



ANNUAL
REPORT

REIMAGINING **LEADERSHIP**
TO MEET THE MOMENT



2021



International Leadership Association

TABLE OF CONTENTS

2 ABOUT
ILA

3 MEMBERSHIP

4 SPOTLIGHT
ON TRUSTED
SPACES

6 SPECIALIZED
EVENTS

8 HISTORICAL
MILESTONES

10 SPOTLIGHT
ON TRUSTED
SOURCES

12 PUBLICATIONS

14 2021 AWARDS

16 2021 BOARD OF
DIRECTORS

17 FINANCIAL



LEADERSHIP STATEMENT

REIMAGINING LEADERSHIP TO MEET THE MOMENT

This is a time when openness and trust are in high demand but, it seems, in such short supply. It is a time when current and future challenges begin with more questions than answers. At ILA we recognize how important it is for leadership to adapt to, learn about, and understand emerging problems, the people who are impacted, and those who can make a difference. We are excited because we know that the ILA has the ability to meet this moment in time, while always looking toward the future.

What we see happening — both locally and globally, in corporations, communities, and classrooms — matters. It is to this context that we apply our core values as a member association to strengthen the ties between those who research and study leadership, those who teach and develop leadership, and those who intentionally engage in the practice of leadership.

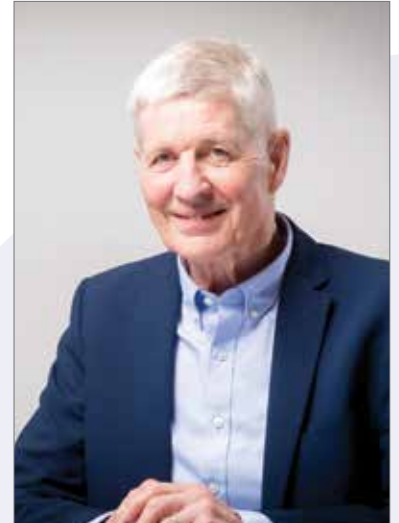
The value we add, as the ILA, is the purposeful way in which our events and multimedia publications convene leadership professionals in trusted spaces. We do this so that all our stakeholders, members, and partners are able to interact in person and virtually across a wide geographic region on far-reaching topics about

leadership and emerge energized and ready to operationalize and implement new insights. In this way we are a learning, thinking, and doing community, inspiring ourselves and others through our work.

In 2021, we met virtually and onsite in Geneva, Switzerland to explore Reimagining Leadership Together. Through our plenary sessions, during and between concurrent sessions, and within networking sessions, we reimagined leadership for our connected and interdependent world. We are pleased to spotlight some of these experiences in this annual report.

This year has reminded us even more of the importance of our mission. What we share, as ILA members, is a very clear understanding of the role and importance of leadership as well as the realization that leadership has never been more critical for people and their communities. This annual report shares the powerful contributions made by our members. You will read about the innovative trusted resources in our blogs, podcasts, books, and webinars as well as initiatives undertaken by the ILA in General Principles for Leadership Programs, the Global Leadership Thought Project, and our virtual and onsite conferences and events.

The ILA global community is, without a doubt, stepping up to today's challenging times, meeting the moment, and capturing the possibilities for the future.



MIKE HARDY
ILA Board Chair



CYNTHIA CHERREY
ILA CEO & President

OUR VALUES

IMPACT

Encourages leadership initiatives that advance the field of leadership and contribute to the greater global good.

INCLUSION

Fosters and promotes broad and diverse membership engagement.

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 MISSION

Advancing leadership knowledge and practice for a better world.

OUR COMMITMENT

The principal means by which our mission is accomplished is through the synergy that occurs by bringing together our members and partners; collectively having a multiplier impact on leadership and change.

OUR GOALS

- Increase worldwide understanding of the importance of leadership to the conduct of human affairs.
- Generate and disseminate evidence-based research and develop new knowledge and practice.
- Strengthen the ties between those who study and those who practice leadership.
- Create and hold spaces for groundbreaking conversations and dialogue on leadership across all boundaries.
- Provide resources that enable those we serve to address and impact complex leadership challenges in their local and global communities.

