



## Center Stage: The Newsletter of the Center for Organizational Dynamics

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Becky Collins, Editor

### Calendar

**April 26** All-day **Experiential Leadership Workshop** co-sponsored by Philadelphia Center on Organizational Dynamics and the Burns Academy of Leadership, University of Maryland. **Details below in "Spotlight on Workshops."**

**April 27 and May 4** Coaching Workshop Series presents **Dr. Bill Wilkinsky**, "Corrective, Transition Coaching for Performance Change" - 6:00-9:00 p.m. **Details below in "Spotlight on Workshops."**

### Spotlight on Jobs

**Director of Research, Kimmel Center for the Performing Arts:** Manages the prospect research area within the Development Department at the Kimmel Center. Supervises at least one researcher; prepares fact sheets, profiles and briefs for the Development Office staff and the President; continually identifies major prospects in a pro-active manner; and manages the research department's budget. Extended job description and application information at <http://www.kimmelcenter.org/careers/research.php>.

**Management Consultant, Gap International, Springfield, PA:** [Gap International, Inc.](http://www.gapinternational.com), is a management consulting firm that "partners with executives and their organizations to cause extraordinary leaders and enterprises, producing outcomes that are otherwise unachievable. Our clients range from multinational corporations to small businesses worldwide." The company has several positions available.

**Bristol-Myers Squibb is offering the position of Associate Director of Human Resources.** Position will be driving execution of the BMS strategy by first understanding clients' key priorities and then developing and implementing aligned HR strategies against those priorities. Assists in identifying key organizational issues, change management needs and the appropriate HR levers to maximize current and future organization performance. Builds relationships at all levels of the organization in order to provide high quality HR support and counsel. Facilitates the identification, development and implementation of team interventions and leadership development actions. Click [here](#) for extended job description, applicant qualification, and application information.

**Internship Available:** An exciting challenge for the person looking for a "laboratory" wherein to apply theories and models on the dynamics of change in an organization. SEPTA intern will acquire training experience both in the classroom and in the facilitation of interactive group processes on issues designed to improve customer service. Will be assigned to management training group and will interact with employees at every level of the organization. Flexible work schedule and SEPTA transportation pass. Click [here](#) for applicant qualifications and application information.

**Compensation Specialist for the H.R. Department:** This position is in the area of classification and compensation with the responsibilities of maintaining various system updates, conducting position audits, composing job descriptions and collecting and analyzing data. Participation in a variety of compensation studies and surveys; reviewing and processing forms and documents pertaining to extra-curricular and adjustment to gross payments. Complete job description, applicant requirements, and application procedure can be found [here](#).

**Operations Manager:** St. Mary's Family Respite Center, a non-profit organization whose mission is to provide relief for HIV affected families with children, has an opening for an operations manager. Responsibility for all aspects of agency operations including but not limited to: accounts payable & receivable; invoicing public funders; payroll, employee records and benefits; volunteer recruitment and coordination; and event management. Complete job description, applicant requirements, and application procedure can be accessed [here](#).

### Spotlight on Members

#### New and renewal members from March 1 to date:

Kay Anderson, Self-Employed  
Amy Arrigo, Accenture  
Thomas J. Cahill, Jr., JP Morgan  
Jerry Cary, AstreaZeneca  
Robert Costello, Lockheed Martin, Moorestown, NJ  
Daniel Creedon, KPMG LLP  
Deb Denis, Vanguard  
Laurel Grady, University of Pennsylvania  
Licia R. Guenesso, Prudential Premier Properties  
Diane Hanson, Creative Resource Development  
Montgomery Harris, University of Pennsylvania  
Stephen G. Hart, Federal Reserve Bank of Philadelphia  
Joseph A. Horvath, Bisys  
Dache Hyman, UPHS  
Marlyn Kalitan, Right Management Consultants  
Julia C. Lawson, Thomas Jefferson University Hospital  
Helene Lotierzo,  
Joseph Lynch, Independence Blue Cross  
Michael Matis, NAVSEA Philadelphia  
Suzanne McShane  
Elizabeth N. Miles, Johnson & Johnson  
Marie Moke, Independence Blue Cross  
Brian K. Oglesby, Oglesby Consulting Group  
Sandra Peopples, Self Employed  
Timothy Shaffer, Minrad International Inc.  
Linda Slattery, School District of Philadelphia  
Barbara Timony, AstraZeneca Pharmaceuticals  
Sabrina T. Umstead Smith, Verizon Communications  
Hillary Wittich,  
Charlene Ziegler, Penn Dental Care Network

#### MEMBER UPDATES:

**KIRA SCHNEIDER, '96**, has been recruited by Rock-Ola Manufacturing Corporation, a digital download juke box manufacturer based in Los Angeles, as eastern regional sales manager. Kira brings more than 25 years of technical and consumer products sales experience to her new post. Most recently she was with Mars, Inc. (Masterfoods USA and MEI).

