

Authentic Leadership Effectiveness For Individuals And Teams

This book both acknowledges the complexity emerging from the three main components of leadership—the leader, the led, and the environment—while providing a sound, foundational structure in which the complexity of this area of study can be better understood.

The International Encyclopedia of Organization Studies is the definitive description of the field, spanning individual, organizational, societal, and cultural perspective in a cross-disciplinary manner. It is the premier reference tool for students, educators, scholars, and practitioners to gather knowledge about a range of important topics from the unique perspective of organization studies with extensive international representation. The Encyclopedia is thoroughly cross-referenced, and entries are based around a series of broad themes. Editors Stewart R. Clegg and James R. Bailey bring together a team of international contributors from the fields of management, psychology, sociology, communications, education, political science, public administration, anthropology, law, and other related areas. This book shines a spotlight on two missing foci of authentic leadership research: international and follower perspectives. The concept of ‘authenticity’ has been in vogue since the times of Greek philosophy, but it wasn’t until the 1990s that leadership scholars seriously began to study the topic of authentic leadership. This new collection brings together empirical research and theoretical contributions to provide insights into the follower perspectives of authentic leadership around the world. Covering topics such as leader self-awareness, gender, psychological capital, embodied leadership and followership, and unethical conduct, the book features a Foreword written by William L. Gardner, one of the original scholars on authentic leadership.

Effective Leadership: Theory, Cases, and Applications, by Ronald H. Humphrey, integrates traditional and new leadership theories—including transformational leadership, leader-member exchange, authentic leadership, servant leadership, self-leadership, shared and distributed leadership, identity theory, and the value of emotions and affect—to provide a comprehensive look at the many facets of effective leadership. Practical and fun to read, this innovative book incorporates personal reflections and current business examples to bring the theories of organizational leadership to life. In addition, “Put it in Practice” features help readers see how they can apply the leadership research to their own work lives, while leadership cases throughout demonstrate how real leaders have succeeded by applying the leadership principles discussed in the book.

Discover How to Turn Your Struggles Into Strengths

The Oxford Handbook of Leadership

Self-Knowledge Is The Key To Your Success

Finding Your True North

A Personal Guide to Finding Your Authentic Leadership

Authentic Leadership (HBR Emotional Intelligence Series)

Strategic leadership techniques are the cornerstone to positive growth and prosperity within businesses and organizations. Implementing new management strategies and practices helps to ensure managers are optimizing their resources and driving innovation. The Encyclopedia of Strategic Leadership and Management investigates emergent administrative techniques and business practices being utilized within corporate and educational settings. Highlighting empirical research and best practices within the field, this encyclopedia will be an authoritative reference source for students, researchers, faculty, librarians, managers, and leaders across various disciplines and cultures.

It’s time to turn your weaknesses into your greatest strengths as a leader. We’ve been taught that leaders will never achieve greatness unless they overcome their limitations and minimize their mistakes. But the biblical pattern is just the opposite: God chooses people who have major flaws and makes them effective leaders, not in spite of their weaknesses but because of them. This workbook takes you from the frustration of feeling hampered by your limitations to a place of effective leadership, where God uses all of who you are in leading others. Based on the core principles from the book Leading With a Limp, this workbook will guide you to: · Gain a clear understanding of why God has placed you in leadership · Recognize how God is powerfully using the very things you consider to be your worst qualifications for leadership · Overcome feelings of being stuck or defeated by your mistakes · Practice authentic leadership, which compels others to follow you. You will discover powerful and unexpected insights as you work through personal inventories, studies in biblical leadership, revealing discussion questions, and stories from contemporary leaders who gained effectiveness through authentic brokenness. With this workbook as a guide, you can turn what you once considered to be major liabilities into the greatest assets you possess as a leader. The companion workbook to Leading With a Limp, by Dan B. Allender, PhD

