



FROM THE DEPARTMENT CHAIR

Robson Marinho, PhD

Emotional Leadership

What is your favorite definition of emotional intelligence? Since Daniel Goleman published his influential book *Emotional Intelligence*, there have been hundreds of different definitions, different approaches, different interpretations, and different theoretical perspectives on emotional intelligence. Here are a few examples of popular definitions:

1. “Emotional intelligence represents an ability to validly reason with emotions and to use emotions to enhance thought.”
2. “Emotional intelligence refers to an ability to recognize the meanings of emotion and their relationships, and to reason and problem-solve on the basis of them.”
3. “Emotional intelligence is involved in the capacity to perceive emotions, assimilate emotion-related feelings, understand the information of those emotions, and manage them.”
4. “Emotional intelligence describes the ability to understand one's own feelings, and that of groups, and how these emotions can influence motivation and behavior.”

We always gain different perspectives from varying definitions—and while I appreciate all of these, I have a favorite that I would like to share. It is actually an adaptation of Aristotle’s concept of managing emotions: “Emotional intelligence is the capacity of expressing the right emotion, with the right person, to the right degree, at the right time, for the right purpose, and in the right way.” Applied to leadership, this concept will make a difference in the relationship between leaders and followers.

Our Leadership Conference this year is a good opportunity to explore our perspectives on emotional intelligence and emotional leadership. I hope you enjoy the presentations by Daniel Goleman and the subsequent panel discussions.



Interview: Josmar Arrais, PhD

Josmar Arrais (2006 graduate, PhD) has recently been appointed president of Franklin Covey Brazil, a major consulting firm. He is also a faculty member of the MA Leadership program offered at Brazil Adventist University. This month, the Brazil cohort is attending one section of the program at Andrews University, and Josmar graciously agreed to be interviewed.

LEAD: When did Franklin Covey (FC) start doing business in Brazil and how did you get involved with the organization?

Josmar: Franklin Covey operates in 140 countries and started doing business in Brazil twelve years ago. When I finished my PhD, they had just started a new program called: “Leadership: Great Leaders. Great Teams. Great Results.” In implementing the program in Brazil, they needed someone to help develop it in business corporations. That person turned out to be me.

LEAD: What are the current achievements of Franklin Covey in Brazil and how well is it growing in the country?

Josmar: In Brazil, the growth opportunities in the market are enormous and FC is taking full advantage of these. One example is the recent partnership with the HR group “APRIL”—one of three major media groups in the country—to develop a program called “The Leader in Me,” which trains future leaders (ages 4-17 years) in more than 500 schools. Another example is the successful Executive MBA program in Leadership with more than 20 classes in progress.

LEAD: As the new president of Franklin Covey Brazil, what is your relationship with the company in the United States, and how does this partnership work?

Josmar: The Brazil company enjoys a close relationship with the US organization. Each quarter, we participate in strategic meetings and global planning at company headquarters in Salt Lake City, Utah. I actually share the presidency of the Brazil company—and will do so for the next three years—with my business partner Luciano Meira.

LEAD: What was your previous career before joining Franklin Covey?

Josmar: I started my academic career as an elementary teacher in the public school system, and then I moved to higher education in Adventist institutions where I served for ten years. Most recently, I was vice president at the University of Santo Amaro, a private university in Sao Paulo, Brazil, for fifteen years. I worked on developing new programs (MBA and doctorate as well as managing research and community relations).

LEAD: How did the Leadership program affect your professional choices?

Josmar: Inspired by the Andrews University Leadership program, the University of Santo Amaro implemented a competency-based master’s program in Leadership in the year 2000. We had the opportunity to spread the concept of servant leadership to hundreds of participants.

LEAD: What is your leadership vision for the future?

Josmar: Interesting question, at a time when some major thinkers are advocating the end of leadership. I see my mission as the development of a community of leaders who are autonomous, proactive, and responsible for social development. A community of learners.

LEAD: What are some of your favorite leadership books?

Josmar: I will mention three: *Man's Search for Meaning* by Viktor Frankl, *The 8th Habit* by S. R. Covey, and *The Speed of Trust* by S.M.R. Covey

LEAD: What is a favorite hobby or something unique about you?

Josmar: Besides technology applications, I love also the simplicity of the countryside and animals. My favorite hobby is raising horses.

LEAD: Tell us about your family.

Josmar: I am married to Jane, an educational counselor who works with children with learning disabilities. I have two children: Michelle, a marketing professional, and Marcelo, who graduated in business administration and finance from La Sierra University.

