

2003 Walter F. Ulmer, Jr. Applied Research Award Recipient Center for Creative Leadership Presents Ulmer Award to Dr. Ann Howard

Dr. Ann Howard received the Center's 2003 Walter F. Ulmer Jr. Applied Research Award. Dr. Howard is Manager of Assessment Technology Integrity for Development Dimensions International (DDI). She has been consistently involved in developing new assessment and development methods and has created innovative assessment programs for consultative salespersons, sales leaders, expatriates, consultants, front-line leaders and high-level executives. She is the senior author of a monograph on multirater assessment and feedback and has authored more than 90 publications and papers on topics such as assessment centers, management selection, managerial careers, and leadership.

The following is a summary of her presentation, entitled "Understanding Leadership: An Unfolding Pursuit":

This presentation puts the challenge of understanding contemporary leadership in perspective. Drawing from social and economic changes in the American culture, Dr. Howard will illustrate how historical events have influenced leaders' missions and roles as well as the methods used to study their effectiveness. She will position her longitudinal research at AT&T and other work on the selection and development of leaders and managers within the context of the evolution of leadership.

The Walter F. Ulmer, Jr. Applied Research Award is named in honor of Walter F. Ulmer, Jr., retired president, for his contributions to CCL and the leadership field, to demonstrate CCL's commitment to applied research, and to build connections with other professionals whose work and commitments are congruent with CCL's. An internal committee (Dave Altman and John Ryan) determines the winner. He or she receives \$1,500 and a trip to the Center to attend the Research Awards Event.