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*Emerging Leadership Journeys* (ELJ) is an academic journal that provides a forum for emerging scholars in the field of leadership studies. Contributors to this journal are Ph.D. students enrolled in the Organizational Leadership program in Regent University's School of Global Leadership & Entrepreneurship. To stimulate scholarly debate and a free flow of ideas, ELJ is published in electronic format and provides access to all issues free of charge.

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## From the Editor

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**W**elcome to Volume 4, Issue 1 of *Emerging Leadership Journeys (ELJ)*. This issue contains nine of the best research course projects submitted by students in their first, second, third, and fourth semesters of the Ph.D. in Organizational Leadership program. The Ph.D. in Organizational Leadership program has, as one of its objectives, to prepare students to conduct research and publish the findings. During the first year of the program, the focus on research is more on the conceptual, literature review and model/proposal side, thus the focus in ELJ on these types of papers. I am pleased to present these articles for your reading and consideration.