



**April 22, 2020
1:00 p.m.**

Presentation

BOT-3 Center for Creative Leadership: UNCG Board of Trustees Self-Assessment

Background Information

Pursuant to the UNC Code and to a new Southern Association standard, UNC System Boards of Trustees periodically conduct self-assessments to evaluate effectiveness, responsibilities, and expectations. To that end, UNCG has engaged the [Center for Creative Leadership \(CCL\)](#) to administer an assessment survey and to present findings to the Board in a comprehensive and interactive format.

CCL is a top-ranked, global, non-profit provider at the forefront of leadership development for nearly 50 years, innovating and pioneering the industry's best practices for individuals, teams, organizations, and communities. The firm has worked with more than two-thirds of the world's Fortune 500 companies to more than one million leaders at all levels. Now in its fifth decade, CCL has twelve offices worldwide, including its flagship office in Greensboro.

Members from CCL's Societal Advancement Group in the Higher Education practice will present survey results and lead the Board through an interactive conversation.

Senior Faculty member Preston Yarborough has been with CCL since 2011, focusing on design and delivery of leadership solutions for senior leadership teams as well as university administrators, faculty, and staff. He holds a Doctorate in Counseling and Educational Development from UNCG and a B.A. in English from Davidson College.

Todd Deal serves as Senior Faculty and Director of the Higher Education practice of the Societal Advancement team. He focuses on partnering with institutions across the broad landscape of higher education to provide leadership education and leader development. Todd earned a Ph.D. from The Ohio State University, a B.S. from Georgia Southern University, and completed a post-

graduate program in Leadership Studies at Northeastern University. His experience in higher education includes service as a tenured faculty member, Associate Dean for Academic and Student Affairs, and Executive Director for Student Affairs' Office of Leadership & Community Engagement at Georgia Southern.

Katelyn James joined CCL in 2018 as a member of the Societal Advancement team focusing on higher education, nonprofit, K-12, and population health portfolios. She is Project Manager/Program Coordinator with extensive experience and training in evaluative analytics and research projects. Katelyn holds a B.A. in both Psychology and Spanish from UNCG.

Madeline Lombardo-Space joined CCL in 2016 as a member of the Societal Advancement team. She currently serves in the hybrid role of Project Manager/Virtual Producer/Program Coordinator, managing live online deliveries and serving as a resource for technical questions and troubleshooting. Madeline holds a MBA with focus in Global Leadership and a B.A. in Convergent Journalism from High Point University.

Full bios are attached.



Preston Yarborough

Senior Faculty, Societal Advancement Higher Education Practice

Experience

In his early career, Preston spent four years in sales with Michelin North America and another six in sales management with his family's furniture hardware and industrial fabric converting businesses. These experiences prompted him to deeply consider how his values aligned with his career ambitions. This reflection led him to transition to graduate school at The University of North Carolina at Greensboro in 2002 to start a career focused on education and leadership development.

While completing his doctoral studies in the Department of Counseling and Educational Development, UNCG hired Preston to become the first Assistant Director of Leadership in the Office of Leadership and Service-Learning. From 2005-2011, he taught leadership development classes and developed expertise with group facilitation, identity development, team effectiveness, leadership assessment, executive coaching, and curriculum design. Preston also interned three years at Kaplan DeVries, an exclusive C-suite consultancy, under the tutelage of Rob Kaiser. Preston's dissertation study created a college campus-oriented version of Kaplan & Kaiser's Leadership Versatility Index 360-degree assessment. This blend of corporate and campus-based leadership expertise has remained a hallmark throughout Preston's career.

In 2011, Preston joined the Center for Creative Leadership to enhance the depth and breadth of CCL's college and university leadership solutions. Preston has served a diverse clientele, working with senior leadership teams, university administrators, as well as working with educators, scientists, engineers, and healthcare professionals. His academic work has been published in peer reviewed journals as well as in the *Encyclopedia of Human Resources Management*. Preston has also volunteered time as a facilitator and subject matter expert on collegiate leader development with the International Leadership Association's Leadership Educator's Academy.

Current Role

Preston serves as a Senior Faculty member in CCL's Societal Advancement group in the Higher Education practice. His responsibilities include designing and delivering leadership solutions for senior leadership teams as well as university administrators, faculty, and staff.

Educational and Family Background

Preston earned his Doctorate in Counseling and Educational Development from the University of North Carolina at Greensboro in 2011. Preston received his undergraduate degree, in English, from Davidson College in 1993. Throughout this journey, Preston has been grateful for the love and support he has received from Mendy, his wife of more than 20 years, his teenage children Nathan and Maggie, and our beloved wiener dog, Chelsea, who likes to believe she runs the house.