Leverage your authentic self into a valuable leadership strategy The Art of Authenticity is a guide to becoming a better leader by achieving your best self. All people bring different sides of themselves to various situations. This book will show you how to broaden and deepen your effectiveness by presenting the most appropriate side of yourself. Dr. Karissa Thacker is the management psychologist called on by over two hundred Fortune 500 companies to work with high potential leaders. This book provides you with her expert guidance, based on validated psychological research and artful application of psychological principles to actual business situations, to help you become an authentic leader. You’ll learn how to lead through reflection, action, and conscious choice, and how to maintain your guiding principles while effectively leading your team. By replacing habitual reactions with authentic ones, you’ll find that you’re modeling good behavior and effective decision-making—and that authenticity is contagious. This guide equips you with the tools and skills you need to be the catalyst of positive change your organization needs. How do you remain authentic while being an effective leader? This book argues that the question isn’t a duality. Authenticity is the best way to lead, and the only way to maintain sustainable success as an organization. This insightful guide shows you how to find your authentic self, and leverage that into an effective, executable leadership strategy. Become authentic in a way that befits your values Show loyalty, honesty, ethics, and consideration Maintain authenticity in leadership roles Make conscious choices instead of blind reactions Some are born to lead, other must be taught, but all leaders must work to retain their own values and basic sense of self. A simple pause can mean the difference between a knee-jerk reaction and an authentic decision, and the effects ripple throughout your organization. The Art of Authenticity is your guidebook to finding the true authentic leader within, and leading from the inside out for the long haul.

True North shows how anyone who follows their internal compass can become an authentic leader. This leadership tour de force is based on research and first-person interviews with 125 of today’s top leaders—with some surprising results. In this important book, acclaimed former Medtronic CEO Bill George and coauthor Peter Sims share the wisdom of these outstanding leaders and describe how you can develop as an authentic leader. True North presents a concrete and comprehensive program for leadership success and shows how to create your own Personal Leadership Development Plan centered on five key areas: Knowing your authentic self Defining your values and leadership principles Understanding your motivations Building your support team Staying grounded by integrating all aspects of your life True North offers an opportunity for anyone to transform their leadership path and become the authentic leader they were born to be. Personal, original, and illuminating stories from Warren Bennis, Sir Adrian Cadbury, George Shultz (former U.S. secretary of state), Charles Schwab, John Whitehead (Cochairman, Goldman Sachs), Anne Mulcahy (CEO, Xerox), Howard Schultz (CEO, Starbucks), Dan Vasella (CEO, Novartis), John Brennan (Chairman, Vanguard), Carol Tome (CFO, Home Depot), Donna Dubinsky (CEO/cofounder, Palm), Alan Horn (President, Warner Brothers), Ann Moore (CEO, Time, Inc.) and many others illustrate the transitions that shape the type of leaders who will thrive in the 21st century. Bill George (Cambridge, MA) has spent over 30 years in executive leadership positions at Litton, Honeywell, and Medtronic. As CEO of Medtronic, he built the company into the world’s leading medical technology company as its market capitalization increased from \$1.1 billion to \$60 billion. Since 2004, he has been a professor at the Harvard Business School. His 2004 book Authentic Leadership (0-7879-7528-1) was a BusinessWeek bestseller. Peter Sims (San Francisco, CA) established “Leadership Perspectives,” a course on leadership development at the Stanford Graduate School of Business and cofounded the London office of Summit Partners, a leading investment firm. Their Web site is www.truenorthleaders.com.

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Origins, Effects and Development

A Reflective Approach

Mayes' Midwifery E-Book

Transforming Cultures with CEO

Theory, Cases, and Applications

Innovation in higher education is a process of institutional adaptation to changes in the environment that enables higher education institutions to improve their existing practice and to be innovative at different levels and in different forms. Moreover, innovativeness is also related to internal characteristics of higher education institutions. Innovation in higher education can be observed as a result of the changing contexts in which higher education institutions function. Adjacently, a comprehensive approach to considering innovativeness is needed in order to enable the examination of different elements of innovativeness in higher education, that is, to identify the key factors that (de)stimulate innovations and affect their interactions with other relevant stakeholders at the national level and beyond. The Handbook of Research on Enhancing Innovation in Higher Education Institutions is a critical scholarly book that examines innovativeness in higher education and its complications and diversity. Starting from the view that higher education is currently confronted by global forces that require new research ideas, the publication suggests that comprehensive understanding of innovativeness is imperative for higher education’s institutions in the 21st century. Analyzing the recognized trends within the publication and concluding which aspects should be taken to improve innovativeness in higher education, this reference book outlines quality and innovation in teaching, innovative university-business cooperation, institutional framework and governance of higher education institutions, knowledge management, and leadership and organizational culture. It is ideal for curriculum designers, administrators, researchers, policymakers, academicians, professionals, and students.

