

THE NAVIGATORS

HELLO PHI PRIME!



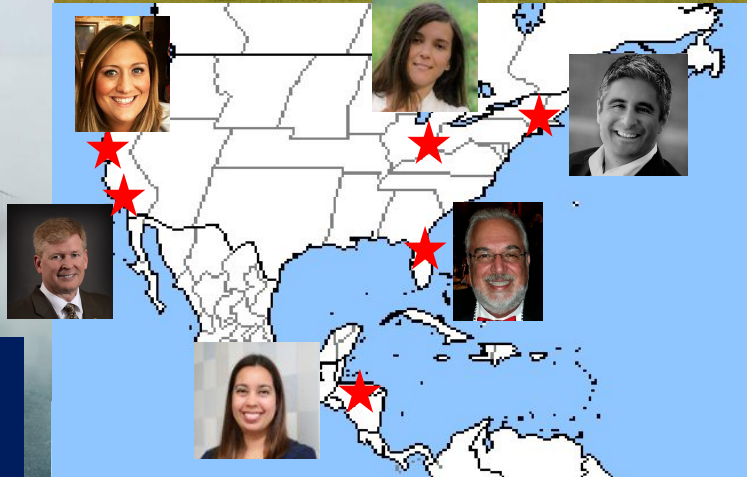
Kristy Lapidus

3 WOMEN

3 MEN

2 COUNTRIES

1 DREAM: MSOD AT PEPPERDINE!



*OUR TEAM COMES FROM ALL
OVER!*

CALIFORNIA

FLORIDA

HONDURAS

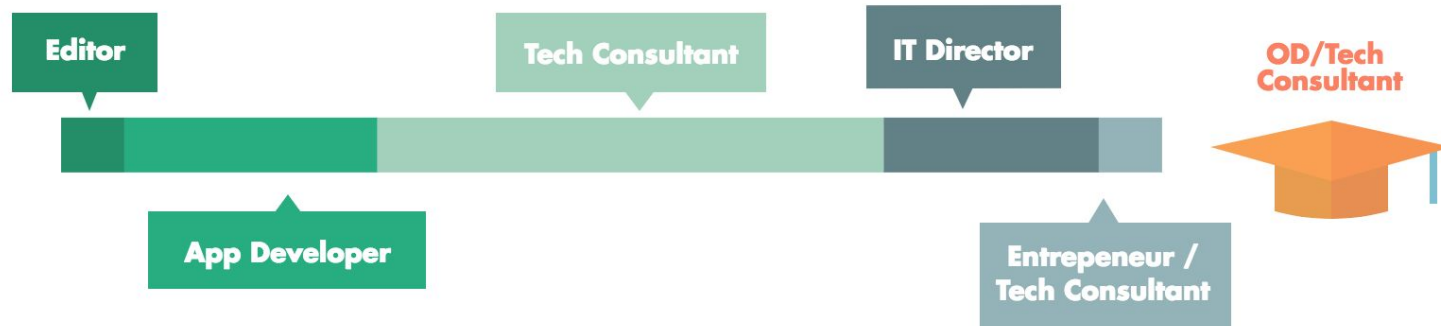
INDIANA

NEW YORK

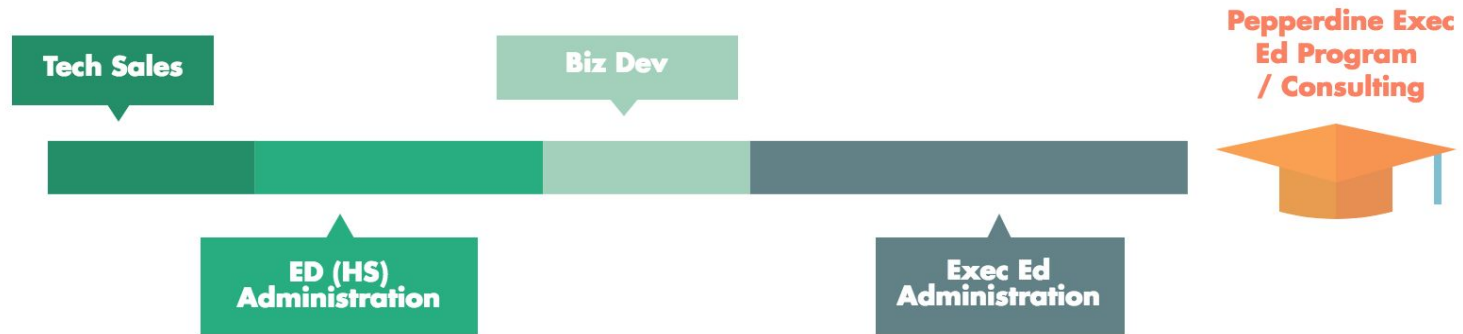
Fabiola (the Disciplined)'s Journey



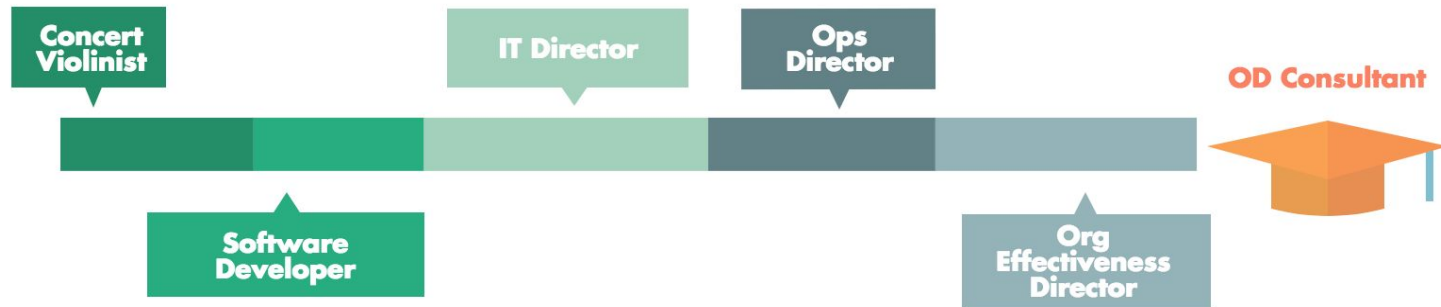
Kristy (the Intuitive)'s Journey



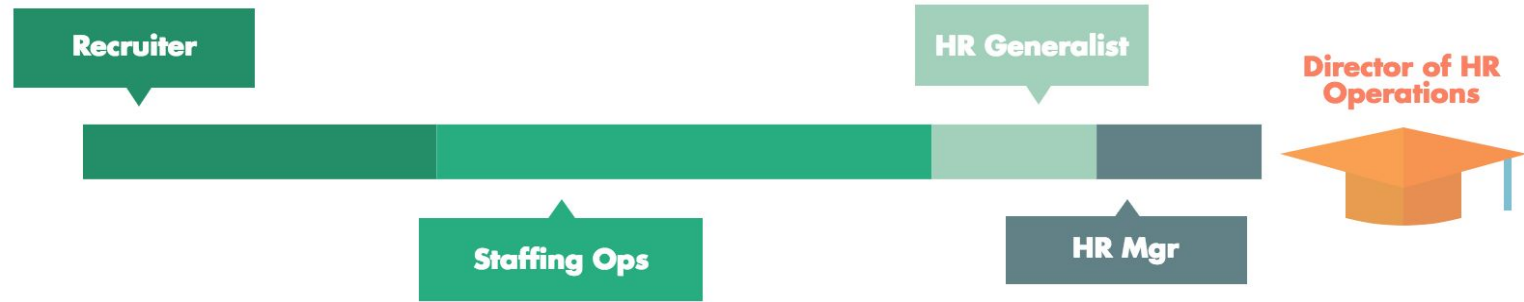
Nick (the Advocate)'s Journey



John (the Cheerleader)'s Journey



Karen (the Generous)'s Journey



James (the Problem Solver)'s Journey





John Cramer and his wife Pamela (both musicians) were married in Rome. *They've been together for 35 years.* He has two daughters—Julia (oldest) and Angela

Personal Interests: music, the outdoors, travel, and foreign languages

Inspired by: his wife Pam, who has taught him to be more thoughtful, gentle, and kinder to others





Fabiola Fajardo met her husband while obtaining her undergrad at LSU. They have 2 beautiful children – Diego and Emma. Originally from Honduras, she has two sisters and one brother (her role model).

Personal Interests: personal growth webinars, dinner and a movie, volunteering
Inspired by: her father: hard-working, strong family values



Karen Fitzgerald is the oldest of 4 - with three younger brothers and parents that are still happily married. She met her husband 7 years ago and they've been married for 5. They hope to have children soon but are happy with their 2 year old beagle, April – the ruler of their house!

Personal Interests: traveling food & wine. Adventures with my husband and dog.

Who inspires me: My father because of his work ethic and ability to support his family.

