

KRANNERT EXECUTIVE FORUM

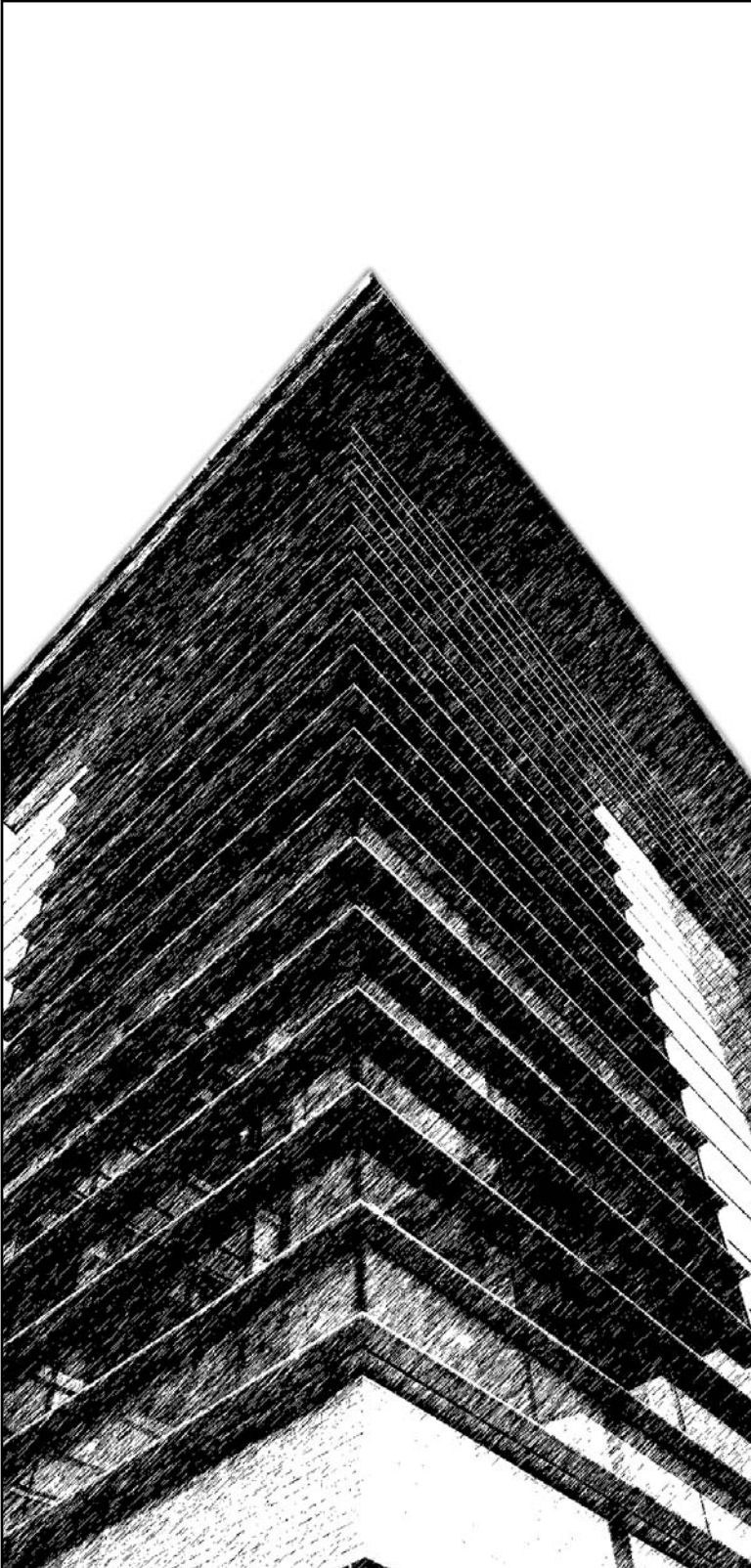
**MANAGEMENT 40100
FALL 2009**

Richard Cosier
Dean and
Leeds Professor of Management



KRANNERT
SCHOOL OF MANAGEMENT

PURDUE
UNIVERSITY



**Krannert Executive Forum
Management 40100
Fall 2009**

OVERVIEW

**KRANNERT EXECUTIVE FORUM
COURSE SYLLABUS
FALL SEMESTER 2009**

- Course Number:** Management 40100
- Course Description:** A lecture-discussion course featuring executives from business firms and other organizations. Emphasis is placed on the actual practice of management, on career selection and mobility, on styles of management, and on other “applied” topics not normally covered in depth in undergraduate courses.
- Course Credit:** 1 semester hour
- Faculty Coordinator:** Richard A. Cosier, Dean and Leeds of Professor of Management
Krannert, Room 122
- Graduate Teaching Assistant:** Derek Mauk
dmauk@purdue.edu
- Escort Coordinators:** Lara Budmats
Mackenzie Morgan
James Norris
Matthew Weirich
- Executive Assistant:** Melissa Evens (494-4392)
Krannert, Room 136
mevens@purdue.edu
- Course Schedule:** Friday, 11:30 a.m. - 12:20 p.m.
Rawls Hall, Room 1086
- Course Requirements:**
- (a) Regular and prompt attendance at all course meetings.
There are no excused absences, with the exceptions of a verified case of influenza, a University request, or court orders such as jury duty. These will be handled on a “case by case” basis.
 - (b) Attendance at three luncheons or breakfasts with visiting executives.
 - (c) Visit the Web sites of the speaker and/or company.
 - (d) Participation in discussions during the class and at breakfasts or luncheons.
 - (e) Written critiques of five visiting executives.
Each critique is due to the teaching assistant by 11:00 p.m. on the Tuesday following the visit of the corporate executive. At least three critiques must be completed by Tuesday, November 3, 2009, by 11 p.m. You will receive a “ZERO” for each of the first three critiques not turned in by this date.

