

Faculty Research & Professional Development Support

Name of the Applicant: Dr. Emmanuel Ihejirika
The rank of the Applicant: Associate Professor & Chair MBA Department
Proposal Submission Date: 2/15/2026
Expertise Area: Business Administration, Accounting & Finance
Prior FD Proposal Outcomes: NA

Proposal Submission Term: Summer 2026

Project title: A Quantitative Analysis of Leadership Styles and Organizational Financial Success.”

Conference Acceptance:
International Academy of Business and Public Administration Disciplines (IABPAD)
Dallas, Texas | April 9–12, 2026

FUNDING REQUEST

1. Purpose of the Request

I respectfully request funding support to cover conference travel, lodging, registration, research dissemination, and final publication costs associated with the presentation of my peer-reviewed research titled: “**A Quantitative Analysis of Leadership Styles and Organizational Financial Success.**”

This study examines the empirical relationship between leadership effectiveness—grounded in **John C. Maxwell’s 21 Irrefutable Laws of Leadership**—and measurable organizational financial performance indicators such as:

- Net Profit
- Revenue Growth
- Return on Investment (ROI)

The project will start with my attendance to the International Academy of Business and Public Administration Disciplines (IABPAD) Dallas, Texas | April 9–12, 2026 through Fall 2026.

2. A concise description of the project

This study examines the quantitative relationship between leadership styles grounded in John C. Maxwell’s 21 Irrefutable Laws of Leadership and organizational financial performance. While leadership theory is well established in management literature, limited empirical research directly links Maxwell’s leadership principles to measurable financial outcomes. Addressing this gap, the study investigates whether organizations led by individuals who strongly align with Maxwell’s laws outperform industry benchmarks in key financial indicators, including net profit, revenue growth, and return on investment (ROI).

3. Measurable goals and objectives for the project

- Collect and analyze quantitative data from a minimum of 50–100 organizations using:
- Leadership assessment survey based on Maxwell’s 21 Laws
- Audited financial performance indicators (Net Profit, Revenue Growth, ROI)
- Determine the strength and direction of the relationship between leadership adherence and financial performance
- Identify at least 3–5 leadership laws with statistically significant financial impact
- Completion target: December 2026
- Engage in at least two scholarly research networking sessions to establish future collaborative research opportunities for Lincoln University.
- Publish one conference proceeding paper based on the study.
- Submit at least one manuscript to an indexed peer-reviewed journal in:
- Accounting, Leadership, Finance, Management
- Achieve at least one accepted journal publication from the study

- Teaching & Curriculum Integration Goals

Integrate the research findings into at least three graduate courses, such as:

- MBA Leadership
- Strategic Management
- Advanced Financial & Managerial Accounting

4. The timeframe for the project

Month	Key Activity	Output
April	Conference presentation & instrument finalization	Presented paper
May	Survey distribution & financial data request	Data collection launched
June	Data cleaning & preliminary analysis	40–60% dataset
July	Complete data collection & correlation analysis	Final dataset
August	Regression & findings interpretation	Results tables
September	Manuscript writing	Full paper draft
October	Journal submission & university presentation	Manuscript submitted
November	Curriculum integration & executive workshop development	Course materials updated
December	Final reporting & publication pipeline	Grant report completed

5. How the project will enhance teaching and research at Lincoln University

- Curriculum Integration & Professional Impact
- Integrate research findings into:
- MBA Leadership course
- Strategic Management course
- Advanced Financial & Managerial Accounting
- Develop executive lecture/workshop based on findings
- Prepare practitioner-oriented publication

6. How the outcome of the project will be measured

- 1. Referred: Conference Presentation
- Formal presentation of the completed empirical study at the IABPAD International Conference (April 2026)
- The research is peer-reviewed, presented, and discussed in an international academic forum.
- Conference Proceedings Publication
- Published paper in the refereed conference proceedings
- Evidence of Completion:
- DOI / ISBN or official proceedings citation
- The study becomes a citable scholarly contribution.
- Peer-Reviewed Journal Manuscript Submission

6. How, when, where, and with whom the project's outcome will be share

Period	Activity
April 2026	Initial dissemination through IABPAD international conference presentation
September 2026	Submission to peer-reviewed journal
October 2026	Presentation at Lincoln University faculty research seminar
November 2026	Integration into MBA courses and executive lecture
December 2026	Practitioner article and accreditation research reporting
2027 (Post-acceptance)	Journal publication and additional conference presentations

References:

Maxwell, J. C. (1998). *The 21 irrefutable laws of leadership: Follow them and people will follow you*. Thomas Nelson.