Please note: References are based on full book outline - not individual chapters as outlined on website. This is being updated frequently with revisions to text.

Notes

7 - **Decide what to be, and go be it:** Lyrics from The Avett Brothers, Head Full of Doubt

16 - **I can't stop thinking about our company meeting yesterday…**Kristine Buonopane (Dunn) LinkedIn comment. Viewed April 6, 2017.

17 - **Only 19 percent of U.S. congressional members, less than 5 percent of Fortune 500 CEOs, and only two out of the current crop of U.S. presidential candidates are women.** Alice Eagly, Christopher Karpowitz and Lori Beaman, "Why Do So Few Women Hold Positions of Power?" 2016. http://www.ipr.northwestern.edu/about/news/2016/why-so-few-women-hold-positions-of-power.html

17 - **By race, whites made up the majority of the labor force (79 percent). Blacks and Asians made up an additional 12 percent and 6 percent, respectively**. U.S. Bureau of Labor Statistics, "Labor Force Characteristics by Race and Ethnicity, 2014." https://www.bls.gov/opub/reports/race-and-ethnicity/archive/labor-force-characteristics-by-race-and-ethnicity-2014.pdf

17 - **By the age of thirty-five two-thirds of American men will experience some degree of appreciable hair loss, and by the age of fifty approximately 85% of men have significantly thinning hair.** American Hair Loss Association, "Introduction." http://www.americanhairloss.org/men_hair_loss/introduction.asp

21 - **The study on gender diversity by Marcus Noland, Tyler Moran, and Barbara Kotschwar…:** Seth Archer, "Companies with women in leadership roles crush the competition." June 17, 2016. Business Insider. http://www.businessinsider.com/companies-with-women-in-leadership-roles-perform-better-2016-6

24 - **Christopher Cabrera, the chief executive of Xactly, understands the challenge of inherent bias.:** Adam Bryant, **"**How to Hire the Right Person." 2017. New York Times. https://www.nytimes.com/guides/business/how-to-hire-the-right-person

26 - **In one study, researchers found that people used factors in photos like gender and face length to make guesses about people's height and then used these same factors when they judged their leadership qualities.** Erin Brodwin, "11 surprising things that your physical appearance says about you." August 2, 2016. Business Insider. http://www.businessinsider.com/things-your-appearance-says-about-you-2016-7/#if-youre-attractive-people-assume-you-have-other-positive-traits-as-well-1

31 - **It has been the stage of many movies, like *Good Will Hunting* and *A Beautiful Mind:*** MIT in popular culture. https://en.wikipedia.org/wiki/MIT_in_popular_culture

31 - **In thinking about partnerships turned into pretty cool ventures coming out of MIT**…Hubspot, "About us." https://www.hubspot.com/our-story

32 - **Hubspot is a marketing platform that's gained a lot of popularity over the years**…Ryan Herman, "How to Decide if Your Agency Should Become a HubSpot Partner." 2017. https://www.doinbound.com/inbound-sales-journey/should-my-agency-become-a-hubspot-partner

32 - **And, building on the teachings of the Hubspotology, personas are fictional, generalized characters**…Hubspot Academy, "How to create personas." November 17, 2017. https://knowledge.hubspot.com/contacts-user-guide-v2/how-to-create-personas

35 - **"The Story Behind Our Story."** Hubspot, About Us. https://www.hubspot.com/our-story

33 - **A leadership brand conveys your identity and distinctiveness as a leader. It communicates the value you offer**. Norm Smallwood, "Define Your Personal Leadership Brand in Five Steps." March 29, 2010. https://hbr.org/2010/03/define-your-personal-leadershi

41 - **"the most godforsaken place in Massachusetts."** Boston Magazine, "Lawrence, MA: City of the Damned." February 28, 2012. http://www.bostonmagazine.com/2012/02/28/city-of-the-damned-lawrence-massachusetts/

41 - **Two roads diverged in a yellow wood**…Robert Frost, "The Road Not Taken." 1916. https://en.wikipedia.org/wiki/The_Road_Not_Taken

42 - **People are people and the biology of decision-making is the same no matter whether it is a personal decision or a business decisions**. Simon Sinek, "Start with why: How Great Leaders Inspire Everyone to Take Action." 2011.

