

The Management Fellows Program

E-NEWSLETTER

September 2008

From The Director

Gary Lemon, PhD.



PHOTO BY MARILYN CULLER

The beginning of this year was a great success as we welcomed 35 new students into the program. Activities included the annual Management Fellows family reunion and the First-Year Colloquium. Additionally, five seniors shared their internship experiences as part of a panel discussion and Sarah Smith Moore '01 presented our first McDermond Center Lecture of the semester.

First-Year Happenings

The class of 2012 has been very busy as First-Year Management Fellows! Dr. Lemon met with the students to introduce the program. He explained the expectations and requirements for the following four years. Additionally, the students attended the opening First-Year Colloquium. At this initial seminar, students met others from the class of 2012. They moved among different tables, sharing information and getting acquainted. When asked about the experience, Catherine Napier said, "Our first seminar of the year was so much fun. It gave us a great opportunity to get to know each other a little better, and we found out some fun facts about everyone! That night made me so excited about the upcoming years! I can't



wait!" Welcome, to the Management Fellows, class of 2012!

For more information about the Management Fellows Program, call us at (765) 658-4024 or e-mail us at: mgmtfellows@depauw.edu

Senior Panel

This year's senior panel was held on September 4th in the Watson Forum of The Eugene S. Pulliam Center for Contemporary Media. Five seniors shared experiences from their Management Fellows internships, followed by a question and answer section.

Matthew Newill interned at Independent Purchasing Cooperative (IPC) in Miami, Florida. Newill spoke about some of the projects that he was a part of while working with IPC. Despite the fact that he was an intern, Newill worked on significant assignments. Newill explained the fortuity of being brought on for his internship during Subway's "Five Dollar Footlong" promotion; IPC became so busy that he was placed in an additional position that increased his responsibilities. Newill placed particular impor-

tance on a few things he learned while interning. It is important to have a mentor that you can learn from while on the job. Additionally, initiating new ideas and having the drive to create new projects is imperative, even if you are "only an intern."



Kelly Marchant interned with Russell Investments in Tacoma, Washington as part of the Portfolio Trading Group. Her main duties included trade execution performance analysis, research and back testing of alternative trading methods, month end financials reporting, daily trading tasks, and back office operational duties. In addition to the work experiences, she described the best parts of her internship as being able to live on her own. Through this experience, she learned how to develop her own support group and discovered how to rely on herself. One recommendation Marchant gave was to find a structured internship program, if possible. These programs are tailored more towards college students and can help familiarize an intern with an industry or company quickly.

Cont. on page 2

Senior Panel Cont.

Natalie Ciambrone discussed her role as an intern at College Mentors for Kids in Indianapolis, Indiana. One point Ciambrone focused on was her decision to work at a non-profit firm, explaining that an internship is the optimal time to work in non-profit, before assuming considerable additional responsibilities after graduation. The Management Fellows Program can even help cover costs of a non-profit internship, if need be. Ciambrone described some of the benefits of working with a small company. These included a more personal experience, a significant workload, and a close relationship with co-workers in the office. One of Ciambrone's suggestions was to consider what type of work you are looking for before searching for a job. For instance, her position included traveling both to colleges and other sites, as well as a sizable amount of computer work. A challenge Ciambrone discovered was the difficulty of balancing the need to ask for help and the desire to depend on herself.

Matt Calby, who worked for Partners in Housing Development Corporation in Indianapolis, Indiana, also emphasized the benefits of taking a non-profit position while in college. While his role was more centered on getting quotes from different contractors and finding buildings, he suggested keeping in mind that there are several functional areas of interest within a given business and encouraged others to explore each of those areas. Matt found his internship to be particularly helpful for getting advice and inspiration from more experienced co-workers.

The final speaker was Jessica Heitkamp, who completed her internship as an analyst in the Industrial Group at KeyBanc Capital Markets in Cleveland, Ohio. Heitkamp told of the diversity of her projects, from creating IPOs and working on mergers and acquisitions, to doing industry analysis and pitching ideas. She stressed the importance of finding a company that focuses on a topic about which you want to learn more, rather than one that will simply make you money. Rotational internships can be an especially beneficial experience as you move through a variety of positions within a company. One challenge Heitkamp found while in her internship was mastering the jargon and developing computer proficiencies to keep up with professionals.

