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2008 Best in Leadership Development

For 25 years, *Leadership Excellence* magazine has published the best and latest thinking on leadership. Again this year, the magazine has ranked the top thought leaders in management and leadership.

The gurus who make our Excellence 100 list today possess a rare combination of traits and abilities. Here are the eight criteria:

1. **Preparation:** academic and professional.
2. **Character:** values, ethics, beliefs, purpose, mission, integrity, walk the talk.
3. **Principles:** big message, point of view, tenets, main points.
4. **Personality:** charisma, style, originality, authenticity, one of a kind.
5. **Performance:** inspiring action, real-world performance, work ethic.
6. **Experience:** beyond local and regional, more national and international.
7. **Expression:** substance and style in writing, speaking, coaching, consulting, mentoring, training, or teaching.
8. **Influence:** difference, results, change, transformation.

The 2008 - 2009 Excellence 100

Top 20

1. Gary Hamel
2. [Warren Bennis](#)
3. [Dave Ulrich](#)
4. Marshall Goldsmith
5. James Collins
6. Peter Block
7. Ram Charan
8. Noel Tichy
9. Kevin Cashman
10. [Tom Peters](#)
11. John P. Kotter
12. Bill George
13. Jack Zenger
14. [James O'Toole](#)
15. Barbara Kellerman
16. [James Kouzes](#)
17. Clayton Christensen
18. Marcus Buckingham
19. Peter Senge
20. Meg Wheatley

21-40

21. [James Loehr](#)
22. Norm Smallwood
23. Michael Porter
24. [Max Bazerman](#)
25. Jay Conger
26. Rosabeth Kanter
27. C.K. Prahalad
28. [Ichak Adizes](#)
29. [Kevin & Jackie Freiberg](#)
30. Chip Bell
31. Carly Fiorina
32. [Gifford Pinchot](#)
33. Bill Isaacs
34. [James Champy](#)
35. Morgan McCall, Jr.
36. Jack Welch
37. Nicholas Negraponte
38. Jay Conrad Levinson
39. Michael Treacy
40. Dan Goleman

41-60

41. Frances Hesselbein
42. Judith Glaser
43. Renee Mauborgne
44. Ken Blanchard
45. Jeff Snipes
46. [Eileen McDargh](#)
47. [Beverly Kaye](#)
48. Nathaniel Branden
49. Barry Conchie
50. Patrick Lencioni
51. David Allen
52. Phil Geldart
53. Josh Bersin
54. David Nadler
55. Libby Sartain
56. [Nigel Nicholson](#)
57. Bill Byham
58. [Jon Katzenbach](#)
59. [Edward E. Lawler III](#)
60. Robert Whipple

61-80

61. Joseph Grenny
62. Michael G. Winston
63. Christopher Rice
64. [Richard Chang](#)
65. Andre Martin
66. Joel Barker
67. Malcolm Gladwell
68. Ken Shelton
69. Gregg Thompson
70. [Ira Chaleff](#)
71. Lois Zachary

72. Edgar Schein
73. Barry Posner
74. [Dianna Booher](#)
75. Spencer Johnson
76. Michael Feiner
77. Larry Senn
78. Jeff Sonnenfeld
79. Larry Bossidy
80. Vijay Govindarajan

81-100

81. Stephen R. Covey
82. Lance Secretan
83. Dede Henley
84. Bill Adams
85. Maya Hu-Chan
86. James Cabrera
87. Rob Lebow
88. Ron Crossland
89. Steven Arneson
90. Terry Bacon
91. Robert Kaplan
92. Phil Harkins
93. Ian Mitroff
94. Joseph Jaworski
95. B. Kim Barnes
96. Howard Guttman
97. Richard Leider
98. Gary Harpst
99. Chris Majer
100. Daniel R. Tobin

Ken Shelton

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