42 - **Decision making is the process of making choices by identifying a decision, gathering information, and assessing alternative resolutions**. University of Massachusetts, Dartmouth, "Decision-making process." http://www.umassd.edu/fycm/decisionmaking/process/

43 - **Neuroscientists have questioned and researched this for years**. Ian Sample, "Ambitious neuroscience project to probe how the brain makes decisions." September 19, 2017. https://www.theguardian.com/science/2017/sep/19/ambitious-neuroscience-project-to-probe-how-the-brain-makes-decisions-international-brain-laboratory

43 - **While decisions have been made from the moment of human consciousness, it has only been in recent times that we have systematically studied decisions making**…Stephen J. Hoch, "Wharton on Making Decisions." 2004.

43 - **The brain is composed of three parts: the brainstem, cerebellum, and cerebrum. The cerebrum is divided into four lobes: frontal, parietal, temporal, and occipital.** Mayfield Clinic, "Brain Anatomy, Anatomy of the Human Brain." https://www.mayfieldclinic.com/PE-AnatBrain.htm

43 - **Within those part of the brain, decisions happen in the frontal lobe**. Megan Gannon, Brain's Decision-Making Spot Found." August 21, 2012. https://www.livescience.com/22570-decisions-control-frontal-lobe.html

43 - **Research suggests that the brain considers various sources of information before making a decision.** Susan Perry, "Decision-Making." October 1, 2009. http://www.brainfacts.org/archives/2009/decision-making

43 - **Most of us do not make great decisions, and few of us are aware of this fact**. Stephen J. Hoch, "Wharton on Making Decisions," 2004.

43 - **But the neurological processing that goes into making decisions is not that simple. A number of factors—some conscious, some subconscious—influence the outcomes of all the decisions we make**. Scott Edwards, "Decision-Making and the Brain." September 2016. http://neuro.hms.harvard.edu/harvard-mahoney-neuroscience-institute/brain-newsletter/and-brain-series/decision-making-and-brain

43 - **Understanding the neuroscience behind making a decision can be helpful when targeting new behaviors and changing bad habits.** Christopher Bergland, "The Neuroscience of Making a Decision." May 6, 2015. https://www.psychologytoday.com/blog/the-athletes-way/201505/the-neuroscience-making-decisions

43 - **Your emotions will drive the decisions you make today, and your success may depend upon your ability to understand and interpret them**. Mary C. Lamia, "Like it Or Not, Emotions Will Drive the Decisions You Make Today." December 31, 2010. https://www.psychologytoday.com/blog/intense-emotions-and-strong-feelings/201012/it-or-not-emotions-will-drive-the-decisions-you

44 - **The behaviors people perform in their daily lives can have profound effects on their own health and well-being, on the health and well-being of other individuals , groups, and organizations to which they belong, and on society at large**. Martin Fishbein, Icek Ajzen, "Predicting and Changing Behavior: The Reasoned Action Approach." February 14, 2011.

46 - **Organizations often frame the development of leadership in terms of "competencies," or the behavioral skills and areas of knowledge required by the business. However, focusing on competencies alone**…Marian N. Ruderman and Cathleen Clerkin, "Developing Leadership by Building Psychological Capital." August 2015. https://www.ccl.org/wp-content/uploads/2015/08/Developing-Leadership-By-Building-Psychological-Capital.pdf

49 - **Watch your thoughts, they become your words**…Lao Tzu.

