

Abstract

Multilevel and relational views of leadership are expanding the focus of leadership development beyond individuals' knowledge, skills, and abilities to include the networked patterns of social relationships linking members of dyads and larger collectives. In this review, we present a conceptual model explaining how three distinct approaches for network-enhancing leadership development can improve the leadership capacity of individuals and collectives. We then present a review of the leadership development literature and the results of a survey of 282 practitioners to assess the extent to which these approaches have been examined in research and implemented in practice. Our review revealed that leadership research and leadership development practice are outpacing leadership development research in terms of incorporating networks. We aim to spur future research by clarifying the targets, objectives, and underlying mechanisms of each network enhancing leadership development approach in our conceptual model. Further, we identify additional literature, not traditionally considered within the realm of leadership development that may help advance empirical examinations of these approaches.