Why Study Leadership and Management?

Leadership and management study helps experienced professionals move from doing work well to enabling others to do it well. Benefits include better judgement, usable management methods and more capable teams.

What the research shows

A meta-analysis of **335 independent employee samples** found improvements in learning, application at work and organisational outcomes following leadership training.[1] A separate review of 89 studies linked the application of training to motivation and a supportive work environment.[2]

01 Develop Leadership Judgement

Studying established theories, case studies and your own behaviour creates space to question habits formed at work. Comparing approaches helps you recognise when to direct, consult, coach or delegate.

02 Build a Management Toolkit

Formal learning provides methods for setting goals, allocating work, giving feedback, handling conflict and making decisions. A wider repertoire reduces dependence on trial and error when unfamiliar situations arise.

03 Demonstrate Readiness to Lead

Completing assessed study provides evidence of learning and commitment to development. A relevant qualification can support an application for greater responsibility alongside experience, judgement and a record of performance.

04 Improve Team Performance

Clear expectations, constructive feedback and effective delegation help staff coordinate work and develop capability. Delegating an outcome, decision authority and review points gives an employee both responsibility and support.

Make Study Count at Work

Choose a real management challenge, study a relevant method, practise it, seek feedback and review the result. Research supports practice, feedback and learning spread over time.[1] Formal education complements experience, mentoring and workplace training.

Selected research

[1] Lacerenza, C. N., et al. (2017). Leadership training design, delivery, and implementation: A meta-analysis. Journal of Applied Psychology, 102(12), 1686-1718. doi:10.1037/apl0000241

[2] Blume, B. D., Ford, J. K., Baldwin, T. T., & Huang, J. L. (2010). Transfer of training: A meta-analytic review. Journal of Management, 36(4), 1065-1105. doi:10.1177/0149206309352880