

2019 Duke
Management Academy
Scholars & Quotes



The Duke Management Academy has allowed me to grow as a leader by providing an arena to hone my leadership style, while utilizing real life scenarios to facilitate the learning process. This program has further availed the opportunity to expand my current leadership and managerial knowledge and background to become more proficient at identifying and working through situations in a more proactive and efficient manner. It has also provided the platform to work with unique individuals whose perspective shed light on different approaches to handling a multitude of interactive managerial and leadership situations. The program then culminated with the utilization of a team approach to identifying and solving a process improvement measure that could be employed to help improve organizational health. This vital aspect of the course allowed us to take on different roles within our cohorts to accomplish goals and improved our understanding on how to approach and adapt to the team environment. Working through the vast course scenarios, and having coaches and mentors to help guide the way, has provided the perfect situation to improve one's managerial approach, while yielding a network of resources to call upon should the need arise throughout our careers at Duke and beyond.

Anthony Asciutto



Duke Management Academy has helped me see areas of improvement and how to work with folks that have different styles of communication. It has been extremely helpful when working with my team and making sure I adjust my style to fit their development level. It has been great working with peers across the institution.

Ceci Chamorro



The Duke Management Academy has been a great investment in my time, providing me with tools and resources to further my professional and leadership skills. I have been able to meet and form relationships with so many colleagues across the university and health system through participation in the cohort. I've learned to challenge myself with thinking more about creative ideas and voice my opinion in high-stake meetings.

Coleman Mills



Management Academy has helped me grow personally and professionally by changing my perception around what it means to be a good manager. I am no longer guarded around being my authentic self and I focus daily on assisting those that I have the privilege of working with.

Coral May



Duke Management Academy has given me the opportunity to meet and learn from a number of Duke colleagues I would likely have never crossed paths with otherwise. Many of us share similar challenges, and as middle managers, we report both up and down within our various departments. I have gained a community of peers and friends whom I can call on for support and advice going forward. I am taking away a fresh perspective on my current strengths as a manager, areas for further development, and the resources available to help facilitate that growth.

Culver Scales



I have learned that growing as a leader takes frequent reflection, continual learning from others, and mindfulness during application. Duke Management Academy has given me a foundation of skills and a great cohort of colleagues to learn from.

Curtis Dunn



Being part of the first cohort of the Duke Management Academy was such an honor. I have learned a lot about myself throughout this process however the greatest privilege of this experience was getting to know my peers across the University. There is a reason they were each chosen to participate and it was a great pleasure to learn more about their experiences here at Duke in a management capacity. Additionally, the opportunities to learn and practice leadership development on a consistent basis has increased my confidence as a manager and given me a lot of great ideas how I can foster the growth of future leaders on my team.

Dana Sanders



I am fortunate to have been part of the inaugural Duke Management Academy. Participation over the past year has taught me to take a deeper look at myself and the way I interact with others. In the rich diverse world we live in today, these skills will be beneficial not only professionally but also in my personal life.

Erica Lobaugh-Jin



As part of the DMA Cohort, I have learned more effective ways to communicate with my team to help them succeed and grow in their careers. I have multiple tools now at my disposal to ask deeper, more insightful questions. These tools help me find out where my staff is struggling, what they need to perform their jobs more effectively, and how they'd like to apply their talents and skills to achieve the organizational goals. Traditional management treats staff as automatons, but DMA teaches managers to recognize there are real people with real needs and real talents; this completely shifts the paradigm.

Hilary Bouton-Verville



Participating in the DMA has allowed me the opportunity to meet new colleagues from various areas across Duke. This program has given me a new perspective on better ways to connect with employees and build my skills as a leader. It was a pleasure to be a part of the first cohort and I look forward to continuing to use what I learned in this class.

Holli Gall



My favorite aspect of the management academy was learning more about myself (through the 360 and DiSC) and how that impacts the way I lead. I have found that I pay attention to that more instead of resorting to my default style. I also gained valuable insights from other cohort members that I think I wouldn't have been able to do outside of this environment.

Jamiyla Bolton



From this cohort I have gained a deeper appreciation for the quality of people committed to working at Duke University. I also have spent a good deal of time reflecting on the value of this opportunity in simply giving me time and space to meet with colleagues I normally would not get to engage with. Furthermore, giving me the space to think about my management outside of my day-to-day work is proving to be quite valuable.

Jeff Harris



The DMA experience has been absolutely tremendous! As part of Cohort 1 we had access to some of the best leadership and development courses offered by L&OD, we interacted with Duke's executive leadership, and we built strong cross functional relationships with peers that will serve to help and support us in becoming future leaders.