Examine the keys to leadership success with the practical, skill-building approach found in DuBrin’s LEADERSHIP: RESEARCH FINDINGS, PRACTICE AND SKILLS, 10E. This edition balances current research and theories with the latest applications from successful practitioners in today’s business world. New and updated, popular self-assessment quizzes and the latest skill-building exercises help you inventory and strengthen your own leadership qualities and personal competencies. An engaging narrative highlights stories of leadership in familiar companies, such as UPS, Best Buy, Salesforce, Kohl’s and GM. This edition provides more opportunities than any other book of its kind to apply the principles you’ve just learned in cases and experiential exercises. Practical insights, supported by contemporary research, assist you in developing the skills and confidence you need to become an effective leader. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

With the rise in ethical concerns as well as scandals among organizations, interest in positive leadership styles has grown. This book examines authentic leadership in the workplace and the effect it has on employee job performance.

Offers insights on the development of authentic leadership. This volume considers the dynamics whereby such factors as humor, political skill, emotions, resiliency, and moral and spiritual leadership interact with authenticity to foster authentic leader-follower relationships at dyadic, group, and organizational levels.

Authentic Leadership in the Workplace

What It Takes To Be An Authentic Leader

Authentic Leadership Theory and Practice

Group Coaching: Raising Leadership Consciousness, Effectiveness, and Engagement in Organizations

A Very Short Fairly Interesting and Reasonably Cheap Book About Studying Leadership

The Aware Leader: Self-Knowledge Is The Key to Your Success advises leaders that self-awareness is the deciding factor in their success. To be an effective leader, an executive needs to know himself or herself. This book is an accessible, illuminating personal development guide and organization.THE AWARE LEADER OFFERS TIMELY & RELEVANT SOLUTIONS FOR LEADERSHIP EFFECTIVENESS, SUCH AS...Success in leadership, business, and life is not just about experience, skills, or even knowledge. Success requires developing a deeper awareness of who you are, of things that can either drive you or hold you back. Effective leaders learn to incorporate deep self-awareness into their authentic leadership style, so that they can build the relationships that form the foundation of all successful organizations.Understanding and looking for the u you is the best way to recognize how those drivers create default settings in your personality and character. The qualities that define you are neither positive nor negative in and of themselves - instead, it’s how you utilize them. The more you know about yourself and your drive are serving you and when they are hindering you. Only then can you make choices about how to leverage your unique set of behaviors, styles, and preferences to create the results you want.The more you engage in mindfulness about who you are, what you are experiencing, and the more you make effective choices. Although it seems like this will take extra time or trouble, the truth is it will save you endless time and stress. All your efforts are more efficient and effective when you routinely check in with yourself and make sure your external behaviors don’t do this, you risk turning into one of the more than 50% of leaders who fail, not because they didn’t know their stuff but because they didn’t know themselves.The better you know yourself, the better you become at developing habits of behavior that promote your progress and those behaviors that might hinder your progress or threaten to derail you altogether.

In the wake of continuing corporate scandals there have been few, if any, CEOs that have stepped forward as models of “doing things right”—except the former chairman and CEO of Medtronic, Bill George. George has become the unofficial spokesperson for responsible leadership. In Authentic Leadership Bill George makes the case that we do need new leaders, not just new laws, to bring us out of the current corporate crisis. He persuasively demonstrates that authentic leaders of mission-driven companies will create far greater shareholder value than f George’s twelve-year leadership at Medtronic, the company’s market capitalization soared from \$1.1 billion to \$460 billion, averaging 35% per year. George candidly recounts many of the toughest challenges he encountered -- from ethical dilemmas and battles with the FDA to how to develop the five essential dimensions of authentic leaders—purpose, values, heart, relationships, and self-discipline. Authentic Leadership offers inspiring lessons to all who want to lead with heart and with compassion for those they serve. Bill George helps readers answer when my personal values conflict with company business values? How do I make trade-offs between the needs of my customers, my employees, and my company's shareholders? Do I really want to devote my talents to business? Authentic Leadership provides a tested guide for how to have a stake in the integrity and success of our corporations.

