

# Leader identity development

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Propositions accompanying the doctoral dissertation

## **Leader Identity Development: The Role of Schemas, Meaning-Making, and Experiences**

Sonja Zaar, 19 April 2024

1. Everyone gets trained, nothing has changed.
2. Perceptions shape leader identity. Leader identity drives development. (this dissertation)
3. "The mind is everything. What you think, you become." (Buddhist teachings)
4. While leader identity formation involves an internal process of meaning-making, leader identity change and growth requires an external experience to trigger this process. (this dissertation)
5. "While experience is at the heart of leadership development, not all experiences are created equal." (McCall Jr, 2004, p.127)
6. Teach leadership development, not leadership. (this dissertation)
7. "We had the experience, but missed the meaning." (T.S. Eliot, *Four Quartets* 'The Dry Salvages', 1941)
8. Reflection and support puts people in the driver's seat of their leadership development. (this dissertation)
9. Today is a great day to learn something new.