Course Grading:	<p><u>Attendance</u> 60 pts. Class Attendance (Required attendance begins in the week of the first scheduled Forum speaker) <i>Miss 1 or 2 classes:</i> Your attendance score will be reduced by 4 points for each missed class. <i>Miss 3 or more classes:</i> Your attendance score will be reduced by 10 points for each missed class.</p> <p><u>Luncheon or Breakfast Participation (3 pts each/ 3 required)</u> 9 pts.</p> <p><u>Class Participation</u> 10 pts. Choose from:</p> <p style="padding-left: 40px;">Escorting = 10 pts. (2 students needed each week) OR Introduction = 10 pts. (1 student needed each week) OR Two (2) questions in class, at breakfast or Lunch throughout the course of the semester. Each question = 5 pts.</p> <p><u>Written Critiques</u> 25 pts. (5 required) Each critique is due to the teaching assistant by 11:00 p.m. on the Tuesday following the visit of the corporate executive. At least three critiques must be completed by Tuesday, November 3, 2009, by 11 p.m. You will receive a “ZERO” for each of the first three critiques not turned in by this date.</p> <p style="text-align: right;">TOTAL 104 pts.*</p>
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***At the discretion of the instructor, from time to time one or more extra credit opportunities may be made available to students.**

GRADING SCALE (BASED ON 104 POINTS)

MGMT 40100 employs plus/minus grading. The breakdown of grades is as follows:

A+: 97-104	C+: 77-79
A: 93-96	C: 73-76
A-: 90-92	C-: 70-72
B+: 87-89	D+: 67-69
B: 83-86	D: 63-66
B-: 80-82	D-: 60-62
	F: 59 and below

The following scale is used for converting letter grades to scholastic indices:

A+ or A =	4.0	C+ =	2.3
A- =	3.7	C =	2.0
B+ =	3.3	C- =	1.7
B =	3.0	D+ =	1.3
B- =	2.7	D =	1.0
		D- =	0.7
		F =	0.0

In the event of a major campus emergency, course requirements, deadlines, and grading percentages are subject to changes that may be necessitated by a revised semester calendar or other circumstances. To get information about changes in this course: go to the Katalyst Web page, contact Derek Mauk at dmauk@purdue.edu, or call the school at 765-494-4392.

Academic Integrity:

You are expected to perform the requirements of this class with integrity and high ethical standards. Cheating in any form will not be tolerated. Academic dishonesty will be punished, with penalties up to expulsion. The University Regulations for Academic Integrity can be found at the following link: www.purdue.edu/ODOS/osrr/integrity.htm.

Purdue prohibits "dishonesty in connection with any University activity. Cheating, plagiarism, or knowingly furnishing false information to the University are examples of dishonesty." [[University Regulations, Part 5, Section III, B, 2, a](#)] Furthermore, the University Senate has stipulated that "the commitment of acts of cheating, lying, and deceit in any of their diverse forms (such as the use of substitutes for taking examinations, the use of illegal cribs, plagiarism, and copying during examinations) is dishonest and must not be tolerated. Moreover, knowingly to aid and abet, directly or indirectly, other parties in committing dishonest acts is in itself dishonest." [University Senate Document 72-18, December 15, 1972]

COURSE OPPORTUNITY

The Krannert Executive Forum is an interesting and timely vehicle for improved understanding between the executive suite and the academic classroom. The Forum also provides opportunities for career planning and placement for motivated students. The ultimate success of the Krannert Executive Forum depends heavily on the interest, enthusiasm, and preparation of all enrolled students. Do your part and Management 40100 will be a great experience for all!

Graduate Teaching Assistant Office Hours – By Appointment

Derek Mauk, the graduate teaching assistant, will have office hours by appointment, which can be scheduled by email at dmauk@purdue.edu. If appropriate, please provide a telephone number or return e-mail address where you can be reached.

The teaching assistant can answer questions about grading and attendance as well as provide guidance and suggestions on critique writing.

STUDENT SIGN UP SHEETS

Students must sign up for breakfast and lunches. Two weeks of lunches and breakfasts will be posted before class on a weekly basis. Sign up sheets for escorting and introductions will be available for the first three class periods.

STUDENT DRESS

The speakers for the Forum will be dressed in their normal business attire as this is a business trip for them. Students need not wear a suit each week, but appropriate dress and grooming are required. Please **do not wear cut-off jeans, shorts, flip-flops, or baseball caps**. Those students who are escorting the speaker or delivering the introductory remarks for each speaker should be dressed in **business professional attire** (coat and tie for gentlemen, business suits or appropriate dress for ladies). Those students who are attending either the breakfast or lunch should be dressed in business casual. **Hats are not to be worn during breakfasts, luncheons, or during the class period.**

STUDENT CONDUCT - CELL PHONE USAGE IN CLASSROOM

- Students may have cell phones with them during class, but they should be turned off.
- If a cell phone "rings" during class, the instructor has the right to ask the student to turn off the phone and cease its usage.
- If a student persists in using the cell phone after being requested to cease, the instructor may tell the student to leave the classroom, if the student refuses, the instructor can contact the Krannert Dean's Office or have the campus police contacted to have the student removed.
- The instructor may not confiscate the cell phone from the student, as that cell phone is deemed the student's personal property.
- A disruptive student can be referred to the Office of the Dean of Students for further action.
- This policy would also apply to the use of other personal property in class by students that may be disruptive of the normal conduct of classroom activities.

CLASS PREPARATION

Read the bio of the speaker before class. Forum bios are located at: http://www.krannert.purdue.edu/events/exec_forum/ and in the back of the MGMT 40100 syllabus.

COURSE INFORMATION ON KATALYST

Important and timely information about MGMT 40100 will be communicated to the members of the class using Katalyst. The Katalyst site can be accessed through Internet Explorer (or other Web browsers except AOL) through the address: <https://webapps.krannert.purdue.edu/kap>.

