

# **John Austin, PhD**

**Adjunct Faculty - School of Leadership Studies at Fielding Graduate University**

State College, PA, US

An active scholar-practitioner helping leaders become change agents and helping change agents become more effective

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John Austin, PhD works at the intersection of scholarship and practice as a professor in the School of Leadership Studies at Fielding Graduate University. Prior to that, Dr. Austin was a Principal at Decision Strategies International and a management professor at Penn State University and The University of Washington. He has taught executives at Duke CE , Georgetown University, Thunderbird School of International Management, University of Pennsylvania, and University of North Carolina. John has worked with numerous global companies, government agencies and business schools as an executive development resource. and is a frequent conference speaker. Dr. Austin has a BA in economics from The Johns Hopkins University and a PhD in organization studies from Boston College. He has conducted research and consulted in the areas of team leadership, organizational change implementation, and managing uncertainty. His research on knowledge-based decision making teams is widely cited in the academic literature, as is his work on the strategic actions of internal change agents. Dr. Austin's work on knowledge transfer in managerial teams has been used to develop executive teams around the world. Dr. Austin is an experienced facilitator and an award-winning teacher who has worked with practicing executives on six continents. He has developed leaders and led long-term projects in the areas of change management, scenario planning, team performance, strategic decision-making, and strategy execution. His experience with individuals at all levels of organizations enables him to translate broad strategies and concepts into actionable, engaging programs. Dr. Austin's research has been published in leading management and applied psychology journals, including Journal of Applied Behavioral Science, Journal of Applied Psychology, and Organization Science; as well as practice-oriented publications, including HR Magazine and The OD Practitioner. His work has been recognized with three Best Paper awards from the Academy of Management. He is the author of Leading Effective Change: A Primer for the HR Professional, published as part of the SHRM Foundation's Effective Practice Guidelines Series (2015). Dr. Austin's book, Unquestioned Brilliance: Navigating a Fundamental Leadership Trap, was published in fall 2015.

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Training and Development, Research, Education/Learning, Professional Training and Coaching

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Theory Development, Team Effectiveness, Change Leadership, Organization Development, Strategic Thinking

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Academy of Management : Member, National Speakers Association : Member

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**Boston College**  
PhD Organization Studies

**Johns Hopkins University**  
BA Major: Economics; Minor: Psychology

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**Eric Hofer Book Award Finalist**

Awarded for Unquestioned Brilliance: Navigating a Fundamental Leadership Trap

**Feathered Quill Bronze Medal Award**

Awarded for Unquestioned Brilliance: Navigating a Fundamental Leadership Trap

**William H. Newman Award**

(2000) Awarded by Academy of Management for outstanding paper based on a dissertation

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