LEAD: If you had to share one leadership lesson that you have learned in your professional practice, what would it be?

Josmar: That trust, besides being the basis of all leadership, provides measurable results for organizations.

LEAD: Name a leader who inspires you.

Josmar: I admire several world leaders, but it was in Arrais Francisco that I found the symbol of hard work, influence, spirituality and dedication. He was my father.

LEADERSHIP PROGRAM NEWS

Bill Auxier Presents Portfolio



Bill Auxier (cohort 2006) presented his portfolio on June 25, 2012. Committee members were Sylvia Gonzalez (advisor), Erich Baumgartner and Janet Ledesma. Bill used his experience running the New York marathon as a metaphor for his leadership journey. At this year's Roundtable, participants will have an opportunity to see part of his marathon video and how he related it to leadership. Bill is still working on his dissertation—specifically on data analysis. Bill and Sylvia will present his preliminary dissertation findings at the Seventh-day Adventist Business Teachers' Conference on the campus of Andrews University on July 13, 2012. The dissertation focuses on salesmanship and servant leadership.

Vince Montoro Defends Dissertation



Vince Montoro (cohort 2000) defended his dissertation, titled "Professional Development, Teacher Learning, and National Standards: A Mixed-Method Multiple-Case Study of the Professional Learning Experiences of Evangelical Christian School Teachers." The dissertation was chaired by Duane Covrig. Shirley Freed and Janet Ledesma served on the committee, and leadership graduate Brad Sheppard was the external examiner. Leadership and Learning Group (LLG) members and current participants Jack Wallace and Brad McNett attended the defense, travelling from Detroit to support Vince.

Congratulations Carolyn Watson, PhD!



Carolyn Watson (cohort 2002) presented her portfolio and defended her dissertation on July 28, 2012. Committee members were Sylvia Gonzalez (advisor), Erich Baumgartner and Robson Marinho. Carolyn's leadership journey has lasted ten years, and she shared the up and downs of those years along with the many personal and professional leadership lessons she has learned. Carolyn defended her dissertation, with Erich Baumgartner as chair, the same day and will graduate with her PhD in August 2012.

Cesar Palacios Presents Portfolio

Cesar Palacios, PhD participant from Peru, presented his portfolio via videoconference on June 21, 2012. Committee members were Eduardo Gonzalez (advisor), Sylvia Gonzalez and Maximina Contreras. Cesar had developed impressive practical assignments for his competencies within the three different career positions he has occupied during his leadership journey. Cesar is now working on completing his dissertation with Sylvia Gonzalez as his chair.

Leadership Graduate Bob Sornson Publishes Book

Bob Sornson (2003 PhD) has published a book titled *Fanatically Formative, Successful Learning During the Crucial K-3 Years*. He writes, "Most of what is in this book is a direct outgrowth of the dissertation work I did while at Andrews, and I am especially grateful for that experience." The book helps "children experience early learning success and acquire essential skills by third grade," showing teachers how to "rediscover the joy of teaching and help children fall in love with learning again." It is available through Sage at <http://www.sagepub.com/books/Book237868>

Brazil Cohort Attends Summer Session at Andrews

On July 2-12, 2012 the Brazil MA Leadership program, delivered in partnership with Andrews University, brought a cohort with 51 participants to Berrien Springs to attend an intensive summer session on the Andrews campus. Most of the participants are leaders and administrators of different organizations and institutions of the Seventh-day Adventist Church in Brazil.





EDUCATIONAL LEADERSHIP (K12) PROGRAM NEWS

Congratulations Amahl Alansari, PhD!



Amahl Alansari defended her dissertation, titled, "Professional Preparation of Public School Principals in Kuwait" on July 9 and presented her portfolio on July 11. The dissertation was chaired by Duane Covrig. Jimmy Kijai and Janet Ledesma served as committee members and Lynn Merklin was the external examiner. Amal's husband, Yousuf Aloraifan attended the defense to offer his support.

Rhiannon Harrison Presents Portfolio



Rhiannon Harrison (cohort 2010), who is finishing an MA in Educational Leadership, presented her portfolio on LiveText on July 26, 2012. Committee members were Sylvia Gonzalez (advisor), and Janet Ledesma. Rhiannon's husband (Jason Harrison, Leadership participant), her parents and her niece all attended the presentation to offer their continuing support. Rhiannon will graduate in August 2012.