2015 ANNUAL REPORT
“The ILA has impressive global breadth, great academic networking across fields and regions, and a willingness to explore ideas in a more comprehensive – and at times integral – manner.”

ILA Member

“The ILA is one of the only bodies in the world bringing together academics and practitioners, which has the potential to significantly improve the field of leadership and leadership development through robust debate and engagement.”

ILA Member
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Dear Members and Friends,

The International Leadership Association is a healthy, growing network of leadership professionals around the globe committed to a mission of “promoting a deeper understanding of leadership knowledge and practices for the greater good of individuals and communities worldwide.”

As relevant guideposts for our work, barometers of our accomplishments, and indicators of what more we must do to live fully into our unique identity, the ILA draws upon three strategic imperatives:

1. Advance the global study and practice of leadership;
2. Develop and engage a more global and diverse membership;
3. Strengthen ILA as a dynamic, sustainable, global organization.

This annual report shares considerable data on the progress that has been made over the past year. We’d like to take a moment to highlight a few notable accomplishments before you delve into the report details.

An impressive 41% of members completed an association wide survey in 2015 that collected information on the ILA member experience, our collective global outreach, and member demographics. We know that the core strength of ILA resides in our members, within the connections they make and the gifts and talents they offer. Data collected in the survey will be used to assess member needs and help us provide improved and expanded services to members.

Our incredibly dedicated board contributed immeasurably and significantly to the association and its events and programs. The board’s governance leadership is strong and its focus remains on positioning the ILA for present and future financial stability and success. In 2015, 100% of ILA’s board supported the association financially. The board established a Global Expansion Task Force to study and make recommendations to ensure organizational identity and integrity.

Through an experienced and dedicated staff, we continued to build global relationships and collaborative ventures with individuals and organizations via meetings, topical conferences, webinars, electronic communications, and publications. In 2015, our Leadership Perspectives webinars had 1678 participants from 41 different countries. ILA’s 17th annual global conference in Barcelona, Spain, had 1021 participants with 31% of the attendees hailing from outside of the United States.

ILA is a unique global network — a network of leadership scholars and researchers, educators and students, coaches and consultants, public leaders and executives. We are a network of inquiry and ideas, imagination and creativity, innovation and best practices. Above all, we are a network whose existence is rooted in deeply held values. In this time of great change and volatility, ILA stands as an inspirational and aspirational platform for improving the research, the teaching, and the practice of leadership — contributing to the common good around the world.
Our Mission
The International Leadership Association (ILA) is the global network for all those who practice, study, and teach leadership. The ILA promotes a deeper understanding of leadership knowledge and practices for the greater good of individuals and communities worldwide.

Our Commitment to Realize the Mission of the ILA
The principal means by which our mission is accomplished is through the synergy that occurs by bringing together public and private sector leaders, scholars, educators, executives, coaches, consultants, and students from many disciplines and from many nations.

Our Vision
The ILA will be valued for its expertise in developing and advancing leadership knowledge and practice worldwide. The ILA strives to:

- Strengthen ties between those who study and those who practice leadership.
- Serve as a forum where people can share ideas, research, and practices about leadership.
- Foster effective and ethical leadership in individuals, groups, organizations, and governments in the global community.
- Generate and disseminate interdisciplinary research and develop new knowledge and practices.

Our Values
Inclusion: Fosters and promotes broad and diverse membership engagement.
Impact: Encourages leadership initiatives that advance the field of leadership and contribute to the greater global good.
Integrity: Insists upon effective and ethical leadership practices and sound scholarship.
Interconnection: Builds upon the shared interests and complementary talents of members to support individual and collective goals.
Interdisciplinary: Promotes and influences leadership as an interdisciplinary field bridging theory, practice, and multiple sectors.
International perspectives: Respects cultural contexts and facilitates learning and networking across national boundaries.

Our Strategic Imperatives
- Advance the global study and practice of leadership.
- Develop and engage a more global and diverse membership.
- Strengthen ILA as a dynamic, sustainable, global organization.
GETTING TO KNOW THE

2721 MEMBERS BASED IN 72 COUNTRIES

MEMBER FACTS*

- 54% have worked in 2 or more countries
- 54% say ILA membership helped them connect with people from other countries
- 81% are satisfied or very satisfied with their ILA membership
- 99% would recommend ILA membership to others

TOP 5 REASONS PEOPLE JOIN ILA*

- **Connect** to the ongoing leadership conversation.
- **Discover** the latest trends in leadership.
- **Network** with leadership professionals within my field/sector.
- **Further Develop** leadership capacity.
- **Support** an organization that promotes a deeper understanding of leadership for the greater good of individuals and communities worldwide.

