

# The Lafayette Leadership Institute

---

**FEBRUARY 11, 2017 FROM 9 AM TO 4 PM**

---



HOSTED BY THE  
LAFAYETTE LEADERSHIP EDUCATION COMMITTEE

# Leadership Institute Welcome



Dear Student Leaders,

On behalf of the 2016-17 Leadership Education Committee, welcome to the most recent edition of the Lafayette Leadership Institute! Last year at this time we began to introduce students to our leadership development model, the five practices of exemplary leadership®, and our own definition of a leader. This foundational language serves to guide our students on their journey to becoming effective leaders. Based on your completion of the pre-conference reading, you arrived today with the ability to recall the five practices and with a basic understanding of what each means.

We would all agree that there is a plethora of opportunities across our campus where you can practice and apply your knowledge. The question now is, how will you apply these skills and by what measures do you judge your effectiveness? Today's comprehensive experience will help you explore the answers to these questions by examining individual and group values as you participate in active learning situations. You will be expected to intentionally apply one or more of the five practices of exemplary leadership® during your afternoon workshops.

You will find that today's presenters will help you connect the theoretical to the practical in a way that allows you to view leadership development as a learnable set of behaviors.

Through the dedication of the Lafayette Leadership Education Committee, you are brought the 22nd annual Lafayette Leadership Institute!

Yours in leadership education,

**Jodie Frey**, Advisor to the Lafayette Leadership Education Committee  
Associate Dean of Students / Director of Recreation Services

---

“Some people just don't want to be a leader and that is fine, but some people don't think that they can lead and others think they can, but can't – which isn't fine. Education is needed, not just opportunities”.

---

– Corey Spera '15, former  
Leadership Education Intern



# LAFAYETTE LEADERSHIP EDUCATION

FUNDAMENTAL • DEVELOPMENTAL • EXPERIENTIAL

## Leadership Education Committee

The Committee is comprised of students, faculty and staff who meet bi-weekly to plan leadership education opportunities each year. The Leadership Institute is the premier program each year. The committee's effort are guided by our working definition of a leader:

*A leader is someone whose influence produces effects on the behaviors, actions, or opinions of others toward a common purpose or direction.*

Our approach to leadership education will ensure that our students have access to purposeful educational experiences which are fundamentally sound (i.e., based on theory and empirically-derived models), developmentally appropriate (i.e., properly sequenced to provide realistic challenge), and framed in experiential designs (i.e., learning based on concrete experience, feedback and reflection). Our curriculum will make it increasingly possible for students to grow their leadership awareness, knowledge, and skills for the purpose of becoming more effective agents of positive change.

The model we look to, in terms of what our students should be doing to become more effective leaders, is called **The Leadership Challenge®**. This model revolves around **five practices of exemplary leadership®** which, when exhibited frequently, build leadership capacity.



## Student Leadership Interns

Two student interns, who are also members of the LLEC, are the primary forces behind the logistical preparation needed to implement the LLI annually. These same students also serve on the selection committee for annual Aaron O. Hoff Awards. If you are interested in learning more about the internship or joining the committee write to [leadershipeducation@lafayette.edu](mailto:leadershipeducation@lafayette.edu).

### 2017 Leadership Intern

**Neysa Braimah '17** is the student leader intern of the LLEC for 2016-2017. She is a senior majoring in Economics and Policy Studies and comes from quite a diverse background. She's lived in Germany, Ghana, America and Lebanon. During her time in Lafayette she was the treasurer of the Lafayette African and Caribbean Students' Association, a former member of the women's rugby team, and team captain of the Lafayette Economic Empowerment and Global Learning Project (EEGLP).



### 2018 Leadership Intern

**Olivia Bonevento '18** is the student leader intern of the LLEC for 2017-2018. She is a junior majoring in English with a concentration in writing. In addition to being a part of the Lafayette Leadership Education committee, Olivia also runs her own mental health blog, writes for the Odyssey Online and is an intern for the Susan G. Komen foundation. She plans to attend graduate school to not only further her education, but to learn how to further help people and make a difference with her writing endeavors.

