



International Leadership Association

MEANINGMAKING & INNOVATION

in times of **crisis**

ANNUAL REPORT 2020

MEANINGMAKING & INNOVATION

in times of crisis

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International Leadership Association

DEAR MEMBERS AND FRIENDS,

The past year has challenged and changed us. As crises often do, the events of 2020 amplified and shone a light on the fragilities of systems and society while also inspiring new narratives and innovation. We saw all of this as the world collectively mounted the largest public health effort in history, created new public dialogues around racial injustice, and ramped up online technology to change work and education patterns.

We experienced this same resilience and creativity in the International Leadership Association. Our members worked hard throughout this unconceivable year to support connections in a time of disconnections. The association stepped up with dialogue and resources to help populate the much-enhanced virtual networks with ideas, inspiration, and shared experiences. Conversations on important topics ranging from pandemic leadership to tackling systemic racism were initiated on our newly launched blog, resources were brought to the forefront on crisis leadership, and members worked together to create and share best practices and tools for teaching and leading online.

Throughout the year, ILA worked vigorously and passionately to combine a sense of continuity and stability of business with the reality of new times and new emphases within our ways of operating. Over a period of six-weeks we transformed our June Women and Leadership conference into a live online, virtual event and then took an early, timely, and inevitable position regarding our 2020 global conference, which was to take place in San Francisco in November, by moving it to a virtual format as well. Notably, the 2020 global conference became our best attended, most global event ever and, like our in-person conferences, was valued as a source of renewal and as an expression of ILA members at their very best — listening and talking, meeting and networking, and opening doors to new collaborations.

As evidenced over this past year, the necessity of our mission has never been more urgent. What ILA members all share is a very clear understanding of the importance of leadership and a recognition of how much

better leadership should and could be to address the challenges of our times. Two new initiatives undertaken by the ILA in 2020 are designed to help meet that need: the General Principles for Leadership Programs and the Global Leadership Project. These initiatives, as you will learn in the report, provoke new ways to think about leadership, leadership education and development, and models of leadership that adapt to change.

Viktor Frankl wrote, "In times of crisis, people reach for meaning." ILA rose to the challenges of 2020 by generating and sharing resources that made meaning of the year's crises and by building spaces where members could gather and create together. This Annual Report captures those innovations and outcomes.

**Mike
Hardy**
ILA Board Chair



**Cynthia
Cherrey**
ILA CEO & President

SPOTLIGHT ON TRUSTED SPACES

ILA brings people together across distance and disciplines - virtually and in person - to bridge theory and practice and spark those aha moments that improve leadership locally and globally. By creating and holding these trusted spaces, ILA ensures that the best thinking about the process of leadership is developed and disseminated.

"ILA is a fantastic environment to understand the nature and practice of leadership because of the diversity of its membership. Leadership is not just theory. It's not just practice. It's a deep interplay between the two. And for that you need scholars, practitioners, and the folk who seek to educate the next generation of leaders."

~ Sam Wilson



ILA Goes Virtual in 2020!

ILA'S 5TH WOMEN AND LEADERSHIP CONFERENCE

In early 2020, as the pandemic deepened, we knew how important it was to create a space for learning and connection during the global crisis. Around the world, women were leading the way in responding to the pandemic with effective, ethical, empathetic leadership. They were, as the conference title emphasized, Leading Differently. In just seven weeks, ILA staff and member volunteers transformed this conference from a face-to-face event into a live, virtual event to rave reviews.



GLOBAL CONFERENCE BY THE NUMBERS

63

Country Attendees



250%

Increase in Attendees From
Outside North America

1,397

Attendees, Our Largest
Global Conference

5

Days of Programming
Sessions from 7:30-22:15EST

7

Plenary Sessions

ILA's 22nd Annual Global Conference

With the success of the Women and Leadership conference, we turned our attention to the global conference in November, Leading at the Edge.

