



# news release

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## **ASTD Presents its Dissertation Award to Rachel Ciporen**

**(Alexandria, VA)** June 2, 2009 – The American Society for Training and Development (ASTD) presented Dr. Rachel Ciporen with its Dissertation Award on June 1 at the ASTD 2009 International Conference & Exposition in Washington, D.C. The award recognizes an outstanding dissertation that holds major implications for practitioners of workplace learning and performance.

Dr. Ciporen's dissertation, titled "The Role of Personally Transformative Learning in Leadership Development: A Case Study Examining the Transfer of Learning from an Executive Education Program," explored two subjects: whether personally transformative learning, defined as the psychological aspect of transformative learning, enhanced leaders' ability to generate positive individual and organizational outcomes, and understanding leaders' experience of supports and barriers to transfer of learning from executive development programs.

The study found that leaders who experienced personally transformative learning as a result of attending a leadership development program generated more individual, interpersonal, and organizational outcomes than did leaders who did not experience personally transformative learning.

The study's findings suggest that developing competencies related to personally transformative learning may have positive impact on the outcomes leaders can generate as well as how they are perceived by others in their organizations. Actionable recommendations are provided to training and HRD practitioners for leveraging learning gained at executive programs and minimizing the barriers to transfer, along with criteria for identifying programs with transformative potential.

Dr. Ciporen is a member of the core instructor team for the Columbia Coaching Certification Program at Teachers College, Columbia University from where she received her doctorate.

### 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](http://www.astd.org).

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