Curriculum Vita

Louis Neumann Quast August, 2012

Current Professional Activities:

Hellervik/PDI Endowed Chair in Leadership and Adult Career Development
Associate Chair, Department of Organizational Leadership, Policy, and Development
Director of Graduate Studies, Graduate Minor in Integrative Leadership
Lecturer, Department of Educational Psychology
College of Education and Human Development
Lecturer, Carlson School of Management
University of Minnesota
Research Fellow, Consortium for Multicultural Psychology Research
Michigan State University

Office Address:

 210A Wulling Hall
 Office Phone:
 (612) 626-4849

 86 Pleasant Street SE
 FAX:
 (612) 624-3377

Minneapolis, MN 55455-0221

Internet Address: louquast@umn.edu

Vice President and Executive Consultant

Professional Services Group

PDI Ninth House Office Phone: (612) 337-8305 33 S. 6th Street, Ste. 4900 Mobile Phone: (612) 845-4777

Minneapolis, MN 55402 USA

Internet address: Lou.Quast@pdininthhouse.com

Overview of Current Positions:

In my work at the University of Minnesota, I teach leadership and career-development courses, and conduct research on multiple aspects of both fields. As associate chair, I work on numerous initiatives helping our department move forward in a way that is aligned to our departmental and collegiate mission and strategy. In addition I advise graduate students, chair a research colloquium, and work on other special projects. Examples include hosting a symposium on Best Practices in Leadership Development, and working with a cross-sector team to host a workshop for Job Loss Professionals.

At PDI Ninth House, my work focuses exclusively on leadership development: leading teams conducting needs assessments, designing, and deploying leadership development initiatives for private- and public-sector organizations and NGO's.

EDUCATIONAL HISTORY

2003	Ph.D.	University of Minnesota	Education: HRD

1973 B.A. University of Minnesota Psychology

PROFESSIONAL HISTORY

At the University of Minnesota:

September 2010 Associate Chair, Department of Organizational Leadership, Policy, and

to Present Development

July 2009 to Present Hellervik/PDI Chair in Leadership and Adult Career Development

Lecturer, Department of Educational Psychology College of Education and Human Development Lecturer, Carlson School of Management

University of Minnesota

In the Private Sector:

1986 to present: Personnel Decisions International / PDI Ninth House

2009 – present
 2008 – 2009
 2006 – 2008
 2006 – 2008
 2006 – 2008
 2006 – 2008
 2008 – 2006
 2008 – 2006
 2009 Full-time V.P. & Executive Consultant, Professional Services Group
 V.P. & Director of Product Operations, Leadership Development Services
 V.P. & Midwest Regional Director, Leadership Development Services

2001 – 2003 V.P. & Director of Leadership Design Services 1995 – 2000 Vice President, Leadership Development Services

1990 – 1991 Certified at the Center for Creative Leadership in facilitation of three C.C.L.

programs: the Leadership Development Program, Looking Glass Inc., and

Working With Others

1989 – 1995 Senior Consultant, Leadership Development Services

1986 – 1989 Generalist Consultant, Assessment and Organizational Development

1981 – 1986: Dow Chemical Corp.

1983 – 1986 Territory Sales Representative 1981 – 1983 Client Sales Representative

1978 – 1981: City Products Corp.

1979 – 1981 Buyer / merchandise planner 1978 – 1979 Business operations planner

COURSES TAUGHT AT THE UNIVERSITY OF MINNESOTA

OLPD 5893 Human Resource Development Research Colloquium

OLPD 5048 Cross-Cultural Perspectives on Leadership

OLPD 3601 Foundations of Human Resource Development

EPSY 5432 Foundations of Individual/Organizational Career Development

PA 5105/MGMT 6402 Integrative Leadership Seminar

PUBLICATIONS IN REFEREED JOURNALS

- Quast, L. N., & McLean, G. N. (Under Review). Managerial motives and managerial behavior.
- Bono, J. E., Braddy, P. W., Fleenor, J. W., Quast, L. N., & Center, B. A. (Under Review). Relationship skills and managerial derailment: can gender stereotypes erase a female advantage? *Journal of Applied Psychology*

OTHER PUBLICATIONS

- Quast, L. N., & Helsing, J. (2000). Leading a team: Factors for success. SAMA Velocity, 2 (2), 30-33.
- Quast, L. N., & Hansen, T. L. (1994). *The relationship between MBTI Expanded Analysis Report* (EAR) scores and leaders' management behaviors. Proceedings of the National Conference on Leadership and Myers-Briggs Type. University of Maryland, College Park, MD.
- Olson, R. D., Fischer, J., & Quast, L.N. (1986). *Data Collection and Diagnosis: Organizational Analysis Profile*. Proceedings of the 1986 ODN Conference. Organization Development Network, New York, NY.

BOOK CHAPTERS

- Quast, L. N. (1998). Teams and Their Leaders: A Model for Effectiveness. In G.M. Parker (Ed), Best Practices for Teams, Volume 2. Amherst, MA: HRD Press.
- Quast, L. N., & Hazucha, J. F. (1992). The relationship between leaders' management skills and their groups' effectiveness. In K.E. Clark, M.B. Clark, & D.P. Campbell (Eds.), Impact of Leadership. (pp. 199-213) Greensboro, NC: Center for Creative Leadership