As we worked with the conference chairs and planning team, ILA member communities, and presenters to create an extraordinary experience, we held these core organizing principles in mind:

- Local/global context over time and over time zones
- Informative, rigorous, relevant sessions
- Engagement opportunities both formal and informal
- Reflective moments both individual and shared
- Integrative weaving of themes

Best of all, with more than 400 presentations, attendees didn't have to worry about missing out - recordings of the live sessions were available through the end of 2020.

FEATURED SESSIONS SAMPLER



GLOBAL CONFERENCE PLENARY SPEAKERS



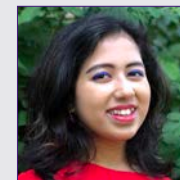
Tedros Adhanom Ghebreyesus,
Director-General, The World Health
Organization (WHO)



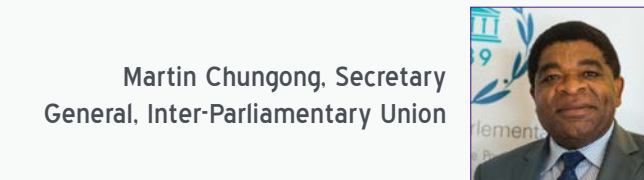
Very Rev. Malcolm Clemens
Young, Dean, Grace Cathedral,
San Francisco



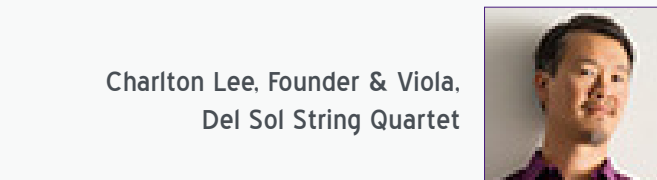
Ron Heifetz, Founder, Center for
Public Leadership; King Hussein
bin Talal Senior Lecturer in Public
Leadership, Harvard Kennedy School



Kehkashan Basu, Founder and
President, Green Hope Foundation



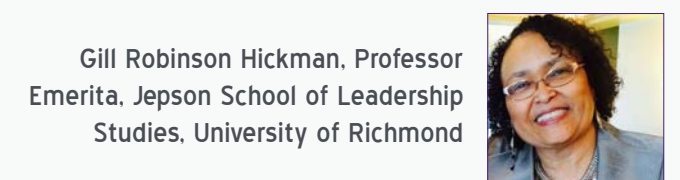
Martin Chungong, Secretary
General, Inter-Parliamentary Union



Charlton Lee, Founder & Viola,
Del Sol String Quartet



Betsy Myers, Leadership Author &
Consultant, Myers Leadership; COO,
Obama for America (2007-2008)



Gill Robinson Hickman, Professor
Emerita, Jepson School of Leadership
Studies, University of Richmond



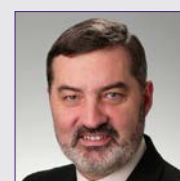
Sandie Okoro, Senior Vice President
and General Counsel, World
Bank Group; Vice President for
Compliance, World Bank



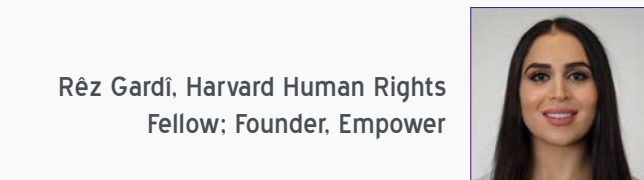
Subhanu Saxena, Director,
Innovation Introduction, Bill &
Melinda Gates Foundation



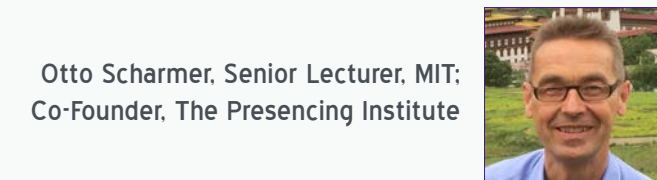
Matt Qvortrup, Professor, Centre for
Trust, Peace and Social Relations,
Coventry University



