters, Director
7. **Leader's Toolbox:** Ralph Jacobson, CEO
8. **Marcus Buckingham Company:** Marcus Buckingham
9. **Arneson Leadership Consulting:** Steve Arneson, Director
10. **Chip Bell Group:** Chip Bell, Director
11. **iLeadUSA:** Thomas Pearce, President
12. **Michael G. Winston Leadership:** Michael G. Winston, Director
13. **Creating We:** Judith E. Glaser
14. **Leadergrow:** Robert Whipple, CEO
15. **Truth North Groups Institute:** Bill George
16. **Leadership Development Services:** Lois Zachary, President
17. **Mariposa Leadership:** Sue Bethanis, Founder
18. **The Levin Group:** Patricia Wheeler, Director of Leadership
19. **Perth Leadership Institute:** E. Ted Prince, Director
20. **Refinery Leadership:** Mark Frein, CEO; Barbara Ross-Denroche, President and Chair
21. Arbinger Group: Terry Warner, Director
22. McDargh Communications: Eileen McDargh, Author, Speaker, Consultant
23. Brand Development Associates: Brenda Bence, CEO
24. Prosen Center: Bob Prosen, Director
25. Align4Profit: Helanie Scott
26. InTEgro: Alan Watts, Director
27. Sally Helgesen: Author, Consultant
28. Jamail Development Group: Nathan Jamail
29. Leadership Lives: Margot Morrell
30. MasSolutions: David Mastovich
31. The L Group: Lee J. Colan, Ph.D.
32. Transitioning to Green: Jeana Wirtenberg, President & CEO
33. John Mattone Partners, Inc: John Mattone
34. Developmental Excelerations: Barry Eisen
35. Pillar Consulting: Joelle K. Jay
36. Unconventional Leadership: Eric Romero
37. Booher Consultants: Dianna Booher
38. Kubica LaForest Consulting: Sara LaForest and Tony Kubica
39. 4MAT 4Business®: Jeanine O'Neill-Blackwell
40. Echelon Management: Mark Faust
41. James Mapes, Organization
42. John Parker Stewart: Leadership Consultant
43. Richard Chang Assoc: Richard Chang, CEO

Large Consulting Groups

1. **Linkage/GILD:** Phil Harkins, CEO; Ashley Wollam, Director
2. **RBL Group:** Dave Ulrich/Norm Smallwood, partners; Justin Allen, Director
3. **Korn/Ferry Intl:** Ana Dutra, CEO Leadership and Talent Consulting
4. **Achieve Global:** East Apthorp, Program Director
5. **Center for Creative Leadership:** Chris Ernst, Org Leadership Practice
6. **Accenture:** Camille Mirshokrai, Global Director of LD; Linda Devlin, Sr Mgr
7. **Full Circle Group:** Bill Adams, Director
8. **Guttman Development Strategies:** Howard Guttman, Director
9. **Development Dimensions Intl:** Karen Colteryahn, Director
10. **Adizes Institute:** Shoham Adizes, Program Director
11. **BlessingWhite:** Chris Brunone, Head, Leadership Practice
12. **Booz Allen Hamilton:** Aimee George-Leary, Dir of L&D; Vicente Gonzalez
13. **Plante & Moran:** Steve Gravenkemper, Director of Talent & Org Dev Practice

14. **Vital Smarts:** Joseph Grenny, Cochairman, Cofounder
15. **PDI/Ninth House:** Bobbie Little, Dir of Exec Coaching Services
16. **Deloitte/Leadership:** Diana O'Brien, Director; Amy Gautschi
17. **Stratagos:** Gary Getz, Managing Director and Global Practice Leader
18. **Ken Blanchard Companies:** David Witt, Program Director
19. **Franklin-Covey/Speed of Trust:** Stephen MR Covey, Director
20. **Gallup/Leadership Development:** Jim Clifton, CEO

21. Sensei International: Omar S. Khan, Founder/Senior Partner
22. Josh Bersin & Associates: Barb Arth, Senior Analyst
23. Dale Carnegie/LD: Kevin J. Sensenig, Director
24. Oliver Wyman/Mercer LD: Trina Soske, Partner, Americas; Pat Milligan, Pres Talent, Rewards/Communication
25. Senn-Delaney Leadership: Larry Senn, CEO
26. Knightsbridge: Vince Molinaro, Dir, Leadership Practice
27. Thayer Leader Development Group: Karen Kuhla, Dir Ed
28. Right Management: Susan Kantor, Talent Management
29. Root Learning: David Serdynski, Director of Employees
30. Consensus Group: Michael Rosenthal, Director
31. HSM/World Business Forum: Patricia Meier, CEO
32. Leadership Circle: Bob Anderson, CEO
33. Bluepoint Leadership: Gregg Thompson, President
34. Human Performance Institute: Jim Loehr, Jack Groppe, Dir
35. The Table Group: Patrick Lencioni, Program Director
36. Integro Leadership Institute: Keith Ayers, President
37. Caliper: Cynthia Sax, Sr VP, Consulting Services
38. Strategic Training: Laura Paramoure, President
39. Authentic Leadership Institute: Nick Craig, President
40. Creative Energy Options: Mary Jane Saras, VP, LD

41. Alliance Leadership: Carolyn Davis Mehran, CEO
42. Goldman Sachs Group: Steven Kerr, CLO
43. McKinsey & Company: Dominic Barton, Director
44. Lee Hecht Harrison: J->C> Heinen, Leadership Development Practice Leader
45. Denison Consulting: Dan Denison, Founder
46. Dialogos: Bill Isaacs, Founder
47. Aon/Hewitt/Leadership: Pete Sanborn, Director
48. Crowe Horwath: Charles Allen, CEO
49. Kepner-Tregoe: Ray Baxter, CEO
50. Excelerant: Elise Bouchner, Program Director
51. Human Potential Project: Chris Majer, Founder; Sue Kresovich, Coaching
52. Monitor Group: Chris Argyris, Director
53. Cornerstone Leadership Institute: David Cottrell, Director
54. BTS: Jim Bowles, Leadership Director
55. Bain & Company: Bob Bechek, Managing Director
56. Boston Consultancy Group: Bruce Henderson, Founder
57. Analysis Group: Martha Samuelson, President & CEO
58. PriceWaterhouseCoopers: Michael Flentje, Director
59. IBM Global Business Services: Bridget van Kralingen, SVP
60. Capgemini: Steven Smith, Global Head of Learning & VP

61. Kaplan: Bror Saxberg, CLO
62. LeaderSource SGA: Robert Walter, Director of Training
63. iPEC: Zackarie Lemelle, Managing Partner, Engagement Serv
64. AmyK Intl: Amy K Hutchens and Christopher Bush, Directors
65. Improvedge, LLC: Karen Hough, CEO
66. Botsford Group: Erin Botsford, CEO
67. Pacific Institute: Jack Fitterer, CEO
68. Workforce Speakers Network: Denise Baril

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