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James M. Kouzes is Dean's Executive Professor of Leadership, Leavey School of Business, Santa Clara University.. Barry Z. Posner, Ph.D. is Dean of the Leavey School of Business, Santa Clara University, and Professor of Leadership. Kouzes and Posner are the coauthors of A Leader's Legacy, Credibility, Encouraging the Heart, and The Leadership Challenge Workbook, as well as over a dozen

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