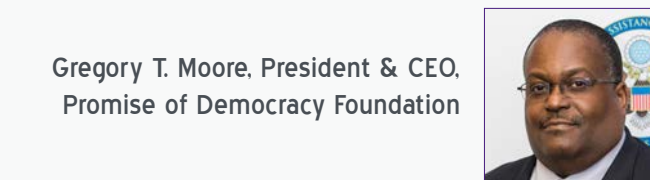
John, Lord Alderdice, House of
Lords, Parliament of the U.K.;
Director, Centre for the Resolution
of Intractable Conflict



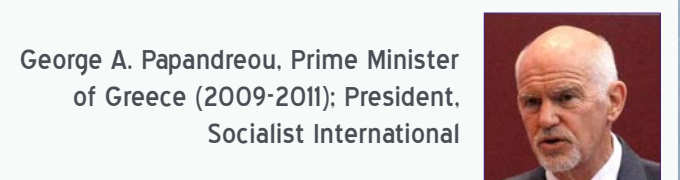
Rêz Gardi, Harvard Human Rights
Fellow; Founder, Empower



Otto Scharmer, Senior Lecturer, MIT;
Co-Founder, The Presencing Institute



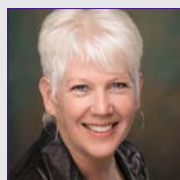
Gregory T. Moore, President & CEO,
Promise of Democracy Foundation



George A. Papandreou, Prime Minister
of Greece (2009-2011); President,
Socialist International



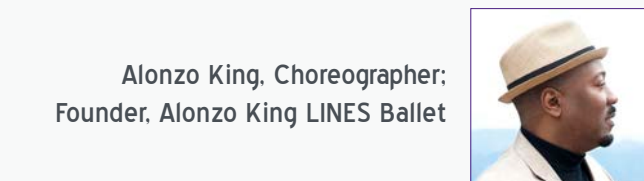
HRH Princess Mabel van Oranje
Founder and Board Chair, VOW -
to End Child Marriage



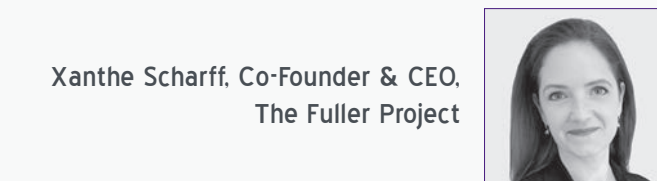
Darcy Winslow, President and
Co-Founder, The Academy for
Systems Change



Ron Riggio, Henry R. Kravis
Professor of Leadership &
Organizational Psychology,
Claremont McKenna College



