



Early Development and Leadership: Building the Next Generation of Leaders (Applied Psychology Series)

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Today we often look to our leaders in business, government, or the social sector, to make effective decisions in a complex world. Whether they are asked what steps to take to improve competitiveness in a global economy or to make tough ethical choices, well-trained leaders are critical to organizational effectiveness. Although we know much about leadership development for individuals after they take their first job, we know relatively little about their earlier experiences that contributed to their interest in leadership or subsequent effectiveness as leaders. This volume brings together researchers who explore leadership at different points before individuals enter the workforce and asks important questions surrounding definitions of leadership behavior, necessary leader skills and age-related leader tasks, factors contributing to development of leader identity, and ways to improve the process of leader development. With contributions from well-known leadership researchers such as Robert Sternberg, Howard Gardner, Bruce Avolio, and Susan Komives, the volume shows research evidence for factors such as early childhood and youth experiences on leadership development, which have implications for the way we understand and train leadership in today's organizations.

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Editorial Review

Review

"This is an absolutely superb collection of beautifully written articles that belongs on the shelf of every leader and leadership scholar! Every parent who cares about raising a child to lead effectively should also read it from cover to cover." - **Jean Lipman-Blumen, Claremont Graduate University, Author, *Connective Leadership and The Allure of Toxic Leaders***

"One of the interesting aspects of this edited volume is that it cuts across the developmental lifespan from early childhood through adolescence and into early adulthood. This will fill a valuable niche in better understanding leadership development from an entire developmental lifespan perspective." – **David Day, National University of Singapore**

"Anyone who wants to understand how early behaviors affect development and predict later behavior will be interested in this book, particularly professionals who design, implement and evaluate early life experiences. This book provides a unique and engaging look at how leadership develops early in life. It provides directions for understanding and designing formative leadership experiences from early childhood through college." – **Manuel London, SUNY Stonybrook**

"The additional knowledge from this volume is of great significance toward providing the best leadership development tools for our children, grandchildren, and generations to follow. Therein lies its unique value." - **Ellen Van Velsor, Senior Fellow, Center for Creative Leadership**

About the Author

Susan Elaine Murphy is Director of the School of Strategic Leadership Studies at James Madison University and Associate Professor of Psychology and Leadership Studies. Dr Murphy earned her Ph.D. and M.S from the University of Washington in Organizational Psychology, where she also earned a M.B.A at the Michael G. Foster School of Business. She has published numerous articles and book chapters on leadership, leadership development, and mentoring. Her works include the book, *Power Mentoring: How Successful Mentors and Protégés Make the Most of Their Relationships*, (with Ellen Ensher) and four edited books, *The Quest for Moral Leaders* (with Joanne Ciulla and Terry Price) *The Future of Leadership Development* (with Ron Riggio), *Work Family Balance to Work-Family Interaction: Changing the Metaphor* (with Diane Halpern), and *Multiple Intelligences and Leadership* (with Ron Riggio and Francis Pirazolla). Her research examines leadership effectiveness and the application of education to leaders at the high school, undergraduate, and workplace level. She also serves on the editorial board of *Leadership Quarterly*. She currently teaches graduate courses in Leadership and Ethics. Previously she taught organizational/industrial psychology and organizational development at Claremont McKenna College where she was Associate Professor of Psychology, serving as Associate Director Kravis Leadership Institute, and adjunct professor at Claremont Graduate University. She previously worked as a Research Scientist at Battelle, Seattle consulting in the areas of leadership and management education, as well as organizational change for clients in the U.S. and Japan. She continues designing and delivering leadership development programs, as well as other organizational development initiatives.

Rebecca J. Reichard is an Assistant Professor in the School of Behavioral and Organizational Sciences at

Claremont Graduate University. She received her doctorate in Management from the Gallup Leadership Institute at the University of Nebraska–Lincoln. Dr. Reichard's research interests focus on leader development and she has ongoing research on evaluating the impact of leadership and undergraduate leadership education, understanding the motivational aspects driving leader self-development, and building the development of global mindset. Her work has been published in *Organizational Behavior and Human Decision Processes*, *The Leadership Quarterly*, and *Journal of Managerial Psychology*. She serves on the editorial review board of *Journal of Leadership and Organizational Studies* and has reviewed for *The Leadership Quarterly* and *Organizational Behavior and Human Decision Processes*.

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