

What leadership means to me?

10 pages | 2312 words

1. Introduction

Although leadership is recognised as being an important construct, it is not a concept that holds one single definition. What leadership actually is, or how to define it correctly is still regarded as a mystery by many. Leadership is something that may differ depending on the people involved, the situation at hand, and the goals being pursued, and is therefore open to subjective interpretation. Stogdill (1974: 259) concluded that there are 'almost as many definitions of leadership as there are persons who have attempted to define the concept'. It could be argued that everyone has their own understanding of what constitutes leadership, based on personal and learning experiences, and situations and people, which is exactly why it is difficult to capture in a succinct definition. Grint (2004) narrows down the key reasons as to why it is so difficult to find a single and agreed understanding of leadership: process problems, position problems, philosophy problems, and purity problems. These problems refer to whether leadership is derived from traits or a social process, whether a leader is automatically in charge with formally allocated authority, and the questions as to whether a leader has intentional influence on the behaviour of followers, and is leadership embodied in individuals or groups and is it a purely human phenomenon.

This essay seeks to explore what leadership means to me, drawing on personal experience of leadership as a social phenomenon, and discussing my views from the perspective of both a leader and follower. In order to make sense of my understanding of leadership, a critical review and commentary on leadership theory is included in the discussion.

2. Personal Experience of Leadership Within the Workplace

For the past five years I have had a part time job at Marks and Spencer, and thus come across many types of leaders and managers. The question often asked is whether a manager can automatically be assumed to also be a leader? Zelenznik (1977) was one of the first to contrast leadership and management as he argued that a leader uses creativity and intuition, whereas a manager solves problems using rationality and control. Since then, many academics have agreed and argued that 'good management brings about a degree of order and consistency to organisational processes and goals, whilst leadership is required for dynamic change' (Kotter 1990: 104 cited in Bolden 2004: 6). In an organisation such as Marks and Spencer then, it is essential that they have both good management, who offer stability, consistency, order and efficiency, and good leaders who produce important change by keeping employees focused and motivated to achieve the vision communicated. In my workplace, I would say we have good 'managers' based on the above assumptions, however, I would not say that every manager is also a good leader. For this reason I agree with Kotter and Zelenznik, leadership and management differ from one another substantially.

In the workplace context I am a follower, and so from this perspective I have seen what I would consider to be good leadership, and poor leadership styles. The authors who have focused on followers suggest that they are active participants in the leadership relationship...

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The Power of Servant-Leadership Robert K. Greenleaf, 1998-09-04 Based on the seminal work of Robert K Greenleaf a former AT T executive who coined the term almost thirty years ago servant leadership emphasizes an emerging approach to leadership one which puts serving others including employees customers and community first The Power of Servant Leadership is a collection of eight of Greenleaf s most compelling essays on servant leadership These essays published together in one volume for the first time contain many of Greenleaf s best insights into the nature and practice of servant leadership and show his continual refinement of the servant as leader concept In addition several of the essays focus on the related issues of spirit commitment to vision and wholeness

Leadership in a Slum Alan R. Johnson, 2010-04-01 In Leadership in a Slum Johnson looks at leadership in the Thai social context from a different angle than traditional studies that measure well educated Thais on leadership scales derived in the West Seeking a cultural account of social influence processes he turns to those who have been left behind in the race to participate in a globalizing world the urban poor Using both systematic data collection and participant observation he develops a culturally preferred model as well as a set of models based in Thai concepts that reflect on the ground realities Johnson also examines the community state relationship and finds that in the face of state power that brings both development and the forces of eviction the community and its leaders are not passive in this relationship but modify reject or resist state views in their various forms He concludes by looking at the implications of his anthropological approach for those who are involved in leadership training in Thai settings and beyond This work challenges the dominance of the patron client rubric for understanding all forms of Thai leadership and offers an alternative view for understanding leadership rooted in local social systems to approaches that assume the universal applicability of leadership research findings across all cultural settings **INSCOM Journal** ,1994 **What Is It**

