The OUTperforming Leader

The Rady School of Management, UC San Diego
Elevate Leadership Certificate Program

Boeing, El Segundo, CA
October 2015

Eligible for Tuition Assistance & Deferment at Most Organizations

Research establishes a strong link between gay managers with high-performing and more engaged teams when compared to their counterparts. Through similar trials and triumphs, LGBTQ & Advocate leaders have honed their ability to include, engage and unlock the best in their organizations. This program ELEVATES organizational productivity and profitability by empowering LGBTQ & Advocate leaders with immediately applicable tools to lead outperforming teams. Topics include:

- **Optimization & Inclusion**: Leverage your LGBTQ & Advocate experience as a business asset.
- **OUTsider to OUTperformer**: LGBTQ Executives outperform and how you can drive results too.
- **LGBTQ & Advocate Advantage**: ELEVATE team performance and benefit the entire organization.

Each homework-free course is only 1.5 days. Enroll today!

**Distinguished Executive Guest Speakers:**

**Scott Shane** | Managing Director, Talent Acquisition & Staffing for the Americas, MUFG Union Bank, N.A.

We are currently confirming additional esteemed speakers!

**Course 1: UP³:**
Unlock People, Potential & Profit
Oct 2, 5:30pm-8:50pm
Oct 3, 8:00am-3:00pm

**Course 2: Oh Snap!**
Navigate & Negotiate
Oct 16, 5:30pm-8:50pm
Oct 17, 8:00am-3:00pm

**Course 3: Elevate the Team:**
Strategic Agility & Change
Nov 13, 5:30pm-8:50pm
Nov 14, 8:00am-3:00pm

**Course 4: Flair to Flare:**
Model of Performance & Sponsorship
Dec 11, 5:30pm-8:50pm
Dec 12, 8:00am-3:00pm

Register Online (Boeing employees, contact Nancy Peritz): [http://rady.kintera.org/outperformingleader](http://rady.kintera.org/outperformingleader)

For assistance, contact: Nancy Peritz at nperitz@ucsd.edu or (858) 822-7414
What Makes Our Courses Unique?

**INTERACTIVE & TEAM-BASED LEARNING**
The Elevate Leadership Certificate Program features curriculum that appeals to multiple senses and dynamically engages participants.

**EXECUTIVE-LEVEL GUEST SPEAKERS**
Engage executive guest speakers in an intimate setting and customize their success practices to OUTperform in your career and your organization.

**RESEARCH-BASED CURRICULUM**
Practical research and input from executives drive the credibility and effectiveness of our curricula.

**LEARN & EARN A UNIVERSITY OF CALIFORNIA CERTIFICATE**
Earn a university-based certificate from The Rady School of Management, UC San Diego.

The **OUTperforming Leader Certificate Series** consists of:

**Certificate Requirements:** 4 Short Courses, 1.5 days per course (1 evening and 1 day).

**Units & Tuition:** Each course offers 0.9 CEU, for a total of 3.6 CEUs. Tuition is $1,200 for each course. Eligible for Tuition Assistance & Deferment. Registration remains open through course start date.

**Early Bird:** Enroll by August 31, 2015 and your registration will include a seat at the Elevate Forum June 2 & 3 2016 in San Diego, California. The Elevate Forum allows you to engage over 50 Executives from major Fortune 500-level companies. Additional info to follow. After August 31, regular registration is still open.

**Location:** The Boeing Company, 1950 Imperial Highway, El Segundo, CA 90245

2. Register with your organization’s Tuition Assistance program

Register Online (Boeing employees, contact Nancy Peritz): http://rady.kintera.org/ourperformingleader

For assistance, contact: Nancy Peritz at nperitz@ucsd.edu or (858) 822-7414
**Up3**: Unlock People, Potential & Profit

### Description of Short Course

The marketplace encourages the workforce to bring their whole selves to work. However, 50% of LGBTQ & Advocates recently reported that they were not OUT at work. Your team will only **OUTperform** if you bring your entire self to the workplace. *Up3* features industry success practices and customized models for individual contributors, project leaders and people leaders.

