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TITLE Leadership in the Project Environment: A Correlational Study of Leadership Practices and Project Performance

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OBJECTIVE The purpose of this study was to determine whether a relationship existed between the leadership practices used by product development project managers and project performance.

METHODOLOGY

The study's population consisted of project managers leading North America automotive product development teams in Michigan and the sampling frame consisted of 96 product development project managers employed by Johnson Controls' North American automotive operations. Project managers' leadership practices were collected from subjects' cross-functional team members (between 5 and 15) who were asked to assess their project manager's leadership using the Leadership Practices Inventory (Observer). Performance scores were provided by the organization for each participant.

KEY FINDINGS

No significant relationships were found between project performance and project managers' leadership practices. The author suggests that "the range of performance scores available for this study may have been too narrow to detect a relationship with leadership practices" (p. 81).