Alonzo King, Choreographer;
Founder, Alonzo King LINES Ballet



Xanthe Scharff, Co-Founder & CEO,
The Fuller Project



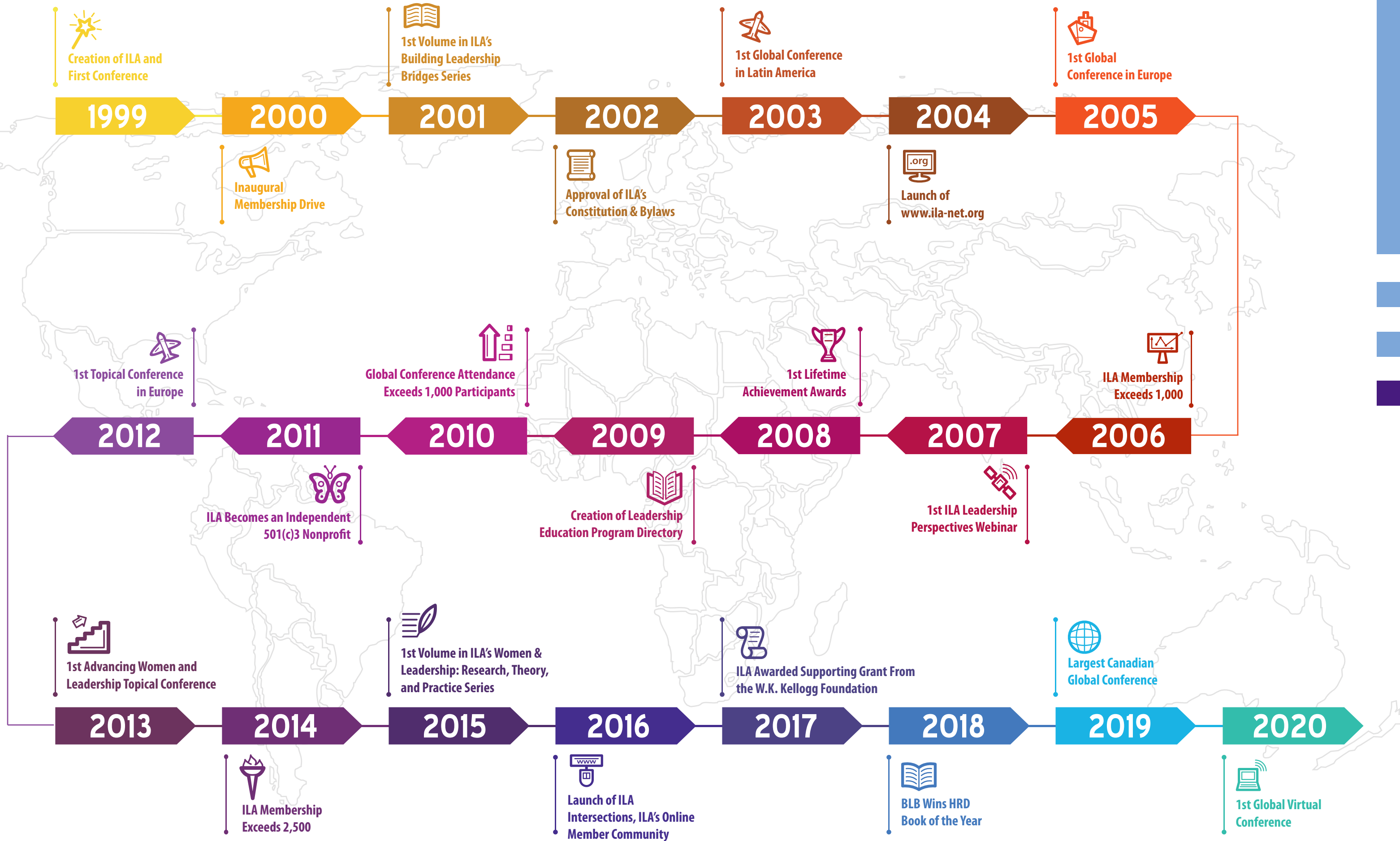
The Right Honorable Kim Campbell,
19th Prime Minister of Canada



"The thing I love about the ILA conference is - a lot of leadership conferences are really management conferences, and what I really appreciate about the ILA approach is it is more thoughtful, even philosophical, about work as a human endeavor and the creative and ethical questions that arise from that fact."

~ Margaret Heffernan

HISTORICAL MILESTONES



SPOTLIGHT ON TRUSTED SOURCES

By holding spaces for research and dialogue, ILA serves as a principal source for leadership-related resources. Through our webinars, publications, and digital offerings, we generate new research, knowledge, and practices that address issues of interest to our members and the global community at large. In 2020, we paid particular attention to resources focused on crisis leadership, online education, virtual teams, resilience, social justice, and democracy.

