<Kofi_KFBS_2011> Welcome to the Leadership Development Chat. My name is Kofi Akomeah, I am a second year student and Chair of the Leadership Advisory Board. I am joined today by Mindy Storrie, Director of Leadership and Peter Romanella, Associate Director of Leadership; second year students Christian Robinson and Makiko Matsumoto; first year student Nora Petito.

<Kofi_KFBS_2011> A brief introduction about myself: I am originally from Ghana. I graduated with a BS in Computer Science from University of Maryland. I worked in Baltimore as a database analyst for a medical device company prior to business school. This summer, I worked as a Carolina Venture Fellow at Carrboro Capital, helping to review investment opportunities in lower middle market companies.

<KFBS2012Nora> Hi All, my name is Nora, class of 2012, prior to business school I worked in DC in Human Resources for a commercial real estate company. This upcoming summer I will be interning at Johnson & Johnson in their HR leadership development program. I am pursuing a concentration in General Management.

<KFBS11Makiko> This is Makiko Matsumoto, I am a second year marketing concentrator. Before coming to Kenan-Flagler, I worked in business development for a law firm, and this past summer I interned with PBS.

<KFBS10_Christian> Hi Everyone, my name is Christian Robinson and I am a second year student concentrating on Investment Management. I spent this past summer with JP Morgan and plan to go back there full-time after graduation.

<Nick> Hi Christian

<shivraj> thanks a lot to you all giving us this platform to address our queries

<Mark> Is there going to be any sound or will this be all text

<KFBS2012Nora> @Mark, this is all over text, so no sound, sorry!

< KFBS11Makiko > Feel free to start sending questions and direct them to individuals if they are specific to a particular person.

<shivraj> can you brief about the role of leadership development cell in first year of our MBA?

<KFBS2012Nora> @shivraj by "cell" do you just mean credits/courses?

<shivraj> i mean all leadership development department at Kenan Flagler

<KFBS2012Nora> @shivraj, before we even begin school we take a leadership assessment 360 to determine what we need to work on as leaders. Then throughout the course of the

year you will have the opportunity through executive coaching, workshops and simulations to work on all the areas you would like. This is aside from all the extracurricular leadership opportunities that are available.

<shivraj> @NORA Thanks a lot for ur kind explaining. Do we have separate sessions/credits on leadership and how is it different than the other popular MBA program?

<KFBS2012Nora> @shrivaj, yes we have to take 12 leadership credits during our first year. These can come from everything from simulations to leadership positions you have assumed on boards and in clubs. I think what differentiates Kenan-Flagler, is a lot of our leadership development is done hands on through things like the non-profit boards fellows or the consulting for the center for sustainable enterprise etc.

<Rajiv> Addition to shivraj's question: who are the people whom students interact with for leadership development?

<KFBS10_Christian> @Rajiv there are lots of opportunities to interact with 2nd year students who serve in the role of MBA Leadership Coaches. There is also the opportunity to meet with executive coaches who can also be a great resource.

<Sunday> Hi! Do you have an opportunity serve on a board of directors for a non-profit during the graduate program?

<Sunday> (that questions was directed at the students)

<KFBS11Makiko> @Sunday - Here is some info about the Non Profit Board Fellows Program. http://www.trianglegivesback.org/news/2010-9-2/unc-kenan-flagler-nonprofit-board-fellows-program/

<Guest847> Hi! I was just wondering how many of the people who participate in the LDP go on to found companies and how the LDP helps them, especially with access to VCs and angels etc.

<Kofi_KFBS_2011> @Guest847: Every student participates in some level of leadership development at KFBS. As far as starting companies, students interested in entrepreneurship often get involved in leadership roles within the entrepreneurship club. By participating in leadership roles within the school's entrepreneurial community, students are able to interact with VCs and angels in RTP.

<DSchultz> @Christian, are there specific training programs, courses, or workshops have helped you development critical leadership skills for the financial services industry?

<KFBS10_Christian> @DShultz The best opportunity is through MBA Executive Coaches that have a background in the financial services industry. They can give you specific coaching. <rRvVzFXsJ37> The 360 degree feedback regarding leadership that comes during the leadership immersion right?