Here is the procedure

- Once you have entered the address, you will be prompted to enter your login name and password. This should be the same login and password that you use for your career account.
- You may access course information in a number of different ways. The “Events” option allows you to look at any block of time for important events and course activities. To view the course description and policies, expand the Katalyst menu in the left side bar. Then expand the “Personal” section and choose the "My Courses" option. This will load a page of courses with which you are associated in the system. You can click on the course title next to the desired course (MGMT 40100 Krannert Executive Forum) to access the features for that course. Next click on the desired information from the row of menu tabs at the top of the page. The summary of speakers, the subjects of their presentations and names of escorts and introduction speakers are found under “Events” tab.
- Numerical grades are updated by the end of classes on Friday of every week. The summary listing will indicate points received for attendance, escorting, introductions, questions, attendance at luncheons and breakfasts and submission of critiques. If a student detects any errors or believes that a mistake has been made, contact the Graduate Assistant immediately to resolve the problem. Final grades will be available through Katalyst at the completion of the course and will also be posted on Banner.
- Students must ensure that their personal information is current in Katalyst by the end of the first week of the semester. Students can access their personal profile information by expanding the Katalyst menu in the left side bar. Then expand the "Personal" section and choose the "My Profile" option. This will load up your personal profile in the system and allow you to add the appropriate content for your account. You may opt out of certain information displaying in your profile by clicking on the appropriate checkboxes on this page. Note: The "Receive E-mail notifications" option must be set to "Yes" in order for you to receive communications from the Katalyst or SharePoint 2007 applications.
- The Katalyst “Help” link is located in the upper right hand corner after you log in.

**Krannert Executive Forum
Fall 2009**

Biographies of all the speakers are available at http://www.krannert.purdue.edu/events/exec_forum/. Click on the speaker's name.

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|---------------------------|---|
| August 28, 2009 | Class Orientation |
| September 4, 2009 | Darren Harmon
Finance Director
Supply Chain Planning & Strategic Initiatives
General Mills
Golden Valley, MN
<i>“Leadership in Times of Change:
A Corporate and Personal Perspective”</i> |
| September 11, 2009 | Cheryl Snead
President and CEO
Banneker Industries Inc.
North Smithfield, RI
<i>“A Candid Discussion from the C-Suite
with Cheryl Snead”</i> |
| September 18, 2009 | David Scheible
CEO, President & Director
Graphic Packaging International Inc.
Marietta, GA
<i>“Forget About the Culture, Forget About the Results”</i> |
| September 25, 2009 | Stephen Mader
Vice Chairman
Managing Director
Board Services Practice
Korn/Ferry International
Boston, MA
<i>“Organizations, Careers and Evolution: We Have Met the
Leaders and They Are Us”</i> |
| October 2, 2009 | John Krenicki, Jr.
Vice Chairman, General Electric
President & CEO
GE Energy Infrastructure
Atlanta, GA
<i>“Cleaner, Smarter Energy Leadership”</i> |
| October 9, 2009 | Allison Melangton
President & CEO
2012 Indianapolis Super Bowl Host Committee
Indianapolis, IN
<i>“Community Engagement”</i> |

- October 16, 2009** **William Sinunu**
 Co-Founder & Managing Partner
 Globally Hip
 New York, NY
“Global Business Interactions: 10 Savvy Tips for Creating Functional and Profitable Cross-Cultural Relationships”
- October 23, 2009** **Michael Kirkpatrick**
 Independent Consultant
 Kirkpatrick Consulting
 Morgantown, WV
“The Road Less Taken”
- October 30, 2009** **Catherine Brune**
 Senior Vice President
 & Chief Technology Officer
 Allstate Insurance Company
 Northbrook, IL
“Transforming Ourselves to Transform Our Future”
- November 6, 2009** **Yvette Martin**
 Human Resources
 Recruitment Strategist
 Mayo Clinic, Arizona
 Phoenix, AZ
“Embark on an Adventure, Your Talent + Your Education = Our Future in Healthcare”
- November 13, 2009** **Steven Walker**
 Chairman & CEO
 Walker Information
 Indianapolis, IN
“Five Ways Customer-focused Organizations Hammer Their Competition”
- November 20, 2009** **Brian Payne**
 President
 Central Indiana Community Foundation
 and the Indianapolis Foundation
 Indianapolis, IN
“Career, Community and Creativity”
- December 4, 2009** **Amy Nicely**
 Large Contractors Sales Representative
 Caterpillar
 Peoria, IL
“1,294 Days Later”
- December 11, 2009** **Class review**

**GRADING-
ATTENDANCE**

CLASS ATTENDANCE

Requirement: 60 Points

The Krannert Executive Forum is held in Rawls Hall, Room 1086. Because of the nature of the course and the visiting speakers, the Forum will be conducted formally and with a high level of professionalism. The class will start promptly at 11:30 a.m. each Friday. **Please do not be late**, as it is disruptive to the speaker and other students. **Students who are late will not be admitted** to the class and will be counted as absent. Attentiveness is expected during the speaker's presentation, as well as during the question and answer session.

Attendance will be taken via a card swipe. You are required to bring your student ID to every class. You will swipe your ID at a computer located outside the classroom. The escort coordinators will be there to assist you.

In the event that the computer is not available, attendance sheets will be passed out and collected after the class is over. This is critically important, as attendance is a large part of the total grade.

Class Attendance	(15 total classes)
	<i>Miss 1 or 2 classes:</i>
	Your attendance score will be reduced by 4 points for each missed class, beginning with the first speaker.
	<i>Miss 3 or more classes:</i>
	Your attendance score will be reduced by 10 points for each missed class.

For example, after you miss the third classes, your attendance score will have been reduced by a total of 18 points. **There are no excused absences, with the exceptions of a verified case of influenza, a University request, or court orders such as jury duty. These will be handled on a "case by case" basis.**

Attendances & Academic Dishonesty

Students are required to swipe Purdue ID's into the computer to record attendance; students over **5 minutes** late will not earn attendance points. All students are expected to attend the entire class period in order to get the attendance points. However, if a student needs to leave during a Forum class (for an approved reason), the student will need to present their student ID and sign out, and then sign back in upon returning to receive the attendance points (i.e. signing in and then leaving class early will not be allowed). Violations of this policy will be addressed in accordance with the code of academic integrity.