Blog Sampler

LEADERSHIP IN TIMES OF CRISIS

[READ THE ARTICLE](#)

THE FIRE NEXT TIME

[READ THE ARTICLE](#)

THE CORONAVIRUS CRISIS AND LEADERSHIP IN BUSINESS

[READ THE ARTICLE](#)

Leadership for the Greater Good

GLOBAL THOUGHT LEADERS EXPLORE TODAY'S CHALLENGES

ILA's blog launched amid a world struggling to make sense of the pandemic, racial inequality, and challenges to democracy. We charged our bloggers to apply their leadership knowledge and practical wisdom to inform and inspire us as we continued our work of advancing leadership knowledge and practice for a better world.

Podcast Sampler



Democracy - Are We a Brittle Twig or Supple Bamboo?



Thriving During Crisis: A Successful Middle Eastern Businesswoman



Diversity Training Then and Now: What Has Changed?



Sustainability and Corporate Citizenship



Reflections on Women in Leadership From the First Female Prime Minister of Canada

Leadership Podcasts

We partnered on or produced 20+ podcasts in 2020. Guests ranged from former prime ministers to global business leaders and international scholars of note speaking on today's important issues.

2020 Blog

BY THE NUMBERS

53

Blogs

46

Blogs From 12
Countries Spanning
5 Continents

72,809

Blogs Views



Publications

TRANSFORMATIVE LEADERSHIP IN ACTION: ALLYSHIP, ADVOCACY & ACTIVISM

A volume in the ILA Building Leadership Bridges series

The world is facing significant challenges. We need leaders who work for justice and equity for all people. *Transformative Leadership in Action* charges the reader to do the essential self-work required of today's leaders. Shining a light on unexplored, yet crucial, components this book investigates the tie between social justice work and leadership competencies and put forward a pedagogical guide for teaching leadership at this intersection.



LEADING THE FUTURE OF TECHNOLOGY: THE VITAL ROLE OF ACCESSIBLE TECHNOLOGIES

A volume in the Cambridge Elements - Leadership, produced in partnership with ILA

There is presently a view that accessible technologies offer an inclusive and humanistic expression of technology. They do. But that is not all. Accessible technologies offer more than this: they contain within them lessons on transformational leadership. This book presents six case studies that interpret these accessible technologies as expressions of leadership that demand and create new and original thinking by society.



INTERFACE

Interface. The name evokes those spaces and boundaries where our work reaches out and touches another's - where theory and practice meet, shake hands, and learn from one another. It honors the fact that the ILA's membership includes people located in many, and often multiple, independent systems who all Interface in the ILA around their commitment to foster better leadership worldwide. Distributed once a month, Interface shares articles highlighting association news and work being done by ILA members around the world.

RESOURCE REWIND

For more than 20 years, the ILA has created or curated hundreds of articles, book chapters, webinars, interviews, conference papers, podcasts, and more. Resource Rewind thematically revisits past resources, making them newly available to members and the public at large. 2020's issues included: Crisis Leadership, Followership, Leadership for Peace, Juneteenth & Social Justice Movements, Perseverance, Revitalize and Renew, and Teaching Leadership Online.



Leadership Perspectives Webinars

As places around the world began to lockdown in March 2020, ILA leaped into action, adding new webinars - free to both member and non-members alike - to help with the transition. Our regular series then continued apace for the rest of the year providing new perspectives on global issues.

Webinar Sampler

- VIEW ON-DEMAND** Intersections of Leadership, Climate Change, and Social Justice
- VIEW ON-DEMAND** Inclusify: How to Lead More Inclusively During Covid-19 and Beyond
- VIEW ON-DEMAND** Crisis Leadership in Higher Education
- VIEW ON-DEMAND** Leadership Education Online?!?! Strategies and Tips to Ease the Transition
- VIEW ON-DEMAND** Ethical Business Leadership in Troubling Times



“As an entrepreneur from the Middle East, connecting to a global network of women leaders - academic and from the business sector - helps me upgrade my skills and face the challenges I have as a leader. Talking with each other and sharing experiences is even more important during times of crisis.”