<KFBS_Peter> Prabal: The multi-rater feedback opportunity occurs before you enroll at KFBS based on your previous employer. There is also a teamwork assessment during the first year.

<Abhinav> can you elaborate on extracurricular leadership opportunities available at KFBS

<KFBS11Makiko> @Abhinav - All of our MBA Student Association have first year liasion positions. We have opportunities to work with leadership coaches as said before. You can work on the Non Profit Board Fellows. There are also STAR consulting projects where students can take leadership roles.

<Abhinav> Thanks! How does the feedback aspect of leadership development works. Can you share your insights.

<KFBS_Peter> Abhinav: For the Pre-MBA Multi-rater, students will receive an individualized report during a workshop and then have an opportunity to work with a coach to review and design a development plan.

<Sunday> What are some skills students might identify as needing work wrt leadership? How do they develop those skills during their student experience?

<kfbsstorrie> Sunday,

<kfbsstorrie> Here are the skills we focus on developing while you are at Kenan-Flager: self-awareness, integrity, communication, problem-solving, cultural awareness, conflict management, project management, results-orientation, influencing, client management, change management, empowerment & delegation, and driving results.

< KFBS2012Nora> @Sunday, sorry I don't understand "wrt", do you mean what skills do we focus on developing?

<Sunday> Thanks for the board info, kfbs11Makiko, and kfbsstorrie for the leadership qualities. WRT = with regard to. Sorry about that.

<a href="<>Adam>@Christian: How has the Leadership Development program prepared you for your internship at JP Morgan? What area did you work in?

<KFBS10_Christian> @Adam I spent this past summer within the JP Morgan Private Bank. The Leadership Development Program was great with 1)helping me understand my strengths and weaknesses 2)Gaining skills with feedback 3)Coming up with a leadership action plan. All of this happens during the 1st year and I can build upon it.

- <Deepak_Bangalore> Hi All. I am Deepak from Bangalore. Can someone share personal exp. of leadership model at KFBS: Principles->Practice->Feedback->Reflection->Principles? how does the model is shaped with STAR and Leadership Immersion Program?
- <Deepak_Bangalore> Also, can someone elaborate on Leadership Initiative Credit, Teamwork Assessment and Integrative Exercise courses?
- <kfbsstorrie> Deepak, in addition to the student perspective, here is some background on the immersion. We focus the course on self-awareness, conflict management, power & influence, delegation, empowerment, and team leadership. The course has "apprenticestyle" team competitions, business simulations, outdoor challenges, and one-on-one coaching from an executive, in addition to faculty.
- <kfbsstorrie> Deepak, the Leadership Initiative Credit allows for flexibility so each student can customize and participate in activities of most value to them. Everyone completes a multi-rater (360) assessment and receives the results in orientation. After that, you choose to participation in more assessments, simulations, Leadership Day activities, etc.

<Guest429> hi

- <9bFtdMKE3qf> @Kofi_KFBS_2011: How large is the entrepreneurship club, and what
 activities do they perform to support developing entrepreneurs?
- <Kofi_KFBS_2011> @Douglas: the entrepreneurship club is probably one of the biggest student clubs. We have lots of activities to support budding entrepreneurs. The most supportive program is a class called Launching the Venture, which is targeted at students with ideas for starting companies.
- <9bFtdMKE3qf> @ Kofi_KFBS_2011: Thank you, I have been involved with the University of Miami's entrepreneurship group for several years, where I have had the opportunity to meet with business developers and small business lawyers to discuss venture specifics. Are these types of interactions facilitated by the club?
- <Kofi_KFBS_2011> @Douglas: yes the club constantly invites entrepreneurs and venture capitalists to come share their experiences.
- <DSchultz> @Kofi, Mindy, Peter: One thing that I have noticed is that UNC stresses an awareness of its community. What examples of community service have Kenan-Flagler students participated in?
- <KFBS10_Christian> @Dshultz Community is very important at Kenan-Flagler. We have relationships with organizations throughout the area such as the Ronald McDonald House and the school has dedicated community service days both in the Fall and Spring.

<Sunday> @Christian, that is great to know (about the community service days). Thank you for mentioning it.

