

# What Constitutes Authentic Leadership Development?

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There are many views on what constitutes effective leadership development including the tried and true: “You are born with it, so that ends the program”. Our mission at the Gallup Leadership Institute is to examine what constitutes strategies, models and methods that have been proven effective in accelerating positive leadership development faster than would occur though life’s program. Specifically, many world class leaders who have had profoundly positive effects on the world never had any ‘formal’ leadership training. The question we are working to address is how do we go about augmenting life’s program for developing authentic leaders, authentic followers and authentic organizations?

## **What participants can expect to get from this presentation and dialogue?**

- ❑ Their questions answered about what constitutes authentic leadership development.
- ❑ A summary of how authentic the U.S. working population views the leaders of their respective organizations.
- ❑ A 5-minute overview of the last 100 years of work on what worked and didn’t work in terms of leadership development interventions. This comes from an ongoing meta analytic study funded by the GLI.
- ❑ Some ideas and ways that positive psychological capital such as resiliency, hope, moral efficacy and optimism can help accelerate positive leadership development.
- ❑ A discussion of positive moments that impact on authentic leadership development, authentic follower development and authentic organizational development.

Format: 30-40 minute overview of the five points presented above to provide the context for dialogue and summary of questions solicited by

participants in advance. The remainder of the time will be spent interacting with the audience.

**Advance Preparation:**

1. Describe a positive moment in your life lasting perhaps no more than several minutes that had a profound impact on the way you view your role in influencing others, and they influencing you. These moments are characterized by people indicating that they have gone back to that moment numerous times to reflect on what it meant and how it is continuously shaping the way they view the world.
2. Submit any question you want in advance pertaining to the area of leadership development, which we will categorize and summarize into themes and address at the presentation/dialogue.