MEMBERSHIP

“ILA is a big global community that brings together a whole range of special expert groups. These groups play a critical role in our ability to look at today’s complex problems and figure out how, together, we can really reimagine the kind of positive, just, and regenerative global futures we need.

~ Amanda Ellis, Senior Director, ASU Julie Ann Wrigley Global Futures Laboratory;
Professor of Practice, Thunderbird School of Global Management.

GLOBAL GROWTH

In 2021, ILA’s **membership growth of 28%** was strategically driven by partnerships with IREX, who extended ILA membership to the 2021 alumni of the Mandela Washington Fellowship for Young African Leaders program; Yale’s 2021 Maurice R. Greenberg World Fellows Program; and several leadership doctoral programs who expanded their graduate student memberships.

As of 31 December, ILA members reside in 107 countries with the 20 most numerous being:

Australia	Ethiopia	Malawi	Uganda
Botswana	Ghana	Nigeria	United Kingdom
Cameroon	Japan	Senegal	United States
Canada	Kenya	South Africa	Zambia
Cote D’Ivoire	Liberia	Tanzania	Zimbabwe

ILA MEMBER COMMUNITIES

ILA’s Member Communities super charge the member experience and provide targeted networking and professional development opportunities. Each community is led by a talented leadership team who volunteer their time to organize programs to benefit their constituencies. Visit <https://ILAglobalnetwork.org/member-communities/> to learn more about their work and their leadership teams.

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



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 these trusted spaces, ILA ensures that the best thinking about the process of leadership is developed and disseminated.

ILA GOES HYFLEX IN 2021!

The turn to online community and communications during the past two years has reshaped how associations engage their members and think about event planning. ILA’s industry leading HyFlex model intentionally redesigned our global conference experience to maximize the unique benefits of where the conference took place each day – whether it was a day in Geneva or a day that was live online. Flexibility is key during uncertain times and ILA’s Hyflex model empowered our members to choose what was best for their unique situation.

ILA’s HyFlex model was featured in the September 2021 issue of Headquarters Magazines - a premier magazine for international associations who organize global conferences. Read the article at: <https://bit.ly/HQHyFlex>.

ILA’S 23RD GLOBAL CONFERENCE

REIMAGINING LEADERSHIP TOGETHER

ILA’s 2021 global conference convened people from around the world who embody the transdisciplinary, cross-sector approaches needed to address the complexities of today’s leadership challenges and harness the opportunities for positive transformation. Organized around 18 streams, the conference asked:

- Together, how can we more fully unleash the abundant potential of people, including ourselves, to collaborate across today’s many multi-faceted opportunities and complex issues?
- How can leadership be a greater catalyst for societal and ecosystemic advancement?
- How can leadership create the conditions for more equitable relationships across divides, even across lines of conflict?

“

We always want to make sure that our students get all the necessary evidence-based knowledge that is going to help them to be better

leaders, and at the same time we think it is important for those of us doing academic research to be better aware of the needs of those who are practicing leadership in business organizations. That is why we brought 40 of our students to ILA’s global conference in Geneva. An association like ILA that brings together scholars and practitioners in leadership, that spans various countries, that spans various industries, societal tasks, and activities and that talks about and explores what really matters in terms of leadership is just the right place to be.

KONSTANTIN KOROTOV

Professor of Organizational Behavior & Faculty Lead, Executive MBA, ESMT Berlin

FEATURED SESSION SAMPLER



Reimagining Leadership for Global Futures: Research and Practice / ILA Lifetime Achievement Awards

<https://bit.ly/ILA2021GlobalPlenary1>



Sharing Lessons Learned about Health Leadership During the COVID-19 Pandemic

<https://bit.ly/ILA2021GlobalFeatured1>



Code Red for Humanity — Reimagining Leadership for Just and Regenerative Global Futures

<https://bit.ly/ILA2021GlobalPlenary2>



Courageously Leading for Change

<https://bit.ly/ILA2021GlobalPlenary3>



Connecting Theory to Practice — Four CEOs, Five Scholars, and a Host of Real Business Challenges

<https://bit.ly/ILA2021GlobalFeatured2>



Photo by Antoine Tardy.

