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NEWS RELEASE

NEED FOR MIAMI VALLEY EXECUTIVE LEADERSHIP DRIVES NEW DEVELOPMENT PROGRAM AT UD

DAYTON, Ohio — With record-breaking turnovers in the executive ranks and managers hopscotching from one job to another, preparing leaders for executive positions has become a priority for organizations and corporations.

The new focused, intense "Emerging Leader Program" at the Center for Leadership and Executive Development at the University of Dayton will prepare mid-level managers and high-potential leaders for future executive roles. It's a one-year integrated program that will provide mentoring, coaching, assessment, skills training, on-the-job learning and ongoing support for comprehensive leadership development and experience.

It was developed at the urging of the 16 member partners of the Center for Leadership and Executive Development, which is administered by UD's School of Business Administration, in response to increased need and mobility among executives. Projections from the Bureau of Labor Statistics show a 16 percent increase in demand for top executives and general managers, with 2.4 million additional jobs anticipated by 2008. A report released in December by Challenger, Gray & Christmas, a Chicago-based outplacement firm, showed 1,079 chief executive changes in 2000.

"What differentiates this program from others is the close involvement by our partner organizations in tailoring the curriculum for real business needs," said Richard Walsh, executive director of the center. The program is organized around two needs deemed critical by the partners — developing leadership capabilities and broadening leadership perspectives. Topics range from exercising influence and leading change to strategy, financial management, sales and customer service.

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The first session, to begin Thursday, Jan. 11, is filled to capacity with 30 participants drawn from the 16 member partners. Each participant will attend 17 days of programming throughout the year, receive assessment and feedback on professional management skills, work with an executive mentor from his or her own organization and meet regularly with a certified coach from the center.

In a capstone session, participants will take part in a three-day simulation of assuming executive posts and making decisions appropriate for the corporation. The sessions will be analyzed and assessed.

"So many professional development programs that people take part in are hit or miss," said Barbara Czestochowa, director for the emerging leader program. "They're not pulled together. We're set up for continual growth, with pre-session assignments and follow-up work, and participants will receive support from their executive mentor, coach and colleagues in the group. There is an intense focus throughout the year on their development. We expect significant growth that our partners will be able to measure."

Presenters will include members of the University of Dayton faculty as well as from organizations such as the International Leadership Association of Cincinnati, Pope and Associates of Cincinnati, Barnes & Conti of California and Vima of Virginia.

A second yearlong program for emerging leaders will begin early this summer.

The Center for Leadership and Executive Development provides customized education programs and consulting services in executive, management and professional development. For more information, call the Center for Leadership and Executive Development at (937) 229-3115 or see <http://leadership.udayton.edu>.

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For media interviews, contact **Barbara Czestochowa** at (937) 229-3115 or via e-mail at barbara.czestochowa@udayton.edu.