Kristy Lapidus grew up in rural Indiana as the youngest of 4 children in a big Italian family. After studying Journalism & Spanish at IU Bloomington she spent 12 years living the city life in Chicago. In 2013 she moved with her husband Alex to the beautiful and peaceful mountains of western NC.

Personal Interests: Photography, Poetry, Running, Biking, Hiking, Gardening, Yoga
Inspired by: My best friend Shruti. She is courageous, kind, and clear.





Nick Tobey He has one older brother (Chris) and two parents that are really excited to be grandparents. He is married to his beautiful wife (Crystal) and they are expecting their first child in September!

Personal Interests: Hanging out with great people and learning from them. I play a lot of golf and love being outdoors.

Inspired by: My father. The way he conducts himself and how he finds enjoyment in working hard are strong motivators for me.





James Jackman was born and raised in Detroit, Michigan. He is one of eight Children. James met his wife Lori at work. They have three Rotary Youth Exchange "Children" Naru, Andréa and Chie. In 2015, after 27 years of marriage they felt they had matured enough to begin working together again.

Personal Interests: Traveling, sailing, hiking, personal growth and development experiences, model railroading, Rotary Youth Exchange.

People who inspire me: My mom, she started her career after raising 8 children and at 83 she is still working, and my wife, she swims in complexity and ambiguity and makes sense of it all





Our pets (clockwise from top left):

Karen Fitzgerald – Her Beagle, April

Fabiola Fajardo – Her Dachshund, Lucky

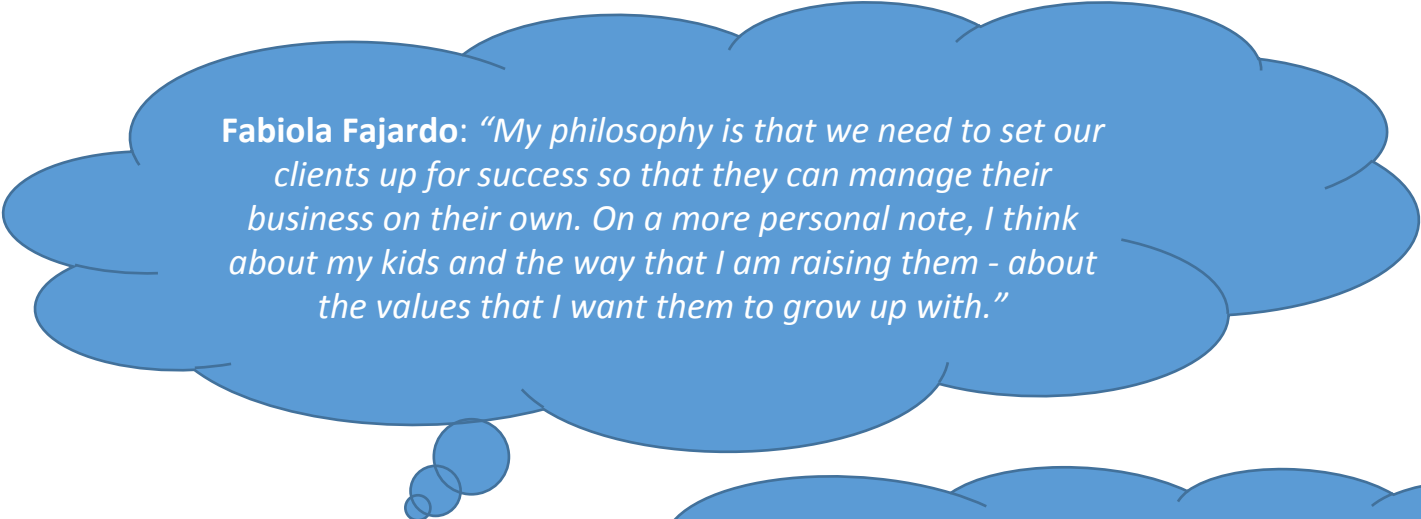
John Cramer – 2 Siamese cats (brother & sister), Max and Niki

