

## JAMES M. KOUZES

Jim Kouzes is the coauthor with Barry Posner of the award-winning and best-selling book, *The Leadership Challenge*, with over 1.5 million copies sold. He's also the Dean's Executive Professor of Leadership, Leavey School of Business, Santa Clara University.

The fourth edition of *The Leadership Challenge* was released in August 2007 and is available in fifteen languages, including Chinese. *The Leadership Challenge* was #3 on Amazon Editor's Pick for the Best Business Books of 2007. It was also the winner of the 1995-96 Critics' Choice Award and the 1989 James A. Hamilton Hospital Administrators' Book Award. Another recent book of theirs, *A Leader's Legacy* (2006), was selected by Soundview Executive Book Summaries as one of the top thirty books of the year and the *Globe and Mail* (Canada) as one of the top ten books of 2006. Jim and Barry have also coauthored over a dozen other books including *Credibility: How Leaders Gain and Lose It, Why People Demand It*—chosen by *Industry Week* as one of the ten best management books of 1993—*Encouraging the Heart* (1999, 2003), *The Leadership Challenge Workbook* (1999, 2003), and the *Encouraging the Heart Workbook* (2006). Based on solid research involving over 70,000 surveys, 1,000 written case studies, and 100 in-depth interviews, their books describe the leadership practices that generate high performance in individuals and organizations.

Jim and Barry developed the widely used and highly acclaimed *Leadership Practices Inventory* (LPI), a 360° questionnaire assessing leadership behavior. The LPI has been administered to over 500,000 leaders, and over 3 million observers worldwide have provided feedback using the LPI. It is the top-selling off-the-shelf leadership assessment instrument in the world. Over 350 doctoral dissertations and academic research projects have been based on their work.

The International Management Council (IMC) honored Jim and Barry as the 2001 recipients of the prestigious Wilbur M. McFeely Award for their outstanding contributions to management and leadership education. Past McFeely Award recipients include: Peter Drucker, Lee Iacocca, Tom Peters, Ken Blanchard, Norman Vincent Peale, Francis Hesselbein, Stephen Covey, and Rosabeth Moss Kanter. In 2006 Jim was presented with the Golden Gavel, the highest honor awarded by Toastmasters International.

Jim is not only a highly regarded leadership scholar; *The Wall Street Journal* has cited Jim as one of the twelve best executive educators in the U.S. A popular speaker and seminar leader, Jim's clients have included: Accenture, Applied Materials, AT&T, Boeing, Charles Schwab, Cisco Systems, Consumers Energy, Dell Computer, Deloitte Touche, Egon Zehnder International, Federal Express, Gap Inc., HSBC, Intel, Johnson & Johnson, Lawrence Livermore National Labs, Levi Strauss & Co., 3M, Microsoft, Motorola, Roche Palo Alto, Siemens, State of New York, Thomson Corporation, Toyota, and Wells Fargo.

Jim is also an experienced executive. He served as president, then CEO and chairman of the Tom Peters Company from 1988-until 2000. Prior to his tenure at TPC he directed the Executive Development Center at Santa Clara University from 1981 through 1987. He also founded the Joint Center for Human Services Development at San Jose State University, which he directed from 1972 until 1980. Jim's commitment to service was nurtured during his years growing up in the Washington, D.C. area. His lifelong career in education began in 1967-1969 when he served for two years in the Peace Corps. Jim believes it was on January 20, 1961 when he was first inspired to dedicate himself to leadership. That was the day he was one of only a dozen Eagle

## Kouzes Bio

Scouts who served in John F. Kennedy's Honor Guard at the Presidential Inauguration. Jim can be reached at [jim@kouzes.com](mailto:jim@kouzes.com), or on the Web at [www.leadershipchallenge.com](http://www.leadershipchallenge.com).