52 - **The title of one slide is, "The Rare Responsible Person" and the last bullet of that slide is: Picks up trash laying on the floor**. Reed Hastings, "The Rare Responsible Person." August 1, 2009. https://www.slideshare.net/reed2001/culture-1798664/41-The_Rare_Responsible_Person_Self

53 - **The best thing leaders can to improve their effectiveness is to become more aware of what motivates them and their decision-making.** Anthony K. Tjan, "How Leaders Become Self-Aware." *Harvard Business Review*. July 19, 2012. https://hbr.org/2012/07/how-leaders-become-self-aware

54 - T**he more you are willing to learn and the harder you are willing to practice, the more successful you will become at achieving your vision and goals**. Peter Barron Stark, "6 Skills Even the Strongest Leaders Need to Practice." https://peterstark.com/skills-leaders-need-to-practice/#

54 - **Evaluation is the framework for gathering and making sense of information to help you assess the success of leadership development efforts and make sound decisions about future investments**. Center for Creative Leadership, "How to Evaluate the Impact of Leadership Development." https://www.ccl.org/articles/leading-effectively-articles/evaluate-impact-leadership-development/

55 - **Leaders who heed their inner voices can draw on more resources to make better decisions and connect with their authentic selves**. Daniel Goleman, "The Focused Leader." Harvard Business Review. December 2013. https://hbr.org/2013/12/the-focused-leader

55 - **Leaders must be learners**. Kelsey Meyer, "Why The Best Leaders Are Full-Time Learners." June 10, 2013. https://www.forbes.com/sites/85broads/2013/06/10/why-the-best-leaders-are-full-time-learners/#175af2423a0c

56 - **Life experiences and our response to them are of critical importance in how leaders are formed and the kind of leaders we become**. George Ambler, "How Experiences Shape and Make Leaders." July 29, 2012. http://www.georgeambler.com/how-experiences-shape-and-make-leaders/

57 - I**f you are a leader, you should be striving to develop knowledge to improve yourself, your company, and the people who work for you**. Kelsey Meyer, "Why Leaders Must Be Readers." August 3, 2012. https://www.forbes.com/sites/85broads/2012/08/03/why-leaders-must-be-readers/#555228394736

58 - **Leaders must be readers**. Kelsey Meyer, "Why Leaders Must Be Readers." August 3, 2012. https://www.forbes.com/sites/85broads/2012/08/03/why-leaders-must-be-readers/#555228394736

60 - **The knowledge and skills students typically develop in an online bachelor's program in organizational leadership can be useful for attaining leadership positions in a variety of industries…**U.S. News, "Online Organizational Leadership Degree: An Overview." https://www.usnews.com/education/online-education/organizational-leadership-bachelors-degree

61 **- Asking for feedback can give leaders insight into their blind spots, ensuring greater self-awareness and a deeper understanding of how they need to improve their performance.** Marielena Sabatier, "Why leaders need feedback too." June 12, 2014. https://www.trainingjournal.com/articles/opinion/why-leaders-need-feedback-too

63 - **Performance management is the process of identifying, measuring, managing, and developing the performance of the human resources in an organization. Performance appraisal is the ongoing process of evaluating employee performance**. Chapter 8: Performance Management and Appraisal. https://www.sagepub.com/sites/default/files/upm-binaries/45674_8.pdf

64 - **Effective and timely feedback is a critical component of a successful performance management program and should be used in conjunction with setting performance goals**. U.S. Office of Personnel Management, "Performance Management." https://www.opm.gov/policy-data-oversight/performance-management/performance-management-cycle/monitoring/feedback-is-critical-to-improving-performance/

70 - **Research has shown that time and timing is a pivot that determines the real value of what people do or what they choose not to do**. Raymond Obeng, Claire Mwaura, Clement Addo, Gamaliel Nsiah Amaniampong, Mustapha Abdulai, Nicodemus Quainoo, William Yamoah, "The Six Rights of Successful Leadership: Best Approaches to Enhance Organizational Success." May 5, 2017.

