The development of leader identity: leadership skills, training, and goal orientation

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Abstract: Leadership development remains a hot topic of both academic and practitioner interest. However, leader development has often been conceptualized as acquisition of specific skills and behaviours, thus ignoring the underlying knowledge structures involved in adult development. In addition, the longitudinal nature of development has not been fully addressed empirically. To address these concerns, the present study proposes an integrative approach to leadership development that combines leadership skills and leader identity to make visible how both change over time. We collected longitudinal data (8 weeks) for 98 graduate students participating in leadership course to test hypotheses. We find that leader identity develops in a J-shaped pattern. Leadership skills and goal orientations were positively related to leader identity development. Results, implications, and future directions will be discussed.

Presenter: Darja Miscenko is a PhD candidate at the Department of Organization and Strategy at Maastricht University School of Business and Economics. Prior to starting her PhD studies, Darja obtained two Master degrees in International Business and Business Research at Maastricht University. Her dissertation research is in the field of leadership development with a special focus on the development of leader identity, skills, and the moderating effects of personality and contextual variables. In her research, she utilizes advanced methodologies, such as multi-level and growth curve modelling. Darja has extensive teaching experience, having tutored a number of Bachelor and Masters courses. Currently, Darja is a visiting PhD student at the University of Western Australia Business School. During her stay in Australia she was invited to present her work at the University of Queensland Business School and the University of Melbourne Centre for Workplace Leadership.

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