2021 GLOBAL CONFERENCE BY THE NUMBERS

1,261 Attendees

60 Countries

500+ Panels, Presentations, Posters, Roundtables, Symposia, and Workshops

7 Plenary Sessions

7 Days of Programming

ILA took full advantage of our new virtual event capabilities to host six online events in 2021. Conferences and summits addressed important leadership challenges such as organizational purpose, the climate emergency; diversity, equity, and inclusion; and healthcare while the academy and colloquium focused on networking and capacity building.

POWER OF PURPOSE III

In this half-day virtual summit, top executives and leading scholars explored purpose's impact on business metrics. In plenary sessions and breakouts, attendees discussed the role C-suite executives, boards, private equity investors, supply chain leaders, human resources executives, and others can play in growing a purpose-driven organization.

STRENGTHENING TIES BETWEEN HEALTHCARE AND LEADERSHIP

Organized in the midst of a global healthcare crisis, the ILA inaugural healthcare leadership conference brought healthcare leaders and leadership development professionals together to discuss the current best practices for equipping healthcare leaders to lead effectively, inspire new thinking in their teams, and pivot as needed.

SUSTAINABILITY AND BEYOND: REIMAGINING LEADERSHIP FOR JUST AND REGENERATIVE GLOBAL FUTURES

ILA's inaugural sustainability and beyond summit gathered global business leaders, public officials, scientists, educators, and nonprofit leaders to explore the economic narratives for sustainable and regenerative futures and the visionary leadership needed to accelerate systems change and meet the daunting challenges facing people and planet.

4TH LEADERSHIP EDUCATION ACADEMY

Designed by leadership educators for leadership educators, LEA's expert team of facilitators spent a year reimagining and retooling the academy into a two-week immersive training program complete with a rich online learning platform filled with resources. Each year, registration is capped at 80 to ensure quality mentoring and networking.

DIVERSITY, EQUITY, AND INCLUSION VIRTUAL SUMMIT

A CALL TO AWARENESS, ADVOCACY, AND ACTION FOR INCLUSIVE LEADERSHIP

Empowering plenaries, deep dive workshops, and information-rich poster presentations explored how practitioners, researchers, and scholars are raising awareness for DEI through advocacy that impacts social justice and how organizations and communities are coming together to cultivate leadership in action through the sharing of best practices.

ADVANCING RESEARCH IN WOMEN AND LEADERSHIP ACADEMIC COLLOQUIUM: FROM INTENT TO ACTION

In this invitation only event, newly formed teams of researchers came together in a spirit of collective inquiry. Participants were inspired by a guest speaker each day before breaking into work teams. Post-colloquium, teams are moving forward to research, present, and publish and their work.

SPECIALIZED EVENT PROGRAM SAMPLER



Solutions: From Global to Local

<https://bit.ly/ILASustainabilitySummit1>



Scaling Innovation for Transformation

<https://bit.ly/ILASustainabilitySummit2>



The Evolution of the Role of the Chief DE&I Officer: Today's Hottest and Toughest Job

<https://bit.ly/ILADEIsummit1>



Inclusive Leadership: Transforming Diverse Lives, Workplace and Societies

<https://bit.ly/ILADEIsummit2>

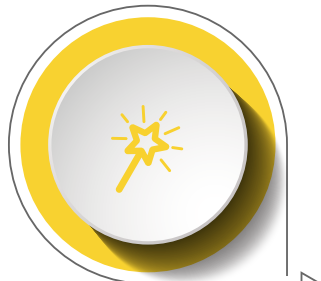
SPECIALIZED EVENTS BY THE NUMBERS

786 People from **44**

countries attended at least one specialized event.