*2015 Membership Survey
**TOP 5 MEMBER BENEFITS**

- **Conferences & Events**  
  Member pricing to all ILA conferences and events.

- **Leadership Journals**  
  Online access to *Leadership Quarterly*, *Journal of Leadership Studies*, and *Leadership and the Humanities*, and other resources.

- **Webinars**  
  Live and on-demand access to ILA Leadership Perspectives webinars.

- **Member Communities**  
  Opportunities to participate in ILA member communities and serve on ILA committees.

- **Book Series**  
  Complimentary copies or member pricing for ILA’s *Building Leadership Bridges* series and *Women & Leadership* series.

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*2015 Membership Survey*
PROGRAM Highlights
WEBINARS

LEADERSHIP PERSPECTIVES WEBINAR SERIES

The latest in leadership thought, theories, and tools

Leadership Perspectives is a series of live, interactive webinars that promote a deeper understanding of leadership knowledge and practice and invite participants to change their perspective by featuring presenters from various sectors and disciplines from around the world who have leading-edge research, best practices, and solutions to share. Recorded versions of the webinars are also made available to members on-demand.

2015 WEBINARS

• A Year with Peter Drucker (Joseph A. Maciarello)
• Mapping & Matching Leadership Competencies with Individual Student Career Choices (Corey Seemiller)
• Leadership in Colonial and Postcolonial Africa: Trends and Implications for Politics and Development (Baba Jallow)
• Power Through Partnership: How Women Lead Better Together (Maggie Ellis Chotas & Betsy Polk)
• Leadership Is Half the Story (Marc and Samantha Hurwitz)
• The Coach’s Mind Manual: Enhancing Leadership with Neuroscience, Psychology, and Mindfulness (Syed Azmatullah)
• Video Tools, Tactics, Know-How – Optimizing Organizational Storytelling for Leadership, Change & Engagement Efforts (Jason Fararoei & Kim Weller)
• Leader as Subject: Michel Foucault’s Last Lectures (Nathan Harter & A.J. Grant)
• Memories With Momentum In Leadership Development: The Case of the Arts (Ian Sutherland)
• Case-in-Point: An In-the-Moment Teaching Tool for Deep Leadership Learning (Adriano Pianesi)

WEBINAR FACTS

10 webinars in 2015
1678 participants from
41 countries
More than 1,000 leadership scholars and researchers, educators and students, coaches and consultants, public leaders and executives connected at ILA’s 17th annual global conference in Barcelona. The 2015 conference theme challenged participants to think broader and bolder as they explored leading across, beyond, and between borders and generations. Keynote speakers included: John, Lord Alderdice, House of Lords – UK Parliament; Gill Robinson Hickman, Jepson School of Leadership Studies; Frank P. Ros, Coca-Cola Company; and Jorrit Volkers, Deloitte University. The annual global conference energizes participants’ passion for leadership and revitalizes their commitment to the work ahead as we all contribute to the creation of more integrated leadership thinking, practices, and solutions that can positively impact our complex global environment.

“I have been able to incorporate much of what I have learned at conferences and pre-conferences into my teaching. They have been among the most beneficial and useful conferences I have attended.”

ILA Member
CONFERENCES (CONTINUED)

2ND BIENNIAL WOMEN & LEADERSHIP CONFERENCE
Advancing Women in Leadership: Waves of Possibilities
7-10 June 2015 • Pacific Grove, California, USA

This conference provided a critical forum for bringing together top scholars, leadership educators, and practitioners to discuss the latest research and work linked to women and leadership. The peaceful, rejuvenating, and historic setting of the Asilomar conference grounds provided participants with distinctive opportunities for learning, discussion, networking, reflection, and renewal. Based on the conference outcomes, the program team updated the Asilomar Declaration and Call to Action on Women and Leadership, a road map for exploring the latest theories and practices involving women and the leadership process.

BY THE NUMBERS
- 253 participants from
- 12 countries
- 85% would recommend the conference after attending
- 54% higher attendance than the first Women & Leadership conference in 2013

LEADERSHIP EDUCATION ACADEMY
2-5 August 2015 • Orlando, Florida, USA

2015 marked the first year of ILA’s Leadership Education Academy (LEA), which brought together leadership educators and facilitators to explore, enhance, and deepen leadership knowledge and pedagogical practices. LEA is an inclusive program designed to take participants through facilitated experiential sessions on both content and pedagogy. Academy facilitators — including top leadership educators and published authors from the field — modeled best practices and provided opportunities for participants to engage in a practice-feedback-reflection loop. LEA also integrated exercises around leadership educator identity exploration. Leadership educators explored their own professional identities as a way to make meaning of how those identities shape what and how they teach.

