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For Immediate Release

MARIPOSA LEADERSHIP, INC. HOSTS TOP BUSINESS GURU, AUTHOR, AND INSEAD PROFESSOR, HERMINIA IBARRA

Herminia Ibarra, a Thinkers50 top business guru, to be interviewed by Sue Bethanis, CEO/Founder of Mariposa Leadership, on the popular Wise Talk Leadership Forum for executives on June 25, 2015.

June 1, 2015 | SAN FRANCISCO, CA – Mariposa Leadership, Inc. is pleased to announce that Herminia Ibarra, the Cora Chaired Professor of Leadership and Learning, and Professor of Organizational Behavior at INSEAD, and author of the book, *Act Like a Leader, Think Like a Leader*, will be a guest on *Wise Talk*, a popular monthly leadership forum for technology executives, on **Thursday, June 25 2015 at 11am PT/2pm ET**. In an interview with Sue Bethanis, CEO/Founder of Mariposa Leadership, Herminia will share findings from her research that challenge commonly-held views of how leaders become leaders.

Traditional leadership development methods are rooted in helping people think like a leader first in order to act like one. But Herminia argues, leaders become leaders by taking leadership actions. A paradigm shift is needed: one that allows for experimentation, branching out beyond routine work, existing habits and historical ways of defining oneself and one's job. Through action, new thinking emerges and expands one's leadership capacity.

Herminia Ibarra is the Cora Chaired Professor of Leadership and Learning, a professor of organizational behavior and the faculty director of the Leadership Initiative at INSEAD, in Fontainebleau, France. She also directs INSEAD's Leadership Transition, an executive program for managers moving into bigger leadership roles. Prior to joining INSEAD, she served on the Harvard Business School faculty for 13 years. She is a member of the Harvard Business School Visiting Committee, the World Economic Forum's Global Agenda Councils and the Catalyst Europe Advisory Board. Thinkers 50 ranked Ibarra #9 among the most influential business gurus in the world.

Her recent book, *Act Like a Leader, Think Like a Leader*, explains how to step up to a bigger leadership role. Her best-selling book, *Working Identity: Unconventional Strategies for Reinventing Your Career* describes how people reinvent their careers. She is also the author of numerous articles in the *Harvard Business Review*, *Administrative Science Quarterly*, *Academy of Management Review*, *Academy of Management Journal*, and *Organization Science* and writes frequently for business media including the *Wall Street Journal*, *Financial Times*, and *New York Times*.

Ibarra is an authority on leadership and professional development and consults internationally on talent, leadership development and women's careers. A native of Cuba, Ibarra received her M.A. and Ph.D. from Yale University, where she was a National Science Foundation Fellow.

Questions and topics for the interactive discussion include:

- What is the challenge with too much introspection?
- Explain the oversight principle and how it differs from the inside-out approach.
- What are some of the misconceptions of the change process? How would you say change actually occurs?
- Talk about the role authenticity plays in the change process. How and when does authenticity become a trap as people are trying to step up to leadership? What can we do about this?
- How can organizations apply the oversight principle effectively as an alternative means of leadership development?

Contact allison@mariposaleadership.com to sign up for the *Wise Talk* Forum and to submit a question for discussion.

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Susan J. Bethanis, Ed.D., is the Founder/CEO of Mariposa Leadership, Inc. and hosts the popular leadership forum *Wise Talk*. She is also the author of *Leadership Chronicles of a Corporate Sage* and *Leader as Designer*. Mariposa Leadership provides [executive coaching](#) to [hightech leaders](#). Click [here](#) for press releases, press kit, and press clips.