DESCRIPTION

Studies consistently show that quality leadership development programs pay off for companies -- in the form of shareholder returns, market share growth, and sales. However, many companies have inadequate leadership development programs. This book challenges traditional views of leadership development with a perspective that focuses on recognizing leadership as a source of competitive advantage. If you're a manager or an HR leader, The Leadership Gap offers the practical, effective strategies you need to close the leadership gap in your organizations, unleashing leadership potential for better business results and a sustainable competitive advantage.

ABOUT THE AUTHOR

Dr. David Weiss is Vice President and Chief Innovations Officer in the firm of Knightsbridge. David has been providing consulting services in the field of leadership and HR consulting for the past twenty years. He has developed an extensive practice in strategic and business planning, integrated leadership development, human resources strategy, organizational consulting, and executive coaching to a wide range of clients throughout North America and Europe.

David received his Doctorate from the University of Toronto and has two Masters degrees from Columbia University in New York. He is a faculty member of the Technion Institute of Management, and a Senior Fellow of the Industrial Relations Centre of Queen's University. He is an Editorial Board Member of the Canadian Learning Journal, Past President of the Section of Industrial
Organizational Psychology of the Ontario Psychological Association, and one of a select few professionals who are honored as a life-time "Fellow CHRP" of the Human Resources Professional Association of Ontario.

David is a sought-after keynote speaker and organizational consultant for all of the concepts and practices presented in *The Leadership Gap* and *High Performance HR*. He has published widely, and is the author of *Beyond the Walls of Conflict*, its revised version, *In Search of The 18th Camel*, and the HR bestseller *High Performance HR: Leveraging Human Resources For Competitive Advantage*.

**Dr. Vince Molinaro** is a Principal and National Practice Leader, Leadership Capability, with Knightsbridge. Vince has been providing consulting services in the field of leadership, organizational development, and executive team development for the past fifteen years, and has worked with an extensive list of clients within the private and public sectors.

Vince received his Doctorate from the University of Toronto and has degrees from Brock University and McMaster University. He lectures frequently at leading business schools on the topic of building leadership capacity and is an Adjunct Professor at Brock University.

The media frequently calls him for his opinions on how organizations can build leadership capacity for competitive advantage. Vince is a provocative speaker and conducts keynote presentations on the topics of Building Leadership Capacity, Holistic Leadership, Creating High-Performance Cultures, and Executive Team Development. Vince has also published extensively in journals and business magazines. *The Leadership Gap* is his first book.

See www.knightsbridge.ca for more information about the authors and their firm, Knightsbridge.

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