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movements. Its essence is its conception of leadership as occurring as a practice rather than residing in the traits or behaviours of particular individuals. A practice is a coordinative effort among participants who choose through their own rules to achieve a

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distinctive outcome. It also tends to encompass routines as well as problem-solving or coping skills, often tacit, that are shared by a community. Accordingly, leadership-as-practice is less about what one person thinks or does and more about what people

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may accomplish together. It is thus concerned with how leadership emerges and unfolds through day-to-day experience. The social and material contingencies impacting the leadership constellation – the people who are effecting leadership at any given time – do

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not reside outside of leadership but are very much embedded within it. To find leadership, then, we must look to the practice within which it is occurring. The leadership-as-practice approach resonates with a number of closely related traditions, such as

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Organization Development (OD) is a young social science. Little has been written on the intentional development of OD professionals. As a young field of inquiry it is important to understand how the future leaders of the field of OD are being developed. The focus of

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this work explores the education of scholar practitioners in OD. The research upon which this document is based examined the impact that professional research doctoral programs (affiliated with the field of OD) had on the learning and professional

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development of select doctoral graduates. Alumni reported important elements of their educational experience that contributed to their professional and personal growth. The nature of these educational elements suggest processes or methods of

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teaching that may be transferable to training OD professionals in a broader context outside of higher education. Even more directly this research provides well informed feedback to administrators and faculty of professional research doctorate programs from the

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alumni about their educational experience. This feedback could be used to advance both program and course development in universities that offer these types of degrees. The intended audience of this work includes practitioners of OD, professors of OD and

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