Positive Organizational Behaviour: A Reflective Approach introduces the most recent theoretical and empirical insights on positive organizational practices, addressing emerging topics such as resilience, job crafting, responsible leadership and mindfulness. Other books on positive limitations of the positive agenda, but this textbook is unique in taking a reflective approach, focussing on the positive while also accommodating critical perspectives relating to power and control. Positive Organizational Behaviour provides an integrated conceptual framework, to gain an understanding of the potential of positive organizational practices. This innovative new textbook will provide advanced management and psychology students with a grounding in the area, and help them develop strategies for building effective and responsible organizations. True leadership has always been more difficult to maintain in challenging times, but the unique stressors facing organisations throughout the world today call for renewed attention to what constitutes truly positive leadership. In AUTHENTIC LEADERSHIP EFFECTIVENESS for Individuals Wulfers combines the best of academic research, with years of personal experience working with leaders and teams, to offer a practical guide on how to develop this type of leadership effectiveness in real life. This book is divided up as follows: Part I - Definition and impact of authentic leadership, gives an overview of what is generally understood by Authentic Leadership. It also focuses on the impact of leadership authenticity on inter-relational trust, on individual and team authentic leadership effectiveness. Part II - Development of authentic leadership development of authentic leadership requires different considerations to what is mostly espoused in the field of leadership development, considerations and criteria for AL development and AL programmes are discussed. This is followed by a high-level and detailed overview of the programme, which might well be a first. Finally, part II concludes with a detailed, followed by two high-level case studies of the effects of the ALE programme under discussion. Part III - Well-known examples of leaders through the lens of AL - even though AL programmes have not leadership can be developed by means of introspection and commitment to further development during a lifetime of life experiences and work episodes.

International Perspectives

Encyclopedia of Strategic Leadership and Management

The Impact of Authentic Leadership Traits on Construction Superintendent Effectiveness

Why Should Anyone Be Led by You?

Exploring Management

Handbook of Research on Enhancing Innovation in Higher Education Institutions

Gareth Chick’s second book, And the Leader Is... is a comprehensive and practical guide in how to lead effectively with heightened Corporate Emotional Intelligence (CEI). Drawing on his 40 year experience of every aspect of the Corporate World, from CEO to Coach; from manager to trainer, Gareth Chick covers the fundamental management and leadership competencies of coaching, high performance teams, authentic leadership and transformational change. In his first book Corporate Emotional Intelligence, Gareth provided a compelling analysis of Corporate Psychology; giving us a profound new understanding of how working in the Corporate World causes thoroughly decent human beings to behave in unnatural and inhuman ways. The book concluded by outlining the 4 Pillars of Corporate Emotional Intelligence (CEI), equipping us with strategies to raise our personal leadership effectiveness. And the Leader Is... completes Gareth’s personal corporate life mission to give hard pressed modern leaders and managers the practical competencies to be more effective, more fulfilled and more sustainable. While each of his two books stands on its own merits, the combination of the two forms arguably the most important work on corporate leadership since Dr Edwards Demings’ writings of the late 20th Century. It is fitting therefore that the Foreword is written by Tony Barnes, the last surviving member of the Deming team that revolutionised Japanese business and manufacturing practices in the 1950s and 1960s. “A bible of common sense; a book that cuts to the core of achieving great business results whilst caring for the people you lead.” Fionnuala Meehan, VP EMEA Global Marketing Solutions and Head of Ireland, Google “It’s like no other book I’ve ever experienced. It’s intensely personal - the insights, the examples, the honesty. This is much more than a book. It’s a deep journey.” Alison Platt, Non Executive Director, Tesco Plc “I have read many great books on coaching, leadership and teams. However, this is even greater, with all of these areas more expertly placed in one book”. Becky Ivers, People Director – Expansion, Heathrow Airport “I was transported into ‘And the Leader is...Tina’. Easy to read ‘brain food’ providing simple strategies to unlock human potential. This book is becoming my own personal coach.” Tina Jennings, HR Director, Global Consumer Brands, Walgreens Boots Alliance

What does it mean to be yourself at work? As a leader, how do you strike the right balance between vulnerability and authority? This book explains the role of authenticity in emotionally intelligent leadership. You’ll learn how to discover your authentic self, when emotional responses are appropriate, how conforming to specific standards can hurt you, and when you need to feel like a fake. This volume includes the work of: Bill George Herminia Ibarra Rob Goffee Gareth Jones This collection of articles includes: "Discovering Your Authentic Leadership" by Bill George, Peter Sims, Andrew N. McLean, and Diana Mayer; "The Authenticity Paradox" by Herminia Ibarra; "What Bosses Gain by Being Vulnerable" by Emma Seppala; "Practice Tough Empathy" by Rob Goffee and Gareth Jones; "Cracking the Code That Stalls People of Color" by Sylvia Ann Hewitt; "For a Corporate Apology to Work, the CEO Should Look Sad" by Sarah Green Carmichael; and "Are Leaders Getting Too Emotional?" an interview with Gautam Mukunda and Gianpiero Petriglieri by Adi Ignatius and Sarah Green Carmichael. How to be human at work. The HBR Emotional Intelligence Series features smart, essential reading on the human side of professional life from the pages of Harvard Business Review. Each book in the series offers proven research showing how our emotions impact our work lives, practical advice for managing difficult people and situations, and inspiring essays on what it means to tend to our emotional well-being at work. Uplifting and practical, these books describe the social skills that are critical for ambitious professionals to master.

