



# Measuring Intellectual Behavior: A Study of the Hierarchical Stages of Complex Reasoning in Executive Development

*Richard L. McElroy PhD*

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What is executive development? There is active debate centered on this question. While some suggest that it is the acquisition of new skills and competencies, others say it is changed behaviors, qualities, or characteristics. Some suggest that it is the ability to effectively assume new roles such as organizational change agent. Richard McElroy presents a powerful argument that executive development is fundamentally about changed cognitive ability, emerging from physiological brain changes. In executive development synaptic changes occur, new neurological networks are formed and different cognitive patterns emerge. Executive development is brain change!

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