BY THE NUMBERS
- 2.5 days of deep learning
- 67 participants from
- 6 countries
Leadership 2050: Critical Challenges, Key Contexts, and Emerging Trends

What kind of leaders will the world need over the next thirty-five years? How will our knowledge of leadership, leadership development, and leadership education change? Leadership 2050 examines the issues, drivers, and contexts that will most likely influence leaders and followers over the next 35 years.

The Building Leadership Bridges Book Series: This series captures the best contemporary thinking about leadership from a diverse range of scholars, practitioners, and educators working around the globe. In keeping with the mission of the ILA, the book series connects ways of researching, imagining, and experiencing leadership across cultures, over time, and around the world. The series is published by Emerald Group Publishing, based in the UK.

Women as Global Leaders

Global leadership is a small but growing field of research responding to the increasingly complex, globalized world we lead in. Within this nascent field, the study and development of women global leaders is even smaller. Volume two of ILA’s Women & Leadership book series takes a step toward filling the gap.

Women and Leadership Around the World

Women’s leadership in four regions of the world — the Middle East, Europe, North America, and Asia Pacific — is examined. Problematizing and historicizing women's limited access to power, the authors offer recommendation for change that would increase women's access to positions of authority and increase their effectiveness as leaders.

The Women & Leadership: Research, Theory, and Practice Book Series: This cross-disciplinary series, published by Information Age Publishing, draws from current research findings, development practices, pedagogy, and lived experience to deliver provocative thinking that enhances leadership knowledge and improves leadership development of women around the world.
**Member Connector**
ILA’s member magazine featured an array of articles in 2015 including:
- Method Moments
- Community Digests
- Field Reports
- Member Spotlights
- Organizational News
- Behind the Page Leadership Author Interviews

In 2015, the magazine also published in-depth, behind the page interviews with:
- Barbara Kellerman – *Hard Times: Leadership in America*
- Joseph E. Trimble and Jean Lau Chin – *Diversity and Leadership*
- Kimberly Yost – *From Starship Captains to Galactic Rebels: Leaders in Science Fiction Television*
- Rita A. Gardiner – *Gender, Authenticity and Leadership: Thinking with Arendt*
- Michael Useem and Erwann Michel-Kerjan – *Leadership Dispatches: Chile’s Extraordinary Comeback from Disaster*
- Robert M. McManus and Gama Perruci – *Understanding Leadership: An Arts and Humanities Perspective*
- Anne-Marie Quigg – *The Handbook of Dealing with Workplace Bullying*

**Becoming a Better Leader: Applying Key Strategies**
A cornerstone of the International Leadership Association’s mission is to generate and disseminate interdisciplinary leadership research and develop new knowledge and practices. Our partnership with Routledge to develop and disseminate this free ebook allowed us to do just that. In addition to highlighting the work of ILA members who are current Routledge authors, *Becoming a Better Leader: Applying Key Strategies* incorporated original content from ILA members working on the important leadership questions of today such as forgiveness, ethics, sustainability, and gender equality. The book delivers practical, succinct strategies for developing efficient, effective leadership skills.

**Leadership Journals**
To advance the development of the field of leadership studies as a discipline, the ILA continued to support the following journals and make them available to all association members.
- *Journal of Leadership Studies*
- *Leadership and the Humanities*
- *The Leadership Quarterly*
ILA’s Leadership Legacy Program honors individuals who have made a significant lifetime contribution to the field of leadership through their published works and influential support of leadership knowledge and practice. Each recipient is presented with ILA’s Lifetime Achievement Award and has their work celebrated at our annual global conference. After the conference they are added to the ILA Virtual Hall of Fame where oral histories, conducted in partnership with the Randall L. Tobias Center for Leadership Excellence at Indiana University, are made available to the public.