Mayes’ Midwifery, an established key textbook for students and qualified midwives, contains essential knowledge for professional practice. For this 14th edition, each section and chapter has been fully updated and enhanced by leading authors to ensure the text complies with contemporary practice and current guidelines. Added benefits are the availability of a variety of additional online resources for each chapter, including case studies, video and website links, and a bank of multiple-choice questions to test knowledge. With a strong emphasis on normal birth, the book covers the spectrum of midwifery-related topics applied to practice, providing a foundation of knowledge, and encouraging independent thought through the use of reflective exercises in each chapter and online. The book provides midwives with material that meets individual ways of learning and supports current modes of midwifery education. Mayes’ Midwifery is the text for initial preparation and for ongoing midwifery practice. New chapters on essential contemporary issues: Vulnerable women Perspectives on the future of midwifery, in a global context Evidence-based information to guide best practice Learning outcomes and Key Points in all chapters Reflective activities Now with an integrated website offering additional resources and material including: Multiple-choice questions for self-testing Case studies Reflective activities to consolidate your professional development Useful additional reading, resources and weblinks Expanded topics Downloadable materials including illustrations

Too many companies are managed not by leaders, but by mere role players and faceless bureaucrats. What does it take to be a real leader—one who is confident in who she is and what she stands for, and who truly inspires people to achieve extraordinary results? Rob Goffee and Gareth Jones argue that leaders don’t become great by aspiring to a list of universal character traits. Rather, effective leaders are authentic: they deploy individual strengths to engage followers’ hearts, minds, and souls. They are skillful at consistently being themselves, even as they alter their behaviors to respond effectively in changing contexts. In this lively and practical book, Goffee and Jones draw from extensive research to reveal how to hone and deploy one’s unique leadership assets while managing the inherent tensions at the heart of successful leadership: showing emotion and withholding it, getting close to followers while keeping distance, and maintaining individuality while “conforming enough.” Underscoring the social nature of leadership, the book also explores how leaders can remain attuned to the needs and expectations of followers. Why Should Anyone Be Led By You? will forever change how we view, develop, and practice the art of leadership, wherever we live and work.

Discover Your Authentic Leadership

Authentic Leadership Effectiveness

“Doing Business in the Digital Age: Challenges, Approaches and Solutions”

Authentic Leadership and Followership

Tools to Become an Authentic Leader and Your Best Self

True North

A personal guide for becoming an authentic leader Whether you are just starting your leadership journey or leading a large organization, The Discover Your True North Fieldbook will help you find your leadership purpose, that internal Compass that provides direction and keeps you oriented—your True North. Through a series of reflective exercises, this Fieldbook helps you become a better leader by learning to be a more authentic one. This Fieldbook both personalizes and unlocks the central lessons of its companion book, Discover Your True North by Bill George. It shares the most powerful insights that coauthors Nick Craig, Bill George, and Scott Snook have learned from helping more than 10,000 leaders discover and live up to their fullest potential. Each chapter contains potent exercises that help you mine your life story for deep insights and important patterns. As you work your way through these reflections, you will gain a clearer sense of who you are and why you lead—the essence of an authentic leader. We offer an identity-based approach to leader development. Rather than telling you how to lead, the Fieldbook guides you through an intimate process of personal discovery. By understanding your life story and sharpening your personal narrative, you will discover the unique leader you were meant to be. On the way, you will work through the same lessons taught to MBA students at Harvard Business School, as well as senior executives in many Fortune 100 companies. The Discover Your True North Fieldbook will help you: Become more self-aware and self-accepting Locate that sweet spot at the intersection of your passions and strengths Identify and lead from your core values when it matters most Build a robust support team to guide you through difficult times Discover your leadership purpose, the essence of who you are, your True North Stay grounded by integrating all aspects of your life

Grow as a global leader Help others become authentic leaders To help you actually live your True North, this Fieldbook concludes by offering a rigorous, step-by-step process that generates a customized, behaviorally anchored Personal Leadership Development Plan. This plan not only summarizes and integrates everything you've learned completing this Fieldbook, but does so in a way that supports immediate action and impact. Welcome to your journey toward authentic leadership. Welcome to your True North. Visit www.DiscoverYourTrueNorth.org to learn more.