Topics include, how to:
- Leverage Your Experience as a Professional Tool and Business Asset
- OUTperform like Gay *Fortune 500* Executives
- Activate your LGBTQ & Advocate – Inclusion Advantage

**Course Dates:**
- October 2 from 5:30 PM – 8:50 PM
- October 3 from 8:00 AM – 3:00 PM

**Course Number:** LEAD701 (0.9 CEU)
**Instructor:** Ben Chulaluxsiriboon
**Tuition:** $1,200 **Eligible for Tuition Assistance**
**Location:** The Boeing Company, 1950 Imperial Highway, El Segundo, CA 90245

Register Online (Boeing employees, contact Nancy Peritz): [http://rady.kintera.org/outperformingleader](http://rady.kintera.org/outperformingleader)

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**Oh Snap!**: Navigate & Negotiate

### Description of Short Course

LGBTQ & Advocate leaders have distinct advantages when confronted with the most challenging conflicts. Their talent to drive team results stem from decades of navigating perceptions while closeted or viewed as outsiders. As a result, they also possess enhanced decision-making capabilities that encourage collaboration. The models outlined in *Oh Snap!* have been refined by corporate LGBTQ & Advocate leaders that have successfully converted common challenges into strategic opportunities to **OUTperform**.

Topics include, how to:
- Navigate Tough Conversations
- Drive Collaboration and **OUTperform**
- Activate your LGBTQ & Advocate – Communication Advantage

**Course Dates:**
- October 16 from 5:30 PM – 8:50 PM
- October 17 from 8:00 AM – 3:00 PM

**Course Number:** LEAD702 (0.9 CEU)
**Instructor:** Karen Kramer-Horning, Ph.D.
**Tuition:** $1,200 **Eligible for Tuition Assistance**
**Location:** The Boeing Company, 1950 Imperial Highway, El Segundo, CA 90245

Register Online (Boeing employees, contact Nancy Peritz): [http://rady.kintera.org/outperformingleader](http://rady.kintera.org/outperformingleader)

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ELEVATE | Rady UC San Diego School of Management
**Elevate the Team: Strategic Agility & Change**

**Description of Short Course**

“The only thing that is constant is change.” – Heraclitus 535BC. As a result of their experiences, LGBTQ & Advocate leaders are positioned to **OUTperform** and thrive amidst organizational ambiguity, as they have done throughout their lives. The key success component is crafting a versatile narrative that showcases their grit and decisive confidence, also known as their executive presence. **Elevate the Team** expands on the LGBTQ & Advocate advantages and how to share experiences with intelligence, impact and charisma.

Topics include, how to:
- Craft Your **OUTperform** narrative
- Leverage this narrative for strategic advantage
- Activate your LGBTQ & Advocate – Adaptability and Creativity Advantage

**Course Dates:**
November 13 from 5:30 PM – 8:50 PM
November 14 from 8:00 AM – 3:00 PM

**Course Number:** LEAD703 (0.9 CEU)
**Instructor:** Karen Kramer-Horning, Ph.D.
**Tuition:** $1,200 **Eligible for Tuition Assistance**
**Location:** The Boeing Company, 1950 Imperial Highway, El Segundo, CA 90245

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**Flair to Flare: Model of Performance & Sponsorship**

**Description of Short Course**

Success practices are valuable when accompanied with opportunities to **OUTperform**. An Elevate exclusive, **Leaders Actualizing Business Bottom-Line (LAB²)** practicum, provides LGBTQ & Advocate leaders with the opportunity to translate their experiences into solving real world challenges. **Flair to Flare** models will accelerate personal and team career advancement. Research confirms that teams **OUTperform** when members Elevate.

Topics include:
- Translate LGBTQ experiences to impact the Business Bottom-Line
- Cultivate and obtain internal and external sponsorship
- Elevate each other and OUTperform

**Course Dates:**
December 11 from 5:30 PM – 8:50 PM
December 12 from 8:00 AM – 3:00 PM

**Course Number:** LEAD704 (0.9 CEU)
**Instructor:** Ben Chulaluxsiriboon
**Tuition:** $1,200 **Eligible for Tuition Assistance**
**Location:** The Boeing Company, 1950 Imperial Highway, El Segundo, CA 90245

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**ELEVATE Rady UC San Diego School of Management**
The Elevate Forum showcases senior executives from major Fortune 500-level organizations who will deliver 3-minute leadership lightning talks — this provides condensed and practical advice. Our signature leadership event is co-hosted by UC San Diego, CSU Fullerton, UC Riverside and Spectrum Knowledge. Join us for this dynamic invitation-only, cross-industry event.