## Raffle Prize Table

In an effort to continue your leadership education beyond the Institute, we have prepared raffle prizes, which reinforce the messages we wish to send regarding leadership education and development. Raffle prizewinners will be drawn during our luncheon (and possibly again before close of our day). We have included a brief statement about each book, which helps the winner choose a title related to the workshops being offered today.

### **Strengths Finder-** Tom Rath

Strengths Finder is about emotional intelligence. This book will help you learn more about yourself and your strengths.

### **Tribes-** Seth Godin

Seth Godin argues that everyone has an opportunity to start a movement - to bring together a tribe of like-minded people and do amazing things. This book is for those who don't want to be sheep and instead have a desire to do fresh and exciting work.

### **Shackleton's Way-** Seth Godin

A compelling novel on how a sea captain used his leadership skills to survive the Arctic and save his crew. Dive into this story comprised of first hand experiences from the crewmen and the captain.

### **The 7 Habits of Highly Effective People-** Stephen Covey

A must have for anyone pursuing leadership in their career!

### **Leadership and the One Minute Manager-** Ken Blanchard

This book teaches leaders the world-renowned method of developing self-reliance in those they manage. You'll learn why tailoring management styles to individuals you are leading is so important; why knowing when to delegate, support, or direct is critical; and how to identify the leadership style suited to a particular person.

### **Good to Great –** Jim Collins

This book illustrates how successful companies triumph over time and how long-term sustained performance can be engineered into the DNA of an enterprise from the very beginning.

# Presentation Descriptions and Presenters

## Block I Sessions

### **1A: Contextualized Me** by Dr. Kristan Skendall

Presentation Description: In this session, participants will examine the notion of authenticity through the intersections of environmental context, congruence, and modeling the way. *After attending this presentation, participants will be able to:*

- Consider personal identities and perceptions of identities in context.
- Discuss the connection of context and congruence.

### **1B: What's Driving Your Leadership Behaviors?** by Gordon Loeb

Presentation Description: There are a number of things that drive our actions and behaviors. Your core values are a big driver and this session will help you explore values congruence by looking inward at the values that are important to you. *After attending this presentation, participants will be able to:*

- Identify their top five core values
- Understand the importance of aligning actions with values
- Gain insights about the values of those around them

### **1C: We, Then Me: The Value of Purpose Driven Leadership** by Lauren Miltenberger

Presentation Description: During the "We, then Me" Presentation, the use of public service motivation by leaders to engage government and nonprofit employees will be analyzed and discussed. *After attending this presentation, participants will be able to:*

- Know the definition of public service motivation
- Its application by successful leaders to increase engagement with an organization's mission and purpose.

### **1D: Hear Me Out: What it takes to listen and lead inclusively** by Bethany Godsoe

Presentation Description: With all the divisions we experience today, leadership requires us to foster a genuine curiosity about others and to listen openly to ideas that may conflict with our own way of thinking. In this session, you will learn a powerful approach to drawing others out

through inquiry. *After attending this presentation, participants will be able to:*

- Define inclusive leadership
- Articulate why inclusive leadership matters today
- Distinguish humble inquiry from other forms of questioning
- Ask genuinely open-ended questions that draw out others

**1E: True Colors: Discovering Your Personal Leadership Strengths** by Ramsey Jabaji

Presentation Description: Who knew Lego's could teach us so much about leadership? In this session you will complete a leadership assessment tool and build with Lego's to better understand your personal leadership strengths and how best to capitalize on your strengths for group success.

*After attending this presentation, participants will be able to:*

- Participants will have a better understanding of their leadership strengths and what they can offer to a group to be most successful.
- Students will have language to describe their leadership style, approach, and strengths
- Students will increase their awareness of self.

## Block II Sessions

**2A: Telling Tales: The Role of Active Listening and Communication in Shared Visioning** by Dr. Kristan Skendall

Presentation Description: Active listening and communication are important skills that help develop a shared vision. In this interactive session, participants will explore these skills and their importance. *After attending this presentation, participants will learn that:*

- Active listening and communication are important skills that help develop a shared vision.
- In this interactive session, participants will explore these skills and their importance.