About Me You Can't Teach? Eleanor Renee Rodriguez, James Bellanca, Deborah Rosalia Esparza, 2016-05-31 Now in its third edition this powerful book features timely new content from innovative schools and teachers focusing on reaching struggling students The authors illuminate how to raise student achievement by upholding high expectations while teaching with cultural responsiveness Discover how to Lead all students to deeper learning grounded in critical thinking creative problem solving communication collaboration and the 5th C cultural awareness Support the latest standards for college and career readiness and English Language Proficiency Development Incorporate technology into teaching and learning in innovative ways adaptable to varying resource levels Implement K 12 lesson plans that support individualized project based learning *Teaching and Learning in a Multilingual School* Tara Goldstein, Gordon Pon, Timothy Chiu, Judith Ngan, 2003-01-30 Teaching and Learning in a Multilingual School Choices Risks and Dilemmas is for teachers and teacher educators working in communities that educate children who do not speak English as a first language At the center of the book are findings from a four year critical ethnographic case study of a Canadian high school with a large number of

emigrant students from Hong Kong and rich descriptions of the multitude of ways teachers and students thought about responded to and negotiated the issues and dilemmas that arose The solutions and insights they derived from their experiences of working across linguistic cultural and racial differences will be extremely valuable to educators in other locales that have become home to large numbers of immigrant families The book is designed to help readers think about how the issues and dilemmas in the case study manifest themselves in their own communities and how to apply the insights they gain to their own teaching and learning contexts Each chapter includes four components an excerpt from the ethnographic study an analytic commentary on the ethnographic text drawn from a variety of theoretical perspectives and academic disciplines including interactionist sociolinguistics language minority education English as a Second Language education critical literacy anti racist education and critical teacher education a pedagogical discussion and suggestions for further reflection and discussion The book features the use of ethnographic play writing to engage readers with the issues that arise in multicultural multilingual schools The author s play *Hong Kong Canada* is included in its entirety and is used to stimulate further discussion of the issues raised in each of the chapters Although it is organized around two different kinds of schooling dilemmas dilemmas of speech and silence and dilemmas of discrimination everyday dilemmas of curriculum and assessment are also discussed throughout the book A methodological discussion of the choices the author made while designing conducting and writing up the critical ethnographic case study makes the book useful in qualitative research methodology courses A set of strategies and activities is provided for helping students develop English oral presentation skills 50

Successful Harvard Business School Application Essays Staff of the Harvard Crimson, 2022-12-27 Fifty all new essays that got their authors into Harvard Business School including GMAT scores showing what worked what didn t and how you can do it too Competition to get into the nation s top business schools has never been more intense Harvard Business School in particular draws thousands of elite applicants from around the world As admissions departments become increasingly selective even the best and brightest need an edge Writing a personal statement is a daunting part of the application process In a specific amount of characters applicants must weave together experiences and passions into a memorable narrative to set them apart from thousands of other applicants While there is no magic formula for writing the perfect essay picking up this book will put them on the right track The Staff of the Harvard Crimson s 50 Successful Harvard Business School Application Essays includes fifty standout essays from students who successfully secured a spot at Harvard Business School Each student has a unique set of experiences that led them to applying for an MBA Each essay includes analysis by Crimson editors on essay qualities and techniques that worked so readers can apply them to their own writing This book will aid applicants in composing essays that reveal their passion for business and the discipline they will bring to this demanding program and profession It will give them the extra help they need to get into the best business school programs in the world

Essays on Balance: There Is Something Out There. It Is Nothing, Yet, It Is Everything. It Is Eternal. Richard A.