James Jackman – 2 cats, Rusty and Chester

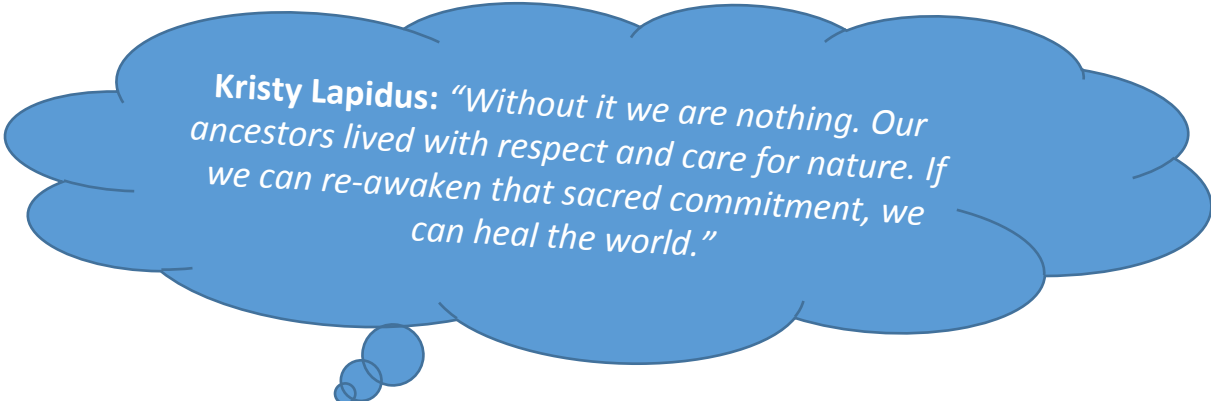
Nick Tobey – Russian Blue cat, Big Al

Kristy Lapidus – She doesn't have any pets (yet), but loves bird-watching from her home in NC. (native Goldfinch pictured)

What is your take on sustainability?



Fabiola Fajardo: *"My philosophy is that we need to set our clients up for success so that they can manage their business on their own. On a more personal note, I think about my kids and the way that I am raising them - about the values that I want them to grow up with."*



Kristy Lapidus: *"Without it we are nothing. Our ancestors lived with respect and care for nature. If we can re-awaken that sacred commitment, we can heal the world."*

What is your take on sustainability?

John Cramer: *"The word sustainability is a divisive term. I manage a large Medicaid program for a healthcare organization and with all of the turbulence surrounding healthcare policy with the current administration, has come to mean uncertainty as to whether their patients will get the care they need."*

Karen Fitzgerald: *"Originally, I would have said being able to have long-term solutions that can adapt to changing climates, but after our syllabus orientation, I realize there are numerous definitions to sustainability. I am starting to understand that, but am looking forward to seeing the definitions unfold as the program goes on."*

What is your take on sustainability?

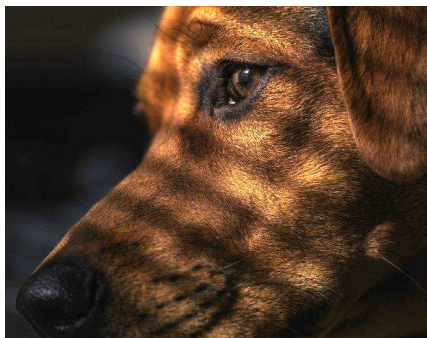
Nick Tobey: "Business has evolved from sustainability as a fad, to being a vital strategic tool that is both financially and ethically beneficial for our world... gives me hope that our next generation will be more prepared to handle the challenges that society will face in the future."

James Jackman: "I see our work and studies as an exercise in sustainability of the human spirit. I see the effects of caustic cultures in work environments showing up in how the earth is treated. I believe that treating people in a sustainably better manner will lead to them treating the earth and environment better. It is about culture."

OUR VALUES

Integrity Compassion
Accomplishment Humility
Humor Authenticity Growth
Learning Support
Purpose Freedom
Awareness
Honesty Family
Helping-Out Responsibility
Love Commitment
Fairness Sharing
Ethics Hard-Work

OUR SPIRIT ANIMAL



Karen:
Loyal, fun-loving,
family oriented



John:
Path to personal
truth and goals



James:
Soaring, and seeing
beyond



Kristy:
Continual
metamorphosis



Fabiola:
Lift off to full
potential



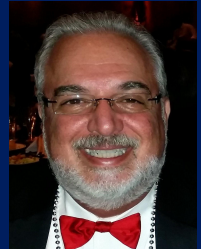
Nick:
Resilient, complex,
loving

TOP OF MIND COMING INTO THE MSOD JOURNEY...



“Excited, nervous, scared and, oh so happy!”

“What new concepts and techniques will I learn to help me gain knowledge and expertise? Who are the other members of the Phi Prime cohort? What are they like? What will I learn from them?”



“Personal development and growth. My aim is to attain a sense of clarity in purpose and thought in each moment - which I can leverage to help organizations and communities have a positive and sustainable impact on the world.”

TOP OF MIND COMING INTO THE MSOD JOURNEY...