Senior Panel Advice

In your interview:

- Be friendly, confident, and upbeat.
- Bring your resume to the interview.
- Know the company.
- Answer questions in a direct fashion.
- Send a thank you note.
- Show how a particular internship will benefit you.
- Sell yourself.

On the job:

- Be prepared to learn as you go.
- Communication is key: if you feel overwhelmed or have questions, ask for help.
- If you have an idea, go with it full force.



Family Reunion in Bowman Park

The Management Fellows annual family reunion was held in Bowman Park this year. Pizza and drinks were served as students from all four years mingled. The objective of the reunion was to allow the first-year students to get to know some of the upper-class Management Fellows. This was achieved through the use of the Management Fellows "families." Small groups of students generally include a Management Fellow from each class. The process continues as seniors graduate and are subsequently replaced with incoming first-year students. This year's reunion was a fantastic success, as the new Management Fellows were welcomed into the program.

Management Fellows Program

The Management Fellows Program is one of DePauw's five highly selective Programs of Distinction. It was established in 1980 to build leaders through academic and real life experience, all within a distinguished liberal arts environment. Today, Management Fellows are prepared, confident leaders at the world's top public, private and not-for-profit enterprises.

The McDERMOND CENTER LECTURE SERIES

Sarah Smith Moore '01 Deputy Executive Director, Indiana Chapter The Leukemia & Lymphoma Society

The ABCs of Success (according to Sarah Moore)

- A (Accountability)
- B (Balance)
- C (Challenge yourself)
- D (Drive your own career path)
- E (Elevator speech)
- F (Follow-up)
- G (Giving)
- H (Hang around)
- I (Intentions)
- J (Jump-in)
- K (Know thyself)
- L (Lead by example)
- M (Motivate)
- N (Network)
- O (Outcomes)
- P (Pretty people)
- Q (Question)
- R (Risks)
- S (Speak-up)
- T (Think)
- U (Use your toolbox)
- V (Vastness)
- W (Who you know)
- X (eXplore)
- Y (Youth)
- Z (Zest)

Sarah Smith Moore, a 2001 graduate of DePauw University and the Management Fellows Program, shared her career experience in the first lecture of the McDermond Center's Fall 2008 series. Moore began her career in advertising at Starcom Worldwide where she had completed a semester-long internship. At Starcom, she applied her analytical and creative skills in media ad buying and planning. Her work included determining a company's target group and then placing them appropriately in an ad campaign that applied to their audience and pricing. In 2005 Moore left the company, deciding that the unpredictable hours and extreme responsibility towards customers no longer fit her lifestyle. However, working with Starcom was still a great learning experience where Moore both expanded her knowledge and gained numerous skills.



During her job search, Moore reflected back on her previous internships in order to determine what she wanted in the future. Once she decided that non-profit was the best choice, Moore kept her options open, looking for the right company. Moore eventually chose to begin work with the Indiana Chapter of the Leukemia & Lymphoma Society, where she is still employed. Her position with this organization largely entails fundraising and relationship building. Moore mentioned the importance of networking in order to gain reliable sources for donations, even in slow times for the economy. Additionally, it is important to minimize costs because funding is minimal in non-profit organizations. One myth that Moore dispelled in her lecture was that not-for-profit companies are not "business oriented" or "serious minded." In fact, Moore experienced the opposite, as she was required to be as aggressive or more so than at for-profit companies. Moore concluded her presentation with her ABCs of life lessons she has accumulated over the years, which can be seen to the left.



For more information on upcoming presenters, you can access the entire McDermond Center Fall 2008 series on our website: http://www.depauw.edu/honors/management/current_lecture_schedule.asp

Management Fellows Program

The Management Fellows Program is one of DePauw's five highly selective Programs of Distinction. It was established in 1980 to build leaders through academic and real life experience, all within a distinguished liberal arts environment. Today, Management Fellows are prepared, confident leaders at the world's top public, private and not-for-profit enterprises.

