

# THE LEADERSHIP CHALLENGE

# research

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THE MOST TRUSTED SOURCE ON BECOMING A BETTER LEADER

**TITLE** Project Leadership and Project Cost-Effectiveness in a Navy Research and Development Center

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**OBJECTIVE** The purpose of this study was to test organizational learning theory among leaders and team members employed at a U.S. Navy Research and Development Center.

## METHODOLOGY

The population for the sample involved a random sample of team members and project leaders at the Keyport Naval R&D Center, of which 51 project leaders (39% response rate) completed the Leadership Practices Inventory and the Learning Organization Assessment (Kline & Saunders, 1998), and 425 team members (48% response rate) completed the LPI-Observer. Twenty-five project leaders participated in online interviews with open-ended questions. Internal reliability for the LPI-Self was .98 and LPI-Observer was .94.

## KEY FINDINGS

Statistically significant correlations showed strong relationships between project leadership and project cost-effectiveness and systems thinking and the five practices of leadership.