PROJECT TITLE: How leadership is developed: Personal changes and the contribution of the organisation

FIELD OF RESEARCH CODE: 1503

PROJECT SYNOPSIS:

The development of effective leaders and leadership behaviour is a desideratum for every organisation. Few, however, believe that their organisations effectively contribute to developing future leaders. Leadership development is a progressive process. It advances from growth in observable, behavioural-level leadership skills toward changes in deeper-level, meaning-making structures. It implies changes in the individual as they develop, and the influence on that individual, of the organisation.

The central aim of this study is to identify the processes through which developing leaders evolve, and the roles of the organisation in those processes. Through this, advancement will be made in our understanding of processes and changes that occur as leadership traits and behaviour are acquired. This study will provide a framework and rationale of how individuals change as they develop as leaders, and explore the individual and organisational factors that
facilitate the development process. It will use research methods that include interviews, field longitudinal organisational approaches, and experimental studies. A mix of exploratory qualitative, and quantitative approaches is envisioned. Through improving our understanding it will contribute significantly to the leadership development literature and provide practical guides to increase organisations’ selection and support of aspiring leaders. The scale and scope of this project is well matches to the format and outputs required for a PhD program.

FEASIBILITY AND RESOURCING – DESCRIPTION OF THE SUPPORT THIS PROJECT WILL RECEIVE:

Based in Curtin’s Perth Campus and commencing in 2021, the student will be provided with laptop and suitably equipped workspace. Curtin has a large cohort of PhD students with represents a supportive community of practice into with the student will be able to engage. Extensive training resources are available which the student will be able to access, including methods training and the use of relevant software. The student will have access to a consumables and conference attendance fund. Being a significant WA school, its networks of and access to industry will be made available to the student. In addition the school has an active and engaged Advisory Board supportive of research.

THE SIGNIFICANCE OF THE PROJECT/ PROGRAM FOR THE ENROLLING SCHOOL OR INSTITUTION:

For active and growing businesses to be competitive globally, development of effective leaders and leadership behaviour is a central focus. Research in this area is well regarded in the academic literature, and by industry partners and the broader community outside the school/university. This project aligns closely with research expertise in the School of Management, as well as one of the Faculty’s main research areas: How organisation can plan for the future of work and the workplaces of tomorrow. This industry relevant project will also support the growth of demand-driven research.

Students must express interest in this scholarship opportunity by emailing the Project Lead listed below. Please provide a copy of your current curriculum vitae and detail your suitability to be involved in this strategic project.

PROJECT LEAD CONTACT:

Name: Amy Tian
School: School of Management
Faculty: Business and Law
Email: Amy.tian@curtin.edu.au
Contact Number: 08 9266 9150