

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...

What Does Leadership Mean To Me Essay

Richard A. Frank



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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 **INSCOM Journal** ,1994 **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 Nedda Gilbert, Princeton Review (Firm), 2003 Essays That Scored What makes business school applications so brutal For most applicants it s the number length and complexity of the essays they have to write Most top schools require multiple essays and this book is your best bet for acing them all 1 Forty four real life essays critiqued by admissions officers from Tuck Chicago MIT Michigan Babson and more 2 Eight case studies of b school applicants what worked and what didn t 3 Essay question translations what they re really asking 4 Insider advice from admissions officers and current MBA students at the following schools Columbia Business School Freeman School of Business Tulane Haas School of Business UC Berkeley Olin Graduate School of Business Babson University of Chicago s Graduate School of Business Inside you ll find application essays from the following business schools Freeman School of Business Tulane Kenan Flagler Business School UNC Chapel Hill McCombs School of Business U Texas Austin Olin Graduate School of Business Babson College Peter F Drucker Graduate School of Management Claremont Graduate University Rutgers Business School Simon Graduate School of Business Administration U of Rochester Sloan School of Management MIT Tippie School of Management University of Iowa Tuck School of Business Dartmouth University of Chicago s Graduate School of Business University of Michigan Business School Weatherhead School of Business Case Western Reserve 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 Servant Leadership in Action Ken

Blanchard,Rene 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 Renee Broadwell have assembled the insights of dozens of successful leaders in their new book Servant Leadership In Action I doubt you will find any book or course on leadership that delivers a more on target message of the essential element critical to being a truly great leader Get a copy Read it Be it Miami Herald A comprehensive and inspiring book presented as a servant leadership primer action plan and how to guide then concludes with proof of effectiveness and

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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 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 **Conversations on Servant-Leadership** Shann Ray Ferch,Larry C. Spears,Mary

McFarland,Michael R. Carey,2015-02-11 Some of the world s foremost thought leaders consider the role of leadership love and power in the midst of political and social upheaval 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 There have been so many books and articles written on servant leadership sometimes it s hard to know where to turn Finally a book that is a composite of the greatest thinkers and advocates of the concept has been written Reading this book will give you a very complete view of servant leadership and will help you to bring it to life in your organization Howard Behar President retired Starbucks International **All Before Them** National Association of

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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

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Journal of the United States Artillery, 1942 *Bulletin - U.S. Coast Guard Academy Alumni Association* United States Coast Guard Academy. Alumni Association, 1993 *Appletons' Journal*, 1875

A Man's Guide to a Nursing Career Chad O'Lynn, 2012-10-23 Named a 2013 PROSE Award Honorable Mention in Nursing and Allied Health Sciences Winner of the Dr Gene Tranbarger Writing Award from the American Assembly for Men in Nursing Though O'Lynn emphasizes a male perspective on becoming a nurse this book should be required reading for anyone thinking about entering the nursing profession The section on nursing education from the perspective of both students and instructors is worth the price of the book Highly recommended Choice Current Reviews for Academic Libraries I love this book It has inspired and motivated me to continue to do something for men in nursing at the college where I teach as well as for men in our delivery rooms and postpartum units We need to move beyond women and children and include men as fathers to truly promote wellness for families Janet Ierardi MSN RNC CNE Assistant Professor Family Focused Nursing Lawrence Memorial Regis College Nursing Program This is a nuts and bolts guide to a career in nursing from the earliest consideration of a nursing career through education and clinical practice designed specifically for men Written by the author of *Men in Nursing History Challenges and Opportunities* it was created at the request of numerous colleagues for a book that addressed the practical needs and concerns of men throughout their nursing career journey The text presents the numerous career paths available in nursing along with a consideration of their financial benefits job security personal fulfillment and the need for nurses who are adept at information management and high tech skills The history of nursing is discussed through biographies of nine remarkable male nurses offering much needed historical role models The guide discusses strategies for dealing with a rigorous nursing curriculum compounded by the challenges of anti male sentiment that is sometimes present It takes the reader from day one of nursing school through the licensing exam and also addresses the specific needs of second degree and accelerated program students The book discusses the obstacles that may result from cross gender nursing communication and relationships with a focus on

teamwork Also covered are professional development and leadership concerns in light of criticism from some women that men advance for self serving reasons or on the backs of women colleagues Key Features Discusses how to navigate the rigors of nursing school along with strategies for success Explains how cope with anti male sentiment Describes how to create an application that stands out from the pack Helps male students to boost caring skills and touch patients in ways that reflect professionalism empathy and skill Includes helpful advice for landing a first job

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