Frank, 2016-04-27 *Essays on Balance* is a collection of thirty three essays that explores possible answers to that one guiding question Why is the world the way it is Split into two parts it explores first the most fundamental questions about the workings of nature energy entropy time space change life and the universe and it investigates them in a way that both laypersons and experts will enjoy reading In the second part considerations about human nature are explored as they relate to the self the collective self virtue and vice religion politics free will good and evil and the concept of God Approaching these considerations from an innovative worldview it explains both nature and human nature as an indissoluble whole bound by the universal laws of balance **Business School Essays That Made a Difference, 5th Edition** Princeton Review, Nedda Gilbert, 2012-09-15 Real essays written by MBA hopefuls with commentary from admissions experts [Conversations on Servant-Leadership](#) Shann Ray Ferch, Larry C. Spears, Mary McFarland, Michael R. Carey, 2015-02-11 In a world where organizations and leaders face conflicts and complexity at an alarming rate where human cruelty sometimes dominates kindness in individuals and families and where nations hover in the shadow of moral and financial collapse how do we find courage to forge a strong and enduring path into the future In this book fourteen of the world's foremost thought leaders consider the role of leadership love and power in the midst of political and social upheaval Included are interviews with former president of the Philippines Corazon Aquino servant leaders Margaret Wheatley Ken Blanchard George Zimmer and James Autry and others They engage the significant leadership questions of our time and reveal an uncommon and life affirming path toward families organizations and nations imbued with generosity and meaning **Leadership Dilemmas and Challenges: Reflections and Advice** Michael Zisser, 2018-12-05 *Leadership Dilemmas and Challenges Reflections and Advice Or Why I Do That* is a collection of personal interconnected essays intended to inform and inspire current and future practitioners in the nonprofit or public sector space Part insightful guidance part humorous memoir author Michael Zisser pulls from more than thirty years experience managing major New York City based organizations as well as several decades teaching graduate level courses in planning public administration and social work to provide practical honest advice to today's leaders and managers in the nonprofit and public sectors **Servant Leadership in Action** Ken Blanchard, Renee Broadwell, 2018-03-06 From the author of *The One Minute Manager* a guide to leading others by serving them featuring advice and tools from real life leadership experts We've all seen the negative impact of self-serving leaders in every sector of our society Not infrequently they end up bringing down their entire organization But there is another way servant leadership Servant leaders lead by serving their people not by exalting themselves This collection features forty four renowned servant leadership experts and practitioners prominent business executives bestselling authors and respected spiritual leaders who offer advice and tools for implementing this proven but for some still radical leadership model Edited by legendary business author and lifelong servant leader Ken Blanchard and his longtime editor Renee Broadwell this is the most comprehensive and wide ranging guide ever published for what is in every sense a better way to lead Renowned expert Ken Blanchard with

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The Glorious American Essay Phillip Lopate, 2020-11-17 Not only an education but a joy This is a book for the ages Rivka Galchen A monumental canon defining anthology of three centuries of American essays from Cotton Mather and Benjamin Franklin to David Foster Wallace and Zadie Smith The essay form is an especially democratic one and many of the essays Phillip Lopate has gathered here address themselves sometimes critically to American values Even in those that don't one can detect a subtext about being American The Founding Fathers and early American writers self consciously struggle to establish a recognizable national culture The shining stars of the mid nineteenth century American Renaissance no longer lack confidence but face new reckonings with the oppression of blacks and women The New World tradition of nature writing runs from Audubon Thoreau and John Muir to Rachel Carson and Annie Dillard Marginalized groups in all periods use the essay to assert or to complicate notions of identity Lopate has cast his net intentionally wide embracing critical personal political philosophical humorous literary polemical and autobiographical essays and making room for sermons letters speeches and columns dealing with a wide variety of subjects Americans by birth as well as immigrants appear here famous essayists alongside writers more celebrated for fiction or poetry The result is an extensive overview of the endless riches of the American essay

Leadership Brigid Carroll, Jackie Ford, Scott Taylor, 2015-11-16 This book is not available as a print inspection copy To download an e version click [here](#) or for more information contact your local sales representative Shortlisted in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2016 The authors an international team of experts guide students on an entertaining journey through key concepts contemporary issues and debates in leadership studies Students can Understand how theory comes to life through a fascinating selection of case studies ranging from political leaders such as Tony Blair to business leaders such as Steve Jobs and from leadership in the arts to leadership in gang culture Be inspired by the *Leadership* on screen feature which encourages analysis of how leadership is represented in film and TV including *The Dark Knight* *Game of Thrones* *The Hunger Games* and *Grey's Anatomy* Visit the companion website for access to additional resources including author videos and journal articles Critical and rigorous yet also easy to digest this text is ideal for students and practitioners with or without any prior knowledge of the field

