

Paul R. Yost, Ph D.

Associate Professor of Industrial/Organizational Psychology

Specialty: Leadership, training, and development, employee motivation

Areas of Scholarship: Leadership, teams, employee attitudes, surveys, job analysis, selection systems, research methods

Areas of Teaching: Leadership and team development, training & on-the-job development, work motivation, selection systems & performance management, organizational theory

20010-2011 Research Vertical Team Description

Dr. Yost's research program focuses on strategic talent management, learning agility, HR interventions, and pastoral leadership development. *Strategic talent management* is concerned with how companies can build systems, processes, and tools to leverage and develop talent at all levels in an organization. The deliverables of this work will include research articles on the link between on-the-job development experiences, competencies and leadership effectiveness, and how companies can strategically use this information to systematically develop leaders throughout the organization. *Learning agility* is what allows workers to navigate through trial-by-fire. Dr. Yost's research team is also studying the factors that differentiate between HR interventions that thrive and the ones that fail. *Pastoral development* research is being conducted to discover how pastors develop over the life of their ministry. Skills developed in this RVT will include literature reviews, research methodology, statistical analysis, training program development, and research journal writing.

Recent Publications

Yost, P. R., McLellan, J., Ecker*, D., Chang, G. C., Hereford, J., Roenicke*, C., Town, J. & Winberg, Y. (under review). Strategic HR interventions that go viral. *Journal of Business and Psychology*.

Yost, P. R., & Plunkett, M. M. (2010). Ten catalysts to spark on-the-job development in your organization. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3.

Yost, P. R., & Plunkett, M. M. (2010). Developing leadership talent through experiences. In *Strategy driven talent management: A leadership imperative* (pp. 313-348). San Francisco, CA: Jossey-Bass.

Yost, P.R. (2010). Integrated talent management at Microsoft. In R. Silzer, & B. Dowell (Eds.), *Strategy driven talent management: A leadership imperative* (pp. 641-654). San Francisco, CA: Jossey-Bass.

Yost, P. R., & Chang, G. (2009). Everyone is equal, but some are more equal than others. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 442-445.

Yost, P. R., & Plunkett, M. M. (2009). *Real time leadership development*. London: Wiley-Blackwell.