PRESENTATIONS AT JURIED CONFERENCES

- Quast, L., Wohkittel, J., Center, B., Chung, C., & Vue, B. (2012, May). *Managerial behavior associated with managerial derailment in the U.S. and nine European countries*. Paper presented at the 13th Annual International Conference on Human Resource Development Research and Practice Across Europe, Famalicao, Portugal.
- Bartlett, K., Quast, L., Wohkittel, J., Center, B., & Chung, C. (2012, April). Relationship of management development practices, work engagement, and job performance. In J. Hazucha (chair), *Explorations in leader criterion space: Behavior, performance, outcomes*. Symposium 287 conducted at the Society for Industrial and Organizational Psychology 27th Annual Conference, San Diego, CA.
- Chung, C., Wohkittel, J., Quast, L., & Center, B. (2012, April). *Educational leadership and career derailment*. Paper presented at the American Educational Research Association Conference, Session 29.080-4, Vancouver, B.C., Canada.
- Quast, L., Wohkittel, J., Chung, C., & Vue, B. (2012, March). *Linking managers' self-awareness to advancement potential: Exploring a model of self-other agreement.* Paper presented at the 2012 Academy of HRD International Research Conference in the Americas, Denver, CO.

- Peterson, S., & Quast, L., (2012, March). *Managerial behavior within a strategic organizational culture and the risk of managerial career derailment*. Paper presented at the 2012 Academy of Human Resource Development International Research Conference in the Americas, Denver, CO.
- Wohkittel, J., Quast, L., Chung, C., & Center, B. (2012, March). *Gender differences in managerial behaviors associated with high advancement potential*. Paper presented at the 2012 Academy of Human Resource Development International Research Conference in the Americas, Denver, CO.
- Quast, L., Wohkittel, J., Chung, C., & Center, B. (2011, December). Patterns of self-other rating discrepancies and predictions of managerial career derailment: Comparing Asia to the United States. Paper presented at the Academy of Human Resource Development Asia Conference
 Kuala Lumpur, Malaysia.
- Wohkittel, J., Lassiter, A., Congemi, P., Miller, A., & Quast, L. (2011, April). *Applicant motivation and withdrawal intentions during online selection testing*. Poster presented at the Society of Industrial/Organizational Psychology Conference, Chicago, IL.
- Quast, L., Center, B., Chung, C., Wohkittel, J., & Vue, B., (2011, February). *Using multi-rater feedback to predict managerial career derailment: A model of self-boss rating patterns*. Paper presented at the Academy of Human Resource Development Americas Conference, Chicago, IL.
- Quast, L., Center, B., Wohkittel, J. Chung, C., & Vue, B. (2010, November). *Managerial behavior associated with managerial career derailment in the U.S. and several Asian countries*. Paper presented at the Academy of HRD Asia Conference, Shanghai, P.R.C.
- Quast, L., & McLean, G., (2009, December). *Leadership motives and managerial behavior*. Paper presented at the Academy of HRD Asia, Middle-East, and North Africa Conference, Manama, Bahrain.

INVITED PRESENTATIONS

- Quast, L. (2012, May). *Leadership patterns and career derailment: What IS in that blind spot?*Presented to the Minnesota Chapter of the Organization Development Network, Minneapolis, MN.
- Quast, L. (2011, November). Educational leadership and career derailment. Presented at the College of Education and Human Development Saturday Scholars Conference, University of Minnesota, Minneapolis, MN.
- Quast, L. (2011, March). *Predicting and preventing managerial career derailment*. Presented to Organizational Learning and Development executives at Target Corporation, Minneapolis, MN.
- Quast, L. (2010, October). *Why Leaders Derail*. Presented at the College of Education and Human Development Saturday Scholars Conference, University of Minnesota, Minneapolis, MN.
- Quast, L. (2010, September), chair and presenter. *Job-Loss Professionals: New Tools for New Times*. Forum conducted at the University of Minnesota, Saint Paul, MN.

Quast, L. (2010, April). Best practices for leadership development, in the *Top Companies for Developing Leaders* Forum, sponsored by the Center for Integrative Leadership, University of Minnesota, Minneapolis, MN.

PROGRAMS DESIGNED AND FACILITATED / TAUGHT

Programs for Private-Sector Organizations:

Impact Leadership Program: designed for director-level executives.

Clients served: John Deere Corp., Coca Cola Enterprises, Allstate Insurance, Sequa Corp., Pentair Corp., UCare Inc.

Successful Managers Leadership Program: designed for mid-level managers. Clients served: University of Minnesota (Open Enrollment offering through Continuing Professional Education), American Medical Systems, North Memorial Medical Center, Pearson VUE, Micro-Group Inc.

Leadership Essentials: designed for front-line managers.

Clients served: John Deere Corp., Rockwell Automation, Fairview Corp.,

Programs for non-profit organizations:

Organization: University of Minnesota, Minneapolis, MN

Program: Successful Manager's Leadership Program, offered for mid-level non-tenured managers and directors from units throughout the university.

Organization: Stanford University, Palo Alto, CA

Program: Leadership Essentials, offered for mid-level non-tenured managers and directors

from units throughout the university.

Organization: Inter-American Development Bank, Washington D.C.

Program: Leadership and Teamwork Program

Organization: Northwest Minnesota Foundation, Bemidji MN

Program: NMF Community Leadership Program

PROFESSIONAL AFFILIATIONS

Academy of Human Resource Development American Society for Training and Development Delta Pi Epsilon Organization Development Network

HONORS

University of Minnesota Regents Graduate Fellowship Recipient, 1989 Phi Kappa Phi academic honor society membership, 1986 I.F.C. Scholarship-Leadership Award, 1971, 1972, 1973

SERVICE ACTIVITIES

2009: Pro Bono facilitation, Executive Strategy Session for Vocal Essence

2004 to present: Alumni Board, College of Education and Human Development, Univ. of Minnesota

1995: Leadership competency consultation, Greater Minneapolis Girl Scout Council