

## Eileen M. Rogers, Founder and CEO, LeadershipSigma®



### Professional Experience and Capabilities in:

- Strategic Global Leadership Development
- Talent and Leadership Consulting
- Executive Leadership Coaching
- Learning Program Design and Facilitation
- Competency Frameworks and 360° Instruments
- Learning Innovation Design

Thought leader, author, teacher, consultant, coach, Ms. Rogers is a highly experienced professional in the field of executive and leadership development. Co-author of the recently published book, *'YOU! The Positive Force in Change: Leveraging Insights from Neuroscience and Positive Psychology*, she is currently the **CEO and founder of LeadershipSigma®** ([www.leadershipsigma.com](http://www.leadershipsigma.com)) an international leadership development consulting firm, Ms. Rogers served as **Vice President, Global Talent Solutions, Berlitz**, and prior to that as **Global Director, Talent and Leadership Excellence, Deloitte**, with responsibility to create and implement global strategic initiatives for leadership and management development. She has designed and taught leadership courses around the world, creating award-winning blended learning experiences for managers and executives including: e-learning, virtual classroom, face-to-face, virtual coaching and Internet supported action learning.

Other highlights include: **Director of Executive Education Programs at Harvard University, Babson College, and Boston University**, directing teams responsible for executive and leadership development programs in corporations, including: global Fortune 100 firms based in Europe, the US and Asia Pacific; public organizations; and academic institutions. In these capacities she has joined together faculty from major US business schools and IMD, London Business School, and INSEAD.

### Leadership and Talent Development Strategies

Ms. Rogers has also served as a leader and member of project teams **consulting on executive and leadership development strategies and implementation**. Engagements where she has held leadership positions have included: creating and teaching a three year curriculum for the Deloitte US/India Leadership Academy, and executive programs for LG Group, Otsuka Pharmaceutical Company, Anritsu, Western Union, Digital Equipment Corporation, State Street Bank, Eisai Corporation, Bristol-Myers Squibb Corporation, the State of New York, and the Commonwealth of Massachusetts. She also works as an **executive leadership coach with global clients**.

As a **senior advisor and team member of the International Consortium for Executive Development and Research (ICEDR)**, she made significant contributions to the development of ICEDR research, the HRD Leadership Forum, the ICEDR Forums with The London Business School, the University of Hong Kong School of Management, Harvard Business School, and Hitotsubashi University.

### Academic Roles and Professional Presentations

Ms. Rogers is currently **teaching in the Harvard Business** online corporate executive education programs and **the Villanova University, EMBA and MBA**. She has served recently as the **Faculty Co-Chair, Global Leaders Program**, jointly sponsored by Berlitz with the **Georgetown University McDonough School of Business**, as well as in the adjunct faculty of the **Nyenrode Business School, EMBA, Netherlands; University of New Hampshire, Whittemore School of Business; the University of Delaware, School of Business; the University of the West Indies, Mona Institute of Business; and the University of Budapest**. And she has created and facilitated innovative leadership and management programs for corporations, government and academic institutions around the world.

She has **presented on executive and leadership development** at Oxford University, ASTD, the International Consortium on Emotional Intelligence, ICEDR, The Leadership Challenge Conference, Training Leadership Summit, Training 2008 and 2009 Conferences, Learning 2006 and Learning 2008 and the International Positive Psychology World Congress, 2009. Ms. Rogers also **conducts webinars** for the Human Capital Institute, Sonoma Leadership Systems, and Training Network among others, and is a strong advocate of innovative blended learning approaches to talent development, employing multiple methodologies to engage learners over time and to produce on-the-job results.

Ms. Rogers' approach in facilitating learning is **collaborative, coaching, conversational and collegial**. Accessing the knowledge and insights of all creates a lively and engaging collective learning experience. In addition, she believes that leadership is from the 'inside out', and enables each leader to identify and harness their personal strengths, experiences and capabilities – their unique value.

## Educational Background

MPA Harvard University, *Masters in Public Administration, JFK School of Government*  
MA Middlebury College, Johannes Gutenberg Universität, Mainz, Germany, *Masters in German*  
BA University of Delaware, *German and Education, cum laude*  
Honors Fulbright Scholar, Harvard University Scholarship, Phi Beta Kappa

## Publications

Ms. Rogers has published many articles, including: **LeadershipSigma®: Developing Leaders Throughout the Enterprise**, Training Magazine, May 2008; **Optimism and Positivity: The Leader's Edge in Tough Times**, Leadership Excellence, May 2009; **The Global Leadership Mindset**, Chief Learning Officer Magazine, June 2010; and **The Deliberate Optimist**, Talent Management Magazine, June 2010.

She also published **Eight Case Studies in Urban Housing and Development**, and a book with Harvard University Press entitled: **A Policymakers Guidebook to State Systems in the Commonwealth of Massachusetts** which describes formal systems in IT, HR, Legislation, and Purchasing processes complemented by mini-cases illustrating the informal systems. Working with Nick van Dam, she has published several articles on e-learning and leadership and served as content editor of the seminal works: **The e-Learning Fieldbook** and **25 Best Practices in Learning & Development**.

## Professional Associations

- American Society for Training and Development (ASTD)
- International Positive Psychology Association (IPPA)
- International Coach Federation (ICF)

## Professional Certifications

- Coach U Certification – CEG
- Gallup - Strengths Performance Coach & Strengths-based Leadership Coach
- StrengthsProfile
- Kouzes and Posner - Leadership Practices Inventory 360° (LPI)
- MHS - Bar-On Emotional Intelligence 360° and all other Bar-On EQ-i instruments
- Cultural Orientations Approach - TMCorporation
- Myers Briggs Type Instrument Level II (MBTI)
- DiSC
- CPI 260, FIRO-B, & Thomas Kilmann Conflict Instrument

## Contact Information:

Eileen M. Rogers  
CEO and Founder, LeadershipSigma®  
Carrabelle, FL

[eirogers@leadershipsigma.com](mailto:eirogers@leadershipsigma.com)  
Mobile: +1 609. 969.0184  
[www.leadershipsigma.com](http://www.leadershipsigma.com)