HISTORICAL MILESTONES



1999

Creation of ILA and
First Conference



2000

Inaugural
Membership Drive



2001

1st Volume in ILA's
Building Leadership
Bridges Series



2002

Approval of ILA's
Constitution &
Bylaws



2003

1st Global
Conference in Latin
America



2004

Launch of
www.ila-net.org



2005

1st Global
Conference in Europe



2006

ILA Membership
Exceeds 1,000



2007

1st ILA Leadership
Perspectives Webinar



2008

1st Lifetime
Achievement Awards



2009

Creation of
Leadership Education
Program Directory



2010

Global Conference
Attendance Exceeds
1,000 Participants



2011

ILA Becomes an Independent 501(c)3 Nonprofit



2012

1st Topical Conference in Europe



2013

1st Advancing Women and Leadership Topical Conference



2014

ILA Membership Exceeds 2,500



2015

1st Volume in ILA's Women & Leadership: Research, Theory, and Practice Series



2016

Launch of ILA Intersections, ILA's Online Member Community



2017

ILA Awarded Supporting Grant From the W.K. Kellogg Foundation



2018

BLB Wins HRD Book of the Year



2019

Largest Canadian Global Conference



2020

1st Global Virtual Conference



2021

1st Virtual Conferences for Healthcare Leadership; Diversity, Equity, & Inclusion; and Sustainability

SPOTLIGHT ON TRUSTED RESOURCES

By holding spaces for research and dialogue, ILA serves as a principal source for leadership-related resources. Through its webinars, publications, and digital offerings, ILA generates new research, knowledge, and practices that address issues of interest to members and the global community at large. In 2021, particular attention was paid to growing ILA's podcast offerings and creating resources focused on democracy, social justice, healthcare leadership, DEI, and the climate emergency.

BLOG: LEADERSHIP FOR THE GREATER GOOD

GLOBAL THOUGHT LEADERS EXPLORE TODAY'S CHALLENGES

ILA's global team of bloggers looks at the challenges of today through a leadership lens. Their insights and practical wisdom inform and inspire readers as we all continue our work of advancing leadership knowledge and practice for a better world.

BLOG SAMPLER



Leadership and the God of Small Things

<https://bit.ly/SmallThingsBlog>



Good People Need Good Leaders

<https://bit.ly/GoodPeopleBlog>



Science of Leadership Is Next Frontier in Eradicating COVID-19

<https://bit.ly/EradicatingCovidBlog>



LEADERSHIP PODCASTS

In 2021, *Phronesis: Practical Wisdom for Leaders* became ILA's official podcast as the association expanded its podcast offerings through existing and new partnerships. These timely discussions with global business leaders, educators, development professionals, and scholars of note tackle the important issues of the day and provide practical insights and tips to help listeners live and lead better. In addition to *Phronesis*, ILA partners with the *Innovating Leadership* podcast on a series of global leadership episodes and with the *Leadership Educator Podcast* to feature the work of ILA members.

