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ASTD Presents Jim Kouzes and Barry Posner with its Distinguished Contribution to Workplace Learning and Performance Award

(Alexandria, VA) June 2, 2009 – The American Society for Training & Development (ASTD) presented Jim Kouzes and Barry Posner with its Distinguished Contribution to Workplace Learning and Performance Award on June 1 at ASTD's 2009 International Conference & Exposition in Washington, D.C. This award is presented in recognition of an exceptional contribution of sustained impact to the field of workplace learning and performance.

The Leadership Challenge is a book whose bedrock findings are as relevant today as they were in 1987 when Kouzes and Posner first published the book. Based on groundbreaking research that uncovered universal practices of effective leaders, *The Leadership Challenge* is now in its fourth edition, has sold more than 1.6 million copies, and been translated into 19 different languages. A fifth edition, planned for 2012 will expand the global perspective of the current edition.

The universal practices espoused in *The Leadership Challenge* are: model the way; inspire a shared vision; challenge the process; enable others to act; and encourage the heart. Kouzes says, "We have said that context of leadership changes continuously, but the content remains the same. While there are differences in style among leaders, the fundamental values remain the same."

Kouzes and Posner's work has literally touched the lives of millions of people in organizations around the world. Their Leadership Practices Inventory, a 360-degree assessment questionnaire that evolved from their book, has been administered to more than 3 million people worldwide. They have co-authored more than a dozen books, the most recent being *The Student Leadership Challenge: Five Practices for Exemplary Leaders* published in 2008.

Kouzes and Posner began working together at Santa Clara University in the 1980s. At the time Kouzes served as director of the Executive Development Center and Posner was a faculty member of the Leavey School of Business. Posner has served as dean of the school since 1997. Both were honored by the International Management Council in 2001 with the prestigious Wilbur M. McFeely Award for their outstanding contributions to management and leadership education.

Kouzes and Posner are currently at work on a new book that translates *The Leadership Challenge* concepts and findings to the millennial generation.

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About ASTD

ASTD (American Society for Training & Development) is the world's largest association dedicated to workplace learning and performance professionals. ASTD's members come from more than 100 countries and connect locally in more than 130 U.S. chapters and with more than 30 international partners. Members work in thousands of organizations of all sizes, in government, as independent consultants, and suppliers.

ASTD started in 1943. In recent years, ASTD has widened the profession's focus to link learning and performance to individual and organizational results, and is a sought-after voice on critical public policy issues. For more information, visit www.astd.org.

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