

Where Are They Now?

Fenorris Pearson, Kalamazoo Central Class of 1989 and Vice-President of Motorola

Fenorris Pearson is one of a select group of 300 officers chosen to lead Motorola, a \$38 billion Fortune 100 global communications leader. He reports to the Executive Vice President of Human Resources who in turn reports to the CEO. "Being VP of Global Organizational Development at Motorola is great!" says Pearson. "However, the responsibility is huge."



Mr. Fenorris Pearson.

He is responsible for driving a high performance organization, which means strategic and organizational alignment for the company. He defines the performance management process for 68,000 employees globally. This means ensuring that all of the employees and leaders understand Motorola's Performance Management process and that its intent is to make certain that they are consistently delivering on the strategic and financial commitment to their shareholders. "Leading this process for Motorola," explains Pearson, "is critical as it relates to helping our employees understand how they will be measured in order to receive their potential merit, bonuses, stock options and restricted stock."

He also drives and defines the evaluation process for measuring the company values and cultural transformation as established by the CEO of Motorola. He manages a global team of 12 direct reports and is responsible for ensuring that their work is focused on improving organizational effectiveness that ultimately helps increase Motorola's operating earnings.

Pearson has traveled extensively

to many places, including India, Brazil, China, Venezuela, Mexico, London, Germany, and Singapore.

He was the first student in Kalamazoo Central history to play varsity basketball all four years under the leadership of the late Donald Jackson. Pearson was All-State for two years and Greater Kalamazoo Gazette All-Star for four years in a row. He also received a McDonalds High School All-American honorable mention and was voted by Streets and Smith Magazine as one of the top 50 players in America.

After graduating from K-Central, he attended and graduated from Eastern Michigan University where he was a scholar athlete. There he played basketball and was on the only team in the school's history to reach the NCAA Sweet Sixteen. Pearson received his MS in Organizational Development and Management from Benedictine University.

Pearson remembers playing basketball for Coach Alton Miles at Hillside Jr. High. "My mother and Coach Miles threatened to pull me off of the basketball team if I did not get my

grades up," he said. "This is memorable for me because I experienced an epiphany. At the moment, I realized that there was more to life than sports and that two people who loved me very much were more concerned about my education than my ability to play sports."

There were others in Pearson's life that left a lasting impression on him while he was growing up in Kalamazoo. "Mr. Foster, my science teacher at Hillside Jr. High, reinforced in me that I should set high standards for myself," Pearson recalls. "He always challenged me to do my best and insisted that I needed to have a plan after my athletic career was over. Doreen Doyle of Kalamazoo Central was tough! I realized after high school that she must have cared for me a lot because she never let me get away with turning in work that wasn't my best."

Gus Calbert was by far the biggest inspiration in my life from an educational perspective. He was always there for me to talk to as I dealt with difficult situations. He made sure I knew that a quality education would help get me through life."

Program at Hillside Prepares Future Leaders

The Art of Leadership Foundation (ALF) program came to Kalamazoo a few years ago and is now in its second year of working with students at Hillside Middle School. Since the early teen years are so critical to a youth's development and eventual attitudes about life, ALF takes an active approach to supporting them through these formative years. Once they are in the program, the students create, develop, and execute their own community service projects by practicing leadership, management and coaching skills.

Each time ALF is implemented in a new community, both a nonprofit and business partner are chosen. ALF and their partners introduce the program to the middle school of their choosing and begin a multi-year partnership of working with students to become future leaders in their community. The Kalamazoo Deacons Conference is ALF's nonprofit partner, and Medallion Management is their business partner.

After the students have been selected for the program in the fall, their ALF experience begins with an overnight retreat. They spend two intensive days learning new leadership concepts and, for the returning students, reviewing concepts they learned in previous years. They spend half a day at the Kalamazoo Institute of Arts. After the retreat, the students meet together with their coaches once every two weeks during the school day to enhance their vision for an ideal community and create a service project that they will lead in the spring.

Kalamazoo Art of Leadership Roster

Devin Oliver
Andrew Ermitager
Madison Pitts
Olivia Thomas
Dyland Hughes
Artwaun Steele
Tae Clarke
Layne Greer
Sherin John
Breanna Smith
Kalee Webb
Skylar Austin
Amanda Kronemeyer
Shaquita Webster
Sarah Diesler

Janice Campbell
Mitchell Coulter
Brice Burnett
Melvin Rutherford
Josh Rykse
William Vobrich

Coaches:

In Kalamazoo, the original four coaches who continue with the program are all employees of Medallion Management:

Diane Schneider
Darlene Chambers
Scott Beltz
Tony Ogden

Kalamazoo Deacons Conference:

Joy Veltkamp
Linda Wiley
Terri Thomas

Hillside School Champions:

Thelma Barnum
Dee Caudle

Advisory Board:

Marv Veltkamp
Nate Rykse
Brett Plew
Jack Vendermeer
Greg Moerman
Kristie Abruzzo



Breanna Smith thinks ALF is fun: "We are trying to make a better community. You have to close your eyes and think of all the good things a community should have."



Joshua Rykse believes that to be a part of the Art of Leadership program: "It takes hard work, responsibility, and getting to know people."



Andrew Ermatinger said, "ALF made me really think about what some communities are like; how different they are — how I picture them. I think they should have a base vision and work off of that."