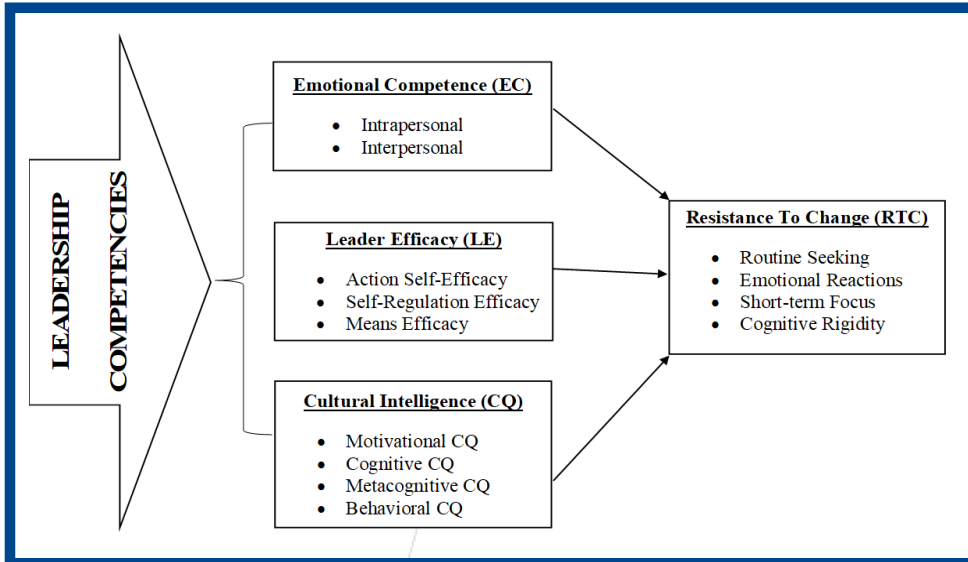


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*Department: Leadership Studies*

*Dissertation Title: A Multi-Dimensional  
Analysis of Leadership Competencies And  
Resistance To Change*

*Major Professor: Dr. Edward B. Fort*



### RESEARCH QUESTIONS / PROBLEMS:

Research Question 1: What is the relationship between self-perceived emotional competence and resistance to organizational change amongst academic deans at public universities in the University of North Carolina System?

Research Question 2: What is the relationship between self-perceived leader efficacy and resistance to organizational change amongst academic deans at public universities in the University of North Carolina System?

Research Question 3: What is the relationship between self-perceived cultural intelligence and resistance to organizational change amongst academic deans at public universities in the University of North Carolina System?

Research Question 4: What is the relationship between the demographic characteristics and self-perceived resistance to change amongst academic deans at public universities in North Carolina?

Research Question 5: What is the relationship between the leadership competencies split by the demographic characteristics and self-perceived resistance to organizational change amongst academic deans at public universities in North Carolina?

### METHODS:

This quantitative, correlational study examined the relationship between a specific set of self-perceived leadership competencies and resistance to organizational change amongst (N=116) academic deans at public universities in the University of North Carolina System using four multi-dimensional instruments.

### RESULTS / FINDINGS:

The findings from this study revealed that resistance to organizational change can be predicted from the variables: self-perceived emotional competence, leader efficacy and cultural intelligence. There was a statistically significant relationship between self-perceived emotional competence, cultural intelligence, and resistance to organizational change.

### SIGNIFICANCE / IMPLICATIONS:

The results of this study provide insight on how to help leaders, policy makers and practitioners at the individual and programmatic levels make informed, empirically data-based decisions on designing effective leadership development training in the areas of emotional competence, leader efficacy, and cultural intelligence to minimize resistance to organizational change.