INTERN SPOTLIGHT

Evan Hunter Russell Investment Group Tacoma, Washington

1. What type of company is Russell Investment Group?

Russell Investments is a global leader in multi-manager investing. Russell provides a wide variety of investment products and services, and also manages the Russell Indexes.

2. What are your daily functions as an intern?

I am an intern on the Equity Derivatives trading desk. My daily tasks include trade performance analysis, maintaining databases of pricing reports and financial data, as well as conducting trading research.

3. What has been your favorite part of the internship?

My favorite part of the internship so far has been shadowing all of the members of my group and learning what they individually do and how these tasks are integrated to accomplish the objectives of the company. Shadowing my coworkers has provided a great learning experience and given me insight into how my tasks contribute to the final product.

4. Is this something that you want to pursue after graduation?

I definitely plan to start my career in the financial industry. I feel that it would provide a strong foundation for whatever I ultimately pursue.



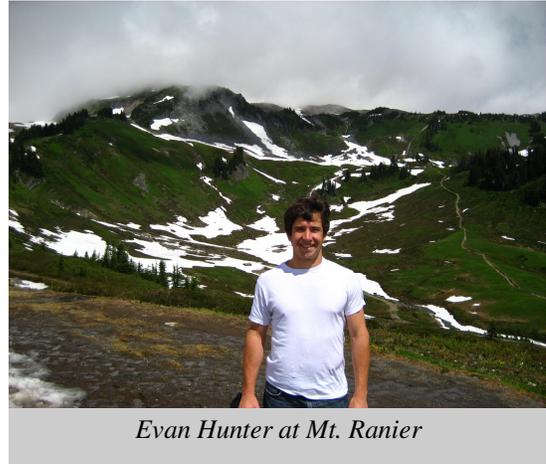
Evan Hunter at Russell Investment Group

5. After completing Management Fellows coursework, did you feel prepared for this internship?

The Management Fellows coursework that I have completed to date prepared me well for this internship. While I did not come into this internship with a strong background in finance, my general understanding of economics and accounting has allowed me to quickly develop the skills I need to be successful at Russell.

6. Do you have any advice about interning that you would like to share with current Management Fellows?

I would offer two pieces of advice. The first is to step out of your comfort zone, and pursue something that truly interests you. Prior to moving to Washington, I had never traveled west of St. Louis. I am glad that I pursued my interest in Russell, even though it meant moving 2,000 miles from home. Also, do not be scared that your skills or background will be insufficient for whatever internship you pursue. A good employer will not expect you to come in as an expert, but rather to have an excitement and a determination to learn.



Evan Hunter at Mt. Ranier

Management Fellows Program

The Management Fellows Program is one of DePauw's five highly selective Programs of Distinction. It was established in 1980 to build leaders through academic and real life experience, all within a distinguished liberal arts environment. Today, Management Fellows are prepared, confident leaders at the world's top public, private and not-for-profit enterprises.

INTERN SPOTLIGHT

Elizabeth Stannard
Cummins India Limited
Pune, India

1. What type of a company is Cummins India Limited?

Cummins India Limited, CIL, is a very quickly growing segment of Cummins Corporation which is a firm specializing in the engineering and manufacturing of mid-range and high horsepower engines.

2. What are your daily functions as an intern?

I work in the corporate strategy division and our roles are first to research market opportunities for growth and expansion and to implement these strategies. Our team has determined that by expanding our product portfolio we can provide more services to our existing customer base and attract new customers. My job is to figure out how feasible it is for us to expand our product range and how we can cater to a particular market. I spend my days evaluating our competitors and their market shares, researching markets, analyzing and comparing market entry options, calculating potential revenues and volumes, and presenting my findings to upper management.

3. What has been your favorite project?

It is ironic that I left the cornfields of Indiana, flew half way around the world, and was assigned a project dealing with the international agricultural market! Needless to say my experiences on the family farms of Indiana are helping me now. I've been given a project which has a lot of potential and if successful would be implemented at the start of next year. It is incredibly complex and challenging but I am slowly learning to think like a strategist and prepare information for upper management to make the best decision for the firm.

