

Society for Industrial-Organizational Psychology

2005 SIOP Fall Consortium Results

Leadership at the Top

Module 6:

Integrated Executive Talent Management

Presented by:

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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. Understand the key elements of an integrated leadership development system	3.02	3.49	0.47
2. Aware of the risks and benefits of leveraging the compensation system for executive leadership development	2.69	3.26	0.57
3. Understand the critical issues of using an on-line multi-source survey system for executive development	2.73	3.32	0.59
4. Understand the organizational factors that influence resource allocation in executive talent management	2.77	3.47	0.70
5. Know the key elements in designing a talent management program for executives	2.98	3.49	0.51
6. Know how to integrate talent management levers to achieve organization objectives	2.77	3.36	0.59

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.	3.98	0.77
2. The learning objectives related to the requirements of my job or professional work.	3.89	0.87
3. Compared to other learning experiences this module was, overall, one of the best.	3.43	0.93
4. I would recommend this module to a colleague.	62.75%	37.25%