<kfbsstorrie>@dschultz: students participate in community service and serve the non-profit world in many ways. For several years our students, faculty and staff have come together for The House that Kenan-Flagler Built for Habitat for Humanity. This year I believe the UNC community is actually building 10 houses. We do STAR consulting projects for non-profits and communities, in addition to for-profits, and students lead activities such as Teach for the Day with high schools.

<Deepak_Bangalore> @kfbsstorrie @kofi Whats unique of Leadership Day?

<kfbsstorrie> @Deepak: the leadership day is a way to engage with sr. level executives and participate in activities that cannot be completed in a class session. Since there are no scheduled classes on that day, we can do things like the Diagnosing & Leading Change Simulation. Students team up to compete in a simulation that takes 3+ hours and have the opportunity to share best practices and debrief at the end of the day with faculty from our organizational behavior department.

<Deepak_Bangalore> @kfbsstorrie thats sound really very interesting :-) wud love to take part

<Nick> @Nora, you mentioned "extracurricular opportunities" ... to that end - did you find you were you forced to "choose" between leadership electives and electives for another concentration - say finance or consulting, or is it possible to serve both masters in the first year?

< KFBS11Makiko> @ Nick - As a second year, I didn't feel that I ever had to choose between leadership and a concentration. I think it is a great addition to another concentration

<Nick> Thanks, Makiko - that's encouraging.

<KFBS2012Nora> @Nick, I also feel I am not pressured to choose. There are, however, a lot of opportunities, and I think the best advice I received is you should pick the opportunities where you can make the most impact instead of trying to spread yourself thin. We are really encouraged to make an impact while we are here.

<Nick> @ Nora - thanks for the advice

<shivraj> @ NORA I am looking for a career in SCM consulting post MBA considering my vast 5 years of experience in the same field. What special does KF provide to the person interested in SCM consulting space?

<KFBS2012Nora> @shrivaj, because I am not in the consulting space, I am probably not the best person to ask. I would refer you to the consulting chat on January 11, or the career search chat on February 10 because I know they will have much better answers for

you. I can say all the big firms do recruit here and our consulting club is especially active. We also have a lot of case competitions that involve all different disciplines.

<Sunday> How do students who were self employed address the multi-rater feedback?

<KFBS_Peter> Sunday: We have a developmental opportunity where we have designed a method for you to obtain feedback from 5-8 people and the focus would be on getting feedback on when you were at your best, and when you experienced a challenge. The student then incorporates the feedback into a summary profile and reviews it with Peter 1:1.

<Deepak_Bangalore> @kfbsstorrie kindly correct me if I am wrong, Diagnosing and Leading Simulation is a computer simulation program. Can you throw some light on the activity?

<kfbsstorrie> @Deepak: yes, the diagnosing & leading change simulation is computerized. It places your team in the role of consultants for a struggling firm. You have to diagnose the core problem, develop a plan for organizational change, and implement the plan as efficiently and effectively as possible.

<Deepak_Bangalore> @kfbsstorrie thanks a lot.

<Sunday> Do you have students who were well-established leaders benefiting from their student participation in the leadership initiative?

<KFBS2012Nora> @Sunday Sure, I have a classmate that started a non-profit in New Orleans after Katrina that provided health care for the underprivileged and I know he has probably enrolled in more leadership courses than anyone else!

<kfbsstorrie>@Sunday: yes...the program accommodates students will all types of experience. For instance, a student who has significant leadership experience might choose to lead a STAR consulting project team of MBAs/BSBAs, vs. be a team member. Someone who has great self-awareness might not choose to do additional assessments, but jump into a simulation where they meet with trained role players as a sr. manager.

<Sunday> @kfbsstorrie, Nice! And the MBAs work with the BSBAs on this? How much do they interact?

<kfbsstorrie> @Sunday: STAR project teams work together for two mods, the equivalent of one semester for a BSBA. Almost every team includes a mix of MBAs and BSBAs with an MBA leader

<Sunday> Thank you @kfbsstorrie for mentioning the STAR project teams. Sounds like a micro-example of working with multi-generational colleagues.

<Sunday> Do you ever feel overwhelmed by the choices? It seems like there are way too many great opportunities and not enough hours in the day to participate in them all.