S. Todd Deal, Ph.D.

Senior Faculty and Director, Higher Education Practice
Societal Advancement

Experience

Todd brings 30 years of experience in institutions of higher education to CCL and its Higher Ed Practice. Todd's professional journey in higher education included rising through the faculty ranks to tenured Full Professor, during which time he also served a 5-year stint as Associate Dean for Academic & Student Affairs and 10 years as Executive Director for the Office of Leadership & Community Engagement in the Division of Student Affairs at Georgia Southern University. Todd has developed and taught undergraduate leadership courses and has designed and delivered experiential learning opportunities focused on understanding and developing collective leadership for students, faculty, staff, and administrators.

Todd is also founder, president, and chief learning officer of TDLearning, Inc., his company through which he has worked with corporate, nonprofit, governmental, and educational clients to provide professional and leadership development. In this role, Todd has facilitated community leadership development programs, executive retreats, and emerging leaders programs with a focus on developing high-performing teams.

Current Role

Todd serves as Senior Faculty and Director of the Higher Education practice of CCL's Societal Advancement team. In this role his focus is on partnering with institutions across the broad landscape of higher education to provide leadership education and leader development. Todd and his team work across the spectrum of North American higher education from co-creating leadership programs for college students to facilitating leadership development initiatives for faculty, staff, and executives at the college, university, and system-level.

Educational Background

Todd earned his Bachelor of Science degree from Georgia Southern University, his Ph.D. from The Ohio State University, and completed a post-graduate program in Leadership Studies at Northeastern University. Todd is a graduate of The Art and Practice of Leadership Development, an executive education program of Harvard's Kennedy School. He is a Gallup-certified strengths coach and a certified EQi-2.0 & 360 facilitator. Todd holds CCL certifications in a variety of assessments and experiential learning programs.

Professional Affiliations

Todd is a member of the International Leadership Association, the Association of Leadership Educators, and the National Clearinghouse of Leadership Programs. He is also a member of the American Chemical Society. Todd is an inductee of Omicron Delta Kappa, the national leadership honor society; Phi Kappa Phi National Honor Society; and Sigma Xi Scientific Research Society.



Katelyn Elizabeth James

Project Manager/Program Coordinator, Societal Advancement

Professional Background

Katelyn joined the Center for Creative Leadership in 2018 as a member of the Societal Advancement team, a non-profit group dedicated to serving the social sector in four portfolios: Higher Education, Nonprofit, K-12, and Population Health. Katelyn currently serves in a dual-role of Project Manager/Program Coordinator. She has extensive experience and training in evaluative analysis and research projects. She is responsible for managing all points of programmatic experiences from inception to execution, including maintaining, and monitoring data and participants during all phases of multiple project plans. She manages budgets, timelines, deliverables, and client relationships, while serving as the main point of contact for internal and external stakeholders.

Before joining CCL, Katelyn spent a year working as an educator in Málaga, Spain. In this immersive work environment, she became fluent in Spanish, and cultivated her ability to work with those who have different cultural backgrounds and preferences. In addition, Katelyn is certified in the Influence Style Indicator®, and holds a Certification in “Story-Telling with Data Visualization” from Harvard Business Review.

Educational Background

Katelyn holds a B.A. in both Psychology and Spanish from the University of North Carolina at Greensboro. For her undergraduate research, she conducted a qualitative study on second-generation Latino/a adolescents in North Carolina that examined their prioritization of Traditional Hispanic Values (THV), and explored if there was a correlation between prioritization of THV and an increased sense of psychological safety when faced with adversity. Katelyn plans to attend High Point University in the Fall of 2020 to obtain her Masters of Business Administration.



Madeline Lombardo-Space

Project Manager/Producer/Coordinator, Societal Advancement

Professional Background

Madeline joined the Center for Creative Leadership in 2016 as a member of the newly formed Societal Advancement team, a group dedicated to developing leadership solutions for the social sector. Madeline currently serves in a hybrid role of Project Manager/Virtual Producer/Program Coordinator. She is responsible for creating, maintaining, and monitoring all phases of multiple project plans, budgets, and deliverables while serving as the primary communication point for internal and external constituents. As a virtual producer, she manages planning, system logistics, and implementation necessary for delivering leadership training in virtual settings. She is experienced in managing live online deliveries of varying lengths and class-sizes and is trained to serve as a resource for technical questions and troubleshooting.

Madeline is cross-trained in facilitation and program design, and helps facilitate programs within the Higher Education sector. She is certified in the 360 Feedback Assessment Suite®, the Influence Style Indicator®, and holds an IDEO Certification in Human-Centered Design. Outside of work, she serves as a mentor for undergraduate students in High Point University's Phillips School of Business.

Educational Background

Madeline attended High Point University and holds a Masters of Business Administration with focus in Global Leadership and a B.A. in Convergent Journalism with minors in Management and Marketing. For her graduate research, she conducted a qualitative study on reverse-mentorship to produce categories of key events and learnings for mentors in formal and informal settings. Her additional areas of research included inclusive leadership for diverse populations and the evolution of leadership frameworks in the digital age.