

Introduction

It is important to identify and evaluate the most effective forms of leadership in any business. Given the specialised nature of most firms, adapting a 'one-size-fits-all' approach is likely to manifest costly issues. Employee retention and motivation, for a profit-maximising firm, are direct resultants of the leadership style a manager adopts. In my essay, I will analyse the impact of effective leadership styles across a range of real-world examples, and consider the impact of traditional and more modern approaches towards management. By considering the viewpoints of multiple academics, I will analyse both supplementary and contrasting perspectives of leadership to broaden my findings. To this end, my essay will be robust in the scope of its coverage, and relevant in its evaluation of today's corporate environment.

Forms of Leadership

Defining Power

An effective leader, in any situation, has the ability to inspire (or at least convince) others' actions. Effective leadership in a managerial role regards the ability to use power as an influence over their employee's behaviour (Schermerhorn, Davidson, Poole, Woods, Simon, & McBarron, 2014). While 'effective' leadership presents itself as a subjective characteristic, the components that culminate effective leadership can be defined. Power regards a manager's ability to control their subordinate's actions. Given the range of operational structures we see in businesses today, a 'powerful' leader ensures the firm's visions are turned into reality. The notion of power, dependent on a business' structures and motivational theories followed, can be distinguished as either reward-based, coercive, or authoritative (legitimate). Firstly, reward power operates on the assumption that employees will respond positively to rewards. If a manager has the ability to offer (or at least portray) something as the positive benefit an employee will receive, they are said to be exercising their reward power. Conversely, coercive power is the ability to influence actions through punishment (Schermerhorn et al., 2014). Examples of punishment include threats to their employment, and verbal reprimands. Finally, legitimate power results in a leader influencing based on their authority, rather than having to implement rewards or punishments to achieve the same results. It stands to reason that the organisational position should be a sufficient enough source of power for managers. Overall, the use of power can be classified as either a positive or negative force in the business environment (Harness, Ranaweera, Karjaluoto, & Jayawardhena, 2018). In addition, employees' perceptions of their managers contribute to the notion of personal power. Firstly, expert power regards the ability to "influence through special expertise" (Schermerhorn et al., 2014, p. 343). The special expertise of a manager can refer to the acumen they develop from workplace experience; contributing to their reputation as an

Leadership Research Papers

Ronald E. Riggio



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Leadership Studies Ronald E. Riggio, Michael Harvey, 2011-01-01 This unique cross disciplinary volume encourages a new synthesis in the vibrant field of leadership studies. Comprising reflective conversations among scholars from different disciplines, the contributors explore common ground for new research and ideas. Beginning with chapters by noted experts in fields such as psychology, education, and philosophy, the contributors present the key contributions from their disciplines. A final section provides an integration of the different disciplinary approaches. Through sustained critical interrogation and discussion, the goal is to discover to what extent leadership studies exists or can exist as a meaningful discipline. Taken as a whole, the book presents a vigorous and timely picture of the diversity of contemporary leadership studies. A must read for serious scholars and students of leadership, this accessible and insightful book will be an exemplary foundational text for understanding the breadth and reach of interdisciplinary leadership studies.

Challenges and Opportunities of Educational Leadership Research and Practice Alex J. Bowers, Alan R. Shoho, Bruce G. Barnett, 2015-09-01 As the sixth volume in the International Research on School Leadership series, the contributing authors in this volume consider the history, challenges, and opportunities of the field of research and practice in educational leadership and administration in schools and districts. Ten years after the work of Firestone and Riehl (2005) and their contributing authors, our aim with the present volume was to summarize and update the work of the field and provide a space to consider the multiple futures of educational leadership in schools and districts as both challenges and opportunities. The first decade of the twenty-first century brought significant critiques, challenges, and competition to the research and practice of training leaders and administrators of schools and districts around the world. Congruently, the field experienced significant growth and change as multiple new sub domains flourished and were founded. Thus, in this volume, we were delighted to include excellent chapters from multiple authors that considered the duality of the challenges and opportunities of the work of the field of educational leadership and administration research to date. The opportunities and challenges of new visions of leadership in traditional and non traditional schools. The evolving state of research evidence in educational leadership and the increasing sophistication of multiple methodologies including qualitative research, quantitative modeling, the ability to test theory, and the increasing opportunities brought on by the intersection of data research and practice. The preparation of educational leaders. And the emerging trends in the professional development of school leaders. The authors of the nine chapters in the present book volume took on this challenge of confronting the duality of not only including the past as we look to the future, but also the duality of the critique of the field in the midst of exciting and significant progress in our knowledge and understanding of leadership in schools. In the first section of the book, Chapters 2, 3, and 4, the authors examine the interplay of educational leadership research and theory as it relates to reform in schools, especially as it relates to serving historically underserved populations globally. In section 2, Chapters 5 and 6, the authors highlight the importance of methodological