72 - **On average, it takes more than two months before a new behavior becomes automatic — 66 days to be exact**. James Clear, "How Long Does it Actually Take to Form a New Habit? (Backed by Science)." https://jamesclear.com/new-habit

72 - …**it takes a new habit to form can vary widely depending on the behavior, the person, and the circumstances ranging anywhere from 18 days to 254 days for people to form a new habit**. James Clear, "How Long Does it Actually Take to Form a New Habit? (Backed by Science)." https://jamesclear.com/new-habit

75 - **The typical chief executive is more than six feet tall, has a deep voice, a good posture, a touch of grey in his thick, lustrous hair and, for his age, a fit body**. The Economist, "The look of a leader." September 27, 2014. https://www.economist.com/news/business/21620197-getting-top-much-do-how-you-look-what-you-achieve-look-leader

124 - **Studies also support that writing something down, increases the odds of you completing it by 42%**. Mary Morrissey. The Power of Writing Down Your Goals and Dreams. September 4, 2016. https://www.huffingtonpost.com/marymorrissey/the-power-of-writing-down_b_12002348.html.

127 - **Become the kind of leader that people would follow voluntarily, even if you had no title or position. Conduct a personal assessment and ask yourself, "Would I follow me?"** Brian Tracy, Motivational Speaker and Author.

149 - **McKinsey&Company Women in the Workplace annual report**. McKinsey&Company, Women in the Workplace 2017 study, "Women in the Workplace 2017 study." https://womenintheworkplace.com.

156 - **businessdictonary.com defines "strategic" in one of two ways.** 2017. http://www.businessdictionary.com/definition/strategy.html

159 - **A's hire A's and B's hire C's.** Donald Rumsfeld, "Rumsfeld's Rules: Leadership Lessons in Business, Politics, War, and Life" (2013).

161 - **1984.** TED.com, "Our organization." https://www.ted.com/about/our-organization

162 - **July 23, 1972 is the day that Amy Cuddy was born**. Wikipedia, "Amy Cuddy." https://en.wikipedia.org/wiki/Amy_Cuddy

165 - *Business Insider* **did a piece that talked about the 2016 presidential candidates on what their facial expressions and face structure illustrated about how they are as leaders**. Business Insider, "A body language expert explains why Donald Trump's facial expressions resonate with audiences." 2016. http://www.businessinsider.com/donald-trump-facial-expressions-2016-3

178 - **The world empathy is derived from the Greek word empatheia meaning physical attraction or passion**. Wikipedia, "Empathy." https://en.wikipedia.org/wiki/Empathy

178 - **Germans call it Einfunlung meaning "feeling into."** Definition of, "Einfunlung." https://en.oxforddictionaries.com/definition/einfuhlung

179 - Neuroscientists have given a lot of thought about empathy. Why it matters and how our brain interprets it along with our neurons react and judge.

Bibliography

Adair, J. E. (2010). Develop your leadership skills. Philadelphia: Kogan Page.

Antonakis, J., Cianciolo, A. T., & Sternberg, R. J. (2004). The nature of leadership.
        Thousand Oaks, CA: Sage Publications.

Altman, M. W. (2008). Leadership for all the mountains you climb: while loving the view.
        Bloomington, IN: AuthorHouse.

Amabile, T., Schatzel, E., Moneta, G., & Kramer, S. (2004). Leader Behaviors And The
        Work Environment For Creativity: Perceived Leader Support. The Leadership
        Quarterly, 15(1), 5-32. Retrieved February 1, 2013, from the EBSCOhost
        database.

Armstrong, David J. "Weekly Discussions with David J. Armstrong, Ph.D., Vice
        President of Organizational Development, Aspen Technology." 2016-2018.

Bertocci, D. I. (2009). Leadership in organizations: there is a difference between leaders
        and managers. Lanham, Md.: University Press of America.

Bogardus, A. M. (2009). PHR/SPHR: Professional in Human Resources certification
        study guide 59 (3rd ed.). Indianapolis, Ind.: Wiley Pub..

Bolman, L. G. & Deal, T. E. (1997). RReframing Organizations: Artistry, Choice, and
        Leadership, 5th Edition. San Francisco, CA: Jossey-Bass.

Cameron, K. S., & Quinn, R. E. (2011). Diagnosing and changing organizational culture
        based on the competing values framework (3rd ed.). San Francisco, CA: Jossey-
        Bass.