**2B: Finding Common Ground: Using Policy Analysis as a Leadership Tool** by Lauren Miltenberger

Presentation Description: This presentation will provide a summary of the key steps needed to complete a policy analysis of a complex problem.

*After attending this presentation, participants will be able to:*

- Describe and explain the steps in policy analysis
- Apply the tools of policy analysis to solving problems and innovating as leaders on campus.

## **2C: Design the Future: Harnessing the power of innovation for social good**

by Bethany Godsoe

Presentation Description: What does it take to create breakthrough solutions to intractable social problems? Learn what gives some teams an advantage and how we can all leverage the power of design to create the change we want to see in the world. *After attending this presentation, participants will be able to:*

- Define innovation
- Identify some of the factors that contribute to innovation in teams and
- Articulate the components of a design thinking process

## **2D: Connecting Community and Social Change: Navigating Charity, Project, and Justice** by Julie Owen

Presentation Description: Random acts of individual kindness, while perhaps helpful to the recipient of such actions, often do not address the questions of collective action and community. Learn how to move from charity to change and to take your leadership and civic engagement to the next level. *After attending this presentation, participants will be able to:*

- Explore different approaches to social change including strategies of charity, project work, and social change.
- Discuss the possibilities and potential limits or risks involved in community-based work.

## **2E: There is no "I" in TEAM. But there is in WIN!** by Ramsey Jabaji

Presentation Description: Participants in this session will be given a framework to think about the most important components of highly successful organizations. You will complete an organizational assessment tool that will help you to better understand what you first see in organizations, what you tend to ignore in organizations, and how to challenge the process in your work to produce innovative results. *After attending this presentation, participants will be able to:*

- Students will have an understanding of the different frames/dimensions of organizations
- Students will have an understanding of their dominate frame/perspective and the role they tend to play within organizations



- Students will develop skills to better challenge the process in organizations in order to innovate.

## Block III Workshops

### **3A: Health Professions/Public Health** by Dr. Kristan Skendall

Presentation Description: Individuals in this field provide preventive, curative and rehabilitative health care services to communities. Some problems in this field include the lack of advancement opportunities such as employee development programs, overprescription of opioids, global response to pandemics, healthcare disparities, capitalization of medications, and technology training. *After attending this presentation, participants will be able to:*

- Participants will be able to consider the application of leadership knowledge in real-life simulations.
- Participants will explore the intersecting complexities of decision-making in a health care setting.

### **3B: Executive Leadership** by Gordon Loeb

Presentation Description: Core values are part of what drives us as individuals and organizational values are part of what drives teams, businesses and organizations. This session will discuss the benefits of setting clear organizational values and steps that can help executives and leaders with this process.

*After attending this presentation, participants will be able to:*

- Understand the difference between vision and mission
- Identify key steps in designing their groups/organizations vision
- Identify steps they can use to share the vision with others in their groups/organizations

### **3C: Politics and Government: Facts and Values in Defining Public Problems** by Lauren Miltenberger

Presentation Description: During this workshop, students will review the key components of policy analysis and apply these steps to find a solution to a current public policy issue. Then, we will discuss how certain policy analysis skills can be transferable skills for leaders both on campus and beyond.

*After attending this presentation, participants will be able to:*

- Analyze complex public and organizational problems using policy analysis

- Develop a problem solving mindset to use to create innovative solutions to complex problems now and in the future.

### **3D: Social Innovation and Entrepreneurship** by Bethany Godsoe

Presentation Description: We will use a design thinking process to create rapid prototypes that address issues related to college affordability and student debt. Join us while we get hands-on and creative to generate socially entrepreneurial solutions to this pressing national issue.

*After attending this presentation, participants will be able to:*

- Use design thinking to generate a range of potential solutions to a given issue
- Listen empathically to understand someone else's needs
- Identify ethical considerations in a socially entrepreneurial endeavor

### **3E: Is Change Really Possible? Power and Leadership Simulation** by Julie Owen

Presentation Description: Participants will engage in a simulation designed to reveal the effects of power in a traditional hierarchical society. Come explore the role of leadership in fostering a more equitable and just world.

