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RESEARCHING THE TRAINABILITY OF TRANSFORMATIONAL ORGANISATIONAL LEADERSHIP

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Abstract

Findings about the effectiveness of leadership training vary. This research tests for the effectiveness of transformational leadership training, using the Full Range Leadership Development (FRLD) programme, upon leader behaviours and interactions. The impact of transformational leadership upon organisational performance has already been established. Quasi-field experiment research was conducted, resulting in an increase in the display of all five transformational leadership factors and contingent reward behaviour. There was a reduction in the display of passive transactional leadership behaviour as a result of the training. The extra effort of followers was increased. Goal-setting was found to be effective. Implications are discussed for practitioners and for future research.

Keywords: Transformational leadership, 360 degree profiling, training, self development plan, training evaluation

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