



Full Range Leadership Development: Pathways for People, Profit and Planet

John J. Sosik, Dongil (Don) Jung

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It has been more than 20 years since Bernie Bass presented an integrated overview of full range leadership development. This has been the standard for providing leadership training around the world in business, military, religious and educational contexts. Penn State University's master of leadership development program is directed by John J. Sosik and uses these transactional –transformational leadership paradigms as their foundation for their courses. This book can be used as a main textbook for this course and supplement any IO course in the area of leadership development.

Full range leadership development strives to grow transformational leadership in organizations at all levels, including followers, thereby generating numerous positive outcomes at all levels. Organizations that support and develop transformational leadership across organizational levels are more productive and profitable, attract and retain high quality associates, promote creativity and innovation, garner trust and commitment from employees, and are strategically positioned to respond well to changes in the market.

This book presents the different theories of leadership and concentrate on the process model of Full Range Leadership that explains the concepts and procedures by which leaders affect their followers (individual leadership), teams (leader to team), and organizations (leader to larger systems). This book can be used by practitioners or students, as the authors provide practical action steps for how to best develop and display behaviors in the Full Range Leadership Development model.

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