*After attending this presentation, participants will be able to:*

- Enhance participant awareness of the effects of power in a traditional hierarchical society.
- Explore the role of leadership in fostering equity, justice, and social change.

### **3F: Tackling the Grand Engineering Challenges of 2020 and Beyond...with Marshmallows?** by Ramsey Jabaji

Presentation Description: Students will be given a brief overview of the Grand Engineering Challenges of 2020 and Beyond and engage in an interactive building exercise to deepen one's approach to leading in engineering industry. This session will be particularly useful for students who want to engage in leadership in STEM and utilize one's STEM knowledge to address global engineering challenges.

*After attending this presentation, participants will be able to:*

- Students will deepen their understanding of leadership in an engineering context
- Students will have a leadership framework to use in addressing grand engineering challenges and engineering for social change work.

<b>PRE-LLI EDUCATION for FRIDAY</b>		<b>Room</b>
3:30 - 5:00 PM	Leadership Role Mentors Presentation & Discussion with Dr. Julie Owen <i>(by invitation)</i>	Ochsle Global Education 315
5:45 - 7:00 PM	LLEC Dinner with Julie Owen <i>(by invitation)</i>	Ochsle Global Education 205
<b>LEADERSHIP INSTITUTE SCHEDULE for SATURDAY</b>		<b>Room</b>
9:00-9:30 AM	Registration	Lobby, Marquis Hall
9:30-10:00 AM	Opening Plenary: Welcome & Featured Speaker	Bergathon Room, Marquis Hall
<b>BLOCK I: Presentations</b>		<b>Room</b>
10:10-10:50 AM	1A. Contextualized Me by Kristan Skendall	Ramer 103
	1B. What's Driving Your Leadership Behaviors? by Gordon Loeb	Ramer 105
	1C. We, Then Me: The Value of Purpose Driven Leadership by Lauren Miltenberger	Kirby 106
	1D. True Colors: Discovering Your Personal Leadership Strengths by Ramsey Jabaji	Ramer 104
	1E. Hear Me Out: What it takes to listen and lead inclusively by Bethany Godsoe	Kirby 107

Time	BLOCK II: Presentations	Room
11:00-11:40 AM	<p>2A. Telling Tales: The Role of Active Listening &amp; Communication in Shared Visioning by Kristan Skendall</p> <p>2B. Connecting Community and Social Change: Navigating Charity, Project, and Justice by Julie Owen</p> <p>2C. Finding Common Ground: Using Policy Analysis as a Leadership Tool by Lauren Miltenberger</p> <p>2D. There is no "I" in TEAM. But there is in WIN! by Ramsey Jabaji</p> <p>2E. Design the Future: Harnessing the power of innovation for social good by Bethany Godsoe</p>	<p>Ramer 103</p> <p>Kirby 104</p> <p>Kirby 106</p> <p>Ramer 104</p> <p>Kirby 107</p>
Time	<b>ALUMNI LUNCHEON</b>	<b>Room</b>
11:50-1:20 PM	Distinguished Alumni Panel on the Five Exemplary Leadership Practices	Bergathon Room Marquis Hall
Time	<b>BLOCK III: Workshops</b>	<b>Room</b>
1:30-3:20 PM	<p>3A. Is Change Really Possible? Power and Leadership Simulation by Julie Owen</p> <p>3B. Executive Leadership by Gordon Loeb</p> <p>3C. Politics and Government: Facts and Values in Defining Public Problems by Lauren Miltenberger</p> <p>3D. Tackling the Grand Engineering Challenges of 2020 and Beyond...with Marshmallows? by Ramsey Jabaji</p> <p>3E. Social Innovation &amp; Entrepreneurship by Bethany Godsoe</p> <p>3F. Health Professions/Public Health by Kristan Skendall</p>	<p>Skillman-Gendebien Room 206</p> <p>Ramer 103</p> <p>Hugel 117</p> <p>Ramer 104</p> <p>Ramer 105</p> <p>Hugel 115</p>
Time	<b>CLOSING PLENARY</b>	<b>Room</b>
3:30-4:00 PM	Wrap Up with Featured Speaker Dr Julie Owen	Bergathon Room, Marquis Hall