~ Hadeel Mustafa Anabtawi

PROGRAMS AND AWARDS

2020 – Three Projects to Advance the Study and Practice of Leadership for a Better World

GLOBAL LEADERSHIP PROJECT

How can leadership become a more potent force for good by integrating improved global foresight during unprecedented change? The Global Leadership Project is looking at what is...and assessing the 'so what...' of the contemporary context; and it is examining what might be, assessing the 'what ifs' of enhanced global leadership. [Learn more](#) about the project online.

THE R3 REGENERATIVE DESIGN PROJECT FOR ILA FUTURE PLANNING

ILA's essence as a learning organization is rooted in its exercise of innovative, adaptive, and growth-minded practices. [Read the report online](#), to discover our appreciative inquiry process, emergent findings, and next steps to ensure a flourishing future for the association and its members.

ILA GENERAL PRINCIPLES TASK FORCE

Cultivating leadership capacity has long been an implicit goal of education at the post-secondary level. ILA has taken on the challenging task of advocating higher expectations in leadership learning and the need to define a better future through more effective and inclusive leadership. [Read the white paper](#) that emerged from the task force.

2020 Lifetime Achievement Awards

Honoring Individuals Who Significantly Influenced Leadership Knowledge and Practice

Ron Heifetz, Founder, Center for Public Leadership; King Hussein bin Talal Senior Lecturer in Public Leadership, Harvard Kennedy School. Heifetz is the author of *Leadership Without Easy Answers*; *Leadership on the Line: Staying Alive Through the Dangers of Leading*; and *The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World*. He is the co-founder of Cambridge Leadership Associates, a consulting firm for organizations and societies looking to build their adaptive leadership capacity.



Ron Riggio, Henry R. Kravis Professor of Leadership & Organizational Psychology, Claremont McKenna College. Riggio is the author of more than a dozen books and over 100 research articles and book chapters in the areas of leadership, organizational psychology, and social psychology. He has served on the board of numerous journals and writes the Cutting-Edge Leadership blog at *Psychology Today*. His most recent books are *What's Wrong with Leadership* and *Daily Leadership Development*.



2020 Member Community Awards

Honoring Outstanding Work of ILA Members

2020 MOST PUBLISHABLE LEADERSHIP EDUCATION PAPER AWARD



John Hinck and **Steven Davis**, Assistant Professors of Leadership in the Leader Development Course for Squadron Command at Air University, have been named 2020's Most Publishable Leadership Education Paper Award winners for their paper, "Re-Operationalizing and Measuring Impact of a Leader Development Course." The award carries with it a cash prize of \$1500, which John and Steven generously chose to pay forward by donating it to the International Leadership

Association in support of the International Student Case Competition.

WOMEN AND LEADERSHIP: OUTSTANDING PRACTICE WITH LOCAL IMPACT AWARD

Carol Clyde Gallagher, Assistant Professor, Organizational Leadership, Cottey College; Mayor Pro Tem, Nevada, Missouri



WOMEN AND LEADERSHIP: OUTSTANDING PRACTICE WITH BROAD IMPACT AWARD

Yolanda Caldwell, Director, The Women's Leadership Institute and BOLD Women's Leadership Network, The College of Saint Rose



The Outstanding Practice awards recognize individual excellence in someone who has implemented a substantial change, policy, or event that has benefited women.

2020 Student Awards

Honoring the Next Generation of Leadership Scholars and Practitioners

Philip O'Donnell, an Assistant Professor of Entrepreneurship at DCU Business School in Dublin City University was awarded the **Fredric M. Jablin Doctoral Dissertation Award** for, "Entrepreneurship, Identity, and Their Overlap in the Slum: An Ethnographic Study of the Mukuru Slum in Nairobi, Kenya."



