

TABLE 2

Results of Moderated Hierarchical Regression Analyses for Overall SSI and Strategic Change

Predicting Leadership Effectiveness ^a				
Variables	Model 1	Model 2	Model 3	Model 4
Leader tenure	.07	.02	.02	.02
Leader gender	.14	.06	.05	.05
Organization 1 ^b	.05	.11	.09	.09
Organization 2 ^b	.13	.16	.13	.12
Organization 3 ^b	.04	.09	.09	.09
Overall SSI		.24*	.25*	.28*
Strategic change			.16	.19
SSI X strategic change				.05
ΔR^2	.04	.05	.02	.00
Total R^2	.04	.09	.11	.11
ΔF	.79	4.49	2.35	.09

 $n = 108$ ^a Standardized regression coefficients are shown.^b Organization 1, 2, and 3 are k-1 dummy variables for k different organizations in the study.

Organization 1 = university, organization 2 = government agency, and organizational 3 = professional association.

* $p < .05$ ** $p < .01$ *** $p < .001$