considerations in school leadership research as a means to understand theory and practice as well as providing interesting avenues that point to multiple exciting future possibilities through relying on current innovations noted within the chapters. Section 3 Chapters 7 and 8 examine the research and practice of school leadership preparation especially as it relates to university district partnerships and non traditional school settings. And in the final chapter Chapter 9 our capstone contributor provides a means to link the present volume with the past writings on these topics while also providing a lens to view the exciting possibilities and promises of the multiple futures of the field of educational leadership research and practice.

Critical Education Policy and Leadership Studies Tanya Fitzgerald, Steven J. Courtney, 2023-07-31 This edited collection is a Festschrift to Helen M Gunter a leading scholar in the field of education policy and leadership. We draw on the concept of the Festschrift as a collection of papers or chapters that recognise honour and celebrate the work and contributions of an esteemed academic. Gunter's work has opened up the field of critical education policy and leadership studies and provoked if not revitalised scholarly thinking about the origins, structures, patterns and impact of the field. Gunter's personal commitment to intellectual leadership of the field and public education resonates across all her scholarly works. The core intention of this unique collection is to recognise Gunter's scholarly contributions as an academic practitioner and public intellectual. Invited authors have been asked to reflect critically on ways in which Gunter's work and intellectual support have influenced their own research, teaching and academic engagement. In their reflections contributors not only speak to the intellectual work of Gunter but suggest how they have taken this work forward and how this has advanced the field of education as well as the production of knowledge.

Qualitative Research in the Study of Leadership Karin Klenke, 2008-02-29 Discusses the use of qualitative research methods in leadership studies beginning with an examination of the paradigmatic assumptions underlying qualitative research. This book presents various qualitative methods that can be placed on a continuum ranging from purely qualitative to highly quantitative.

Leadership Case Studies in Education Peter G. Northouse, Marie Lee, 2021-03-11 Leadership Case Studies in Education 3rd Edition by Peter G Northouse and Marie Lee applies leadership theories in educational settings. Designed to be used alongside Leadership Theory and Practice 9th Edition this casebook provides relevant substantive and contemporary case studies on leadership issues in Higher Education and K 12 Education. Each of the 32 case studies include critical thinking questions that encourage students to apply leadership theory and concepts to real life situations. Engaging, practical and relevant Leadership Case Studies in Education is the perfect companion for educational leadership courses.

The Oxford Handbook of Leadership and Organizations David Day, 2014-05-20 As the leadership field continues to evolve there are many reasons to be optimistic about the various theoretical and empirical contributions in better understanding leadership from a scholarly and scientific perspective. The Oxford Handbook of Leadership and Organizations brings together a collection of comprehensive state of the science reviews and perspectives on the most pressing historical and contemporary leadership issues with a particular focus on theory and

research and looks to the future of the field It provides a broad picture of the leadership field as well as detailed reviews and perspectives within the respective areas Each chapter authored by leading international authorities in the various leadership sub disciplines explores the history and background of leadership in organizations examines important research issues in leadership from both quantitative and qualitative perspectives and forges new directions in leadership research practice and education

