

New Insights into Industrial Leadership Assessment and Development: Assessment, Antecedents and Development

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Abstract

This research focuses on new insights into industrial leadership assessment and development. It introduces theory on triads of typical-maximal-ideal (a) inspirationally motivating, (b) intellectually stimulating, (c) extra effort inspiring, (d) leading by exception (active), (e) idealized influence (attributed), (f) idealized influence (behavioral), and (g) satisfactory leadership performances (for example via triad of typical, maximal, and ideal satisfactory leadership performances) adding diversification and precision to leadership assessment. It explores the proposition that within each triad - each of typical, maximal, and ideal leadership performances is theoretically and conceptually distinct and supports this distinction through database empirical analyses by using mean difference via one sample t-test and one way analysis of variance. Thereafter, it uses each triad of the distinct typical, maximal, and ideal leadership performances to introduce and empirically test the mechanism to quantify respondents' intrinsic desire and inherent potential to enhance their respective leadership performances. Finally, it suggests precedents of each leadership performance and presents implications for leadership development training on the basis of correlations and multiple regression analyses.