

The thesis has two primary foci: (1) To identify issues related to the development of effective corporate leadership for achieving high performance organizations, and (2) To study emotional intelligence with respect to effective corporate leadership and its outcomes in the shape of organizational performance. Numerous tests have been developed to appraise EI, among them, two most important are; MSCEIT and ESCI, ability and mixed methods respectively. ESCI was employed in the study due to its pertinence to business world; to assess effective corporate leadership, various aspects were observed including personal, interpersonal, managerial and societal effectiveness; and high performance organization was reviewed through aspects including corporate reputation, employee commitment, market performance and financial performance.

Emotional intelligence was considered as predictor variable while personal effectiveness, interpersonal, managerial and social effectiveness were considered as predicted variables with organisational performance as an outcome variable. Corporate leaders from various business organizations were selected for the formation of sample. Likert scale based questionnaire was developed and administered through various ways; by hand, through postal services, by electronic mails and through online (website). Around 1171 questionnaires were sent to corporate leaders of the organizations listed in Islamabad Stock Exchange (ISE), Pakistan. The participants, who responded back, were sent 959 questionnaires but 331 questionnaires were received back after a period of a year time generating 28% response rate. A statistical package for social sciences, version-19 and SmartPLS were employed for analysis. Eight hypotheses were developed to test the relationship of EI with ECL, and I-IPO as outcome. SEM and regression analysis supported the proposed significant relationship in the hypotheses, and correlation analysis depicted the positive association as well.

Results suggested the development of corporate leadership to the level of effectiveness through augmentation of emotional intelligence, in order to achieve high performance organisation