

Leadership Preferences Across Generations in Delta Sigma Theta Sorority, Incorporated

Other Students

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OBJECTIVE

There are assumptions that differences exist in the leadership preferences of Traditionalists, Baby Boomers, Generation X, Millennials, and Generation Z. Group leaders must understand how to manage their members best to reduce misunderstandings, negative behaviors, and conflict. Using Generational Cohort Theory and the Exemplary Leadership Model as a foundation, this non-experimental quantitative study investigated whether there are significant leadership preferences across the generations that comprise the membership of Delta Sigma Theta Sorority, Incorporated, an African American sorority.

METHODOLOGY

This investigation into leadership style preferences was from the followers' perspective. The Leadership Practices Inventory – Observer instrument (LPI 360) and a short demographic survey was used to obtain data from Delta Sigma Theta Sorority, Incorporated members.

KEY FINDINGS

The results indicated that the overall exemplary leadership practice of preference for the organization was “Encourage the Heart.” However, there was no evidence to show a significant relationship between exemplary leadership practices and generational cohort. Educational activities could be explored to help leaders better engage the different generations. There is an opportunity for researchers and practitioners to continue to investigate leadership within multigenerational fraternities and sororities. Efforts should be made to understand what motivates members to stay engaged and identify biases that may be present so practices can be implemented to enable these organizations to flourish.