Authentic Leadership Effectiveness For Individuals and Teams : A Coaching Approach Authentic Leadership Effectiveness for Individuals and Teams eBook Partnership

Organizations today are awash in change. Managing change requires leaders to focus simultaneously on managing the business and providing effective leadership to the people. More often than not, it is the focus on the people side that loses out. This book offers a framework for understanding the issues and competencies that contribute to effective leadership during times of change. Its purpose is to help leaders determine how to choose and move among a variety of managerial approaches—to help them see what's working, what's not working, and what's missing. In this way, leaders can more clearly assess their impact and learn how to meet the demands of both managing the business and leading the people. Janet Steinwedel's work with groups aims for a net increase in consciousness in the organization or community in which she is working. This is the third book in the Steinwedel Red Book Series—a series focused on the integration of Jungian psychology and executive coaching. In this book she explains her collaboration with organizations to choose a handful of leaders who will benefit from a focus on enhancing their leadership. Janet has focused on balancing the goals side of the coaching process with aspiration and inspiration in an effort to support clients on their path to individuation and wholeness. She has worked with many leaders that have been nudged out of alignment with their values and lose their passion for their work and her process is designed to bring that alignment back. In her writing she has focused on the experience of opposites including woundedness and healer, student and teacher in an effort to both deepen her personal growth and support others in their growth and development—in the movement toward wholeness. She creates safety in the group for colleagues to try new behaviors—to experiment with being in relationship. While collaboration is paramount today this relationship work is not only about the relationship with workmates, but the relationship one has with one's self. We have become a nation of strivers with a one-sided focus on greatness, she says. From one lens this is a wonderful thing, when it is out of balance it can create very dangerous leadership and consequences. The capability of observing oneself in order to be self-aware is a challenge. As soon as we try to observe our self we are no longer our self, but the self, or more correctly, the persona, we wish to be seen as. We are too often socialized to look only at our strengths and capabilities. But this is not the totality. It is not reality. It is disjointed and grandiose. And everyone suffers. Leaders who can effectively serve, guide, collaborate and be directive know their strengths and their weaknesses. They know how to build a team that supports both, providing the right balance of curiosity, experimentation and knowledge for the goals and needs of the moment. This requires, to use Jung's words, a knowledge of the times as well as a knowledge of the depths. Steinwedel sets the stage for leaders to develop by more accurately knowing their true selves through challenge to themselves and one another. They work at having empathy and compassion as well as a necessary toughness. This "emotional intelligence," popularized at the turn of the new millennium, is important to the framework of Insight Group Coaching and a natural aspect of Jungian psychology. Steinwedel presents numerous ways for leaders to develop their EQ and their engagement—modeling an approach they can take with their own employees. In his discussions about first half of life and second half of life, Jung queries, "is there perhaps a college for forty-year olds which prepares them for their coming life and its demands as the ordinary colleges introduce our young people to the knowledge of the world?" Steinwedel believes group work can be a source for that kind of development, we invite you to read this book carefully and see if you agree.

Rediscovering the Secrets to Creating Lasting Value

Authentic Leadership

The Alchemy of Authentic Leadership

Clashes, Convergences and Coalescences

Leadership: Research Findings, Practice, and Skills

Effective Leadership

"The purpose of this study was to test the incremental validity of authentic leadership above and beyond existing leadership styles. Prior leadership research has focused primarily on transformational leadership. Recently, many researchers have observed that there are leaders who are effective and who do not conform to this style. Authentic leadership theory was advanced as an approach that may explain additional variance in leadership effectiveness. Participants included upper-year Cadets from the United States Military Academy (USMA) who served in leadership positions over lower-ranking Cadets. Cadet leadership styles were matched with personal attribute and performance scores to test a nomological network model of authentic leadership. Findings indicated some support for the notion that authentic leadership adds incremental validity over existing leadership styles, including transformational leadership. This study advances our understanding of authentic leadership theory and leadership effectiveness in challenging environments. Recommendations for future research in this area are provided"--Abstract.