The Psychology of Leadership David M. Messick, Roderick M. Kramer, 2004-09-22 In this book some of the world's leading scholars come together to describe their thinking and research on the topic of the psychology of leadership Most of the chapters were originally presented as papers at a research conference held in 2001 at the Kellogg School of Management of Northwestern University The contributions span traditional social psychological areas as well as organizational theory examining leadership as a psychological process and as afforded by organizational constraints and opportunities The editors goal was not to focus the chapters on a single approach to the study and conceptualization of leadership but rather to display the diversity of issues that surround the topic Leadership scholars have identified a host of approaches to the study of leadership What are the personal characteristics of leaders What is the nature of the relation between leaders and followers Why do we perceive some people to be better leaders than others What are the circumstances that evoke leadership qualities in people Can leadership be taught And so on The contributions to this book examine these important questions and fall into three categories conceptions of leadership factors that influence the effectiveness of leadership and the consequences and effects of leadership on the leader All in all the chapters of this volume display part of a broad spectrum of novel and important approaches to the study of the psychology of leadership We hope that they are equally useful to those who are or would be leaders and to those who study the topic As recent events have served to remind us it is too important a topic to be ignored by psychologists

8th International Conference on Engineering, Project, and Product Management (EPPM 2017) Sümer Şahin, 2018-03-14 This book presents the proceedings of the 8th International Conference on Engineering Project and Product Management EPPM 2017 highlighting the importance of engineering project and product management in a region of the world that is in need of transformation and rebuilding The aim of the conference was to bring together the greatest minds in engineering and management and offer them a platform to share their innovative and potentially transformational findings The proceedings are comprehensive multidisciplinary and advanced in their approach with an appeal not only for academicians and university students but also for professionals in various engineering fields especially construction manufacturing and production

Key Concepts in Leadership Jonathan Gosling, Ian Sutherland, Stephanie Jones, 2012-08-16 What are the main characteristics of effective leadership How can we understand leadership today This wide ranging inter disciplinary book provides readers with a complete introduction to the essentials of leadership Included here are accessible and insightful entries on what leadership is how it is practised and the relevant strengths and pitfalls The book provides a one stop introductory guide to one of the most central and contested concepts in

the social sciences An invaluable reference tool this book offers insight into issues such as Are leaders born or made Authoritarian versus participative leadership The psychology of leaders and followers Leadership development Leadership styles skills and functions Leadership in practice This book is an indispensable guide to the central concepts of leadership for professionals and students alike What's Wrong With Leadership? Ronald E. Riggio, 2018-10-03 Leadership practitioners and those who seek to develop leadership are concerned with whether they are using evidence based best practices to develop leadership capacity in themselves and others Are we indeed using best practices in the study practice and development of leadership This book seeks to draw attention to the limitations of extant work on leadership and to provide suggestions for a way forward Presenting chapters on topics ranging from research methodology gender and cross cultural issues in leadership studies and the role of the humanities in our understanding of leadership the book represents a rigorous multidisciplinary collaboration This is a must read for graduate students studying leadership leadership consultants and trainers leadership scholars and anyone who practices teaches or seeks to develop leadership It will help expand the horizons of how we think about and practice leadership **Emotional Intelligence** Annamaria Di Fabio, 2012-02-01 Emotional intelligence is an emerging construct for applied research and possible interventions both in scholastic academic and educational contexts organizational contexts as well as at an individual level in terms of people's well being and life satisfaction From the presented contributions it emerges how this volume is characterized by an interest to give an international overview rich of stimuli and perspectives for research and intervention in relation to a promising variable of current interest such as emotional intelligence The goal is that this book further contributes to the affirmation of a particularly promising variable such as emotional intelligence which requires a greater interest and attention in both research and application field **Fire Service Leadership Research Papers** Chemeketa Community College. Emergency Services, 1994* **Leadership That Matters** Marshall Sashkin, Molly G. Sashkin, 2003-02-27 Leadership That Matters examines transformational leadership leadership that not only improves productivity and performance but also makes a positive difference in the lives of organization members Traditional leaders achieve superior results because of their ability to transform people from dutiful followers into self directed leaders who go beyond simply doing what is expected of them Drawing on research that investigates leadership culture and performance in dozens of organizations the Sashkins describe the specific behaviors and personal characteristics of transformational leaders They show how you can construct an empowering organizational culture that nurtures self reliance and long term thinking They offer practical advice on how you can become a transformational leader and make leadership matter The Leadership of Organizational Change Mark Hughes, 2015-10-05 Understanding both leadership and change have been recurrent and popular themes within the business management and organization studies literature However our understanding of leadership and organizational change in combination is far more limited The Leadership of Organizational Change offers a critical review of the evolution of

