

**RAFIK BEEKUN**

University of Nevada, United States

**YVONNE STEDHAM**

University of Nevada, United States

## **LEADERSHIP DEVELOPMENT: MINDFULNESS AND LEADERSHIP PRACTICES**

### **Abstract:**

Although research exploring the linkages between mindfulness and leadership has increased steadily, very little attention has been focused on the relationship between mindfulness and specific leadership development approaches. The Leadership Practices Inventory (LPI) (Kouzes & Posner, 1987, 2002, 2003, 2007, 2012a, 2012b; Posner, 2016) is one such widely used leadership development approach, and the purpose of this paper is to offer some insights into how mindfulness could enhance leadership development programs that use the LPI. Specifically, we investigated the relationship between mindfulness and the leadership practices included in the LPI, while controlling for personality characteristics. In this quantitative, cross-sectional study, data were collected from 106 business professionals enrolled in an MBA program at a university in the Pacific Northwest of the U.S. The results show that mindfulness is positively associated with two of the leadership practices, challenging the process and inspiring a shared vision. The practical implications of this study suggest that integrating a mindfulness program in LPI based leadership training will support the effectiveness of the training.

### **Keywords:**

Leadership, Mindfulness, Development

**JEL Classification:** M10, M12, J24