**BREAKFAST AND
LUNCH**

COURSE BREAKFASTS AND LUNCHESES

Requirement: 9 Points (Participation in breakfast or lunch will count as 3 points each occurrence, up to a maximum of 9 points total)

Students are required to attend at least three breakfasts or lunches during the semester. **If you have a schedule conflict and cannot attend any breakfasts or lunches, you must see the graduate teaching assistant as soon as possible.**

Breakfasts will be held in Rawls Hall, Room 3013, at 8:30 a.m. on Friday. Breakfast participants are expected to meet at 8:20 a.m. Breakfast is concluded by 9:20 a.m.

Immediately following each Forum session (when there is a guest speaker), an informal lunch will be held in Rawls 4013. The lunches are concluded by 1:15 p.m. We will meet in front of the classroom after class and walk upstairs together as a group.

If your schedule does not permit lunches, then you should attend the breakfasts. Traditionally, the breakfasts have been smaller than the lunches, which allows for more personal time with the speaker. Due to the travel itinerary of the visiting executives, sometimes breakfasts and lunches are not scheduled. Breakfast and lunch announcements are made the week prior to the speaker's arrival at Purdue. Breakfast and lunch sign-up sheets will be placed outside of the classroom for before class.

After the speaker has finished eating, there will be time for further questions and answers. Breakfast and lunch discussions are more informal, the questions tend to cover a much broader spectrum of topics, and the questions can be more personal. The questions will be recorded by the escort coordinators and will also count toward your participation points. **If you are attending breakfast or lunch, be prepared to ask at least one question.**

**STUDENT
ESCORTS**

STUDENT ESCORTS

Requirement: You may escort a speaker one time for 10 class participation points.

Approximate Time Commitment: Wednesday before speaker; 11:00 to 11:15 a.m. to discuss itinerary and duties; Friday; 8:10 a.m. - 1:30 p.m. to escort executive.

Two Forum students will be needed to help escort the speaker during her/his visit to Purdue. Each speaker's schedule is different. Escorting involves accompanying the speaker to breakfast and to each office she/he visits while on campus that Friday. Escorts from the class also help the escort coordinators prepare information for class and set up the classroom.

Students escorting the speaker are expected to remain with the speaker from breakfast through the completion of the luncheon.

Escorting can be an extremely interesting and valuable part of your experience this semester. As an escort, you will be expected to dress **business professional** and behave as if in a formal recruiting interview. Be sure to sign up as soon as possible on the sheets provided at orientation to ensure your involvement with a particular company or contact the teaching assistant, Derek Mauk, by email at dmauk@purdue.edu.

Breakfast and lunch will be provided for the escorts. Also, as you escort the executive to breakfast and lunch, you earn points toward your breakfast and lunch requirements. If you escort and go to breakfast and lunch, you will earn 16 points that day—i.e., 10 points for escorting; 3 points for attending breakfast; and 3 points for attending lunch.

IMPORTANT

Escorts meet with Melissa Evens every Wednesday at 11:00 a.m. in Melissa Evens' office, KRAN 136, to discuss the visiting executive's itinerary and escort responsibilities.

If you have been selected to escort on a Friday, your meeting date is the Wednesday prior to the Friday your executive arrives.

If you have a time conflict and cannot make this meeting, contact Melissa Evens by e-mail, prior to the Wednesday morning, at mevens@purdue.edu.

INTRODUCTIONS

INTRODUCTIONS

Requirement: You may introduce one speaker for 10 class participation points.

Each week a student introduces our guest speaker, concludes the class by thanking him/her, and presents an appropriate memento of the visit. The memento is a crystal globe that is provided by the Krannert School. Introductions are brief and biographical information will be provided. If you are interested in doing an introduction, please sign up on sheets provided during orientation.

Dress for introductory speakers shall be **business professional**. The student doing the introductory speech is encouraged but not required to attend the breakfast and the luncheon with the speaker.

After signing up, please contact Derek Mauk, the teaching assistant, to establish a meeting time on Thursday or Friday morning prior to the class to review a rough draft of the speech and discuss the procedures to be used in the class.

The gift presentation script and introduction tips are included in this section. Please turn page.

Gift Presentation Suggested Script

On behalf of the students in the Krannert Executive Forum and the Krannert School of Management, I would like to present you with this small token of our appreciation.

(Pause) Thank you for being with us today.

Introduction Tips

Remember, there are two types of introductions. You may introduce a person who is about to deliver a speech or you may help the listeners become acquainted with a person. Each of these speeches contains essentially the same information and uses similar communication strategies. The main difference is the emphasis on information and the structure of the conclusion.

State the Individual's Name. If the person introduced is unknown to the listeners, state the person's name early and repeat it several times. If the person is well known, mention the name at the beginning and the end; repetition is less important. Be sure to pronounce the name correctly. Don't be embarrassed to ask the person to help you learn the correct pronunciation.

Provide Background Information. Tell the listeners about the accomplishments of the individual. Briefly outline the person's credentials, expertise, and experiences so the listeners understand what the person does. In the introduction of a speaker, these remarks help increase initial credibility of the person being introduced. Be sure to highlight the aspects of the person's background that relate to the topic of the speech. In a get-acquainted introduction, the background information serves to make the person sound more interesting and helps the listeners relate to the person.

Give Insights into the Person's Interests and Personality. The listeners should feel that the person being introduced is a real human being rather than merely a list of credentials. At the end of the introduction, the listeners should feel as if they know the person better than before you began. The individual's personality can be illustrated through short anecdotes or personal experiences. The get-acquainted speech will tend to emphasize the interests and personality more than the introduction of the speaker. Be sure that remarks and anecdotes do not disclose private or confidential information that may be embarrassing.

Establish your Pleasure in Introducing the Person. In these situations it is important for listeners to realize that they are about to hear or meet an interesting person. The listeners should look forward to hearing from or talking with the person. Be sincere and brief in your expression of pleasure or honor in introducing the person and try to avoid cliché phrases that may be perceived as insincere. Let the listeners see your pleasure on your face and hear it in your voice.