<Kofi_KFBS_2011> @Sunday: You are right: there are many opportunities here at KFBS, so it's not uncommon to feel overwhelmed. However, you'll find a lot of energy and excitement about leadership here at KFBS. For me, I am excited about the opportunity to practice leadership, so I focus on very specific opportunities.

<Deepak_Bangalore> Just curious: can some1 share how can some1 practice the leadership initiatives+sustainability on campus? Do Kenan Institute helps in some manner?

<kfbsstorrie> @Deepak: someone with sustainability and leadership experience might choose to do a STAR project with a sustainability challenge, our managerial simulation includes a challenge related to sustainability, you might choose to work with a coach/executive to review your leadership plan with one identified by the Center for Sustainability vs. the Leadership Initiative team.

<KFBS11Makiko> @Deepak - There is Net Impact which does a lot on sustainability and Corporate Social Responsibility and during the second year there is an opportunity for the Sustainability Immersion. Here is a video on a student's experience http://www.youtube.com/watch?v=iJc_tDlm5Bg

<Deepak_Bangalore> @Makiko thats a great video. thanks for sharing.

<nat> Hi, How many peers usually evaluate a candidate in a 360 degree feedback program. Are all the results made available to the candidate. Thanks

<KFBS_Peter> Nat: We recommend a minimum of 5 and the range is 3-5 who respond. Yes, the results are provided in a report with peers and direct reports anonymous, while managers are not.

<Abhinav> @peter: is there peer feedback program too .. i mean current student giving feedback?

<KFBS10_Christian> @Abhinav Kenan-Flagler prides itself on teamwork. As a first year student there will be a lot of opportunities to work with your peers. During these experiences you will have the opportunity to give and receive feedback.

<Abhinay> @Christian: Thanks

<DSchultz> @Staff, what has Kenan-Flagler added or changed in the last few years to improve its leadership development of students?

< KFBS10_Christian> @Dshultz...I think that Storrie will be a good person for that question.

<kfbsstorrie>@DSchultz: The leadership programming changes almost every year. It is constantly being updated to meet the needs and interests of our students. In the last few

years we created the Leadership Immersion Course, added a workshop on Leading Multi-Generations in the Workforce, added more personal assessments, and MBA Coaching (from a team of well-trained 2nd years.)

<Nick> @ kfbsstorrie - piggy-backing off your answer, can you tell us a bit about the Coaching piece?

<kfbsstorrie> @Nick: we offer all types of coaching within Kenan-Flagler. The Leadership Initiative offers executive coaches prepared to help you understand and implement your personal leadership plan. We also have MBA Coaches who most often help students in their first-year as they function as a team and in 1-on-1 sessions. Sustainability coaches/mentors, alumni coaches/mentors and Career Mgmt. Peer Counselors.

<Nick> @kfbsstorrie - sounds comprehensive, and it's nice to know those opportunities are available. Many thanks to all of the KFBS students and everyone who participated. Really an awesome forum.

<Sunday> How do you find your newly developed leadership skills spilling over into non-KFBS parts of your life? (This is not a trick question - I'm genuinely curious.)

<KFBS2012Nora> @Sunday, I feel like I more self-aware and because I now understand how people perceive me, I have become a much better motivator and influencer.

<Sunday> @Nora, that is priceless. Love to hear it.

<KFBS_Peter> Sunday: Great question--students will often talk about their leadership feedback and discuss with friends and family members and often find they begin to apply their development of self-awareness in their outside relationships. Some of our self-assessment tools have direct application to all relationships.

<Sunday> @Peter, thank you. That makes sense. Seems like all of this self-analysis makes the KFBS experience a transformational one.

<KFBS_Peter> Sunday: For sure--and during the 2nd year, our Leadership Immersion is a very intensive, feedback- rich experience that enhances the learning and self-development of the participants. It is a very unique program.

<Aleped> Regarding the two summer sessions before the first year, I've read up what the classes are but I was thinking even before doing those (should I be accepted) I would like to take a class or two. Is that advisable? If so, what do you recommend as the top two classes to take? I have a limited quant background. I just want to be as prepared as possible.

<KFBS10_Christian> @aleped It is a good question. If you are accepted, you will see a lot of information regarding the ASW sessions during the summer and the classes that would

be most beneficial to you. ASW is a great experience and there are classes that would be useful to everyone.

