LEADERSHIP
BY DR. PHILIP PODSAKOFF

Session description:

The objective of this session is to enhance your understanding of what makes leaders effective in organizational settings by (a) exploring the criteria of leadership effectiveness, (b) identifying leader behaviors that make a difference, and (c) exploring how you can improve your own leadership “style.” Within this context, the major focus of this session is to:

- Identify the team leader’s criteria for success (the team leader’s “balanced scorecard”)
- Pinpoint a set of key behaviors that increase a team leader’s effectiveness
- ‘Learn the differences between “outcome” and “process” visions
- Learn how to develop the trust and confidence of other team members.
- Develop an understanding of some of the key factors that leaders need to do to build an effective team
- Practice the skills and techniques needed to improve leadership effectiveness

Dr. Philip M. (Phil) Podsakoff is the Brian R. Gamache Professor in the Warrington College of Business Administration at the University of Florida, and the former John F. Mee Chair of Management at Indiana University’s Kelley School of Business. He received his doctoral degree at Indiana University, and joined the faculty at the Kelley School after teaching for two years at Ohio State University.

Phil is a Fellow of the Society for Industrial and Organizational Psychology and the Academy of Management, where he has served as a Chair of the Research Methods Group. His major research interests include transformational leadership processes, “substitutes for leadership,” the antecedents and consequences of organizational citizenship behaviors, and issues in field research methodologies. He is the author of over 50 scholarly book chapters and articles, and according to the Institute of Scientific Information he is the author of two articles that are among the 10 most-cited articles published in the field of management. Both of these articles have been cited more than 3,500 times. In addition, he has been recognized as one of the three “Most Highly-Cited Authors” in Management during the past 30 years. His research has been cited a total of over 18,000 times in the Web of Science. Phil is a former associate editor of the Journal of Applied Psychology (JAP), and presently serves as a member of the editorial review boards of the Organizational Behavior and Human Decision Processes, Journal of Applied Psychology, Journal of Management, Personnel Psychology, and The Leadership Quarterly.

Phil has received over 45 teaching awards at all levels (national, university, alumni, executive education, Ph.D., MBA, and undergraduate); and he has taught in over 500 executive education programs in the United States, Europe, South America, and Asia. Among the organizations that he has taught for consulted with are: General Electric, Eli Lilly, Ashland Chemical Co., Ashland Oil Co., Kimball International, Marathon Oil Co., Allison Engine, Arvin Industries, Georgia Pacific, Prudential Insurance Company of America, Elanco, State Farm Insurance, James River Corporation, and Price Waterhouse Coopers. As part of his executive education teaching, he served for five years in the 1990s as the coordinator of the leadership component of a program sponsored by USAID that was designed to teach business leaders in Hungary, Poland, and the Czech Republic as these countries moved from a controlled to a free economy.