Past Speakers

- **Dave Barthmuss** | Group Manager, Communications (West), General Motors Company
- **Susan L. Beat** | Senior Vice President, Union Bank
- **Shaun Beaudette** | Director, Business Management, Information Technology, Raytheon Space & Airborne Systems
- **Emanuel Brady** | Vice President of IT & CIO, Space & Airborne Systems, Raytheon
- **Michael Burkeen** | HR Director, Organizational Effectiveness, ConAgra Foods
- **Daniel (Dan) Carroll** | Senior Manager, Boeing Development Program Excellence, The Boeing Company
- **Jessica Choi** | Assistant Vice President, Talent Acquisition & Diversity, Penn Mutual
- **Arthur M delaCruz** | Senior Director - Business and Advanced Systems Development, Aerospace Systems, Northrop Grumman Corporation
- **Barry Draskovich** | Vice President, Program Management, Parker Aerospace
- **Scott Furgerson** | Vice President, Gas Operations, Southern California Gas Company (SoCalGas) and San Diego Gas & Electric (SDG&E)
- **Michael E. Geary** | Managing Partner, Penn Mutual Life Insurance Company & President/CEO, Sterling Wealth Strategies
- **Paul Geery** | Vice President, C3 Solutions Business Group, Electronic & Information Solutions, Boeing Defense, Space & Security
- **Andres E. Gonzalez** | Chief Diversity & Inclusion Officer, Baystate Health
- **Larry Harrington** | Vice President, Internal Audit, Raytheon
- **Gail Herring** | Communications Coordinator, Diversity & Inclusion, Toyota Motor Sales, U.S.A.
- **Dennis Hirotsu** | Vice President, Corporate R&D Innovation Capability, Procter & Gamble
- **Emily Howard, Ph.D.** | Senior Technical Fellow, Human Factors Engineering, Boeing
- **Florentino (Tino) Idosor** | Design & Manufacturing Engineering (DME) Functional Leader & Sr. Manager, Boeing Space & Intelligence Systems
- **Tisa Jackson** | Vice President, Corporate Diversity & Inclusion, MUFG Union Bank, N.A.
- **J. Michael (Mick) W. Jagger** | Vice President and Program Manager, Global Hawk UAS, Northrop Grumman Aerospace Systems
- **Gary LaMonte** | Vice President, Human Resources & Security, Space & Airborne Systems, Raytheon
- **Harry Q. H. Lee, II** | Vice President, Corporate Contracts, Pricing & Supply Chain, Northrop Grumman
- **Wil Lewis** | Diversity & Inclusion Executive, Bank of America/Merrill Lynch
- **Patricia Miller** | Vice President, Human Resources, Southern California Edison
- **Kevin L. Mitchell** | Vice President, Manufacturing & El Segundo Site Manager, Northrop Grumman Aerospace Systems
- **Kevin Naya** | Director, Development Program Excellence and Lean+/Capturing the Value of Quality, Boeing Engineering, Operations & Technology
- **Ty Ondatje** | Senior Vice President, Corporate Responsibility & Chief Diversity Officer, Iron Mountain
- **Audria Pendergrass Lee** | Director, Diversity & WorkLife, FINRA – Financial Industry Regulatory Authority
- **Michael B. Reding** | Vice President, Sales Support & International Operations, Toyota Motor Sales, U.S.A.
- **Kelly Schlegel** | Director, Logistics Information Management Systems, Boeing
- **MaryAnn Sena-Edelean** | Director of Guest Experience, MGM Grand Hotel
- **Scott Shane** | Managing Director, Talent Acquisition & Staffing for the Americas, MUFG Union Bank, N.A.
- **Bruce Stewart** | Deputy Director Strategic Initiatives, Training, & Compliance, Office of Diversity and Inclusion (ODI), Office of Personnel Management (OPM)
- **Larry Stullich** | Director, Engineering, Communications Division, Northrop Grumman Information Systems
- **Valmore Valiquette** | Senior Director – Procurement, Aerospace Systems, Northrop Grumman Corporation
- **Veronica E. Villalobos** | Director, Office of Diversity & Inclusion, U.S. Office of Personnel Management (OPM)
- **Nadine Vogel** | CEO, Founder & President, Springboard Consulting
- **Jeff Walker** | Director of Advanced Meter Project, Southern California Gas Company

We are currently confirming esteemed speakers for 2016!

For more information, contact: Julie Solis at jsolis@spectrumknowledge.com