

# Society for Industrial-Organizational Psychology

## 2005 SIOP Fall Consortium Results

### Leadership at the Top

#### Module 3: Globalization

Presented by:

**David Campbell, Mansour Javidan,  
George Hollenbeck, and Doug Reynolds**



### 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

	<b>Pre Mean</b>	<b>Post Mean</b>	<b>Difference</b>
1. Aware of the how the field of managerial/executive development is continually adopting new fads	3.28	3.78	<b>0.50</b>
2. Understand how new development fads usually leave behind some valuable residue as they fade away.	3.20	3.71	<b>0.51</b>
3. Understand how basic principles of leadership are universal and timeless	3.46	3.91	<b>0.46</b>
4. Understand what is national culture and why it is important to managers	3.05	3.64	<b>0.59</b>
5. Know how to measure national culture	2.37	3.05	<b>0.69</b>
6. Know the relationship between national culture and leadership styles	2.53	3.34	<b>0.81</b>
7. Understand the different kinds of global executives and the implications for their development	2.61	3.27	<b>0.66</b>
8. Understand the differences in selecting & developing global executives versus domestic executives	2.70	3.51	<b>0.81</b>
9. Understand why using experiences for development is much more difficult with global executives	2.75	3.71	<b>0.96</b>
10. Know the common performance dimensions upon which CEO's may be assessed	3.20	3.75	<b>0.55</b>
11. Understand which performance dimensions differentiate CEO's in high performing Asian companies	2.20	3.34	<b>1.14</b>
12. Aware of the unique challenges that Asian leaders see in their operating environment	2.00	3.14	<b>1.14</b>

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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.

4.16

0.70

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

3.98

0.96

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

3.69

0.93

4. I would recommend this module to a colleague.

**% Yes**

**% No**

75.81%

24.19%