PODCAST SAMPLER



Disruption in America's Favorite Pastime: MLB CEO Shares Insights

<https://bit.ly/BaseballCeoPodcast>



A Brave Space

<https://bit.ly/BraveSpacePodcast>



Teaching and Studying Leadership and Followership in Pakistan

<https://bit.ly/PakistanPodcast>



Mindfulness and Its Benefits in the Work Place

<https://bit.ly/WorkplaceMindfulnessPodcast>



The Impact of Those Stories

<https://bit.ly/DEIStoriesPodcast>

PODCASTS BY THE NUMBERS

87

NEW
PODCASTS

62,415

TOTAL LISTENS
IN 2021

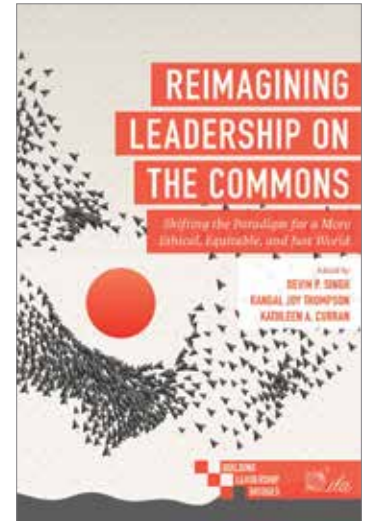
13/5

GUESTS FROM 13
COUNTRIES SPANNING
5 CONTINENTS

REIMAGINING LEADERSHIP ON THE COMMONS: SHIFTING THE PARADIGM FOR A MORE ETHICAL, EQUITABLE, AND JUST WORLD

A VOLUME IN THE ILA BUILDING LEADERSHIP BRIDGES SERIES

Commons are emerging around the world as people recognize that they want increased power to determine their political, economic, and social lives. Using global case studies of commons' leadership, this book provides pathways forward by sharing leadership approaches derived from adaptive, open, whole systems perspectives; a more relational, distributed, and collaborative leadership paradigm; and leadership practices that help people work together to share benefits and build a society based on ethical behavior, equality, and justice. Learn more at: <https://bit.ly/ILAccommonsleadership>.



GENERAL PRINCIPLES FOR LEADERSHIP PROGRAMS: 2021 CONCEPT PAPER

Cultivating leadership capacity has long been an implicit goal of education at the post-secondary level. As the world has become more complex and seamless, the importance of clarifying what is meant by “leading” and “leadership” has become more important. ILA has taken on the challenging task of advocating higher expectations in leadership learning due to societal critiques of the effectiveness of these efforts, and the need to define a better future through more effective and inclusive leadership. Read at: <https://bit.ly/ILAconceptpaper>.

INTERFACE

Interface. The name evokes those spaces and boundaries where our work reaches out and touches another’s - where theory and practice intersect. 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 throughout the year, *Interface* shares articles highlighting association news and work being done by ILA members around the world.



In a time when expectations of leaders are changing dramatically, leaders need to keep pace with the change. ILA provides books, webinars, a newsletter, conferences, and a discussion board all designed to support people focused on learning and sharing their experiences. I have been a member since 2013 and the value I gain from this organization increases with each passing year!

~Maureen Metcalf, Founder & CEO, Innovative Leadership Institute

RESOURCE REWIND

For more than 20 years, the ILA has created and curated hundreds of articles, book chapters, webinars, interviews, conference papers, podcasts, and more. *Resource Rewind* highlights past resources, making them newly available to members and the public at large.

ARTICLE SAMPLER



Developing Glocal Hybrid Leadership

<https://bit.ly/GlocalHybridArticle>



Co-Inquiry During Unprecedented Times

<https://bit.ly/CoinquiryArticle>



Peace Leadership and Cultural Diversity: Considerations for Our Common Future

<https://bit.ly/PeaceLeadershipArticle>

LEADERSHIP PERSPECTIVES WEBINARS

Leadership Perspectives is a series of live, interactive webinars that support ILA's mission and the work of our members. Topics range from professional how-tos to behind-the-pages author tours of the latest leadership books.



So, You Want to Get Published? Tips From the Editor of Gender in Management: An International Journal

<https://bit.ly/PublishingTipsWebinar>



Guardians of Public Value: How Public Organizations Survive and Thrive

<https://bit.ly/PublicValueWebinar>



Transitioning Into Leadership Development Consulting: Stories From Experienced Consultants

<https://bit.ly/LeadershipConsultingWebinar>

2021 LIFETIME ACHIEVEMENT AWARDS

Honoring Individuals Who Significantly Influenced Leadership Knowledge and Practice

John Antonakis is Professor of Organizational Behavior in the Faculty of Business and Economics of the University of Lausanne, Switzerland and Editor of *The Leadership Quarterly*. His research is currently focused on charisma, predictors of leadership, big data, AI and research methods.

Deanne Den Hartog is Professor of Organizational Behavior and Director of the Research Institute at the University of Amsterdam Business School in the Netherlands. Her research focuses on health leadership, ethics, leadership and (dark side) personality, and crosscultural leadership.

