

Leadership Development Programme

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OPINION

This study of leadership development programmes (LDPs). Despite the fact that leadership is a developing interdisciplinary field, little study on LDPs in general has been done. In the last two decades, LDPs have grown commonplace to address the pressing need to train sufficient numbers of leaders as well as to assist develop and strengthen leadership skills and abilities; yet, there has been little focus on evaluating these programmes.

In today's management circles, the necessity for leaders and leadership has been discussed extensively, but with little progress. Few would dispute that bad leaders are good for businesses, but what is the influence of a strong leader or effective LDPs on a business? Traditionally, the term "leadership" connotes absolute power over others. The publications studied for this literature analysis revealed the need for a better knowledge of LDPs, from what they are to why businesses invest in leadership.

Companies and organisations invest a lot of money and faith in their leaders, yet they don't know much about LDPs. Even the most ardent proponents of leadership development should question the effectiveness of these programmes, given the amount of money invested and the influence they appear to have on the surface.

The literature backs up the need for more efficient and accurate evaluation methods. LDPs' effectiveness surprisingly, training receives the highest share of allotted cash. Leadership development is frequently the focus of research and development departments. Individual performance improvement and enhancement require evaluations to serve as supporting evidence. The lack of transparency in the evaluation process makes it difficult for the

trainer and learner to determine their overall effectiveness and make programme modifications or revisions. In addition, the topic of who is qualified to lead LDPs in the future must be addressed. To work as a leadership development trainer, no formal accreditation, qualification, or credential is required. Our weak opinions on LDPs are most likely due to a lack of accountability on numerous levels. Standards for trainers in leadership development might be valuable, as they are in many other disciplines.

Gender diversity on senior leadership teams offers significant value and financial returns to firms, according to research. Despite this, many women feel that advancing up the corporate ladder presents distinct hurdles and obstacles. Strategies for Leadership gives you the chance to learn more about these obstacles and how to overcome them in order to advance your career while also embracing what it means to be a genuine female leader. Join a strong global network of women in senior leadership roles and be motivated, ready to take on your next career step with confidence.

The first section of this article explores several theoretical approaches to leadership in order to appreciate the influence of leadership development programmes on participants. We next look at leadership development from a holistic standpoint, as well as the contrasts between leader development and leadership development. The focus of the second section of this article is on leadership. Over the last several decades, there has been a continual stream of theories about leaders and leadership. The definition of leadership has evolved as a result of this process, and the term is now used to refer to a capability, a process, or a movement that, far from being determined once and for all, must continue to be developed if organisations are to successfully meet the nuanced demands of the future.

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