For our 2012 Leadership 500 ranking, we again connected with about 1,000 organizations known for developing leaders and selected over 500 to feature in seven categories: Large Organizations, Small/Midsize, Universities, Nonprofits, Government/Military, Consultants/Trainers/Coaches, and Consulting Groups. We received about 100 updates and original entries to last year’s list and tried to verify current managers and directors in these organizations.

Again this year, we expanded the ranking—as the quantity and quality of top leadership development programs continue to increase—from 500 to about 600. And again we included the names of the program directors, since recognizing the company for excellence in leadership development without recognizing the program director is like recognizing a university for excellence in football programs without recognizing the coach, or recognizing a film without recognizing its director. In fact, I find that the quality of the LD program is directly related to the quality of the current program leadership—usually a team of two or more people responsible for the design, delivery and impact of the LD program.

Rankings are based on seven criteria: 1. Vision/mission. Are these statements linked to business strategy and outcomes, and meaningful to participants? 2. Design, content, and curriculum. How well designed is the program model? How credible is the content? How relevant is the curriculum? How customized is the program? 3. Involve and participation. How broad is the involvement and how deep the participation? 4. Measurement and accountability. What ROI measures are made and reported and to what degree is accountability for performance and results part of the program? 5. Presenters, presentations, and delivery. What are the qualifications of the presenters, how effective are their presentations, and how is the program delivered? 6. Take-home value. What do participants take away and apply to improve themselves, their families, teams, and volunteer work? 7. Outreach. What is the impact of the program on all stakeholders? Does the program and its participants benefit a broader community?

Since this Leadership 500 ranking is too long to include in my Editor’s Note, I attach it as a four-page Special Supplement to the October LE magazine.

2012 Best in Leadership Development Ranking

Large Organizations
1. General Mills/GM Institute: Kevin Wilde, CLO; Pete Longmire, Manager
2. General Electric: Susan P. Peters, VP Exec, Dev and CLO
3. IBM: Mary Ann Bopp, CD; Tom Vines, VP Business/tech Leadership
4. Proctor & Gamble: Ann Schulte, Global LD Manager
5. Ritz-Carlton Hotels: Diana Orec, VP Leadership Center
6. Qualcomm: Tamar Ekeles, CLO
7. ConAgra: Jackie Drown, Program Director, OD/LD
8. BNY Mellon Asset Management: Dave DeFilippo, CLO/Program Director
9. Microsoft: Irada Sadykhova, Director of Leadership and OE
10. Intel: Kristi Piruski, Dir, Global LD; Allison Anderson, Mgr
11. Yahoo: Susan Burnett, Sr VP Talent & OD
12. Boeing/Leadership Center: Julie Ellen Acosta, VP of LD
13. Ceterpillar: Chris Arvin, Dean of CU, Manager of Technical Training
14. Chevron: John Schwenger, Sr LD Consultant; Beverly Monsen, Global Dev
15. Oracle: Gayle Fitzpatrick, Global VP, Gretchel Alarcon, GHR Strategy
16. CardinalBC: Mark Bishop, VP of HR
17. Direct Energy: Kulbir Philip, Program Director
18. American Airlines: William Mitchell, Program Director
19. Alcatel-Lucent/AL University: Victor Agnellini, VP of Learning
20. FedEx/Kinko’s: Cathy Johnson, Manager; Robert J. Bennett, VP; HR/CLO