Sylvie Plante, Principal Consultant at Sylvie Plante Enterprise Channeling Inc. and a doctoral student in the College of Interdisciplinary Studies at Royal Roads University won the **Kenneth E. Clark Student Research Award** for her paper, "Leading Innovation Using Social Capital in Public-Private Partnerships."



The awards are given each year in partnership with the Jepson School of Leadership Studies and the Center for Creative Leadership, respectively.

In ILA's **International Student Case Competition**, teams address key issues in a real-world case involving a contemporary leadership issue of their choice pertaining to one of six pre-determined UN Sustainable Development Goals. In 2020, undergraduate students from **Christopher Newport University** and graduate students from **California Institute of Integral Studies** took first place in their divisions. The CNU team of Colin Bunn, Zoe Page, Grant Wiley explored, "Saudi Arabia Transitioning From Oil Dependency Through the Lens of Adaptive Leadership," while the graduate team of Catherine Chapman, Katie Hamaker, Michael Munton, Megan Quinn, Jenna Wes won with their work on, "Gender Equity & the Thrive Paradox."

2020 BOARD OF DIRECTORS

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Founding Director, Centre for Trust, Peace, and Social Relations, Coventry University, UK

Cynthia Cherrey
ILA President & CEO, USA*

Janis Bragan Balda
ILA Vice Chair
Senior Lecturer—International Business, Robert C. Vackar College of Business and Entrepreneurship, University of Texas Rio Grande Valley, USA

Joanne Barnes
Chair, Membership Committee
Dean of the Graduate School, Indiana Wesleyan University, USA

Michael Chikeleze
Richard C. and Fancelia A. Gozon University Professor, Values-Based Leadership, Valparaiso University, USA

Tasha Coppett
Assistant Director of Off-Campus and Graduate Housing, Massachusetts Institute of Technology (MIT), USA

Sean Creighton
Chair, Board Development Committee
President, The New American Colleges and Universities (NACU), USA

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2021 Global Conference Chair*
Director, Geneva Centre for Security Policy (GCSP), Switzerland

Amanda Ellis
2021 Global Conference Chair*
ASU Global Futures & Professor of Practice, Thunderbird School of Global Management, USA

Cheryl Getz
Associate Professor, Department of Leadership Studies, University of San Diego, USA

John Heiser
ILA Treasurer & Chair, Finance Committee; ILA Executive in Residence

Mikinari Higano
Professor & Director, Leadership Development Program, Global Education Center, Waseda University, Japan

Kathryn Johnson
Co-Founder, Center for Global Services Retired CEO, Health Forum, USA

Kevin Lowe
Professor in Leadership, Discipline of Work and Organisational Studies, Business School, The University of Sydney, Australia

Susan Elaine Murphy
ILA Secretary
Professor and Chair in Leadership Development, Organisational Studies, University of Edinburgh Business School, UK

Raj Narang
Vice President, Director of Inclusion and Diversity Strategies, Fifth Third Bank, USA

Laura Osteen
Assistant Vice President, Campus Life, Tulane University USA

Cindy Pace
Vice President Global Chief Diversity and Inclusion Officer, MetLife, USA

Kara R. Price
Operations Site Head, Minaris Regenerative Medicine, USA

Kathryn Goldman Schuyler
2020 Global Conference Chair*
Founder, Coherent Change, USA

Gillian Secrett
Director of Leadership Programmes, University of Cambridge Institute of Sustainability Leadership at University of Cambridge, UK

Carolyn Stefanco
Chair, Fund Development Committee
Retired University President; Founder and CEO, Baret Leadership Consulting, USA

Éliane Ubalijoro
Executive Director, Sustainability in the Digital Age and Global Hub Director for Canada, Future Earth; Presidential Advisory Council for Rwandan President Paul Kagame, Canada

*Ex-Officio (nonvoting)