Be Concise. Even though there may be much to talk about and lots of information to include in the introduction, be concise. Tell anecdotes or give examples to describe the person, but do so briefly and efficiently. Use one short anecdote rather than two. Select meaningful information about the person's credentials and experiences; don't read the entire resume. After all, the audience members want to listen to or meet the individual being introduced, not listen to a long oration by you.

Conclude with a Presentation of the Person to the Listeners. The goal of the introductory speech is to present the person. After a discussion of the person's background and personality and concise statements concerning your pleasure in introducing the person, let the person have the time allotted. If the person is giving a speech, provide an indication of the topic to be discussed and, if available, the title. Be sure not to intrude on the individual's remarks by trying to summarize the message. In a get-acquainted introduction, your conclusion is to ask the person to stand so the listeners can see him or her and to indicate where and when the listeners can meet the person one-to-one. Encourage future interaction between the person being introduced and the listeners.

QUESTIONS

QUESTIONS

Requirement: Class Participation Points (10)

Students need to ask 2 questions in class, breakfast, or lunch to fulfill this requirement (each question is worth 5 points).

In most cases, the visiting executive will speak until a few minutes after 12:00 p.m., allowing the remaining minutes for questions and answers. This portion of the class can be a very valuable part of the Forum each Friday.

STAND UP AND CLEARLY STATE YOUR NAME before asking your question. Not only is this courteous to our visiting executive, but also allows your name and class participation to be recorded. If you do not state your name clearly prior to asking your question, you may not receive credit for your question. Once the class session is over, check with the graduate teaching assistant to ensure that your name has been notated correctly.

CRITIQUES

SPEAKER CRITIQUES

Each student is required to submit 5 written speaker critiques, worth 5 points each. Each critique must be typed.

Correct grammar and spelling are expected and are part of the critique grade. Your critique should be carefully based on your pre-class preparation, the speaker's talk, the class discussion, the subsequent lunch discussion, and any other pertinent interaction. **Treat critiques as you would any other formal business communication. The best-written critique(s) from each week are sent to the executive. Critiques will be graded based upon the quality of the critique; students will not receive the full 5 points just for submitting a critique on time.**

Each critique is due to the teaching assistant by 11:00 p.m. on the Tuesday following the visit of the corporate executive. At least three critiques must be completed by 11 p.m. on Tuesday, November 3, 2009. You will receive a "ZERO" for each of the first three critiques not turned in by this date. Critiques should be submitted to the teaching assistant via e-mail at dmauk@purdue.edu. We suggest that you make a copy of your critique for your files before submitting. **To submit a critique for a speaker, you must have attended the speaker's presentation. Critiques must be submitted through your Purdue e-mail account.**

For your convenience, a critique template has been placed on Katalyst in Microsoft Word format. Critiques must be completed in the format found on the following page of this syllabus. You can access the template from any Internet connection including the Krannert Computer Labs on the 7th floor. If you do not have access to an Internet connection, see the teaching assistant immediately.

Where to find Speaker Critique Forms

- Go to Katalyst at <https://webapps.mgmt.purdue.edu/kap> and enter your career account login name and password
- Select Courses and go to My Courses
- Select MGMT 40100 and click on the Events tab
- The critique form is at the bottom of this page
- Use that form and send it via your Purdue e-mail account to Derek Mauk at dmauk@purdue.edu

Katalyst Web Site:

<https://webapps.mgmt.purdue.edu/kap>

Instructions to utilize Katalyst are on page 7 in this syllabus.

Executive Forum Web Site:

http://www.krannert.purdue.edu/events/exec_forum/

The syllabus link containing the critique forms is located on the right sidebar.

3. Briefly describe an opportunity or challenge identified by the speaker that affected his or her career.

4. What information provided by the speaker do you anticipate will best help you in your career decisions?

**EXECUTIVE
BIOS**

Darren Harmon
Finance Director
Supply Chain Planning & Strategic Initiatives
General Mills

Darren Harmon is Finance Director, Supply Chain Planning & Strategic Initiatives for General Mills Inc., a manufacturer and marketer of some of the world's most recognizable food products, including Cheerios, Yoplait Yogurt and Progresso Soup. He collaborates cross functionally to provide the strategic vision, tactical execution and leadership necessary for the development of value accretive operational projects and has primary responsibility for the reporting and analysis of Supply Chain performance. He has been a GMI employee for 18 years, progressing through roles of increasing responsibility in Supply Chain, International, Consumer Food Sales and multiple operating divisions.

Raised in Philadelphia, Pennsylvania, Mr. Harmon now lives with his wife of 9 years, Tammi, and 5 year old daughter, Darah, in Plymouth, MN. He received his undergraduate degree from the Krannert School of Management at Purdue University and his MBA from the University of St. Thomas. He has served on numerous volunteer boards, including the board of the Penumbra Theater, and currently serves as Chair of the General Mills Employee Volunteer board. In addition, he is actively involved in mentoring and recruiting for General Mills and volunteers with different ministries and outreach programs at his church, the Basilica of Mary, located in Minneapolis.

CHERYL W. SNEAD
President and Chief Executive Officer
Banneker Industries, Inc

Cheryl W. Snead is the President and Chief Executive Officer of Banneker Industries, Inc., a world-class provider of Supply Chain Management solutions that is headquartered in North Smithfield, Rhode Island, with operations in Massachusetts, Indiana, California, and Texas. Banneker Industries, Inc. was named the 2008 National Subcontractor of the Year by the U.S. Small Business Administration.

Ms. Snead received her undergraduate degree in Mechanical Engineering from the University of Massachusetts. She worked for General Electric (GE), honing her engineering and management skills before continuing her education. She later received her Master's Degree in Management from Purdue University and went on to manage the machine shop operations of a small, minority-owned firm in Rhode Island before starting Banneker Industries in 1991. The company is named after Benjamin Banneker, the first recognized African American mathematician, astronomer, and inventor. Ms. Snead received an honorary Doctor of Business Administration degree from Bryant University in May 2006. She is also a green belt Six Sigma Specialist.