Essays That Will Get You into College Dan Kaufman, Chris Dowhan, 2003 Updated with much new material this book presents approximately 50 model college admission essays that will inspire students who must prepare original essays

of their own as part of today's college entrance process. Students will also find extensive advice on the do's and don'ts for writing a successful essay plus instruction on the process of organizing ideas, writing a rough draft, then re-writing a final finished essay for presentation. The book's model essays come from successful Ivy League college applicants and each is supplemented with critical comments pointing out its strengths and weaknesses. Essays cover many categories including sports, work experiences, ethnicity, cross-cultural experiences, and much more. **Exploring Leadership** Susan R.

Komives, Nance Lucas, Timothy R. McMahon, 2013-05-17 This third edition is a thoroughly revised and updated version of the bestselling text for undergraduate leadership courses. This book is designed for college students to help them understand that they are capable of being effective leaders and guide them in developing their leadership potential. The Relational Leadership Model (RLM) continues as the major focus in this edition, and the book includes stronger connections between the RLM dimensions and related concepts as well as visual applications of the model. The third edition includes new student vignettes that demonstrate how the major concepts and theories can be applied. It also contains new material on social justice, conflict management, positive psychology, appreciative inquiry, emotional intelligence, and new self-assessment and reflection questionnaires. For those focused on the practice of leadership development, the third edition is part of a complete set that includes a Student Workbook, a Facilitation and Activity Guide for educators, and free downloadable instructional PowerPoint slides. The Workbook is a student-focused companion to the book, and the Facilitation and Activity Guide is designed for use by program leaders and educators. Griolo, 1985 **Bulletin - U.S. Coast Guard Academy Alumni Association** United

States Coast Guard Academy. Alumni Association, 1993 *What You Don't Know Can Keep You Out of College* Don Dunbar, G.F. Lichtenberg, 2007-07-05 In the tradition of *The Gatekeepers*, a veteran counselor provides the missing key to the college admissions door with insider wisdom about how admissions committees think and the thirteen fatal mistakes that can ruin an application. When Don Dunbar was a college counselor for Phillips Academy Andover in the 1980s, he got to sit in on the meetings where the nation's top colleges decided whether to admit his students. Prep school counselors no longer get this kind of astonishing access, but in those meetings, Don discovered a little-known key to college admissions that still holds true today. Many applicants look alike based on their grades, test scores, and extracurriculars, so colleges want something more. They want applicants with character. Most of us know what character means, but not in the way that admissions officers define it. Admissions officers have tremendous integrity, and to them, character equals what a student will contribute to his or her community, good or bad, over the next four years. Don explains the concept of character in terms that high school students can understand, using examples from his thirty years of working with kids. He shows readers how to avoid the thirteen fatal character mistakes that even the brightest students make when applying to college and democratizes the admissions process, making his advice available to all students. Feminism in Action Jean F. O'Barr, 1994 *Feminism in Action* is Jean O'Barr's firsthand account of two decades spent working to promote the cause of higher education for women through the

establishment of women's studies programs The book brings together revised versions of O Barr's most Women, Church, and Leadership: New Paradigms Eunjoo Mary Kim, Deborah Beth Creamer, 2012-04-06 This book is about leadership a scholarly and pastoral response to the urgent demand for the renewal of the contemporary Christian church It challenges readers to articulate the identity and vision of the church in new ways and encourages them to revitalize their ministry with fresh insight and passion from women's perspectives The eight essays written by female scholars in relation to various areas of theological study and the nine pastoral responses to the essays written by ministers from seven different denominations based on their experiences of actual ministerial settings provide new paradigms of church leadership theologically profound practically relevant and historically timely This volume a product of a collaborative process between academia and church promises to be a most useful resource to renew the leadership of the church and its vocational commitment to the transformation of the church and society

What Does Leadership Mean To Me Essay: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous captivating novels captivating the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the fascinating narratives that have captivated audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This heartfelt tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids compelling storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These top-selling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a brilliant and thrilling novel that will keep you guessing until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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