Greetings alumni, sponsors and friends of Select Leaders! It doesn’t seem too long ago that we were writing to you with our Fall newsletter. It is amazing how fast this year has flown, but writing this letter has allowed me to reflect upon how much we have truly accomplished as a group this year.

In this newsletter, you will find articles about our class trips, as well as other curriculum components. These accomplishments are easy to quantify. We can count the cities we’ve visited, the executives we’ve met, the internship and job offers we’ve received and so on. Perhaps what is more significant are the intangibles that are more difficult to measure: the mentorship relationships we’ve developed, the leadership presence in our newer members, the implementation of feedback from our 360 degree assessments, the impact our members have had on organizations throughout the College of Business and each member’s personal connection to our program.

As graduation is quickly (and sadly) approaching, I have been reflecting upon the seniors’ journey as members of Select Leaders. Throughout the past few years, we have grown so much both personally and professionally.

We have learned so much about leveraging and developing our leadership skills in order to influence and empower those around us. I am amazed by all of the places we’ve traveled and the relationships we’ve built with friends, alumni and professionals. This program has truly shaped us as individuals and business professionals. It is my hope that we can continue to provide this experience for members in years to come. Thank you for your continued support!

-Taylor Matthews, President 2014 - 2015
LPI 360 Assessment
This semester, all of the Select Leaders had the opportunity to take the Student Leadership Practices Inventory 360 Assessment. To complete the assessment, each student had to consider how frequently they exhibited thirty different behaviors, and then invite at least 5 peers, professors, or colleagues to do the same. These thirty behaviors fit into five different categories: model the way, inspire a shared vision, challenge the process, enable others to act, and encourage the heart. The answers provided by those surveyed were compiled to demonstrate how often the student leader exhibited the behaviors from each category.

This assessment is arguably one of the most valuable experiences provided by the program. Students are able to identify the strengths and weaknesses that they perceive in their leadership style, as well as review what others identified as frequent or infrequent habits. We were able to discuss the results with students in our year after personal reflection, and receive advice on how to make changes if desired. Second or third year students also received a Reassessment Report, which showed how their results differed from those the previous year. I know that I personally found this very interesting, as it allowed me to track areas in which I had improved in the past year, and demonstrated that changes in my leadership roles impacted how others perceived my leadership style.

- Emily Tedford, Class of 2016

Tough Conversations
As part of the curriculum for the program this year, Select Leaders conducted a role play activity that geared towards difficult conversations that leaders in the work place often face. Each member was organized in a group of three and was assigned the following roles: leader/manager (one who would address the issue), employee, and an observer to take notes of the interaction. Members participated in three unique scenarios. After each scenario, everyone switched roles in order to experience different perspectives.

The scenarios ranged from dealing with employee performance issues, tardiness, and professionalism. After all the scenarios were conducted, a debrief session was held that allowed members to communicate what they have learned. Essentially, members recognized to balance sympathizing with the employee and the company’s priorities/needs. Another key take away was to make sure that leaders set clear expectations for their employees and that they play a key role into the big picture success of their firm. Overall, it was a challenging, fun experience and will be a continued part of the Select Leaders curriculum.

- Zach Winslow, Class of 2016

Alumni Mentorship Program
Select Leaders kicked off an alumni mentoring program this past semester. Members began reaching out to alumni early in the semester to see if they would be interested in being a part of the program, and we had great results! We currently have 10 mentor pairs with alumni as far away as California, China, and London. Members are expected to be in contact at least once a month through calls, Skype, email, or visits. This program aims to engage alumni, form relationships, and share knowledge and advice. A main topic discussed among all pairs is how they are applying what they learned from Select Leaders and Ohio University to their current career and life. We are looking to expand this program in coming years to get more alumni involved.

- Kelly Mayer, Class of 2016

Want to Learn More?
For more information regarding our organization, the Alumni Mentorship program, or to receive a copy of our resume book, please contact:
ohioselectleaders@gmail.com
Business.ohio.edu/select-leaders
Senior Trip: Denver, Colorado

As a last hurrah, the 2015 seniors headed west to start out the new year with a trip to Denver, Colorado. After arrival the first stop was to New Belgium Brewing Company. Select Leaders got to learn more about the unique structure of the company and their ESOP (Employee Stock Owner Partnership)—all employees of at least one year tenure are stock owners of the company. Furthermore, the company was proud to boast their third place rank among other craft breweries as measured by volume. Select Leaders got a unique insight to the brewing industry process, a tour of the facility, company history and sneak tastes of a new beer.

The following day, members got to show off their handy skills as it was off to a visit with Select alumnus Chris Lampe for a Habitat for Humanity Build. Seniors worked with Chris, other Habitat members and future homeowners to frame and insulate homes. This gave students a unique experience outside of an office building and allowed them to serve in the better interest of the community. Following construction (and a shower) Select Seniors trekked downtown for dinner and happy hour with Ohio University Denver Alumni networking.