<Hannah> @ students- do you feel that the time you've dedicated to your leadership development at Kenan-Flagler has set you apart in your internships/ interviews for employment after graduation? If so, what has specifically been the most beneficial experience for you?

<Sunday> I second @Hannah's question.

<KFBS2012Nora> @Hannah, I hold an elected first year leadership position (I am a legacy representative) which has been part of my leadership development here and I certainly feel like it has set me apart in my interviews. Firstly, I work really closely with the school administration and it has given me a lot of stories to share, secondly, like I mentioned to Sunday, it has made me more self-aware and I believe interviewers find that invaluable.

<Deepak_Bangalore> hi @kofi. good to find you here today. Just curious to know what challenges did you face as chair of Leadership initiatives at KFBS?

<Kofi_KFBS_2011> @Deepak_Bangalore: the biggest challenge for me was balancing our need to bring change versus improving our existing structure. I found it difficult to persuade my team sometimes, but we were able to achieve our goals for year.

< Kofi_KFBS_2011> @Deepak: to clarify, Mindy Storrie is Director of the Leadership Initiative. I am chair of the Leadership Advisory Board, which is student-run.

< KFBS10_Christian> Bye Everyone! The other KFBS participants will be around for another 15 mins.

<Aleped> Is there a consulting project in which all students participate?

<Kofi_KFBS_2011> @Aleped: not all students participate in a consulting project. Most students, however, do participate in STAR either during their first or second year. As part of the program, there's a mandatory consulting-like project for all students during the first week of January.

<Sunday> Can't wait to visit Chapel Hill, everyone says it's a great little community. Thank you all for your great questions and answers. Very useful and encouraging. I'm definitely applying.

< KFBS_Peter> Sunday: Look forward to meeting you.

<Hannah> Thank you all for all the wonderful information!

<KFBS11Makiko> There are about 5 minutes left so get any last minute questions

<nat> Thanks for your insight Peter. I am sure it is transformative.

<Guest664> Hi. Could you articulate your top two benefits from doing your MBA plus the one thing that most surprised you/went against your expectations? Thankls

<KFBS2012Nora> @ Guest 664, I think two top benefits are there are so many doors that open in terms of contacts and you really build a strong network, also it's a safe place to learn, even if you learn and fail at something, sometimes those are the most valuable experiences. Something that surprised me is how challenging the program is. It's definitely a commitment

<Guest664> Thanks Nora. Challenging in terms of difficulty of content? Quantity of work?

<KFBS2012Nora> @guest664, both, but challenging in a good way. I am using lots of skills I haven't used in a while.

<Sunday> I'd like to chat with a student who is attending KFBS and has young children. Can you help connect me?

<Guest17> Sunday, This is Emma Fofanah, I spoke with a female first year student that has young kids weeks ago

<Guest17> efofanah@gmail.com I'll introduce you

<Sunday> Hi Emma, nice to meet you. Thank you! I will email you right away. Are you a current student?

<Guest17> I'm applying

< KFBS11Makiko> @Sunday Here is the link for the MBA ambassadors. In particular, Shahid Murtuza has young children. http://www.kenan-flagler.unc.edu/programs/MBA/interviewsVisits/Ambassadors/index.cfm#details

<Sunday> Oh thank you @Makiko!

<Abhinav> Thanks guys for your insights

<KFBS11Makiko> Thanks everyone. It was great chatting with you all!!

< Kofi_KFBS_2011 > Ok, thanks for all your questions.

< KFBS11Makiko > Good luck on the applications and interviews.

<Guest17> Thank you all :-)

<KFBS11Makiko> The chat transcript will be posted on our website within two weeks: http://www.kenan-flagler.unc.edu/Programs/MBA/infoSessions/Chats.cfm.

<nat> Thanks!

<Aleped> Thank you for your wisdom!

<kTMN7VwUZYB> Thank you all for the information - it was great to sit back and learn more inbetween work

<KFBS2012Nora> Bye everyone. Thanks for your questions and good luck on your applications!

<Guest664> Ok. Thank you. Good luck.

<Sunday> Thanks so much. Have a great weekend.

<Deepak_Bangalore> Thanks all for sharing your personal insights. I look fwd to joining KFBS and take active part in leadership activities on campus:)