## Featured Speaker:

### Dr. Julie Owen



Dr. Julie E. Owen is an Assistant Professor of Leadership and Integrative Studies in the School of Integrative Studies (formerly New Century College), George Mason University, where she teaches courses on socially responsible leadership, civic engagement, and community-based research. She is a scholar for the National Clearinghouse for Leadership Programs and is co-editor of both editions of the *Handbook for Student Leadership Development* (Jossey-Bass). She is active on several national research teams, including serving as PI of the Multi-Institutional Study of Leadership - Institutional Survey (MSL-IS) and a research team member with the Leadership Identity Development (LID) project. She is a frequent presenter, consultant, and keynote speaker on topics related to leadership, social change, and organizational development.

Owen is a 2005 recipient of the K. Patricia Cross Future Leaders Award, the 2008 recipient of the CAS research grant, a 2011 ACPA Annuity Coepris initiate, and a 2012 Mason Teaching Excellence Award winner. She has assumed leadership roles in numerous professional associations including ACPA: College Educators International and the International Leadership Association (ILA). Owen received her B.A. degree (1993) in psychology and English from the College of William and Mary, and her M. Ed. (1996) in College Student Personnel Administration from James Madison University. She holds a certificate of non-profit administration from Duke University (2000) and received her PhD (2008) in college student personnel at the University of Maryland, College Park.

## Distinguished Instructor: Lauren Miltenberger, Villanova University

Lauren Miltenberger, Ph.D, is an Assistant Professor and the Nonprofit Coordinator in the Department of Public Administration at Villanova University. Dr. Miltenberger teaches courses in Public & Nonprofit Human Resources, Decision Making, Public Policy and Public Administration. Her research has been published in the *Journal of*

*Nonprofit Education & Leadership*, the *Journal of Leadership Studies* and the *Journal of Education Finance*. Lauren also writes on current nonprofit events and the integration of theory and practice for *The Nonprofit Quarterly*. Prior to joining the faculty at Villanova University, Dr. Miltenberger held executive leadership positions in the nonprofit sector.



## Distinguished Instructor: Bethany Godsoe, New York University

**Bethany Godsoe** is the Associate Vice President for Student Leadership Initiatives at New York University. She came to this role after serving for six years as the Executive Director at NYU Wagner's Research Center for Leadership in Action. She specializes in the design and delivery of leadership development programs and is a highly skilled facilitator with



deep expertise in action learning and collaborative action research methodologies. Prior to joining the NYU Wagner administration, she served as Associate Project Director for the Research and Documentation component of Leadership for a Changing World, a national effort to build knowledge about social change leadership.

Bethany is also Adjunct Assistant Professor of Public Administration at NYU Wagner where she teaches Strategic Leadership to the Executive MPA students and The Meaning of Leadership for undergraduates. She received her BA in Anthropology from Cornell University and her MPA from NYU Wagner.

## Distinguished Instructor: Kristan Skendall, University of Maryland

**Skendall, Ph.D** serves as Associate Director of the Gemstone Honors Program in the Honors College at the University of Maryland. Dr. Skendall received her B.A. degree in Sociology and History from the College of William & Mary (VA), her M.A. degree in Higher Education Administration from the University of Arizona, and her Ph.D. in College Student Personnel at the University of Maryland. Dr. Skendall has worked with the National Clearinghouse for Leadership Programs, ACPA-College Student Educators International, and the U.S. Department of Education with the Committee on Measures of Student Success. Dr. Skendall's research focus is primarily related to college student leadership and service-learning. Additionally, Dr. Skendall has published several articles and book chapters related to student leadership, alternative spring break, multiple identity development, and new professionals needs.



