



Research on Enhancing Positive Leadership

Hi, my name is Samantha Mordech.

I am a postgraduate organisational psychology student at Monash University, currently under the supervision of senior lecturer Dr. Simon Moss.

More and more employers are expressing difficulties with developing their leaders. In response to this growing concern I am conducting **an international study on the individual & cultural workplace factors that cultivate optimal leadership.**

Project Background

Developments in the field of positive psychology have uncovered that exemplary leaders demonstrate Positive Psychological Capital. This suite of cognitive and emotional states promotes key attributes like resilience, optimism, confidence, understanding & hope. Leaders who exhibit these qualities are markedly more co-operative, innovative, and flexible. Their staff are also more satisfied, engaged and productive.

Fortunately, Positive Psychological Capital is a capacity open to development and growth. Leadership development programs, however, do not foster these qualities adequately. Many training programs seem to undermine leader's natural inclinations, essentially stifling their flexibility and impairing their overall performance. In fact, the learning outcomes of these costly training exercises are typically transient and frequently fail to benefit the organisation at large. Although, in some environments leaders almost spontaneously develop the qualities of exemplary leadership. By surveying both the individual & workplace properties that promote Positive Psychological Capital, this study will identify factors that do indeed optimise the performance of leaders.

Benefits For You

In addition to identifying the specific foundations of positive leadership, this study will provide:

- Strategies to enhance leader's decision-making, innovation, resilience, understanding and organizational commitment
- Leader competency, wellbeing and effectiveness profiles
- An appraisal of your workplace culture - identifying opportunities for growth
- Further insights into aspects of an organisations' functioning that can be measured and managed to improve current productivity

The knowledge generated in this research can help target the focus of future leadership development strategies.



Request For Involvement

We are now seeking managers and organisations to lend their expertise and take part in our anonymous, online, survey. Roughly 25 minutes is all that's required.

In exchange for your valuable time, we would happily provide a detailed report of our findings.

Register your interest or request more information by writing to Samantha.Mordech@med.monash.edu.au

Please encourage the contribution of other managers by forwarding this email to whom ever you feel will benefit. They too may wish to offer their experience.

Thank you for your help & co-operation.

Samantha