ILA LIFETIME ACHIEVEMENT AWARDS

2015 HONOREE: Larraine Matusak
Speaker, author, university president, and international leadership expert Larraine Matusak has had a profound impact on people’s lives around the world. She founded the College of Alternative Programs at the University of Evansville and, as one of the original board members of the Council for Adult Experiential Learning, promoted innovative concepts and trained thousands. Perhaps her biggest achievements were in the work she did at the W.K. Kellogg Foundation where she led international grant-making efforts and helped fund a generation of leadership programs worldwide. As Matusak is fond of saying, “Create the future! Leadership is everyone’s responsibility.”

2015 HONOREE: Boas Shamir (posthumously)
Boas Shamir contributed chapters to numerous books and published more than 70 articles, most significant in the areas of leadership and the self, social distance and charisma, followership, narratives and life stories, and time. He served many years on the editorial boards of several journals including Leadership and the International Journal of Organizational Behavior and was named “Best Reviewer” by The Leadership Quarterly. A generous man with his colleagues, Shamir had that rare gift of making the people around him better. Shamir was brilliant and critical, and challenged people to do more.

2015 HONOREE: Georgia Sorenson
Thirty years ago Sorenson co-created with James MacGregor Burns a plan to create a new discipline, Leadership Studies. She established or supported refereed scientific leadership journals; co-founded a professional association (the ILA); co-edited the award-winning, Encyclopedia of Leadership (a disciplinary resource); and, among other achievements, chronicled the benchmarks for a consolidation of leadership theory in The Quest for a General Theory of Leadership. From her work as an analyst for the U.S. Commission of Civil Rights to the themes in her recent book, The Power of Invisible Leadership, Sorenson’s work has always been aimed toward the larger question, leadership for what.
AWARDS (CONTINUED)

FREDRIC M. JABLIN DOCTORAL DISSERTATION AWARD

2015 RECIPIENT: Danielle L. Lupton, Assistant Professor of Political Science, Colgate University
“Leaders, Perceptions, and Reputations for Resolve”
In partnership with the Jepson School of Leadership Studies at the University of Richmond, The Jablin award is given annually to a scholar from any discipline whose recently completed doctoral dissertation demonstrates substantial insights and implications for the study of leadership.

KENNETH E. CLARK STUDENT RESEARCH AWARD

2015 RECIPIENT: Deirdre P. Dixon, Assistant Professor of Management and Associate Director, TECO Energy Center for Leadership, The University of Tampa, Sykes College of Business
“Staying Alive: The Experience of In Extremis Leadership”
In partnership with the Center for Creative Leadership, the Clark award recognizes outstanding unpublished papers with a focus on some aspect of leadership or leadership development written by undergraduate or graduate students.

STUDENT CASE COMPETITION

The annual case competition brings together teams of students to face-off in an event where they analyze and develop a specific set of strategic recommendations that address key issues in a real work case involving contemporary leadership issues. This year’s case, “Votes, Bribes, and Videotape” was about the 2015 FIFA leadership scandal.

2015 UNDERGRADUATE DIVISION WINNERS: Monica Lyons, Matthew Clark, and Patrick Holcomb (Gonzaga University)

2015 GRADUATE DIVISION WINNERS: Patti Brenner, Tracy Brown, and Brian Peterson (Alvernia University)

DISTINGUISHED LEADERSHIP AWARD

ILA periodically presents this award to individuals whose contributions to the understanding of and/or practice of effective leadership are significant and have resulted in extraordinary impact that transcends national boundaries. Recipients bestowed the Distinguished Leadership Award serve as inspiring examples to all who labor to make positive change in the world.
### BOARD MEMBERS

**Scott Allen**  
*ILA Board Development Committee Chair*  
Assistant Professor of Management, John Carroll University  
USA

**Aldo Boitano**  
Executive Director, Executive Development  
Chile

**Janis Bragan Balda**  
*ILA Treasurer & ILA Finance Committee Chair*  
Associate Professor of Sustainable Enterprise, Center for Sustainability & Global Change, Unity College  
USA

**Michael Brandenburg (Ex-Officio)**  
*ILA 2015 Global Conference Chair*  
Director, Coaching Services, Executive Education; Director, International Business Development, IESE Business School, University of Navarra  
Spain

**Ira Chaleff**  
President, Executive Coaching & Consulting Associates  
USA

**Cynthia Cherrey (Ex-Officio)**  
*ILA President & CEO*  
USA

**Martin Fitzgerald**  
Associate Professor, Leadership & Management Faculty of Business and Law, University of Newcastle  
Australia

**Cheryl Getz (Ex-Officio)**  
*ILA 2014 Global Conference Chair*  
Associate Professor, Department of Leadership Studies, University of San Diego  
USA

