

TITLE: The Effects of Leadership Skills Instruction on Leadership Practices

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OBJECTIVE: The purpose of this action research project was to extend the range of study of variables affecting the leadership practices of employees at Franciscan University of Steubenville.

METHODOLOGY: This project used a non-probability, convenience sample of 10 participating employees and 30 of their direct reports, coworkers and manager at Franciscan University, who worked at the institution during Spring 1999. Respondents were exposed to three ninety-minute sessions of the Seven Habits curriculum (Covey), and the LPI Self and Observer was used as a pre and post-test measure of the impact of this leadership development experience (over six weeks).

KEY FINDINGS: The LPI-Self scores increased from the pre to post-test administrations for every LPI leadership practice, and for every person in the sample with one exception (who decreased on two leadership practices). The LPI-Observer results generally increased over the two administrations, but not as consistently or dramatically as the self reports. Inspiring a Shared Vision had the highest median increase on the Self reports and the highest mean and median increases on the Observer reports, while Enabling Others to Act had the smallest mean and median increases (self and observers).