4. Is this something that you want to pursue after graduation?

In many ways corporate strategy is ideal. You are constantly dreaming up ways to increase company profits and expand their market shares. When you come up with an idea you dive into the details to chase down all the facts about the opportunity. With every project you're racing against your competitors to beat them into a market or steal away their customer base with either a better or more cost effective product. It is incredibly fast paced but also a dynamic environment. One minute we're talking about high horsepower marine engines that are so large they can fill a room and the next we're talking about the smallest engine Cummins produces. It's an international business as well so we begin our day with conference calls from colleagues in China as they are ending their day and we finish our work day with conference calls to others in the US who are just beginning their day. You can watch what started out as an idea over coffee develop as a strategy, be approved by management, and then oversee its implementation. Sometimes this takes only months, other times it takes years to see the results of a project. Due to the competitive nature and the diversity of the field, what you do everyday is constantly changing. I would definitely consider such a fast-paced and limitless field!



Liz Stannard and fellow intern Brendan Belz with two other Cummins interns.

Management Fellows Program

The Management Fellows Program is one of DePauw's five highly selective Programs of Distinction. It was established in 1980 to build leaders through academic and real life experience, all within a distinguished liberal arts environment. Today, Management Fellows are prepared, confident leaders at the world's top public, private and not-for-profit enterprises.

INTERN SPOTLIGHT cont.

5. After completing Management Fellows coursework, did you feel prepared for this internship?

Corporate strategy is a very unique field and the coursework was not as applicable as if I were in a finance field. Instead, Management Fellows coursework laid a solid foundation about businesses, how they operate, how they interact, and what motivates them.

6. Do you have any advice about interning that you would like to share with current Management Fellows?

I would recommend that Management Fellows be sure to challenge themselves at their internships. If you ever feel like you know everything about what you're doing, you're not being challenged. Finding work in an organization is easy, though finding the right people to teach you how to do that work is difficult. The emphasis Management Fellows puts on networking will come into play here. You normally think of networking as a tool you use to connect with people from different firms or organizations, but networking from within the firm is equally important. There is so much to be learned, especially in large organizations – don't settle for only understanding your job, keep learning! Also, look abroad. Globalization is much more advanced than we notice in our everyday lives. The opportunity to live and work abroad is irreplaceable and a marketable skill you can use when finding a job after graduation.



Liz Stannard and fellow intern Brendan Belz at Cummins India Limited



7. What is it like interning in another country? Can you compare or contrast it to an internship in the USA?

Interning abroad, especially in a country with the economic growth and potential of India, is incredibly exciting and motivating. Though corporate culture in India is in many ways the same as in the US, the adventure often lies in the subtleties. I wear a company uniform everyday which was tailored to fit me in traditional Indian style. I eat with my friends and colleagues at the canteen which serves traditional Indian food. I will be in a meeting following along perfectly until the speaker switches to Hindi. Neither the speaker nor my colleagues notice any difference because they are all fluent in both, but I am lost and have to ask for clarification. I'll be sitting at my desk when someone comes around carrying

sweets made only for a particular festival that has just begun. Though these are all small things, they make the days and weeks exciting. In the US corporate life is predictable. Here you are constantly learning something about the Indian culture or people. There are very few big differences, but the small differences add up to make this a unique, once in a lifetime experience.

For more information about The Management Fellows Program, call us at (765) 658-4024 or e-mail us at: mgmtfellows@depauw.edu

Management Fellows Program

The Management Fellows Program is one of DePauw's five highly selective Programs of Distinction. It was established in 1980 to build leaders through academic and real life experience, all within a distinguished liberal arts environment. Today, Management Fellows are prepared, confident leaders at the world's top public, private and not-for-profit enterprises.

ADDITIONAL FAMILY REUNION PICTURES



First-year students at the reunion were eager to meet their upper-class peers.



Students enjoy pizza and the chance to socialize after a summer away from campus.



Having fun at Bowman Park!



First-year Management Fellows eager to start Fall Semester.



David Morefield '09, Kate Gladson '09 and Brian Lawless '10 pause for a picture.



Sandy Smith poses with Sheah Hilton '11, Heidi Keiser '11, and Arielle Babineaux '11.