Joe English



Being part of the first Duke Management Academy cohort was an opportunity to develop a personal network of future leaders from across the Duke University and Health systems. We were able to work together to create solutions for problems we see facing Duke now and into the future.

Duke Management Academy reinforced the idea that leadership is not telling others what to do, but rather empowering, motivating, and inspiring your teams and others you interact with to be their best.

Joe Miller



I am very grateful for the opportunity to be a part of the Duke Management Academy. The program amplified a pivotal point in my career by deepening and developing my leadership skills. By integrating these key components, I'm prepared to inspire teams to evolve to their best, to face new high-level, complex challenges, and to operate strategically in support of Duke's dynamic vision.

Kim Thompson



Through the Duke Management Academy, I have gained an unparalleled depth of experience and understanding. We were able to take an in-depth look at our skills, strengths, and weaknesses. I learned many strategies to maximize my strengths and develop my weaknesses. The feedback and systems learned are invaluable tools that I will always carry with me as I continue on my career development path.

Mandy Larew



I obtained a greater understanding of Leadership styles and how they can be matched situationally. Appreciate Duke's commitment to invest in their greatest resource! Would highly recommend this Management Academy to anyone interested in grooming their Leadership Skills. Resourceful speakers, great learning environment, great interactions with other Duke Mangers while exploring the mechanics of Leadership.

Michael Wilson



Nyote Calixte

Director of Academic
Engagement, Natural and
Quantitative Sciences
Academic Advising Center



DMA introduced me to peers across the organization that I would have never otherwise interacted with in my day to day work. The mix of experiences in the room was so valuable; everyone's different perspectives really challenged the way I think about management, leadership, and teamwork. As an added bonus, I now have connections across the University to call upon and brainstorm with as challenges arise. This new network of colleagues (and friends) will be beneficial for years to come!

Paige Smith



The Duke Management Academy has given me the tools and strengthened my abilities to take on the challenges that are presented by the ever changing and advancing work performed at Duke.

Peter Haman



Throughout this course of Duke Management Academy I have gained expanded insight into my leadership style through the many tools utilized including the initial 360 assessment, personality profile and emotional intelligence assessment. I learned that by understanding yourself as leader you can adapt in situations more easily to affect outcomes. The situational leadership section also provided valuable information for adapting leadership or coaching to better meet the needs of the employee. Journaling or reflection was a new exercise/practice for me but I found that taking that valuable time to reflect on questions or situations can help a leader impact future outcomes.

Renee Morell



The DMA has been a life changing event for me. I originally applied for this class to “brush up” on my management skills, but little did I know it would become a transformative, introspective journey that would take me places I didn’t realize I needed to go. Through the process of looking inward and working outward, I’ve opened up my life to perspectives that were previously hidden behind the daily grind of checking off my task list. DMA has taught me that leadership is first and foremost, helping others. I’ve taken a good look at how I manage myself and others and have experienced personal growth by; listening more and talking less, acknowledging both my weaknesses and strengths, asking questions, seeking diversity, practicing gratitude and empathy, lifting others up with encouragement, building relationships, evaluating attitudes and the effects of positivity, multiplying through collaborating and being vulnerable enough to experience joy through learning. I’ve really enjoyed meeting everyone in the cohort and sharing this experience with them all.

Stephen Carrow



The Duke Management Academy has offered me insight into opportunities for growth as a person and a Leader. A journey toward self-discovery and finding a balance in life has been one of my driving forces the last several years. Through better understanding myself both weakness and strength I've been better able to navigate what life brings my direction.

Tammy Crane



Tracey Wiwatowski

Director, Family Support Program
Pediatric Blood and Marrow
Transplant Program



The Duke Management Academy has helped me be more self-aware. DMA has allowed me the space to discuss my concerns about my leadership skills. The resources provided me have allowed me to grow as a leader at Duke. The biggest gain I have had from DMA is the networking opportunities with Duke leaders and my fellow cohorts.

Vince Dunnegan



DMA has been a rewarding experience in which I have met and become friends with a number of leaders in the Duke community. The most helpful practical skill we covered was probably the class on "Situational Leadership", while the most lasting impact is certainly the new relationships formed across the Duke family.

Will Thompson



The various leadership and character assessment reports have helped me recognize and understand my own leadership strengths and weaknesses. It was refreshing and interesting to hear and learn from the senior leaders within Duke about their journeys on leadership and management. I have enjoyed getting to know my classmates through different class activities and the assigned group projects. I feel that I now have a network of peer mentors from my cohort as I continue my career at Duke. Lastly, it is clear to me that no one is born a “good” manager. Instead, it takes time, disciplines, reflections, and opportunities to develop and refine leadership and management skills.

Yeu-Li Yeung