Jonathan Gosling is Emeritus Professor of Leadership at Exeter University in the UK, and a visiting scholar at other universities including Bled, McGill, Monash, Renmin and UWEW. His primary areas of research are global leadership, sustainability, and leadership coaching. He is now an independent consultant.



photo by Antoine Tardy

2021 DISTINGUISHED LEADERSHIP AWARDS

Honoring Individuals Whose Practice of Effective Leadership Has Resulted in Extraordinary Impact Which Transcends National Boundaries

John, Lord Alderdice is a Liberal Democrat member of the House of Lords in the UK. Over 30 years, Lord Alderdice was involved in almost every aspect of the Irish Peace Process. As Leader of the Alliance Party of Northern Ireland, he played a significant role in the resolution of the historic conflict through the negotiation of the 1998 Good Friday Agreement, and then served as the first Speaker of the new Northern Ireland Assembly. Lord Alderdice has also been committed to liberal politics outside Northern Ireland. He served as Vice-President of the European Liberal Democrat and Reform Party and President of Liberal International. Lord Alderdice's main focus now is as Director of the Centre for the Resolution of Intractable Conflict (CRIC) at the University of Oxford.



photo by Antoine Tardy

The Right Honourable A. Kim Campbell served as Canada's nineteenth and first female Prime Minister. She is the Founding Principal of the Peter Lougheed Leadership College. Her leadership roles have led her to develop an expertise informed by real time exposure to populations in democratic transition, economic crisis, and gender imbalances. From 2004 through 2006 Campbell served as Secretary General of the Club of Madrid, an organization of former heads of government and state who work to promote democratization through peer relations with leaders of transitional democracies. She also chaired the Steering Committee for the World Movement for Democracy and is a Trustee of the International Center for the Study of Radicalisation and Political Violence (ICSR) at King's College, London.

2021 LARRAINE R. MATUSAK COURAGEOUS LEADERSHIP AWARD

Honoring Individuals Who Courageously Stand Up for What Is Right and Work for the Common Good

Lorraine Matusak was one of the founders of the International Leadership Association, and in 2021 we were pleased to partner with The Alliance of Leadership Fellows on this award honoring her legacy.



Sibusiso Innocent Zikode
(Recipient)

President, Abahlali baseMjondolo, South African shack dwellers' movement.



Kehkashan Basu
(Honorary Recipient)

Founder & President, Green Hope Foundation & Winner of the 2016 International Children's Peace Prize.



Shirley Sherrod
(Honorary Recipient)

Executive Director, Southwest Georgia Project for Community Education, Inc.

2021 STUDENT AWARDS

Honoring the Next Generation of Leadership Scholars and Practitioners

Michael Promisel, an Assistant Professor of Political Science at Coastal Carolina University, was awarded Fredric M. Jablin Doctoral Dissertation Award for, "Paragons of Prudence: Political Leadership in Classical Political Thought!"

Steven Zhou, a PhD Research Assistant and Instructor in Psychology at George Mason University, won the Kenneth E. Clark research award for the paper, "Patterns of Leadership Behavior: A Person-Centered Approach to Assessing Leadership Styles Across Gender and Level."



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 2021, undergraduate students from Christopher Newport University and graduate students from The European School of Management and Technology (ESMT Berlin) took first place in their divisions. The CNU team of Phyu Chaw, Sydney King, Bianca Londres, and Adrianna DeSantis explored, "Leadership Strategy for Reduction of the HIV Epidemic Among Jade Miners in Myanmar," while the graduate team of Simona Catana and Carolina Parro won with their work on "Women in Leadership: Glass Ceiling, or Multiple Bottlenecks?"



2021 BOARD OF DIRECTORS

MIKE HARDY

ILA Board Chair

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 Francelia A. Gozon University Professor, Values-Based Leadership, Valparaiso University, USA

TASHA COPPETT

Associate Dean, Residential Life, Massachusetts Institute of Technology (MIT), USA

SEAN CREIGHTON

Chair, Board Development Committee

President, The New American Colleges and Universities (NACU), USA

AMANDA ELLIS

2021 Global Conference Co-Chair

Senior Director, ASU Julie Ann Wrigley Global Futures Laboratory; 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;

Founder and CEO, TRG Management Solutions, LLC, USA

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

ANGELICA MARIA LARIOS ARIAS

CEO & Founder, ALACONTEC, Mexico

SUSAN ELAINE MURPHY

ILA Secretary

Professor and Chair in Leadership Development, Organisational Studies, University of Edinburgh Business School, UK