The following morning prompted a drive to Vail Resorts for a meeting with CEO Rob Katz, CFO Michael Barkin, and Chief People Officer Mark Gasta. Select Leader Seniors had a three-hour opportunity to hear personal accounts of touching resort stories, company strategy and leadership experiences, executive transition from Private Equity to resort management as well a thorough question and answer session.

Seniors then headed back to Denver for a meeting with a diverse group of Chipotle representatives. The group was fortunate to hear elaboration on the company pork shortage, continued sustainability efforts, unique marketing strategies and unique technological innovations.

As the weekend approached, Tim and Tammy Reynolds were extremely generous in accommodating the group at their residence in Breckenridge. This relaxing part of the journey consisted of hikes, snowshoeing, skiing and touring local sites.

-Cullen Challacombe, Class of 2015
Junior Trip: Washington D.C.

In late March, 16 junior members of Select spent three days in Washington, DC, exploring and networking. On the trip, we met with a number of professionals with a wide array of companies, including Booz Allen Hamilton, Value Recovery Holding, the NASDAQ, The Washingtonian, and Whirlpool. Some of the key takeaways include:

- Align your goals with your passions
- Seek diverse opportunities
- Business is largely universal

In addition to meeting with many successful professionals, we had time to explore our nation’s capital. Our explorations featured visits to the US Capitol, several Smithsonian museums, the National Archives, Arlington National Cemetery, the National Mall (including the Washington Monument, Lincoln Memorial, World War II Memorial and Vietnam Veterans Memorial), and the White House. As a whole, the trip was a great opportunity for the returning members of the junior class to bond with its new members.

- Amanda Browning, Class of 2016

Sophomore Trip: Boston, Massachusetts

The sophomore class trip this year was to Boston, Massachusetts. We began our first day by visiting PricewaterhouseCoopers, where we met with Karl Bobsein, a Select Leaders alumnus, and other employees who talked to us about what their role and career goals. After spending the morning at PwC, we headed to Babson College to meet Dr. Lamb, Dean of Graduate Programs at Babson College, who was the former Assistant Dean of the MBA program at OU. Babson has been ranked #1 in Entrepreneurship for 22 years. The programs they offer and the environment they’ve created for their students was very impressive. We had a great time learning more about Babson by talking to employees, such as the Executive Director of the Center for Women’s Entrepreneurial Leadership and the Senior Associate Director of graduate admissions.

Next, we visited Bank of America and were greeted by the Director of Consultant Relations, the Senior Vice President, and the Director of the Business Metrics and Reporting of the Retirement Services. They talked about their roles and how to save money and create retirement plans. We also visited IBM and met with Select Leader alumnus, Victor Colella. We toured around the IBM studio and enjoyed their techy, creative, and open work environment. We had a great time in Boston. This trip added to our personal and professional skills and we are looking forward to next year’s trip!

- Noha Al-Khalqi, Class of 2017
Alumni Involvement

This year, Select Leaders have received much involvement from both Select and Ohio University alum. We have expanded the presence of alumni throughout our organization by participating in executive engagement trips at various firms such as Kellogg’s, Owens Corning, and Smucker’s. These alumni have given back to the Bobcat community and played a role in our development as leaders. We have Skyped with recent alums, Abby Stauffenger and Jordan Markham. These leaders have explained to us both the challenges and opportunities of leaving Athens and beginning our careers. The topic of adjusting to the work force was very beneficial to our Select Leaders, especially the seniors. We learned about building a life in a new city and how to go about transferring departments and locations. Another opportunity we had was to learn about non-traditional careers. We had a Skype session with OU alum, Tim Holt and Brandon Croke, on the topic of non-tradition career paths and their personal career moves. Croke spoke about his international experience and building a company. Holt explained his transition from east to west coast, the importance of graduate school, and his experience working for a start-up company. Another Skype session was with Bob Redd. He gave us meaningful advice on how to be successful in school, our career, and in personal life. He also explained the transition of working internationally.

This academic year, we took small groups of Select Leaders on executive trips to companies such as Kellogg’s, Owens Corning, and Smucker’s. We networked with OU alumna Debra Kurtz at Kellogg’s. During our visit to Owens Corning we met with OU alum Bob Paxton, had the opportunity to tour their World Headquarters facility, and engaged with their CEO, Michael Thaman. At Smucker’s we had the opportunity to visit with OU alum Vince Byrd, President and COO, as well as with Select alumni Matt Witten and Brandon Wilhelm.

The role alumni play in our organization is exceptional. We appreciate listening to their stories and learning from their accomplishments. We have such a great opportunity to connect, network, and ask questions regarding alum’s career paths, achievements, and past and current firms. Our organization remains strong due to the role of Ohio University and Select Leaders alumni.

- Amelia Osiecki, Class of 2015
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