**VINCENT D. FIRTH, '94**, recently joined global consulting/staffing firm Hudson as a senior vice president. Firth's firm, Alder Novo, was acquired by Hudson to help boost the company's leadership development and organizational performance capabilities. As a result of the acquisition, Firth will be joining Hudson's Talent Management practice. With more than 25 years of consulting experience in leadership development, he specializes in strategic approaches to improving human and organization performance. He is also an expert in identifying and growing leading edge intellectual capital, bringing fresh ideas and heightened results to corporate organization learning and development.

### Members' Meeting Great Success

By all accounts the April 6 Members' Meeting and Networking Event was a huge success.

The gathering was held in the tradition-laden E. Craig Sweeten Alumni House on Locust Walk. Attendees were treated to hors d'oeuvres, wine, soft drinks and introductions to representatives of area organizations. A partial list of those represented: Bristol-Myers Squibb, SEPTA, Arts & Business Council of Greater Philadelphia, Wyeth; PECO Energy; Independence Blue Cross; Vanguard; Teradata; School District of Philadelphia; Magee Rehabilitation and Philadelphia VA hospitals; Federal Reserve Bank of Philadelphia; PJM Interconnection; and Community College of Philadelphia.

"I thought the session was terrific!!! Great turn out and interesting people," remarked Center Member Helene Lotierzo. And Stephen Hart added, "I enjoyed renewing some old friendships and making some new ones." "It was very helpful to me," asserted Marie Flick.

In addition to the networking opportunities, a demonstration of the Center's new online Forum was provided by Boris Zlotnikov, Center web consultant. He explained the new system to all interested parties. [More about the Forum, which will be launched in May, in our next newsletter.]

Center Director Marie Zecca was please by the turnout and the response. "Clearly our members are eager to participant in such an event, and we will certainly plan more of them in the future."

### Up, Up and Away! ICAs for Summer 2006

You no longer have to be left out when a group of Center Members starts reminiscing about their fabulous International Course Abroad! These wonderful courses, which have received stellar reviews from all who have taken them, are offered each summer and are **open, at a reduced rate, to Members of the Center.** (And, you don't have to write a paper at the end!)

There are spaces remaining in two upcoming seminars, one to take place in Prague, Czech Republic and one scheduled for Kiev and Warsaw. Click [here](#), please, and get in on the experience of a lifetime!

### Alumna Makes Case for Systems Thinking

**Jane Frankel, '99**, Director of Corporate Business Development at Vertex, is spearheading the Systems Thinking branch of our Center for O.D. Special Interest Groups.

Jane's article "Will the Real Customer Please Stand?" addresses the problems faced by a mid-sized company when sales went up dramatically but customer satisfaction levels dropped even more dramatically.

The route Frankel takes to reach solutions can be taken by diverse organizations with diverse problems. Read all about it by clicking [here](#).

### Spotlight on Faculty

**ELI ANDERSON** has organized an April 20 & 21 conference on "**Poor, Young, Black, & Male: A Case for National Action?**" Response has been so overwhelming that registrations are closed. However, a waiting list is being compiled, and if you are interested, click [here](#).

**CHARLES BOSK** was highlighted in the "With Class" section of the most recent issue of *Penn Arts and Sciences*, in an article on his teachings about "Mistakes, Errors, Accidents & Disasters." Click [here](#) for the article online.

### Spotlight on Workshops: Coaching and Leadership

#### COACHING

The Center's [Organizational Coaching Workshop Series](#) continues with a two-part workshop on "Corrective, Transition Coaching for Performance Change," with [Dr. William Wilkinsky](#). The two sessions will be held on Thursday, April 27 from 6:00 p.m.-9:00 p.m. and Thursday, May 4 from 6:00 p.m.-9:00 p.m. Participants will be expected to attend both sessions. The registration fee is \$300.00 (\$280.00 for Center members). Click [here](#) for the registration form.

#### LEADERSHIP

The Penn Center for O.D. maintains close ties with The Philadelphia Center on Organizational Dynamics (PCOD), an affiliate of the [A.K. Rice Institute for the Study of Social Systems](#).

This month, in conjunction with the Center and the James MacGregor Burns Academy of Leadership at the University of Maryland, PCOD is offering a one-day [Experiential Leadership Workshop](#), "**The Leadership Experience**," **April 26, 2006**, from 9:00 a.m.-4:30 p.m. in room G-7 of the University of Pennsylvania's Irvine Auditorium, northwest corner of 34th and Spruce Streets. Space is limited to 24 participants, with registration on a first-come, first-served basis. Refreshments and a light lunch are included in the workshop fee of \$225.00 (if you register before April 18) or \$240.00 if you register after April 18. Click here for complete information on workshop topics and presenters and a registration form. Questions about workshop content can be directed to Dr. Nancie Zane at 215-753-0303, x100, or [nancie@praxisCG.com](mailto:nancie@praxisCG.com).

### You Can Make a Difference In New Orleans

The New Orleans Public Library is asking for any and all hardcover and paperback books to restock the shelves after Katrina. The library staff will assess which titles will be designated for the shelves. The rest will be distributed to destitute families or sold for library fundraising. The books can be sent to:

Rica A. Trigs, Public Relations  
New Orleans Public Library  
219 Loyola Avenue  
New Orleans, LA 70112  
<http://nutrias.org>

If you tell the Post Office that the books are for the library in New Orleans, they will give you the library rate (less than book rate).