21. Cigna: Karen Kocher, CLO; Jennifer Palmeiri, HR/LD Director
22. DPR Construction: Carl Williams, Program Director
23. Capital One/CO University: Linda Layton, Director, LD
24. Ford: Wendy Dendel, CLO, HR/VP; Grant, director of LD
25. Valerus: Jeffrey S. Gill, Director, TM
27. Johnson & Johnson: Mike Benson, Director of LD
28. Motorola: Donna Graziano, Talent Development
29. Intercontinental Hotels: Gary Whitney, VP, Global Learning
30. Allied Barton: Jim Gillett, Program Director
31. Pepco Holdings: Dave Schultz, Strategic OE Consultant
32. Kohl’s: Daniel Stewart, Manager, Org Design & Dev
33. McDonald’s/Ih: Diana Thomas, VP, Training; Maureen Goldsmith, Dean HU
34. Whirlpool: Jan Imm, CAC/LD: Lynanne Kunkel, VP HR
35. Machovia/Wells Fargo: Patsy Kiser, VP of LD
36. Westinghouse: Mike Naugnton, Dean, Westinghouse Univ
37. LaQuinta: Christine Caron, VP Training
38. Bank of America: Brian Fishel, SVP , Enterprise LD; Brian Beckstein, LD
39. Farmer’s Insurance: Mike Cuffe, VP; Annette Thompson, SVP/CLO
40. SCC Soft Computer: Don Keller, Director, Ed Services
41. Northrop Grumman: Denise Peppard, Chief HR
42. Disney/Disney Institute: Bruce Jones, Program Director
43. USBC: Mike Sweeney, Mgr Dir, USB Leadership Institute
44. Stanley Black & Decker: Ralph Doran, Mgr; Gregg Chamberlain, HR Dir
45. AAA of No. CA, NV & UT: Lamont Gilbert, Director
46. Brown-Forman: Patte Schamore, Assistant VP, Director of Corp University
47. Archer Daniels Midland: Mike D’Ambrose, SVP HR
48. Textnotes: Jon Ries, Global Talent Development
49. Colgate-Palmolive: Julie Zerbe, Global People Dev
50. American Express: Natalie Stern VP Learning Network
51. UnitedHealth Group: Phyllis Duizer, VP of TD
52. Memorial Health: Arnie Stash, System OD
53. Medco: Audrey Goodman, VP of OD
54. Johnson Controls: John Greene, VP Leadership Dev
55. Pfizer: Sheila Givod, Program Director, Sr Dir, Global LD
56. JetBlue: Murry Christensen, Director of Learning, JBU
57. Love’s Companies: Cenic Coci, SVP, L&OE; and Lisa Doyle VP, L&O
58. Conway: Sharon Cloke, Director Learning & Development
59. Vanguard: Thomas A. Romano, Program Director/Principal
60. Glaxo-Smith Kline: Claire Thomas, HR; Alexandra Woolley, Director of Performance/Talent; Sarah Leonard, VP LD/OD
61. 3M: Cindy Johnson, Global Director, Talent Development
62. AT&T: Lew Walker, VP of Learning; Ken Feng, Pro, AT&TU
63. UPS: Anne Schwartz, VP, Learning & Development
64. Cisco Systems: Don Megaugh, VP CLO
65. Ernst & Young: Michael S. Hamilton, CLO
66. MetLife: Judy McMugh, VP/Talent Dev, COE; Susie Marston, Learning
67. Cuyon: Susan Mitnick, Sr Director of Training, Cuyon University
68. Verizon: Lou Tedrick, Director; Magda Yrizarry, VP Culture Diversity & Compliance
69. Home Depot: Michelle A. Thompson, director of HDU
70. PNC Financial Services Group: Robin Connolly, CLO; Kathy Prime SVP, TM
71. Infosys Technologies: Matt Barney, VP, Learning Institute
72. Southwest Airlines: Elizabeth Bryant, Training; Bonnie Endicott, Sr Mgr, People Dev; Jeff Lamb, VP & CPO
73. Agile: Teresa Reche, VP and CLO
74. Zappos.com: Pam Tidmore, VP of Customer Loyalty, HR
Education/Universities/Schools of Management and Business

