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## Introduction

### Background of the Study

Leadership and training are two fundamental dimensions of organizational development and effectiveness.



Figure #1

### Statement of the Problem

Some public sector organizations face struggles and obstacles when promoting middle managers into senior leadership positions. The problem necessitates an exploration of the need for leadership skills training from the lens of middle managers and the current practitioners in the senior leadership positions.

### Purpose of the Study

To discover the obstacles, struggles, and rewards as experienced by the public-service leader and the impact training middle managers the leadership skills and effectively performing senior leadership positions from the lens of middle managers and senior leaders in public sector organizations. Performing emergency management functions.

### Study Objectives

- To explore the relationship between leadership training for middle managers and their effectiveness.
- To propose a training program for middle managers that foster their leadership skills for senior leadership positions
- To Identify trainings, education, and support needed for improving leader skills.
- To promote organizational collaboration and effectiveness while affording leadership training to middle managers

### Research Question

- What is the relationship between training middle managers the leadership skills and effectively lead senior positions in public sector organizations?
- Can a training program for middle managers foster their leadership skills for senior leadership positions?
- What is the effect of promoting organizational collaboration and effectiveness while affording leadership training to middle managers?

### Literature Review

- leaders learn more from their challenging leadership experiences rather than the messages they receive from the training courses Henslin and Keating (2017) and Hirak et al. (2012)
- Hughes (2018) argues that leadership is a continuous learning process perfected by the skills a leader acquires over time
- Mau (2019) focused on a critical examination of branding the public service as employers of choice through recruitment and retention of sufficient leadership capacity.

### Theoretical Framework

#### Behavioral Theory of Leadership

People can learn to become leaders through teaching and observation

### Methodology

#### Research Gap

- There exists a knowledge gap in the connection between middle managers' need for leadership training and effective capability to lead senior leadership positions in public sector organizations.
- The current research lacks the training of middle managers to enable them to perform effectively in senior leadership positions in public sector organizations.

#### Research Design

Qualitative methodology through semi structured interviews will be conducted

#### Data Collection

The case of Local Emergency Management Senior Professionals in Virginia.  
Semi Structured interviews with 10 middle managers & 4 senior position leaders.

### Middle Managers Interview Questions

- Do you think that leadership training will help you effectively leading future senior position?
- What kind of trainings do you need to be effective senior leader?
- Have you experienced a failure senior leader? if yes, what is it?

### Senior Leaders Interview Questions

- What were your experience in your first time leading a senior position? Were there any obstacles?
- Have you taken any leadership training during your mid management position?
- What are your recommendations for empowering middle managers to be effective leaders?

### Contribution of the Study

- This study will contribute to the public leadership field to enhance organizational development through training middle managers to be effectively able to tackle senior positions leadership
- This study will reveal the training programs, development, and organizational collaboration and effectiveness as part of leadership training to middle managers in readiness for senior leadership positions .
- The study will affirm the role of the training middle managers to facilitate their ascension into senior leadership positions.

### References

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