What is authentic leadership? Does it require a leader to express his or her true self even if that true self is less than "wonderful"? How do followers know the difference between real and fake leaders anyway? What happens when cultural expectations of leadership pervades every aspect of organizational and social life, and its study has never been more diverse, nor more fertile. With contributions from those who have defined that territory, this volume is not only a key point of reference for researchers, students and practitioners, but also an agenda-setting prospective and retrospective look at the state of leadership in the twenty-first century. It evaluates the domain and stretches it further by considering leadership scholarship from every angle, concluding with an optimistic look at the future of leaders, followers and their place in organizations and society at large.

The construction industry suffers from declining productivity and lack of trust between stakeholders and among the public. Increasing technical, regulatory, environmental and ethical challenges face the sector and necessitate a new type of leader. Authentic leadership is a relatively new construct that focuses on a leader demonstrating self-awareness, relational transparency, an internalized ethical and moral perspective and balanced processing. This study uses the Authentic Leadership Questionnaire to measure construction superintendent's levels of authentic leadership and compares them to effectiveness ratings. There is a correlation between higher authentic leadership scores and effectiveness and this study concludes that authentic leaders are more effective superintendents.

Leading with Authenticity in Times of Transition

Leadership for Intellectual Disability Service

Authentic Leadership Effectiveness for Individuals and Teams

The Art of Authenticity

The Aware Leader

Leadership Processes and Follower Self-identity

Intellectual disability (ID), once called mental retardation, is characterized by below-average intelligence or mental ability and a lack of skills necessary for day-to-day living. People with intellectual disabilities can and do learn new skills, but they learn them slowly. The proposed book argues for alternative and innovative approaches to leadership in intellectual disability service provision. It does this in the light of service scandals including Winterborne View (UK), Oswald D. Heck (USA), Aras Attracta (Ireland) and many others. The book will explore the failed leadership issues underpinning such debacles and then examine how the context for intellectual disability service provision has changed. It will then propose alternative models for service leadership that are contiguous with the changed landscape, ending with exemplary vignettes outlining situations where such innovative change is happening.

The current study investigated how individual level cultural values (horizontal individualism, horizontal collectivism, vertical individualism, vertical collectivism, power distance, masculinity/femininity, uncertainty avoidance, and long/short term orientation) relate to the perceived effectiveness of authentic leadership. To ensure cultural diversity, data was collected from participants via Amazon Mechanical Turk (MTurk). The participant pool included 184 participants from the United States, India, and 10 other countries around the world. Of these, 68 (37%) participants identified themselves as female and 116 (63%) identified themselves as male. In order to provide a sample that is more representative of a working population, all participants were employed for an average of at least 20 hours a week in a workplace outside of the home. Data was collected using an online survey. Participants completed measures for individual level cultural values (Horizontal and Vertical Individualism and Collectivism Scale, and Individual Cultural Value Scale), the perceived effectiveness of authentic leadership (modified Authentic Leadership Questionnaire), and demographics. Participants were compensated \$0.65 on average for completing the survey. The perceived effectiveness of authentic leadership was found to have significant positive correlations with horizontal individualism, horizontal collectivism, and long/short term orientation and a negative correlation with power distance and masculinity. In a final hierarchical regression model, age, power distance, long term orientation, and horizontal individualism were found to significantly predict 34% of the variance in perceived effectiveness of authentic leadership. The results help to provide a better understanding of hierarchy perceptions in the workplace. They suggest that individuals who value self-expression, less status differences between leaders and follower, and internal perseverance are more likely to endorse an authentic leadership style as being effective in the workplace. These results imply that congruence between employee and supervisor values may be an important factor in determining whether or not authentic leadership is perceived as being effective in the workplace. Further, managers and organizations may want to consider hiring individuals with cultural values that best fit their own values and leadership style. In the future researchers could investigate individual level cultural values as moderators between leadership and workplace outcomes, such as job satisfaction. Why do powerful leaders get outed—people like Weiner, Schwarzenegger, Petraeus, Woods, and Clinton? Why do leaders risk it all to cheat, and—even closer to home—why might you? Know thyself! To do this, the leader is taken on a journey of their inner rooms to explore the impact of family dysfunction and beliefs. Only when you commit to becoming the leader of your own life do you possess the alchemical formula for authentic leadership. If not, beware the "BeOUTEDtudes!" Those are the attitudes that could land you a messy divorce, a headline on the front page, or worse. Journey with the author through his own challenges and triumphs in building a strong leadership platform. Learn how to heal into wholeness using evidence-based therapies as well as holistic and intuitive tools. Transform negative corporate cultures using innovative ideas, and, finally, learn the author's alchemical principles, called the Seven Tenets of Leadership.

