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Associate Professor of Industrial/Organizational Psychology

Specialty: Industrial/Organizational Psychology

Areas of Scholarship: Leadership differentiation, executive selection and development, managerial paradox, organizational culture, work-site health promotion

Areas of Teaching: Organizational behavior, human resource management, leadership and organizational development, and group dynamics

2007-2008 Research Vertical Team Description

It is the goal of Dr. McKenna's research vertical team to gain insight into the developmental journey of leaders across several leadership and organizational domains. The leadership populations represented in this research include first level, mid-level, and executive level leaders in corporations, and senior pastoral leaders across a wide variety of denominations within the church. Essential to this research is an understanding of the developmental nature of the leadership journey, leadership effectiveness, calling, meaning, character development. In addition to this work, the team is also involved in building strategic leadership development systems and processes and conducting several studies to evaluate the overall impact of these systems in different organizational environments. Second, this team will also continue to research, write and develop applied tools in the area of leading through change. This process includes the development of a battery of assessments, conducting validation studies on the assessments, and measuring the impact of a leading through change process. Finally, members of the team will also be focusing on the topics of leading for success and significance. This work will focus on strategies, tools, and processes for helping leaders and their teams to be more effective while pursuing their own purpose/calling at the same time.