Banneker Industries, Inc., and Ms. Snead have received numerous awards, both for business accomplishments and ongoing civic work. She was recently named a "2009 Star" by Women's Business Enterprise National Council (WBENC) and New England Businesswoman of the Year at Bryant University's Women's Summit. Banneker Industries has been recognized nationally in *Inc.*, *MBE*, *Essence* and *Black Enterprise* magazines.

Ms. Snead serves on the professional Boards of AMICA Insurance Company and Bank Rhode Island. Her community activities include serving on the Board of Waterfire and as a charter member and Past President of the Greater Providence RI Chapter of The Links, Incorporated. She is a current Board of Trustee of Bryant University and a passionate, motivational speaker advocating youth, minority, and women empowerment.

David W. Scheible
President and Chief Executive Officer
Graphic Packaging International Inc.

David Scheible joined Graphic Packaging in January 1999 and was appointed to the position of COO in July of that year. In 2007 Mr. Scheible was appointed President and Chief Executive Officer. He is also CEO, President, and Director of Graphic Packing Holding Company. Previously, he spent 13 years with Avery Denison, first as director of marketing and sales of the Specialty Tape Division, and then for three years as Vice President and General Manager of the Automotive Division. For his last three years at Avery Denison he returned to the Specialty Tape Division as Vice President and General Manager and was named 1995 General Manager of the Year for Safety.

From 1979 to 1985, he worked with the B. F. Goodrich Company in sales and marketing and in 1982 was named Sales Manager for the Latin American market.

Mr. Scheible's background encompasses business turnaround experience, new technology introduction, sales and marketing, and international operations. He has a successful track record of leadership, managing change and developing people.

Mr. Scheible holds two degrees from Purdue University, Indiana. In 1978, he was awarded a BS in biochemistry and in 1979 he earned an MS in Industrial Administration in finance.

His interests include golf, reading, woodworking and community activities. David, his wife and three children live in Atlanta, Georgia.

Stephen P. Mader
Vice Chairman
Managing Director
Board Services Practice
Korn/Ferry International

Based in Boston, Mr. Mader leads Korn/Ferry International's Board Services Practice and is a core member of the firm's CEO Practice. As a former CEO himself, as well as a 20-year veteran of more than 400 key search assignments, Mr. Mader is a widely recognized expert on leadership dynamics and corporate governance. He is a regular media contributor on these subjects to CNBC, *Wall Street Journal*, *Business Week*, *Fortune*, and many others. *Business Week* magazine has named him one of the world's 50 most influential recruiters.

In addition to his leadership responsibilities, Mr. Mader personally conducts engagements for board directors and chief executive officers. He is well known as a thought leader and an innovator in the executive search industry, and a creative developer of best practices. Prior to joining Korn/Ferry, Mr. Mader had been recruited to a small firm to install and leverage state-of-the-art execution strategies in order to build a dominant player.

As CEO of that firm, his leadership facilitated a twenty-fold expansion in just five years that catapulted the firm into the top 10 globally. With that validation of his philosophies, Mr. Mader turned to the next frontier in the search and selection of game-changing leaders – the boardroom. For the past several years, Mr. Mader has poured all his acquired acumen into the challenges of developing more effective boards and consequently, more effective successions of leadership in the CEO role.

Today, Mr. Mader's client relationships count many of our top business leaders, and are characterized by the kind of counsel and trust that can only be earned through depth of experience and track record. Before his two decades of leadership in the talent business, he spent 18 years as a marketing executive in the world of manufacturing robotics. He was worldwide vice president sales & marketing for a market leader in automation, and president of a manufacturing joint venture in China.

Mr. Mader earned a master's in business administration from the Northeastern University Executive Program and received a bachelor's degree in mechanical engineering from Purdue University.

John Krenicki, Jr.
*Vice Chairman
General Electric
President & CEO
GE Energy Infrastructure*

John Krenicki is vice chairman of GE and president and chief executive officer of GE Energy Infrastructure. This business segment includes Energy, Oil & Gas and Water & Process Technologies. Prior to his current position, Krenicki served as president and chief executive officer of GE Energy, a role he had held since July 2005.

Mr. Krenicki's GE career began in the Technical Marketing Program. He soon held a number of leadership roles with GE's Plastics, Silicones and Structured Products businesses. He then went on to hold a number of other leadership positions at various GE businesses, including vice president of the Americas for Lighting, vice president of Superabrasives and president and chief executive officer of Transportation.

In 2003 he was named a senior vice president of GE and president and chief executive officer of GE's Plastics business. A year later, the Silicones and Quartz businesses were combined with Plastics to form GE Advanced Materials, and Mr. Krenicki was named president and chief executive officer. He held this role until 2005.

He is a member of GE's Corporate Executive Council, the GE Capital Board of Directors and the GE Hitachi Nuclear Board of Directors.

Mr. Krenicki earned a B.S. degree in Mechanical Engineering from the University of Connecticut. He received an M.S. degree in Management from Purdue University. He is married with children.

Allison Melangton
President and CEO
2012 Indianapolis Super Bowl Host Committee

Allison Melangton has been the President and CEO of the 2012 Indianapolis Super Bowl Host Committee since October of 2008. She brings over 25 years of national and international experience in sports and events management to this prestigious event.

Ms. Melangton moved to Indianapolis in 1983 when the City of Indianapolis was in the beginning stages of implementing a sport tourism strategy, and moved USA Gymnastics from Colorado to Indianapolis. For 12 years she worked with USA Gymnastics, directing 100 national and international events.

Following her tenure at the Olympics, Ms. Melangton shared her knowledge and expertise with the Indiana Sports Corporation as Senior Vice President of Events. While at the Sports Corporation she bid on, planned, and directed numerous events, including Olympic Trials, World Championships, Men's and Women's NCAA Division I Basketball Championships, and Big Ten Tournaments. She administrated both Indianapolis Super Bowl bids for 2011 and 2012.

Ms. Melangton has worked at seven Olympic Games as an Associate Producer of the Gymnastics Competition and won four Emmy Awards for her work.

Ms. Melangton is a native of Auburn, Maine, and a graduate of Colorado State University. She has been an Indiana resident for over 25 years.

