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Vicere, A. A. & Fulmer, R. M. (1998). Leadership by design. ... The chapter categorizes leadership development practices into formal leadership development programs, experience-based leadership ...

### (PDF) Leadership development—ResearchGate

Al Vicere is Executive Education Professor of Strategic Leadership for The Smeal College of Business at The Penn State. He holds Bachelor's, Master's and Doctoral degrees from Penn State where he served for over eleven years as the Smeal College's Associate Dean for Executive Education. He was the founding director of Penn State's Institute for the Study of Organizational Effectiveness (ISOE), and has earned a number of MBA "Excellence in Teaching" awards for his courses on strategic leadership.

### Albert Vicere — Smeal College of Business

Ellen DeGeneres has sold her Bali-inspired Montecito mansion for \$33.3 million.. DeGeneres has turned a multi-million dollar profit on the California property after buying it for \$27 million just ...