MEMBER COMMUNITIES

- Arts and Leadership
- Business Leadership
- Ethics & Leadership
- Followership
- Healthcare Leadership
- Leadership Development
- Leadership Education
- Leadership for Peace
- Leadership Scholarship
- Philosophy, Religion, and Worldviews
- Public Leadership
- Sustainability Leadership
- Women and Leadership

ILA STAFF

- Marcia Boyd

Membership Director
- Debra DeRuyver

Communications Director
- Maureen Metcalf

ILA Fellow
- Bridget Chisholm

Conference Director
- Miriam Gosling Gage

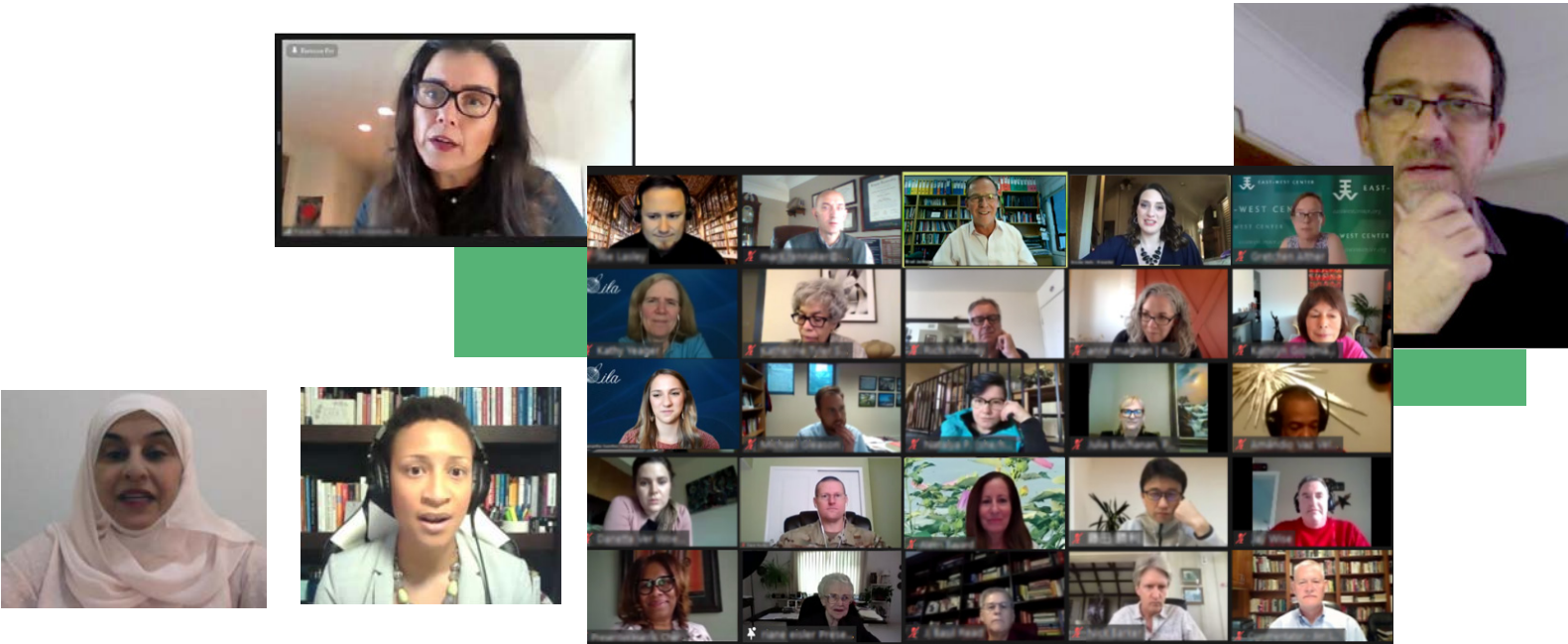
Program Associate
- Julie Polzer

Conference Associate
- Cynthia Cherrey

President & CEO
- Nick Kiessig

Program Associate
- Shelly Wilsey

Chief Operating Officer





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ILAglobalnetwork.org