

# Does Practice Make Perfect?

## A New Research Horizon in Leadership

**This study will look at the use of reinforcement as a practice tool and the impact it has on developing leadership skills.**

What do you get out of participating?

- (Nearly) Free leadership training and reinforcement for employees from a globally trusted provider
  - There is no cost to you for the course and materials; the only indirect cost will be time
- Early preview of research insights that can be used in your leadership development initiatives

What's required to participate?

- Participants who want to be better leaders
- Internal steward to coordinate with The Center for Leadership Studies

How long does this study last?

- This research project has two main phases:
  - Part I – Leadership training course (mid-September 2019)
  - Part II – Reinforcement and targeted practice (early October 2019 to late November 2019)
- Participants will be onboarded to the MyCLS system in August 2019
- Initial findings targeted for preview in December 2019/January 2020

What will participants from my company be expected to do?

- Complete the *Situational Leadership®: Building Leaders Virtual* course through CLS
- Participate in reinforcement activities (e.g., Learning Journal, coaching sessions or microlearning)
- Complete four brief surveys over the course of the study
- The time commitment ranges between nine to 14 hours per person over the course of approximately three months, depending on reinforcement activities

**If your company is interested in being a part of this research, or you have further questions about the study before you decide, reach out to us at: [info@situational.com](mailto:info@situational.com)**