

Paul 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, training and development, motivation, social psychology

2007-2008 Research Vertical Team Description

Dr. Yost's RVT will focus on strategic talent management, learning agility, and pastoral leadership development. The work in *strategic talent management* will focus on how companies can build systems, processes, and tools to strengthen leaders throughout the 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. The work in *learning agility* will focus on how leaders and employees can navigate through trial-by-fire learning experiences, capture the lessons, and emerge as better leaders and employees on the other side. Deliverables for this work will include a literature review on learning agility and a training program to increase leaders' learning agility skills. The work on *pastoral development* will focus on how pastors develop over the life of their ministry. The deliverables will include a study to validate the key events, lessons, and learning strategies that were identified in previous research and an intervention to increase pastoral learning agility. Skills developed in this RVT will include literature reviews, research methodology, statistical analysis, training program development, and research journal writing.