Cappelli, P. (2011, April 25). Are Leaders Made or Born?. www.HREOnline.com.
        Retrieved January 24, 2013, from http://www.hreonline.com/HRE/view/
        story.jhtml?id=533336919

Carson, M. (2010, September 16). Leadership: Is it Inherent, Can it be Taught, or Are
        Both True. Free Answer: Many of the traits that I see with a leader are. Retrieved
        February 10, 2012,
        from http://www.transtutors.com/questions/tts-leadership-traits-149565.htm

Chen, W., Jacobs, R. & Spencer, L. M. (1998). Working with emotional intelligence. New
        York, NY: Bantam Books.

Cherry, B., & Jacob, S. R. (2008). Contemporary nursing: issues, trends & management
        (4th ed.). St. Louis, Mo.: Mosby/Elsevier.

Cook-Greuter, S. R. (2004, November 7). Industrial and Commercial Training. Industrial and Commercial Training . Retrieved June 4, 2013, from http://www.cook-greuter.com/Making%20the%20case%20for%20a%20devel.%20persp.pdf.

Dalakoura, A. (2010). Examining the Effects of Leadership Development on Firm Performance. Journal of Leadership Studies 4.1 (2004): N. pag. Web. 1 Mar. 2013, http://onlinelibrary.wiley.com/doi/10.1002/jls.20160/abstract.

Day, D. V. (n.d.). Developing Leadership Talent. Society of Human Resources Management. Retrieved July 1, 2012, from http://www.bnhra.org/site/files/ succession%20planning.pdf

Deal, T. E. and Kennedy, A. A. (2000). Corporate cultures: The rites and rituals of corporate life. Cambridge, MA: Perseus Books Publishing, LLC.

Drucker, P. F. (1974). Management: tasks, responsibilities, practices. New York: Harper & Row.

Dychtwald, K., Erickson, T. J., & Morison, R. (2006). Workforce crisis: how to beat the coming shortage of skills and talent. Boston, Mass.: Harvard Business School Press.

Ennis, S., Goodman, R., Hodgetts, W., Hunt, J., Marshfield, R., & Otto, J. (2005). (n.d.). Core competencies of the executive coach. Retrieved June 13, 2013, from http://www.instituteofcoaching.org/images/articles/model905.pdf

Feldman, H. R. (2005). Educating nurses for leadership. New York: Springer Pub. Co..

Folk-Williams, J. (2010, June 4). Defining Collaborative Leadership. Defining Collaborative Leadership. Retrieved June 24, 2013, from http://www.crosscollaborate.com/2010/06/collaborative-leadership-eshift-the-burden-

Frohman, D., & Howard, R. (2008). Leadership the hard way why leadership can't be taught and how you can learn it anyway. San Francisco, CA: Jossey-Bass.

Fulmer, R. M., & Bleak, J. L. (2008). The leadership advantage how the best companies are developing their talent to pave the way for future success. New York: AMACOM/American Management Association.

Gall, M. D., Gall, J. P., & Borg, W. R. (2003). Educational research: An introduction (7th ed.). Boston, MA: Allyn and Bacon.

Galton, F. (1869). Hereditary genius; an inquiry into its laws and consequences. Cleveland: Meridian Books.

Garman, A. N., & Harris-Lemak, C. (n.d.). Developing healthcare leaders: What we have learned, and what is next. Developing healthcare leaders: What we have learned, and what is next. Retrieved June 12, 2013, from http://www.nchl.org/Documents/ NavLink/NCHL_Developing_Healthcare_Leaders__No v_2011_uid11212011137292.pdf

Gardner, H. (1999). Intelligence reframed: multiple intelligences for the 21st century. New York, NY: Basic Books.

Giles, Sunnie. "The Most Important Leadership Competencies, According to Leaders Around the World." *Harvard Business Review*, Harvard Business Review, 25 Oct. 2017, hbr.org/2016/03/the-most-important-leadership-competencies-according-to-leaders-around-the-world.

Gill, R. (2006). Theory and practice of leadership. London: SAGE Publications.