1. University of Michigan Ross School of Business: Alison Davis-Blake, Dean; Melanie Weaver-Barnett, Chief EOD
2. Harvard/CFA School of Government: Donna Kallikak, Dir; Chris Columbus, Dir
3. MIT/Sloan Leadership Center: Deborah Ancona, Dir; Tracy Purinton, Associate Dir
4. University of Chicago/GSB: Ron Bendersky, Dir; Pat La Greca, Associate Dean
5. Harvard Business School: Dean Nitin Nohria
6. Northwestern/Kellogg: Sally Blount, Dean
7. Pennsylvania/Wharton: Michael Usenm, Dir, Center for Leadership & Ethics
8. USC/marshall: Ed Lawler, Dir, Center for Effective Orgs
9. UCLA/Anderson: Judy Olian, Dean, School of Management
10. National Louis University: Susan Sillik, Faculty Director, Office of Leadership & Ethics
11. OSU/Fisher COB: Lawrence Inks, Director; Molly Hood, Director
12. Vanderbilt/GE Owen GM: Melinda Allen, Executive Director, MLO
13. Yale/Leadership Institute: Jeffrey Sonnenfeld, SASSOAN Dean
14. Notre Dame/Mendoza Ed: Leo Burke, Director of Integrated Leadership, Sue Callaghan, Assistant Director, Paul Velasco, Director of Executive Education
15. Stanford/GSB Leadership: Garth Saloner, Dean
16. SMU/Cox: Frank Lloyd, Director, Executive Education
17. Pepperdine/Graziadio: Linda Livingstone, Dean; William S. Chambers, Associate Dean
19. William College/Crumringer GSB: Susan Bach, Director, Center for LD
20. Ball State Ed: Joseph McKinney, Program Director

Leadership Excellence

44. Children’s Healthcare of Atlanta: Joyce Ramsey Coleman, CNE
43. Meridian Health: John K. Lloyd, President & CEO; Sherrie
41. Teach for America: Jeff Wetzler, EVP of Teacher Dev. & CLO
39. SRC/SRCTec: Larry W. Sumney, President & CEO
37. VSP Global: Rob Lynch, President/CEO; Elaine Leuchars, CHRO
36. Lanakila Pacific: Marian Tsuji, Director
31. USOC/Olympics: Pam Sawyer, Managing Director of HR
26. Baptist Health Care Leadership Institute: Beverly Begovich
25. Manchester Bidwell: William T. Strickland, President
23. Dept of Commerce, Intl Trade: Rebecca Blank, Acting U.S. Sec of Commerce
21. Federal Executive Institute: Suzanne Logan, Director Center for Leadership Development
20. Ball State Ed: Joseph McKinney, Program Director
19. William College/Crumringer GSB: Susan Bach, Director, Center for LD
18. Pepperdine/Graziadio: Linda Livingstone, Dean; William S. Chambers, Associate Dean
17. Carnegie Mellon/Tepper/Leadership: Robert M. Dammon, Dean
16. Vanderbilt/Owen GM: Melinda Allen, Executive Director, MLO
15. Stanford/GSB Leadership: Garth Saloner, Dean
14. Social/Cox: Frank Lloyd, Director, Executive Education
13. Pepperdine/Graziadio: Linda Livingstone, Dean; William S. Chambers, Associate Dean
12. Vanderbilt/Owen GM: Melinda Allen, Executive Director, MLO
11. Yale/Leadership Institute: Jeffrey Sonnenfeld, SASSOAN Dean
10. National Louis University: Susan Sillik, Faculty Director, Office of Leadership & Ethics
9. OSU/Fisher COB: Lawrence Inks, Director; Molly Hood, Director
8. Vanderbilt/Owen GM: Melinda Allen, Executive Director, MLO
7. Pennsylvania/Wharton: Michael Usenm, Director, Center for Leadership & Ethics
6. USC/marshall: Ed Lawler, Director, Center for Effective Orgs
5. UCLA/Anderson: Judy Olian, Dean, School of Management
4. MIT/Sloan Leadership Center: Deborah Ancona, Director
3. Harvard/CFA School of Government: Donna Kallikak, Director
2. Harvard Business School: Dean Nitin Nohria
1. University of Michigan Ross School of Business: Alison Davis-Blake, Dean; Melanie Weaver-Barnett, Chief EOD
Independent Consultants/Trainers/Coaches