William Sinunu
Co-Founder and Managing Partner
Globally Hip

William Sinunu is a multi-lingual citizen of the world who has lived in or traveled to over 100 countries on six continents. As the co-founder of Globally Hip, he conducts workshops, seminars and conferences for universities and corporations in the U.S. and overseas. A former JetBlue Airways executive, Mr. Sinunu was instrumental in developing and supporting the airline's innovative customer-driven culture. In addition, Mr. Sinunu has worked as a multi-lingual interpreter for the U.S. Department of Immigration and Customs and as a consultant for the U.S. Department of Human Services.

A Purdue University graduate and University of Chicago-trained Master Facilitator, who was born and raised abroad, Mr. Sinunu's energetic, warm style lends to captivating presentations garnering kudos from the likes of Academy Award nominee Greg Kinnear, Citigroup Senior Executive Brenda Hopgood, and Harvard professor Tal Ben-Shahar, PhD. He is a member of the National Speakers Association and the best-selling author of "*Life Could Be Sweeter*" (2005) and "*The Sweet Life*" (2007).

MICHAEL D. KIRKPATRICK
Independent Consultant
Kirkpatrick Consulting

Michael D. Kirkpatrick is a Morgantown, WV, based independent consultant in the areas of biometrics application, use of criminal history record information for screening purposes, criminal justice information systems, law enforcement, homeland security, strategy, business development, and forensic accounting. Mr. Kirkpatrick has provided consulting services to a number of clients, such as the Federal Bureau of Investigation, Department of Defense Biometrics Management Office and Biometrics Fusion Center, the United Kingdom's Police Information Technology Organization, the I-79 Development Council's West Virginia Biometrics Initiative, a number of international systems integration and consulting companies, and privately held biometrics companies.

Mr. Kirkpatrick retired as a Special Agent of the FBI on August 31, 2004, after a 26½ year career. At the time of his retirement, Mr. Kirkpatrick was the FBI's senior Assistant Director, having served as Assistant Director in Charge of the FBI's Criminal Justice Information Services (CJIS) Division for 42 months. In that capacity, he led the FBI's largest Division into the realities of the post-9/11 world by finding ways to adapt the nation's existing law enforcement information technology infrastructure to support the global war on terrorism and by developing the world's most extensive biometrically-based database of terrorist identities. In 2003, President George W. Bush recognized Mr. Kirkpatrick's leadership in the use of biometrics in the global war on terrorism by conferring on him the rank of Meritorious Executive. Mr. Kirkpatrick was responsible for \$1 billion in information technology resident at the CJIS Division, including the Integrated Automated Fingerprint Identification System (IAFIS), National Crime Information Center (NCIC), National Instant Criminal Background Check System (NICS), Law Enforcement Online (LEO), Uniform Crime Reporting (UCR)/National Incident Based Reporting System (NIBRS)/National Law Enforcement Data Exchange (N-DEx), and an international wide area network (WAN).

Mr. Kirkpatrick, who is a Certified Public Accountant, also held a number of other investigative and leadership assignments in the FBI, including serving as Assistant Special Agent in Charge of the New Orleans Field Office, Administrator of the Western Regional Computer Support Center, Supervisory Special Agent in the San Antonio Field Office, and investigative assignments in the Kansas City and Cleveland Field Offices. Mr. Kirkpatrick is a member of the International Association of Chiefs of Police, among other professional and community organizations.

Catherine S. Brune
Senior Vice President and Chief Information Officer
Allstate Insurance Company

Catherine S. Brune is senior vice president and chief information officer for Allstate Insurance Company. She is also a member of the Allstate senior management team. Ms. Brune is responsible for enterprise-wide technology strategy, network infrastructure, enterprise applications and technology-related governance, security and compliance activities. She is also responsible for all aspects of Allstate Protection technology, including architecture, thought leadership on technology trends, selection and adoption of appropriate technology products and services, and development and maintenance of innovative and effective technology solutions. In addition, Ms. Brune's responsibilities include agency and customer support functions and the Allstate call centers, as well as leadership for the integration of various shared service functions.

Ms. Brune was previously vice president of Allstate technology shared services and has worked in various managerial capacities for Allstate since 1976. Under her leadership, Allstate developed an enterprise-wide business-aligned technology strategy, created a virtual data center environment, developed best-in-class monitoring systems for its Web operations, consolidated knowledge management processes, and brought an enterprise focus to information security and business resumption platforms while generating efficiency gains.

Ms. Brune has served on numerous non-profit boards including the United Way and the Urban League. She is currently a member of both the worldwide and Chicago Junior Achievement boards. Ms. Brune is an Inductee of the YWCA's Academy of Women Achievers and has been recognized as one of the Premier 100 Information Technology leaders by *Computerworld* Magazine. She is also a recipient of the CIO of the Year Award from the Executives' Club of Chicago, the Excellence in Corporate IT Leadership Award from Women in Technology International and the Moore School of Business Distinguished Alumni Award from the University of South Carolina.

Ms. Brune graduated from the University of South Carolina in 1974 with a Bachelor's of Science in Management.

Yvette Martin
Mayo Clinic in Arizona

Yvette Martin, MSM 1994, is currently responsible for addressing the workforce trends and issues of pending workforce shortages in healthcare; developing and implementing recruiting strategies; and recruitment marketing for Mayo Clinic in Arizona.

After graduating from Krannert in 1994 with a concentration in Operations Management, Ms. Martin began her 10-year career with Intel Corporation working in Materials Management, Logistics, and Human Resources as College Recruiting Manager and finally, Diversity Staffing Strategic Programs Manager. She left Intel to use her sales, marketing, and materials management background and owned a successful floor and window covering business in Phoenix for the next four years, driving annual sales revenue to \$500K within two years. Ms. Martin has taken her transferrable skills in operations, sales, and leadership and entered the healthcare industry in 2007 as a Human Resources Recruitment Strategist.

