

Society for Industrial-Organizational Psychology

2005 SIOP Fall Consortium Results

Leadership at the Top

Module 5: Development

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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 major Army initiatives in leader development	1.92	3.36	1.44
2. Understand the original, emerging concepts from Army work in leadership	1.96	3.45	1.49
3. Aware of the major, online, leader development initiative by the Army to develop executive leaders	1.82	3.26	1.44
4. Understand how to structure leadership development efforts to fit the business and the culture	3.12	3.59	0.47
5. Understand key success factors in accelerating the development of high potential leaders	3.18	3.69	0.51
6. Understand how to structure coaching engagements to maximize business impact	3.24	3.73	0.49
7. Know ways that organizations can use coaching more and less effectively	3.22	3.88	0.65

Module Rating

Rating Scale 1 = Strongly Disagree
2 = Disagree
3 = Neither Agree nor Disagree

4 = Agree
5 = Strongly Agree

	Average Rating	Standard Deviation
1. The module met the stated learning objectives.	4.25	0.76
2. The learning objectives related to the requirements of my job or professional work.	4.21	1.03
3. Compared to other learning experiences this module was, overall, one of the best.	3.96	1.00
4. I would recommend this module to a colleague.	% Yes 84.00%	% No 16.00%