1. Gary Hamel: Author, Speaker, Consultant
2. Tengeri/Folken: Jack Zenger and Joe Folkman
3. Goldsmith/Goodstone: Marshall Goldsmith, Dir; Aimee Kristulitis, Mgr
4. Jim Collins: Author, Speaker, Consultant
5. Leadership Challenge: Jim Kouzes and Barry Posner
6. Tom Peters Company: Tom Peters, Director
7. Leader’s Toolbox: Ralph Jacobson, CEO
8. Marcus Buckingham Company: Marcus Buckingham
9. Arnenson Leadership Consulting: Steve Arnenson, Director
10. Chip Bell Group: Chip Bell, Director
11. LeadUSA: Thomas Pearce, President
12. Michael G. Winston Leadership: Michael G. Winston, Director
13. Creating We: Judith E. Glaser
14. Lead4grov: Robert Whipple, CEO
15. Truth North Group: Bill George
16. Leadership Development Services: Lois Zachary, President
17. Mariposa Leadership: Sue Bethanis, Founder
18. The Levin Group: Policia Wheeler: Director of Leadership
19. Parth Leadership Institute: E. Ted Prince, Director
20. Refinery Leadership: Mark Frein, CEO; Barbara Ross-Denroche, President and Chair
21. Arbinger Group: Terry Warner, Director
22. McCargh Communications: Eileen McCargh, Author, Speaker, Consultant
23. Brand Development Associates: Brenda Bence, CEO
24. Proson Center: Bob Prosen, Director
25. Align4Profit: Helanie Scott
26. InTEgro: Alan Watts, Director
27. S&H: Marc Roberts
28. Law School Leadership and Development: Robert Miller, Director
29. Leadership Lives: Margot Morrell
30. MadSolutions: David Mastovich
31. The L Group: Lee J. Colan, Ph.D.
32. Transitioning to Green: Jeana Wirtenberg, President & CEO
33. John Mattison Partners, Inc: John Mattison
34. Developmental Excelerations: Barry Eisen
35. Pillar Consulting: Joelle K. Jay
36. Radio/TV: Eric Brodeur, Director
37. Senn-Delaney: Larry Senn, CEO
38. Department of the Interior: Sandy Wells, CIO
39. Nuclear Regulatory Commission: Judy Hudson, Dep CHCO
40. Department of Veterans Affairs: Joy Hunter, VHA CLO
41. Environmental Protection Agency: Sharon Ridings, National Training Manager
42. American Military University: Dr. Wallace E. Boston, CEO
44. U.S. Army: General Raymond T. Odierno, Chief of Staff
45. Marine Corps: General James F. Amos, Partnership
46. Department of the Air Force: Michael Bruce Donley, Sec
47. Marine Officer Instructor, Atlanta NROTC: Cpt Joshua L. Roberts

Large Consulting Groups

1. Leadership Excellence: John Parker Stewart
2. Leadership Network: James Mapes, Organization
3. Echelon Management: Mark Faust
4. 4MAT 4Business®: Jeanine O’Neill-Blackwell
5. Booher Consultants: Dianna Booher
6. Pillar Consulting: Joelle K. Jay
7. Developmental Excelerations: Barry Eisen
8. Leadership Lives: Margot Morrell
9. John Mattison Partners, Inc: John Mattison
10. The L Group: Lee J. Colan, Ph.D.
11. Transitioning to Green: Jeana Wirtenberg, President & CEO
12. John Mattison Partners, Inc: John Mattison
13. Developmental Excelerations: Barry Eisen
14. Leadership Lives: Margot Morrell
15. John Mattison Partners, Inc: John Mattison
16. The L Group: Lee J. Colan, Ph.D.
17. Transitioning to Green: Jeana Wirtenberg, President & CEO
18. John Mattison Partners, Inc: John Mattison
19. Developmental Excelerations: Barry Eisen
20. Leadership Lives: Margot Morrell

For more information or to apply for this Leadership Excellence ranking of the top 500 programs and directors in Leadership Development, email Ken Shelton, editor/CEO
Ken Shelton, editor/CEO
Kens@LeaderExcel.com.

October 2012 Leadership Excellence