

ABSTRACT

Organizations today are more interdependent. Today's leaders and our future leaders must be prepared to handle the challenges this brings. Leadership doctrine and Force development will play a key role in ensuring our leaders are prepared. Air Force needs a structured Force development process in order to handle the complexities of training leaders in a transforming world. The study was aimed to examine the impact of leadership development on subordinate performance in the Sri Lanka Air Force. This dissertation analyzes the perceptions of a non-random sample of 70 officers from the Regiment Branch. Researcher developed survey and semi-structured interviews were administered to ascertain opinions of junior leadership concerning leadership development. An analysis of the content of leadership training and education courses was also conducted. This information was compared to contemporary leadership theory and relevant models of leadership. In general, the study was conducted considering five factors of leadership development, *i.e.* coaching, training and development, empowerment, participation and delegation and it was found that the combined effect of these factors influences subordinate performance. Leadership development provided by the Air Force is adequate, but is lacking in some areas of skill development, application of skills and values, and relevancy to contemporary leadership issues. Air Force generally provides relevant leadership training and education to few personnel, but falls short of meeting the expectations of many officers.