**Mansour Javidan**  
*ILA Vice Chair; ILA Global Expansion Taskforce Chair*  
Garvin Distinguished Professor and Director, Najafi Global Mindset Institute, Thunderbird School of Global Management  
USA

**Max Klaau**  
*ILA Fundraising Committee Chair*  
Director of Leadership Development, City Year, Inc.  
USA

**Rens van Loon**  
Director, Human Capital – Organisation, Change & Leadership, Deloitte Consulting; *Professor of Dialogical Leadership*, Tilburg University  
Netherlands

**Susan Elaine Murphy**  
*ILA Membership Committee Chair*  
Professor and Chair of leadership Development, Organisational Studies, University of Edinburgh Business School  
UK

**Janet Rechtman (Ex-Officio)**  
*ILA 2016 Global Conference Chair*  
Senior Fellow, J.W. Fanning Institute for Leadership Development, University of Georgia  
USA

**Andrew Simon**  
Executive Director, Yellow Edge Pty. Ltd.  
Australia

**Roger Sublett**  
*ILA Secretary*  
President, Union Institute and University  
USA

**Katherine Tyler Scott**  
*ILA Board Chair*  
Managing Partner, Ki ThoughtBridge  
USA

**Éliane Ubalijoro**  
Professor of Practice, Institute for the Study of International Development, McGill University; Member, Presidential Advisory Council for Rwandan President Paul Kagame  
Canada

**Elen Van Velsor**  
Senior Fellow (Retired), Center for Creative Leadership; *Adjunct Professor*, University of North Carolina, Greensboro  
USA
EMERITI BOARD MEMBERS

Jean Lipman-Blumen  
Professor, The Peter F. Drucker & Masatoshi Ito Graduate School of Management, Claremont Graduate University  
USA

Lorraine R. Matusak  
Former Program Officer in Education and Leadership, W.K. Kellogg Foundation  
USA

Georgia Sorenson  
Churchill Møller Leadership Scholar, Møller Centre, Churchill College, University of Cambridge  
UK

BOARD COMMITTEES

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Ira Chaleff  
Martin Fitzgerald  
Shelly Wilsey (Staff)

FINANCE COMMITTEE  
Janis Balda (Chair)  
Carol Madison  
Andrew Simon  
Ellen Van Velsor  
Shelly Wilsey (Staff)

FUNDRAISING COMMITTEE  
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Aldo Boitano  
Éliane Ubalijoro  
Bridget Chisholm (Staff)

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Joanne Barnes  
Cheryl Getz  
Rens van Loon  
Mindy McNutt  
Simon Vroonhof  
Anita Marsh (Staff)

STAFF

Cynthia Cherrey  
President & CEO

Shelly Wilsey  
Chief Operating Officer

Bridget Chisholm  
Director of Conferences

Debra DeRuyver  
Communications Director

Anita Marsh  
Membership Manager

Julie Polzer  
Conference Associate

Jean Portianko  
I.T. & Office Manager

100% of ILA Board members financially contributed to the association in 2015
The ILA ended the 2015 fiscal year on a solid financial note, reaching an all-time high for revenues by exceeding $1m for the first time. While the revenues exceeded the budget by 18%, ILA’s total expenses were 1% over budget, delivering a positive net of over $157,000. These results well-position the ILA to focus on strategic growth initiatives.

The Board established a reserve policy in 2015 to provide a resource for unexpected downturns and create a source for internal investments in the association. This policy requires the ILA to maintain a reserve of at least four months of operating expenses. To date, reserves are well within those guidelines.

### Three Year Financial Summary

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<th>FY 15</th>
<th>FY 14</th>
<th>FY 13</th>
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<tbody>
<tr>
<td>Operating Revenue</td>
<td>$1,039,207</td>
<td>$752,210</td>
<td>$778,882</td>
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<td>Operating Expenses</td>
<td>881,700</td>
<td>750,768</td>
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<tr>
<td>Net / Turnover</td>
<td>157,507</td>
<td>1,442</td>
<td>(11,154)</td>
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### Fiscal Year 2015

**Revenue**
- 68% Conferences
- 28% Membership
- 1% Gifts & Donations
- 3% Other

**Expenses**
- 87% Programs
- 11% Administration
- 2% Fundraising
“ILA has an inclusive culture which welcomes all for ongoing dialogue and exploration of leadership perspectives.”

ILA Member

“I have built relations with people I respect over the years that I value. ILA also provides me with an opportunity to network, to learn, and to contribute to the field.”

ILA Member