



EXECUTIVE DEVELOPMENT ROUNDTABLE EDRT

Boston University School of Management • 595 Commonwealth Avenue • Boston, MA 02215
Phone 617-353-2031 • Fax 617-353-4878 • edrt@bu.edu • <http://edrt.org>

Executive Development Roundtable: INNOVATIVE APPROACHES TO LEADERSHIP

A Member-Driven Learning Community

The Executive Development Roundtable (EDRT) operates at the unique intersection of academic research and contemporary business applications. EDRT's corporate members have the strategic advantage of learning from and contributing to the latest applied research on how successful executives drive their organizations and why executive development remains a key competitive advantage in business today.

It's also a collegial and open environment where upper-level executive development professionals can discuss best practice solutions, obtain industry-specific benchmarking tools, and gain the overall professional development they need.

Established by the Boston University School of Management, this dynamic, peer-based learning forum and research center is open to all organizations that view executive development as a strategic resource to produce value-added results for their businesses.

The vitality and balance members bring to these open forums allow them to both better understand how they can maximize their own professional performance and how this strategic function is applied in leadership and organizational development across industries. Our diverse corporate partners join EDRT from a variety of industries and business settings. Their unique experiences and skills enrich our roundtable discussions, which are an EDRT hallmark.

Through semiannual meetings, unique peer learning networks, and research initiatives, EDRT offers its members year-round benefits. EDRT seeks to offer members a world-class professional development opportunity. Our biannual meetings provide members an opportunity to learn in a small group, interactive format from some of the leading practitioners in our field. At every meeting, members spend extended time with selected experts in deep dialogue on relevant subjects. In addition, there is valuable peer to peer learning as a result of individual members discussing current work and new concepts. Between meetings, conference calls are periodically held to address additional areas of interest to EDRT members.

EDRT Meetings: Exchanges with World-Class Thought Leaders

Held in Spring and Fall, EDRT's twice-yearly meetings provide members with an in-depth and hands-on forum to exchange the latest research and thought on leadership and executive development. During these two-day seminars, members, their guests, faculty, and featured experts discuss a particular area of executive and organizational development.



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We primarily hold our meetings in Boston, but also host them at other locations, when appropriate. Our featured speakers are some of the most esteemed in the field. Topics are timely, relevant and actionable; recent sessions and speakers include:

Developing Enterprise-Level Leaders

Douglas A. Ready, Professor, London Business School, President, International Consortium of Executive Development Research (ICEDR)

The Critical Link Between Work-Life and Leadership

*Ed Schein, Professor Emeritus, Massachusetts Institute of Technology, Sloan School of Management;
Stewart Friedman, Director Wharton Leadership Program, University of Pennsylvania;
Kathy Kram, Everett B. Lord Distinguished Faculty Scholar, Boston University, School of Management;
Frances Hesselbein, Chairman and Founder, Leader to Leader Institute*

Learning to Make Leadership Decisions

Michael Useem, Professor of Management, Director, Center for Leadership and Change, The Wharton School, University of Pennsylvania

Personal Learning for Professional Development: Exploring the Immunity to Change

Robert Kegan, The William & Miriam Meehan Professor of Adult Learning & Professional Development, Harvard University Graduate School of Education; Lisa Lahey, Associate Director, Change Leadership Group, Harvard University Graduate School of Education

Strategic Leadership Staff-Ride: The Civil War Battlefield of Antietam

Colonel Len Fullenkamp, Retired, U.S. Army War College

HR Business Process Redesign and its Implications for the Role of the Leadership and Organizational Development Professional

*Warren Bennis, Distinguished Professor, Marshall School of Business, University of Southern California
Edward E. Lawler, III, Professor, Marshall School of Business, University of Southern California*

Blended Learning in Executive Development

Chris Argyris, Harvard University and The Monitor Group

Learning from Past, Present, and Future: Leadership Staff Ride at the Gettysburg

General Gordon Sullivan, USA, Retired, Former U.S. Army Chief of Staff

Leveraging Job Assignment Experiences for Leader Development

Morgan W. McCall Jr., University of Southern California; George Hollenbeck, Hollenbeck Associates



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Innovation in Executive Development

Clayton M. Christensen, Harvard Business School; Edgar Schein, MIT Sloan School of Management

The Role of Executives and How They Learn

Henry Mintzberg, McGill University; Jonathan Gosling, Lancaster University

Emotional Intelligence and Leadership

Daniel Goleman, Emotional Intelligence Services; Cary Cherniss, Rutgers University

During our meetings, members and guests also participate in dynamic roundtable discussions with colleagues that allow them to focus on individual management situations and solutions. In the past, we have discussed new ways to help managers with scenario planning, how to use job assignments for executive learning, and how to combine formal classroom programs with job assignments and mentoring.

Members have consistently reported that these personalized forums are highly beneficial because they provide them with an environment for learning and development and the necessary peer feedback and perspectives for personal and professional growth to deliver business results in their organizations.

Faculty Connection for Research and Best Practices

EDRT faculty provide members with one of their most important tools: solid quantitative and qualitative research readily applied. Our faculty are experts in executive and management development and their research initiatives significantly contribute to the overall knowledge and ongoing professional development of our members. Furthermore, they secure renowned academic and industry leaders in chosen disciplines to contribute to EDRT forum discussions and research papers. Members are the first to be informed of this research before it's published and disseminated to a wider audience.

As EDRT's academic host, the School of Management at Boston University provides recognized experts in the field, including Professors Douglas T. (Tim) Hall, Founding Director of EDRT and one of the world's leading career scholars, Kathy Kram, best known for her groundbreaking work on mentoring and a foremost scholar on emotional intelligence and developmental networks in personal and leadership development, Lloyd Baird, Chair of the Organizational Behavior department and an expert in dynamic learning and strategic leadership, and Fred Foulkes, Director of the Human Resources Policy Institute and global authority on human resource and talent management, among many others. Our core faculty and related academic and professional networks are a considerable and unique strength for EDRT.

EDRT's special partnership between Boston University and profit and non-profit organizations provides a powerful blend of theory and practice, academia and business. BU's world-class faculty and staff provide leadership and administration support, while membership fees support



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both targeted and exploratory research to maintain leading edge thinking. EDRT members have the opportunity to direct research and have full access to EDRT research findings and reports. Faculty and researchers are available for exploration and discussion of concepts and best practice applications.

EDRT Membership: The Value Proposition

We offer our members year-long benefits integral to their continued success in the ever-changing executive development landscape. While all member institutions receive the same full benefits, their representatives have the opportunity to make significant contributions to EDRT based on their organization's particular needs and goals. EDRT is a collegial, supportive, learning-oriented community.

Current EDRT Member Organizations include:

ArnzenGroup
BlueCross BlueShield of MA
Brooks Leadership Development
Eli Lilly & Company
FirstEnergy Corporation
Hill Holliday
Leader to Leader Institute
Monitor Group
Staples, Inc.
The Boeing Company
Volunteers of America

Biogen Idec
Boston Scientific
CVS Caremark
Fidelity Investments
Goldman, Sachs & Co.
KPMG
Millennium Pharmaceuticals, Inc.
Nortel
Susan Ennis & Associates
U.S. Army War College

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