"I'm looking forward toward personal development and growth. When I met with my alum partner she indicated that was the biggest surprise that came out of the program. I am looking for something that will propel me forward. I'm hoping that through this program I can arrive at that next step."



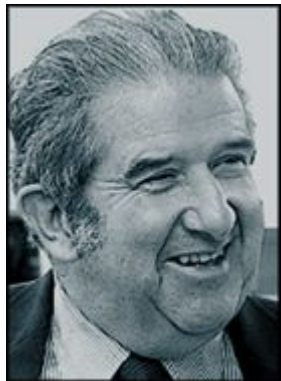
"My transition into fatherhood and continuing my journey to develop myself so I can be the best dad, husband and teammate that I can be."



"The growth and development and personal transformation promised by the program excites and scares me. Am I who I think I am, can I do more than what I say I can do?"



KURT LEWIN



WILLIS HARMAN



ROBERT BLAKE



PIERRE WACK



PELAGIUS



ROBERT TANNENBAUM



DOUGLAS MCGREGOR

OUR HERETIC IDOLS

WHAT WAS THE SPECIFIC DRAW OF THE PEPPERDINE MSOD PROGRAM AND WHAT ARE YOU HOPING TO GET OUT OF IT?



"Love the focus on personal development and discovering more about myself. Sometimes you feel like you know it all and sometimes you feel like you know nothing. I just fell in love with OD!"

I was at a crossroads where I could continue down the path that I was in, but going down that path, I did not feel I would fulfill my potential and my destiny. I felt like I needed to do this to bring me closer to my life's purpose. I did not look at other programs because I knew of this program from working with it at Intel a number of years ago.

I remember former colleagues talking about Pepperdine OD experts as well so I kept hearing about it. The Christian values it is based on and the online aspects of the program drew me to it as well.

Traveling and interacting with different cultures excites me - it is one of the pieces that I am looking forward to the most. It is scary and exciting at the same time."



"Self transformation through self-discovery and a focus on sustainability. I also was intent upon attending a program that was in the business school rather than psychology or education and found this program to be a wonderful alternative to an MBA with its focus on the people side of business. I was also specifically drawn in by the online access and global work experience."



"Reputation and my desire to find a program designed around the outcomes needed to get to the next phase of my career arc. My business acumen is advanced but I am more passionate about helping others achieve their goals and sharing my knowledge than I am about other business roles.

I need to understand the foundations around OD to be able to apply new tools to help my clients move their organizations forward. Longer term, I envision consulting, possibly teaching - creating independent income streams with this knowledge.

The VUCA environment that organizations will be forced to operate in will be rapidly accelerating over the next 20 years. This program will give me the tools to be able to make a positive contribution to society while building a career around my interests."

WHAT WAS THE SPECIFIC DRAW OF THE PEPPERDINE MSOD PROGRAM AND WHAT ARE ARE HOPING TO GET OUT OF IT?



"After being in recruiting and HR for over 7 years, I knew I did not want a master's degree in HR and felt OD was a better fit for me, my learning, and career ambitions. So, I needed to find an OD program that suited me. I couldn't find any local programs except for USF, but by the time I seriously decided to pursue it, I was in Roseville. Because of that, I knew I needed some sort of online program."

After sorting through numerous programs, I kept coming back to Pepperdine. Firstly, the international exposure is one I could not find in any other program. I have worked with larger organizations and felt gaining the international experience could set me up career-wise if I chose to go that route. I also felt like this program was more dynamic than others I had seen. I am a hands-on learner so being able to work with the cohort will make the material come alive."



"I knew I was ready to return to school and was looking for a program that would challenge me and my world view. I was considering a graduate program in Creativity and Change Leadership at another university when I heard about the Pepperdine MSOD program from a colleague. I decided to check it out. I was so intrigued by the application process. I talked with four second-year students in the last cohort and the more I learned, the more I knew I wanted to be in the next cohort."



"My business & life partner is a member of the Psi class of 1997. Over the years, I have heard so much about the personal growth and development she gained, knowing that I would never get the experience, and secretly dreaming. Then in April of this year we attended an HRSF event on a technological change on the horizon. I believe the change will cause a major cultural shift in corporate and large systems employment arenas. I knew I wanted to be a part of it, so, I asked how could I be a player? The answer came back: have a master's degree like the MSOD. I said I do not do "like" an MSOD I want an MSOD! So I applied and got accepted!"

“One does not discover new lands without consenting to lose sight of shore for a very long time.”



Andre Gide