Leadership Development Program & Evaluation Of Leadership Efforts
WHAT IS LEADERSHIP DEVELOPMENT?

It refers to any activity which enhances the quality of leadership within an individual or organization.
Why LDP?

LDP focuses on personal growth, strategy formulation, influence, motivation, persuasive communication and diversity management.
How LDP helps?

- Taking responsibility
- Gaining focus
- Developing life purpose
- Starting action immediately
- Developing effective and achievable goals and dreams.
Need for LEADERSHIP DEVELOPMENT

- More challenging business climate
- Competition is global
- Difficult to create high performing organization
- For knowledge workers
  - Learn basic practices of leading
TYPES OF LEADERSHIP DEVELOPMENT PROGRAMS

- Feedback intensive programs
- Skill based programs
- Conceptual knowledge program
- Personal growth programs
- Socialization programs
- Action learning programs
- Coaching and psychotherapy
A feedback intensive development program helps leaders develop by seeing more clearly the patterns of behaviors, the reason for such behaviors and attitudes on their effectiveness. Such a program also helps leaders or potential leaders find more constructive ways of achieving their goals.
FEEDBACK – INTENSIVE PROGRAMS

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SKILL-BASED PROGRAMS

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Different Methods in Skill-Based Programs

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Conceptual knowledge programs

They can be learnt practically by thoughtful learning and various experiments.

It alerts the leader to information that will make a difference in leadership.

These programs are supplemented by experimental activities like role plays and case studies.
Personal growth programs

- These programs help in improving awareness and identity, develops talents and potential, builds human capital.
- Enhances the quality of life and contribute to the realization of dreams and aspirations.
Action Learning Programs

In the 1940s, Professor Revans coined the term Action Learning to describe an educational method whereby the participants study their own actions and experiences in order to improve performance.

Helps in solving organizational problems and it also helps in enhancing the interpersonal skills.
Socialization programs

These programs help the individuals to acquire knowledge, language and social skills. It is a practical and an interactive learning where the individual learns by interacting with formal and informal situations.
Executive coaching is clearly a form of leadership development as managers coached receive advice and encouragement in relation to their leadership skills. 

For example, a coach might advise a leader that giving more recognition for good performance would make him/her a dynamic leader.

Another way of enhancing leadership effectiveness is to undergo treatment for emotional problems which may block leadership effectiveness.
Psychotherapy might help, but positive changes are not always forthcoming and changes do not take place quickly all the time.

Some of the bizarre behavior exhibited by executives which may be called as symptoms of psychological problems are swearing or shouting at subordinates and firing workers on own judgment and preference.
EVALUATION OF LEADERSHIP DEVELOPMENT EFFORTS
INTRODUCTION

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TRADITIONAL APPROACH

Approach to the evaluation of leadership - training and development program would first specify the program objective, after training is completed measurement would be made of the extent to which there objectives are met.

Two sets of outcomes are especially relevant.
DESIGNING LEADERSHIP DEVELOPMENT EVALUATION

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In pathway mapping the staff and other stakeholders of a program examine and make explicit their theories and assumptions about how the program works from start to finish.

A pathway map is a flow chart documenting how program activities are believed to lead to results over time.
USEFULNESS OF PATHWAYS

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Provide useful structure for evaluation process

It can be valuable tool for program staff and administration

Can be used for program planning, management and development purpose.

It helps in presenting and explaining programs to those who are not familiar with them.
WHAT IS EVALUED?

It is a framework for marrying leadership development activities with systemic results beyond those immediately obtained with program participants.
CONCLUSION

• Efficiency of Leaders.
• Morale of Leaders.
• Identify Weaknesses or Mistakes and rectify it.
• Cog in the wheel of an organization.