RAJ NARANG

Vice President Diversity & Inclusion Talent Strategy, Fidelity Investments, USA

LAURA OSTEEN

Assistant Vice President, Campus Life, Tulane University USA

ANNIKA HILDING NORBERG

Head of Peace Operations and Peacebuilding, Geneva Centre for Security Policy, Switzerland

CINDY PACE

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

KARA R. PRICE

Site Integrated Manufacturing Operations Lead, Pfizer, USA

GILLIAN SECRETT

Director of Leadership Programmes, Cambridge Institute for Sustainability Leadership, University of Cambridge, UK

CAROLYN STEFANCO

Chair, Fund Development Committee

Retired University President; Founder and CEO, Baret Leadership Consulting, USA

FINANCIAL

GOVERNANCE OVERSIGHT

The Board of Directors holds responsibility for fiscal oversight of the association. Its Finance Committee oversees the development of the annual budget for Board approval, develops financial and accountability policies, and reviews the ILA's financial reports and compliance with policies.

FINANCIAL OVERVIEW

Clarity of purpose and commitment to ILA's stability minimized the impact of the pandemic in fiscal year 2021. ILA conferences, including the global conference and specialty events, saw a 35% growth in participation. Investments in new technology such as a full redesign of the website, new podcasts, and the expansion of ILA Intersections, reflected our commitment to member services. The ILA qualified for a round 1 Payroll Protection Program (PPP) grant, which, along with a 10% increase in donations and careful control of expenses, resulted in a positive net for the year.

Revenue Earned

Membership Dues	\$ 303,748	33%
Conferences	\$ 440,039	47%
Gifts	\$ 55,395	6%
PPP Grant	\$ 104,890	11%
Other	\$ 19,629	2%
Total	\$ 930,464	

Expenses

Program Services	\$ 656,811	73%
Management & General	\$ 205,738	23%
Fundraising	\$ 31,445	4%
Total	\$ 893,994	
FY Net/Turnover:	\$ 36,471	
Net Assets at End of Year:	\$ 157,057	

ILA FELLOWS

JOHN HEISER

ILA Executive in Residence

Founder and CEO, TRG Management Solutions, LLC, USA

GILL ROBINSON HICKMAN

ILA Scholar in Residence

Professor Emerita, Jepson School of Leadership Studies, University of Richmond, USA

SCOTT J. ALLEN

Standard Products—Dr. James S. Reid Chair in Management, John Carroll University, USA

RICHARD BOLDEN

Professor of Leadership and Management, Director, Bristol Leadership and Change Centre, Bristol Business School, University of the West of England, UK

KEITH GRINT

Professor Emeritus, Warwick University, UK

MAUREEN METCALF

Founder, CEO, and Board Chair, Innovative Leadership Institute, USA

STELLA NKOMO

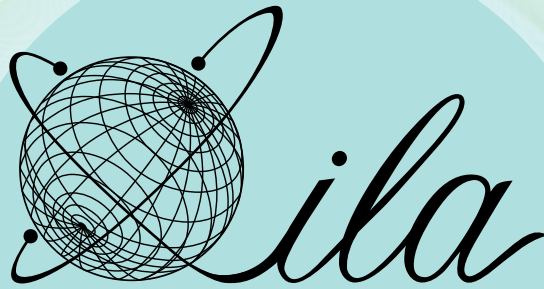
Professor of Human Resource Management, University of Pretoria, South Africa

CHELLIE SPILLER

Professor of Leadership, Waikato Management School, New Zealand

ERWIN SCHWELLA

Dean, School of Social innovation, Hugonote, South Africa



International Leadership Association

8601 Georgia Avenue, Suite #1010

Silver Spring, MD 20910, USA

1.202.470.4818

ILAglobalnetwork.org

ILA STAFF

MARCIA BOYD

Membership Director

BRIDGET CHISHOLM

Conference Director

CYNTHIA CHERREY

President & CEO

DEBRA DERUYVER

Communications Director

LESLEY FATICA

Conference Associate

MIRIAM GOSLING GAGE

Program Associate

NICK KIESSIG

Technology and Website Manager

JULIE POLZER

Conference Associate

SHELLY WILSEY

Chief Operating Officer