## Distinguished Instructor: Gordon Loeb, Loeb Consulting Group (LCG)



**Gordon Loeb** is the COO of Loeb Consulting Group (LCG), a leadership and management development company. His responsibilities include business development, marketing, financials, and client and consultant relations. Gordon helped grow LCG from a single independent consultancy to a thriving company with over 25 consultants that provides training and development, executive coaching, public workshops and student leadership development programs. Gordon has an extensive entrepreneurial and corporate background including starting and growing two successful companies and running a division of Automatic Data Processing (ADP). Gordon is the proud co-founder of a teen advisory committee in Marlboro, NJ -- an organization that helps teens develop leadership skills through community service projects. The organization is the recipient of a 2015 New Jersey State Governor's Jefferson Award.



## Distinguished Instructor: Ramsey Jabaji, University of Maryland

**Ramsey Jabaji** is an Assistant Director in the Office of International & Leadership Programs of the A. James Clark School of Engineering at the University of Maryland. Ramsey advises all engineering students wishing to study abroad on one of the 40+ engineering programs. He has been at the University of Maryland since 2005. Ramsey also directs short-term programs each summer and winter which have included locations such as Qatar, the United Arab Emirates, France, Spain, and China. He graduated from Franklin & Marshall College with a double-degree in Sociology and Environmental Studies and a master's degree in Counseling & Personnel Services from the University of Maryland. He is a doctoral student in Counseling, Higher Education, and Special Education at University of Maryland.



## Alumni Luncheon

**Bryan Vorndran '98** graduated from Lafayette College with a Bachelor of Science in Civil Engineering Bryan and earned his MBA from the University of Michigan, Ross School of Business in 2012. Upon graduating from Lafayette, Bryan accepted employment with Procter and Gamble as an operations management engineer and then worked in the same capacity with Merck & Co., Inc. In August 2003, Bryan entered on duty as a Special Agent with the Federal Bureau of Investigation (FBI) in the FBI's Washington Field Office (Washington, DC) where he investigated criminal enterprises trafficking cocaine and heroin. Beginning in November 2008, Bryan spent five months in Afghanistan as part of the International Contract Corruption Task Force and was instrumental in securing criminal convictions for a \$20M contract fraud scheme related to the war in Afghanistan. In September 2009, Bryan was promoted to Supervisor Special Agent at FBI Headquarters, Counterterrorism Division. From June 2013 until September 2016, Bryan returned to the FBI's Washington Field Office where he led the Joint Terrorism Task Force (JTTF).





**Jodi Katz '97** is known for her role as the first US Creative Director of L'Occitane en Provence, Jodi Katz '97 built and led the global integrated creative department for four years. While there, she honed her brand building skills and developed a desire to collaborate with, nurture and grow innovative beauty brands. Katz also has over 15 years of advertising and marketing



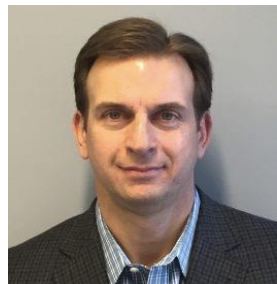
experience and as the founder and creative director of Base Beauty, she has an understanding of how to build a brand that is both broad and deep, having helped to differentiate dozens of beauty brands across all industry segments. She brings a fresh and unfettered perspective to help clients focus on what is not working, never shying away from saying what needs to be said. Her unique talent for quickly identifying challenges and opportunities for beauty brands has evolved through experience in global advertising, publishing, and working for a number of other brands.

**Ousmane Diagne' 98** holds degrees in Electrical Engineering and Economics and Business from Lafayette College Easton, PA. He is investment manager and principal of Timbuktu Capital Management, LLC, a Boston based asset management and investment advisory company.



He is a member of the CFA institute and The Boston Security Analysts Society, Inc. Diagne has over 15 years of experience working both as a market maker (trader for Charles Schwab) and as financial advisor. His experience through two financial crises and the rigorous training of the CFA program have prepared him to manage assets for both institutions and high net worth individuals. With his consulting experience, he was selected as a MIT ideas global challenge competition judge; he has given lectures at various institutions such as Princeton University.

