

**WESTERN LEADERSHIP APPLIED IN NON-WESTERN CULTURES:
A CASE STUDY FROM THE WLDP**

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Introduction. The Women's Leadership Development Program (WLDP) at Nazarbayev University was developed as part of a larger research project studying, in general, the views of leadership among the Kazakhstani population, and, specifically, the views of men and women leaders and leadership. As part of the project, a select group of 35 Nazarbayev University female students and staff participated in a 7-month leadership development program, the WLDP, emphasizing: Leadership Foundations, Leader Self-Knowledge, and Leading Others.

While the WLDP provided a catalyst for the development of competencies, the area of interest in this study is the views that the participants have about leadership as it was presented in the program. Given that much of the leadership literature has emerged from western studies, in this project I examine how participants in a Central Asian university respond to and enact these western leadership theories and practices.

Methodology. To better understand how the participants have enacted these leadership theories and practices; I will examine the "Leadership Experience Project" report from each participant. These projects were completed within 2 months following the completion of the learning program. The examination will look specifically and what theoretical approaches to leadership are mentioned and how these approaches are enacted.

In addition to examining the projects, select participants will be interviewed to further examine how they are enacting leadership practices and their reactions to the theories and practices that were presented within the WLDP. These interviews will take place between 4-6 months after the completion of the program.

Results. The results from the interviews and the examination of the projects will allow me to better understand how the participants have, or have not, applied the knowledge, skills, and abilities from the program in the immediate and short-term time frames following program completion. The results of this research project will allow us to better understand how western theories and leadership practices are, or are not, accepted and enacted in non-western cultures.

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