Ms. Martin has previously served as member and board representative of the Phoenix Chapter National Black MBA Association, national advisory board member for National Society of Hispanic MBA, member of Arizona State University Minority Advisory Council, and Chair of Community Alliance for Black Student Support, and Northern Arizona University (BSBA, 1992) Alumni Board of Directors, The Learning Consortium, and Arizona Black Film Showcase.

Steven F. Walker
Chairman & CEO
Walker Information

As the third generation of Walkers to lead the privately held research and consulting firm, Steve Walker is focused on creating shareholder value for Walker's clients through customer loyalty and related customer strategies. The firm is focused on a comprehensive approach to putting the customer at the center of a client's strategy using proprietary research methods, technology tools, and experienced professionals who have dedicated their career to understanding how customer relationships impact business results.

Mr. Walker was named president of Walker in 1994 and added the CEO title in 1996. Then, in 2006, he was named chairman of the board.

Mr. Walker is active in a number of boards and community activities including AAA Hoosier Motor Club, the U.S. Chamber of Commerce, the Indiana State Chamber of Commerce, the Greater Indianapolis Chamber of Commerce, and the Indianapolis 500 Festival. He is the past chairman of the board of the Better Business Bureau of Central Indiana, the Indiana Chapter of Young Presidents Organization, and the American Teleservices Association. In 2005 and 2006, Mr. Walker served as the campaign chairman for the United Way of Central Indiana and continues to sit on its board of directors.

Mr. Walker is a frequent speaker at conferences and along with his long-time colleague, Jeff Marr, published his first book, *Stakeholder Power* in 2001, (Perseus Publishing, 2001), which offers a winning business strategy for driving corporate growth. Mr. Walker earned his bachelor's degree in business and accounting from Boston University.

Brian Payne
President
Central Indiana Community Foundation
and The Indianapolis Foundation

Brian Payne is President of Central Indiana Community Foundation (CICF) and The Indianapolis Foundation. CICF is the result of the 1997 initiative between The Indianapolis Foundation, serving Marion County since 1916, and Legacy Fund Community Foundation, serving Hamilton County since 1991. Since he joined CICF in November 2000, the Foundation's annual grant-making has increased from \$15 million to over \$40 million. Under his direction, the CICF staff and board redefined the Foundation's business model and created clarity and focus on how best to accomplish the Foundation's mission to inspire, support, and practice philanthropy, leadership, and service in central Indiana.

The Indianapolis Cultural Trail: A Legacy of Gene and Marilyn Glick is the major Marion County project of the Inspiring Places Initiative. Mr. Payne has played a lead role in creating, developing and raising funds for this eight mile, world-class urban greenway trail that will connect all six of the city's cultural districts, as well as all of downtown's arts, cultural, heritage, sports and entertainment facilities. Since there is nothing like the \$55 million Cultural Trail anywhere else in the world, the expectation is that the Cultural Trail will become an icon for Indianapolis and play a major role in talent attraction and retention for the region, and significantly impact economic development and quality of life in central Indiana.

Prior to his CICF appointment, Mr. Payne was Managing Director of the Indiana Repertory Theatre (IRT) for seven years. The IRT, Indiana's resident professional theatre, is nationally respected for the quality of its work, its close connection to the community, and its focus on and care in creating a supportive environment for artists. During Mr. Payne's tenure, the IRT grew its audience and significantly increased its community and educational programs. He also played a lead role in raising \$16.5 million to create the IRT's endowment and to renovate the company's historic theatre built in 1927.

Mr. Payne has been very involved in the Indianapolis community since he arrived in 1993. Currently, he is one of nine commissioners on the City's Cultural Development Commission and serves on the boards of Indianapolis Downtown, Inc., Greater Indianapolis Progress Committee, the Indianapolis Convention and Visitor's Association, and Brebeuf Jesuit Preparatory School. Other community assignments include Vice-Chair of the IUPUI Advisory Board, and a member of the Key Bank Indiana Advisory Board.

Mr. Payne has previously served as President of the Indianapolis Consortium of Arts Administrators, as a board member of the United Way, Greenways Foundation, Lacy Leadership Association, and the Techpoint Foundation. One of his favorite assignments was serving as the co-chair of the Placemaking Committee of the Indianapolis Regional Center Plan 2020.

Mr. Payne has been honored with the Michael A. Carroll Civic Leadership award and the Margot Eccles Lacy Leadership Association Advancement award. He was also a recipient of IBJ's "Forty under 40" award.

Mr. Payne is a native Californian. Before making his home in Indianapolis, he was Managing Director of Shakespeare Santa Cruz for eight years and worked for various theatre producing organizations in Southern California including the La Jolla Playhouse and the 1984 Los Angeles Olympic Arts Festival. He received both his Master of Fine Arts degree and Bachelor of Arts from UCLA.

Amy Nicely
Large Contractors Sales Representative
Caterpillar Inc.

Amy Nicely is a Sales Representative for Caterpillar Inc. With 2008 sales and revenues of \$51.324 billion, Caterpillar is the world's leading manufacturer of construction and mining equipment, diesel and natural gas engines and industrial gas turbines. The company also is a leading services provider through Caterpillar Financial Services, Caterpillar Remanufacturing Services, Caterpillar Logistics Services and Progress Rail Services.

Ms. Nicely joined Caterpillar's Technical Marketing Training Program in June 2006. The program began with a three-month introduction to Caterpillar's people, products, culture, market segments, and worldwide distribution network. Upon the completion of the class, the 25+ participants chose a specific path for further rotational development - with a focus on sales or product support for machines or engines. Ms. Nicely chose the machine sales route, where she spent another two and a half years preparing for her current role as the Large Contractors Sales Representative in the state of Florida. Her main role is to serve as the liaison between Caterpillar's corporate offices and the two independent dealers in her territory. She is the face of Caterpillar for the dealers and customers, but she also provides internal organizations with the voice of the customer in an effort for continuous improvement.

Ms. Nicely graduated from the Krannert School of Management in May 2006 with her Bachelor of Science degree in Industrial Management with minors in Manufacturing Management, Finance, and Organizational Behavior and Human Resources. She currently resides in Tampa, Florida.