

THE LEADERSHIP CHALLENGE **research**

THE MOST TRUSTED SOURCE ON BECOMING A BETTER LEADER

TITLE	Synchronicity: An Alternative Form of Leader Development
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OBJECTIVE	The purpose of the study was to explore synchronicity as an alternative form of leader development in a federal agency.

METHODOLOGY

The target population came from the U.S. Immigration and Customs (ICE) Enforcement Agency. The Deputy Assistant Secretary was asked to provide 40 leaders and the leader's subordinate population from the local Washington, DC area to participate. Each leader received the synchronization model training and was administered a synchronization model questionnaire at the end of the training. The subordinates (N=128) completed a survey prior to their leaders' training and again six months after the training period, which included the Leadership Practices Inventory (Observer). The typical leader was a senior GS-14 or GS-15, with a master's degree (88%), and 23 years on average in the federal service.

KEY FINDINGS

Pre-and post-LPI Observer scores were significantly different on 19 statements, with 11 showing greater post-scores and seven showing greater pre-scores. "The qualitative results revealed that a large majority of the leader group viewed the synchronization model's potential as positive" (p. 74).