**Peter Lops '91** graduated with a BA in Economics and is the Chief Operating Officer for the Content Distribution group at Viacom. Peter joined Viacom in 2007 as the Senior Vice President of Financial Planning & Analysis. After this corporate role, he joined Content Distribution as the Senior Vice President of Finance and he was soon promoted to COO. His responsibilities include leading a centralized deal team, overseeing deal analysis and modeling, ensuring MFN and contractual compliance. Prior to



Viacom worked for FOX Televisions Stations Group and the National Football League. At FOX he was the Vice President of Finance and established the finance and accounting department. Peter held various positions at the NFL during his 9 years there, including Controller, Vice President of Financial Planning & Analysis and Vice President of Finance for the NFL's Media and International Divisions. Before joining the NFL, he was a Manager at Arthur Andersen in the New York and Sydney offices.

**Michael S. Schmidt '05** is a journalist and correspondent for The New York Times in Washington, D.C. Schmidt began working for The Times as a news clerk in 2005. In December 2007, he was made a staff reporter, covering performance-enhancing drugs and legal issues in sports. Over the next several years, Schmidt broke a number of national headlining stories and while in Iraq he uncovered a series of classified documents which were a testimony from Marines about the 2005 Haditha Massacre. As a Washington correspondent for *The Times* he broke the story that Hillary Rodham Clinton had exclusively used a personal email account when she was secretary of state. In May 2015, Schmidt was part of a group of Times reporters who broke a series of stories about the Justice Department charging FIFA executives and was present in the lobby of a hotel in Switzerland when law enforcement officers made the arrests.



**Deborah Geffken '75** graduated from Lafayette with a BS in Economics. She is a former member of the Philadelphia Stock Exchange (PHLX) and traded derivatives with several firms including her own trading firm, Mohr Options Inc. Also served on the PHLX Board of Governors and was actively trading from 1975-1998. From 1999 to 2009, while working at the American College of Financial Services, Deborah designed and launched the turnkey learning solution for the investment industry creating a successful path to pass the CFP (Certified Financial Planner) certification program expanding into a new market for the College and creating a sustainable revenue source. She has over 35 years of investment and business development experience spanning Entrepreneur, Intrapreneur and Social Entrepreneur. Deborah is currently Founder of Mohr Options, consulting with clients in a myriad of industries particularly female entrepreneurs and startups recognizing human potential and identifying underutilized assets to increase ROI. She supports the entrepreneurial ecosystem in the Philadelphia area.



# The Leadership Challenge®

## The Five Practices and Ten Commitments of Exemplary Leadership

### Model the Way

1. Clarify values by finding your voice and affirming shared values.
2. Set the example by aligning actions with shared values.

### Inspire a Shared Vision

3. Envision the future by imagining exciting and ennobling possibilities.
4. Enlist others in a common vision by appealing to shared aspirations.

### Challenge the Process

5. Search for opportunities by seizing the initiative and by looking outward for innovative ways to improve.
6. Experiment and take risks by constantly generating small wins and learning from experience.

### Enable Others to Act

7. Foster collaboration by building trust and facilitating relationships.
8. Strengthen others by increasing self-determination and developing competence.

### Encourage the Heart

9. Recognize contributions by showing appreciation for individual excellence.
10. Celebrate the values and victories by creating a spirit of community.



# LAFAYETTE LEADERSHIP EDUCATION

FUNDAMENTAL • DEVELOPMENTAL • EXPERIENTIAL

Many thanks to the members of the Lafayette Leadership Education Committee for your guidance and commitment toward creating the 2017 institute:

**Caroline Bitterly '17**

**Courtney Blocker '17**

**Tanina Cadwell '17**

**Erin Evans**

**Mary Roberson**

**Dr. Tim Silverstri**

**Neysa Braimah '17, 2017 LLE Intern**

**Olivia Bonevento '18, 2018 LLE Intern**

**Dr. Alan Childs**

**Christine Tomik**

**Tim Uhrich**

**Dr. Jodie Frey, LLEC Advisor**

---

Thank you as well to the generous support of the Lafayette Leadership Institute sponsors:

**The Class of 1968 Gift Fund & The Solomont Family**

These generous gifts made this event possible!

---

Special recognition also goes to **Wassim Gharbi '19** for his LLI logo and LLI website design. Also to this year's lead intern, **Neysa Braimah '17** who worked tirelessly preparing and whose patience was unwavering.

---