Exploring Management, 7th Edition supports teaching and learning of core management concepts by presenting material in a straightforward, conversational style with a strong emphasis on application. With a focus on currency, high-interest examples and pedagogy that encourages critical thinking and personal reflection, Exploring Management, 7th Edition is the perfect balance between what students need and what instructors want. Organized by study objectives and broken up into more manageable sections of material, the Seventh Edition supports better student comprehension and mastery of concepts. And features like skill builders, active learning activities, and team projects give students frequent opportunities to apply management concepts. Class activities provide opportunities for discussion and debate. Students can build solid management skills with self-assessments, class exercises, and team projects.

Authentic Leadership and Its Relationship to Ministerial Effectiveness

Leading with a Limp

Do We Really Need Another Leadership Theory?

Motivating Change and Improvement

The Discover Your True North Fieldbook

Improving Organizational Effectiveness Through Transformational Leadership

The Second Edition of Studying Leadership guides the reader through the cacophony of competing perspectives and models of leadership; now updated with expanded discussion of hot topics like followership, gender, ethics, authenticity and leadership and the arts, set against the backdrop of the global financial crisis. Conceived by Chris Grey as an antidote to conventional textbooks, each book in the 'Very Short, Fairly Interesting and Reasonably Cheap' series takes a core area of the curriculum and turns it on its head by providing a critical and sophisticated overview of the key issues and debates in an informal, conversational and often humorous way. Suitable for students, researchers and practitioners studying leadership across all disciplines.

How can managers bring about optimum performance from the individuals in their organizations? What leadership techniques produce the most effective organizations? This book examines the theory and practice of the dynamic and innovative style of transformational leadership. The transformational leader encourages followers by acting as a role model, motivating through inspiration, stimulating intellectually, and giving individualized consideration to their needs and goals. Chapters explore how transformational leadership affects important issues in today's organizations such as delegation, teamwork, decision making, total quality management and corporate reorganization.

Innovation contributes to corporate competitiveness, economic performance and environmental sustainability. In the Internet era, innovation intelligence is transferred across borders and languages at an unprecedented rate, yet the ability to benefit from it seems to become more divergent among different corporations and countries. How much an organization can benefit from innovation largely depends on how well innovation is managed in it. Thus, there is a discernible increase in interest in the study of innovation management. This handbook provides a comprehensive guide to this subject. The handbook introduces the basic framework of innovation and innovation management. It also presents innovation management from the perspectives of strategy, organization and resource, as well as institution and culture. The book's comprehensive coverage on all areas of innovation management makes this a very useful reference for anyone interested in the subject.

Presenting a follower-centered perspective on leadership, this book focuses on followers as the direct determinant of leadership effects because it is generally through follower reactions and behaviors that leadership attempts succeed or fail. Therefore, leadership theory needs to be articulated with a theory of how followers create meaning from leadership acts and how this meaning helps followers self-regulate in specific contexts. In this book, an attempt is made to develop such a theory, maintaining that the central construct in this process is the self-identity of followers. In developing this theoretical perspective, the authors draw heavily from several areas of research and theory. The most critical constructs do not come directly from the leadership literature, but from social and cognitive theory pertaining to follower's self-identity, self-regulatory processes, motivation, values, cognitions, and emotions and perceptions of social justice. Leaders may have profound effects on these aspects of followers and it is by analyzing such indirect, follower-mediated leadership effects that most ideas regarding leadership theory and practice are developed. Due to its broad theoretical focus, this book is relevant to a number of audiences. The authors' principal concern is with the development of leadership theory and the practice of leadership making the book relevant to audiences in management, applied psychology, and social psychology. They have tried to clearly define key constructs and provide practical examples so that the book could be accessible to advanced undergraduate students. However, the diversity of the underlying theoretical literatures and the complexity of the framework developed also make the book appropriate for graduate courses in those disciplines, and for readers with a professional interest in leadership theory or practice.

The Art and Practice of Facilitating Leadership Development Cohorts - Book 3 in the Steinwedel Red Book Series

The SAGE Handbook of Leadership

Being Your Authentic Self As a Leader and Creating Better Employee Job Performance

International Encyclopedia of Organization Studies

The Routledge Companion to Innovation Management

A Personal Guide