

Society for Industrial-Organizational Psychology

2005 SIOP Fall Consortium Results

Leadership at the Top

Module 2: Executive Success

Presented by:

**Rob Silzer, Rob Kaiser,
Allen Kraut, and Deniz Ones**



Learning Objectives

Rating Scale 1 = Little or None - Has superficial familiarity

2 = Some - Could be of some help, but would have deficiencies

3 = Adequate - Could function in a job that requires the KSA

4 = Advanced - Could function independently and competently

5 = Expert - Could serve as a resource for other professionals

	Pre Mean	Post Mean	Difference
1. Aware of the range of situational variables that impact executive success	3.26	4.03	0.77
2. Understand the complexity of improving the executive success rate	3.21	3.92	0.71
3. Know how managerial jobs at different levels are qualitatively different	3.48	3.94	0.46
4. Understand how behaviors can predict the supervisor, manager and executive effectiveness across a range of industries	3.49	3.82	0.33
5. Understand the differences in what it takes to succeed at different organizational levels	3.51	4.05	0.54
6. Understand the three different types of peer evaluations	2.92	3.77	0.86
7. Understand the potential power of peer evaluations to predict executive success	3.08	3.94	0.85
8. Understand the relationships between personality characteristics and interests in executive jobs	3.31	3.94	0.62
9. Know which personality characteristics distinguish executives from lower level managers	3.30	3.98	0.69
10. Know which personality attributes predict executive job performance	3.44	3.97	0.53

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Module Rating

Rating Scale 1 = Strongly Disagree

2 = Disagree

4 = Agree

3 = Neither Agree nor Disagree

5 = Strongly Agree

**Average
Rating**

**Standard
Deviation**

1. The module met the stated learning objectives.

4.35

0.63

2. The learning objectives related to the requirements of my job or professional work.

4.34

0.83

3. Compared to other learning experiences this module was, overall, one of the best.

3.98

0.89

4. I would recommend this module to a colleague.

% Yes

% No

87.10%

12.90%