leadership and organizational change for the past thirty five years taking stock of what we know identifying what we do not know and establishing how the study of the leadership of change should advance In the late seventies and early eighties as interest in managing and leading change was fuelled by the competitive threat of Asia in general and Japan in particular as perceived by western businesses and governments Burns 1978 writing in his landmark book Leadership at this time referred to an intellectual crisis The crisis of leadership today is the mediocrity or irresponsibility of so many of the men and women in power but leadership rarely rises to the full need for it The fundamental crisis underlying mediocrity is intellectual If we know all too much about our leaders we know far too little about leadership While the study of managing change has benefitted from sustained critical scrutiny particularly in the last decade it is believed that this is to have been at the expense of critical scrutiny of leading change The Leadership of Organizational Change critically reviews how the study of leading change has advanced since 1978 and the crisis of intellectual mediocrity **Papers and Proceedings** American Sociological Society. Annual Meeting, 1927 Index to the Sociological papers and reports of the American Sociological Society 1906 1930 v 25 p 226 258 **Leadership and Organizational Outcomes** Engin Karadağ, 2015-03-12 This book focuses on the effect of leadership on organizational outcomes and summarizes the current research findings in the field It addresses the need for inclusive and interpretive studies in the field in order to interpret leadership literature and suggest new pathways for further studies Appropriately a meta analysis approach is used by the contributors to show the big picture to the researchers by analyzing and combining the findings from different independent studies In particular the editors compile various studies examining the relationship between the leadership and thirteen organizational outcomes separately The philosophy behind this book is to direct future research and practices rather than addressing the limits of current studies

Building Organizational Resilience With Neuroleadership Saluja, Shefali, Kukreja, Jyoti, Sharma, Sandhir, 2024-04-04 In today's landscape of leadership and management a pressing issue confronts professionals at all levels Traditional leadership paradigms including emotional intelligence are proving insufficient in meeting the demands of the dynamic professional environment Leaders both aspiring and experienced grapple with the challenge of establishing deeper more meaningful connections in both personal and professional spheres What exacerbates this issue is the lack of awareness regarding the untapped potential residing at the intersection of neuroscience cognitive psychology and social sciences Building Organizational Resilience With Neuroleadership serves as a beacon of knowledge and a solution to this enduring challenge This thought provoking book embarks on an illuminating journey through the emerging field of neuroleadership seamlessly integrating insights from neuroscience cognitive psychology and leadership studies It offers a comprehensive solution meticulously crafted for academic scholars researchers management students and seasoned professionals who aspire to transcend their leadership abilities This groundbreaking book propels emotional intelligence to new heights empowering leaders to forge more profound connections within their teams and organizations By unraveling the neural

underpinnings of effective leadership it equips readers with the tools to recognize and manage emotions thereby fostering authenticity in their interactions It also reveals the profound influence of neurons encouraging both budding and seasoned leaders to embrace the extraordinary role of brain functions in shaping magnetic organizational cultures and teams By bringing together the collaborative efforts of pioneering researchers social scientists and behavioral experts a wholistic solution is prepared within the pages of this text Studying Leadership Doris Schedlitzki,Gareth Edwards,2017-12-30 Now in its Second Edition Studying Leadership continues to provide a comprehensive overview of the key theories topics research debates and major developments in the field of leadership studies Split into three parts the book covers the traditional and mainstream theories on leadership the main topics and perspectives explored in leadership research and the recent trends in leadership studies such as gender and diversity ethics sustainability language and identity The new edition features a chapter on Researching Leadership and includes extended case studies to enhance learning and support students with their dissertations and research projects The book is complemented by a companion website featuring a range of tools and resources for lecturers and students including chapter specific multiple choice questions case studies videos with critical thinking questions and discussion questions free SAGE journal articles PowerPoint slides and an instructor s manual Suitable reading for students on leadership courses across a range of subjects including Business Management Health and Education

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