

TITLE: The Relationship Among Leadership Behaviors of Leaders in Training Organizations, Training Methods, and Organization Profitability

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OBJECTIVE: To determine if there is a relationship between leadership behaviors of leaders in training organizations, organization profitability and training methods.

METHODOLOGY: The population were the training managers of Fortune 500 corporations who were solicited by mail to participate; 136 responded, with 57 providing usable data. Most of the training managers were 50-59 years old (42%), male (68%), Caucasian (84%), had a master's degree (39%), with zero to 50 employees (63%), and zero to five years in their current position (60%). In addition to completing the LPI, respondents completed the Affective Communication Test (Friedman, *et al.*, 1980) designed to measure charisma by the means of nonverbal emotional expressiveness, and provided information about training methods employed. Organization profitability was evaluated in four ways: ROA and ROE data, Moody's Corporate Bond Ratings, and the S&P Opinion lists.

KEY FINDINGS: LPI and ACT scores were not significantly correlated with either the number, or novelty, of training methods used. Nor were any of the four profitability measures related to the LPI or ACT scores. Profitability was also not related to training methods nor to any demographic characteristics of the training managers.

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