Goleman, Daniel, et al. "The Focused Leader." *Harvard Business Review*, Harvard Business Review, 9 Nov. 2016, hbr.org/2013/12/the-focused-leader.

Goleman, D. (1998). Working with emotional intelligence. New York: Bantam Books.

Graves, M. & Snyder, N. H. (1994). Leadership and vision. Emmitsburg, MD: National Emergency Training Center.

Greeno, N. J. (2006). Corporate learning strategies. Alexandria, VA: American Society for Training & Development.

Grenzer, J. W. (2006). Developing and implementing a corporate university. Amherst, Mass.: HRD Press.

Gunderman, R. B. (2009). Leadership in healthcare. London: Springer.

Halberstam, D. (2004, September 1). The Greatness That Cannot Be Taught | Fast Company | Business + Innovation. Fast Company. Retrieved June 24, 2013, from http://www.fastcompany.com/magazine/86/halberstam.html?page=0%2C2

Hannum, K. & Martineau, J. W. (2008). Evaluating the impact of leadership development. Hoboken, NJ: John Wiley & Sons.

Hartley, J., & Benington, J. (2010). Leadership for healthcare. Bristol: Policy Press.

Hannum, K., Martineau, J., & Reinelt, C. (2007). The handbook of leadership development   evaluation. San Francisco: Jossey-Bass.

Hernez-Broome, G., & Hughes, R. L. (n.d.). Leadership Development: Past, Present, and Future. Center for Creative Leadership. Retrieved April 1, 2012, from http://

www.ccl.org/leadership/pdf/research/cclLeadershipDevelopment.pdf

Isaksen, S. G., & Tidd, J. (2006). Meeting the innovation challenge: leadership for transformation and growth. Chichester, England: John Wiley.

Jones, B. B., & Brazzel, M. (2006). The NTL handbook of organization development and change: principles, practices, and perspectives. San Francisco, CA: Pfeiffer.

Kansal, B. B. & Rao, P. C. K. (2006). Preface to management. Daryaganj, New Delhi: Paragon Books.

Kemper, C. L. (1999, October 9). EQ vs. IQ.. Communication World. Retrieved April 24, 2013, from http://law-journals-books.vlex.com/vid/eq-vs-iq-52694683

Killian, S. (n.d.). How much should you spend on training?. How much should you spend on training?. Retrieved June 10, 2013, from http://www.effective.leadershipdevelopment.edu.au/what-percentage-of-salary-should-go-to-

Kliem, R. L. (2004). Leading high performance projects. Boca Raton, FL: J. Ross Pub..

Kouzes, J. & Posner, B. (2003). The leadership challenge. San Francisco, CA: Jossey-Bass.

Kretzmann, J. P., & McKnight, J. (1993). Building communities from the inside out: a path toward finding and mobilizing a community's assets. Evanston, Ill.: The Asset-Based Community Development Institute, Institute for Policy Research, Northwestern University.

Latuha, M. (2010). Approaches to Corporate Training Systems for Executives: Evidence from Russian Companies." Human Resource Development International 13.2 (2010): 207-223.EBSCOhost. Web. 2 Feb. 2013. <http:// ehis.ebscohost.com.ezproxy.neu.edu/ehost/pdfviewer/ pdfviewersid=ea0ae013-63e1ab-4178-a741- cb383f790373%40sessionmgr111&vid=5&hid=17>.

Lewis, L. K. & Seibold, D. R. (1993). Innovation Modification During Interorganizational." Academy of Management Review 18.2 (2010): 332-354. EBSCOhost. Web. 2 Feb. 2013.<http://ehis.ebscohost.com.ezproxy.neu.edu/ehost/pdfviewer/ pdfviewer?sid=ea0ae013-e1ab-4178- a741cb383f790373%40sessionmgr111&vid=9&hid=17>.

Malloch, M. (2010). The SAGE handbook of workplace learning. Thousand Oaks, CA: SAGE Publications.

Manning, G., & Curtis, K. (2003). The art of leadership. Boston, Mass.: McGraw-Hill/

Irwin.

