



Successful Leadership Development

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Introduction

Leadership development is now being considered a competitive advantage as it allows organizations to remain successful. Organizations need to be able to identify and onboard the right leaders, while also knowing when a leader has reached the end of their shelf life. When identifying the right person organizations look for leaders who are passionate and have a high level of emotional intelligence.

Leadership Development

There is a rapidly growing interest in leadership development. So organizations need to be able to identify future leaders, develop their leaders early on, and use the leaders to drive the culture. Many organizations are using mentoring, action learning, and 360-degree feedback as leadership development tools.

Succession Planning

Succession planning programs develop talent to ensure that an organization is ready for when a leader departs. Often times organizations use a pipeline approach that develops talent at every level in the organization.

Emotional Intelligence

Emotional intelligence is the ability to perceive, understand, and manage emotions. It has four components: self-awareness, self-management, social awareness, and relationship management. It is essential for high leadership performance.

Passionate Leaders

Passion is essential in all leaders because passionate leaders create an inspiration surge throughout the organization.

START

Role Models, Mentors, and Sponsors

A role model can be anyone who has traits that you admire and hope to emulate. While a mentor is an experienced senior who provides guidance and support. Finally, a sponsor is a senior executive who has the power and influence to help advance your career.

Leadership Shelf Life

The shelf life of many leaders is about 5 years. Most Leaders reach their shelf-life once they have achieved their goals and made their desired changes; however this is subject to change as some leaders are able to maintain the passion to remain a strong leader.

Onboarding

Onboarding is the process through which new employees gain the knowledge, skills, and behaviours to be effective in the organization. The goal of onboarding is to increase performance levels and create a better fit within the job and organization.

Acknowledgements

This project was supported by Professor Jim Weese and Western Research

