

## **MRG Releases Leadership Best Practices Reports for Publishing Professionals**

*Results show behaviors that lead to effectiveness, future potential and ability to inspire confidence with superiors*

PORTLAND, Maine – June 26, 2006 – Management Research Group (MRG), an international firm that specializes in assessment-based human resource development, recently released a Leadership Best Practices report for the publishing industry

The MRG study looked at 915 leaders in the publishing industry, with 76% of the participants working in North America and 24 % in Europe. Participants were sampled from 150 different organizations. The majority (53%) of the leaders were male and 93% of study participants were at the department head level or higher.

The purpose of the study was to determine the specific leadership attributes which distinguish highly effective leaders from less effective leaders in the publishing industry. Leaders rated themselves, and were also rated by their direct reports, peers and their bosses.

This study showed distinct differences in approach to leadership between those leaders rated as **highly effective** by bosses, peers and direct reports compared to those leaders ranked at **average** levels of effectiveness and below. Most notably the highly effective leaders were seen as more strategic, more willing to challenge authority, more empathetic, more openly enthusiastic and more innovative than their less effective counterparts.

“Companies often want a MRG Leadership Best Practices report so they can learn about the behaviors found in successful leaders,” said Tricia Naddaff, president of MRG. “They can then use this information and adapt it to their own unique needs to help their leaders focus on the leadership behaviors that will help their organizations achieve their goals.”

MRG’s reports not only help identify some of the leadership practices employed by the most effective leaders in the publishing industry, but they are also a reaffirmation of earlier MRG reports that found different leadership styles are in different situations. Leadership must be looked at contextually – keeping in mind gender, industry and culture.

MRG has compiled leadership data from 6,000 companies and 800,000 individuals in 100 countries, and has worked with clients such as NASA, Kellogg, Compaq, Ernst & Young and Intel.

For further information, visit [www.mrg.com](http://www.mrg.com).

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About MRG:

Founded in 1983, Management Research Group is focused on the assessment based tools and research for development and selection on the areas of leadership and management, career development and sales force effectiveness. MRG's assessment instruments are built using unique design, leading edge research and a wide offering of languages. Independent consultants combine their expertise with MRG's products and services to ensure delivery of powerful solutions. MRG has offices in Portland, Maine and Munich, Germany.