McConnell, J. H. (2003). How to Identify Your Organization's Training Needs A Practical Guide to Needs Analysis. New York: Amacom.

McCrimmon, M. (n.d.). Kouzes and Posner on Leadership - a critique. Docstoc.com. Retrieved June 24, 2013, from http://www.docstoc.com/docs/47763673/Kouzes-and-Posner-on-Leadership---a-critique

McNally, B. (2000, August 9). Book Review by Beverley McNally of The Leadership Challenge. Book Review of The Leadership Challenge. Retrieved June 13, 2013, from http://www.usq.edu.au/extrafiles/business/journals/HRMJournal/BookReviews/McNally-Kouzes%20&%20Posner.pdf

Modi, T. (2000, June 12). Leadership, Who's Business is it Anyway?. Teknirvana. Retrieved June 13, 2013, from http://teknirvana.com/documents/ LeadershipChallenge.pdf

Mumford, M. D. (2009). Leadership 101. New York, NY: Springer Publishing Company.

Murphy, S. E., & Riggio, R. E. (2003). The future of leadership development. Mahwah, N.J.: Lawrence Erlbaum Associates.

Ojo, O. (2010). Organisational Leadership Development for Less. British Journal of Healthcare Management (2010): 73. EBSCOhost. Web. 2 Feb. 2013. <http:// ehis.ebscohost.com.ezproxy.neu.edu/ehost/pdfviewer/pdfviewer?sid=e9f717a9-18fc-4ccb-bafd-a50fc04004a7%40sessionmgr10&vid=7&hid=6>.

Porter-O'Grady, T. & Malloch, K. (2009). Introduction to evidence-based practice in nursing and health care. Sudbury, MA: Jones and Bartlett Publishers, LLC.

Rothwell, W. J., Lindholm, J. E., & Wallick, W. G. (2003). What CEOs expect from corporate training building workplace learning and performance initiatives that advance organizational goals. New York: AMACOM.

Russell, D. B., & Dunne, D. D. (n.d.). CM eJournal. How healthy is your company's leadership development culture? . Retrieved June 12, 2013, from http:// cmaanet.org/files/leadership_russel.pdf

Santana, L. (2008). Leadership development program: CCL post-program development data. Greensboro, NC: Center for Creative Leadership.

Sarner, M. (2007, December 19). Can Leadership Be Learned? | Fast Company | Business + Innovation. Fast Company. Retrieved June 24, 2013, from http:// www.fastcompany.com/73352/can-leadership-be-learned

Schein, E. H. (2004). Organizational culture and leadership. San Francisco, CA: John
      Wiley and Sons.

Simonton, D. K. (1994). Greatness: who makes history and why. New York: Guilford.

Smallwood, Norm. "Define Your Personal Leadership Brand in Five Steps."
      Harvard Business Review, Harvard Business Review, 23 July 2014,
      hbr.org/2010/03/define-your-personal-leadershi.

Sostrin, Jesse. "To Be a Great Leader, You Have to Learn How to Delegate Well."
      Harvard Business Review, Harvard Business Review, 23 Oct. 2017, hbr.org/
      2017/10/to-be-a-great-leader-you-have-to-learn-how-to-delegate-well.

Stowell, C. (2005.). Collaboration An important leadership development skill. Retrieved
      February 5, 2011, from http://ezinearticles.com/?Collaboration---An-Important-
      Leadership-Development-Skill&id=88620

Srivastava, S. K. (2005). Organizational behavior and management. Darya Gank, New
      Delhi: Sarup & Sons.

Ulrich, D., Zenger, J. H., & Smallwood, W. N. (1999). Results-based leadership. Boston:
      Harvard Business School Press.

Weiss, C. H. (1998). Evaluation: methods for studying programs and policies (2nd ed.).
      Upper Saddle River, N.J.: Prentice Hall.

Witzel, M. (2005). The encyclopedia of the history of American management. Bristol:
      Thoemmes Continuum.

Young, A. (2010). A structural equation model of leader attributes in the
      principalship. (Unpublished doctoral dissertation). Clemson University, South
      Carolina.