

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 Leadership Means To Me Essay

Shantha Mohan



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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, 6th Edition* The Princeton Review,2015-02-03 The inside word on business school admissions To gain admission to the top business schools you need more than just high test scores and a strong GPA you need to crush your essays Business School Essays That Made a Difference 6th Edition gives you resources to help do just that including Real essays written by MBA applicants with commentary from the admissions experts An overview of b school admissions and the role of essays in your application Insider advice Interviews with admissions pros at Cornell George Washington Penn State and more Business School Essays That Made a Difference 6th Edition includes essays submitted to the following schools Babson College Olin Graduate School of Business Dartmouth College Tuck School of Business Emory University Goizueta Business School Massachusetts Institute of Technology Sloan School of Management The University of Chicago Booth School of Business University of Michigan Stephen M Ross School of Business University of North Carolina at Chapel Hill Kenan Flagler Business School University of Virginia Darden School of Business **What Is It About Me You Can't Teach?** Eleanor Renee Rodriguez,James Bellanca,Deborah Rosalia Esparza,2016-05-20 Build every student s ability and opportunity to achieve We ve all heard the stories of extraordinary teachers that reach struggling students and set them on a new path Now in its third edition this powerful book features timely new content from innovative schools and teachers showing how to raise student achievement by upholding high expectations while teaching with cultural responsiveness The authors are guided by one fundamental principle Every child has a birthright to an equitable education one that prepares him or her for 21st century career and college readiness This guide illuminates 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 Use today s current brain research to help students reach their full cognitive potential Implement lesson plans designed for elementary middle and secondary levels that support individualized project based learning developed through a lens of cultural responsiveness Turn to the resource

that has helped thousands of educators teach successfully in today's diverse K-12 classrooms and discover new strategies that will empower you and your students. The authors are passionate advocates for all learners and the latest edition of this book provides a thoughtful, practical, and engaging exploration of how to ensure every learner's experience is one that thrives on the 5Cs and makes 21st-century learning come alive. Tatyana Warrick, Communications Manager, P21 The Partnership for 21st Century Learning.

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

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 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 inspiration to go forward. The wide-ranging yet related topics covered in *Servant Leadership In Action* is part of what makes the book so valuable. I am sure it will quickly become a must-have resource for leaders, both emerging and established. *Being Fully Present*.

The Elephant in the Room Lotte Svalgaard, 2023-03-17. A group is working on a business challenge. The group members are under pressure. They have a lot to accomplish and a limited amount of time. After first attempting to develop an overview of their common task, they try to make a plan to ensure an efficient group process. The planning is proving difficult. We've all been there. We are in a working group or at a meeting discussing a topic or a challenge, and all the while, as a separate track running underneath our conversation, there is a subtext that no one explicitly addresses. This is an example of the elephant in the room. Most of us notice the elephant; it gets in the way, and it's difficult to deal with until someone points at it and says, "There it is." Let's take a look at it and reduce its impact. With an engaging use of examples and questions, the book addresses how we can best deal with the elephant and thus promote job satisfaction, creativity, and productivity. In the context of action, what we notice often recedes into the background and gradually slips out of focus until

we eventually reconnect with our need to reflect and recreate a space for it This book addresses the challenge of focusing on holding on to and acting on what we notice in the middle of it all Maintaining a simultaneous focus on task and process what we do and what we notice is what I define as double awareness Double awareness is not only a core capacity but also a core challenge The aim of the book is to promote understanding and awareness of this core challenge and to inspire both reflection and action in anyone wishing to improve their capacity for double awareness How can we define and understand the practice of mindful avoidance And can we as members of groups and organizations begin to practice mindful action by engaging in and acting on what we notice in real time

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 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

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

Congressional Record United States. Congress,1998 **Recruiter Journal** ,2011 *The SAGES Manual for Navigating a Successful Military Surgical Career* Andrew T. Schlussel,Danielle B. Holt,Robert B. Lim,Tamara J. Worlton,E. Matthew Ritter,2025-07-02 The aim of this manual is to offer a comprehensive framework for both present and future military surgeons enabling them to effectively navigate and build a successful career within the military while also providing them with transferable skills upon completion of their military service The military healthcare system operates within a unique framework with distinct challenges and opportunities By acquiring knowledge and insights into the intricacies of military career paths surgeons can make informed decisions about assignments promotions and professional development Navigating an Army Air Force Navy or Reserve career requires an understanding of the organizational structures consultant roles and specific requirements of each service branch Additionally being aware of opportunities for advanced education leadership development and operational assignments enables surgeons to develop a career trajectory aligned with their goals and aspirations Presently there is not a sole source document either in the military or civilian sectors that allows easy access and references to the multiple opportunities afforded to military surgeons or an understanding of life as a surgeon on active duty Furthermore this text provides context to civilian organizations administrative personnel recruiting departments and family members that interact with or assist in making important decisions for military surgeons This manual features insight and guidance from senior leaders of our Armed Forces both past and present who have excelled in academic operational and

clinical surgical careers By providing a reference for successfully navigating a military career this will not only enhance the professional growth of a surgeon but also ensure the delivery of high quality healthcare to our service members and beneficiaries both domestic and abroad *Lead On!* Pete Hall,2013-07-23 Every school leader will benefit from this must have book by award winning educator Pete Hall In it he shares his wisdom insights and lessons lived and learned with educators at all stages of their careers His lively readable style makes it easy to follow his practical tips and strategies for taking action goal setting motivating others gaining perspective and so much more The ideas for motivational strategies jump out from the pages and combined with the common sense approach make this a go to appealing reference for educators to use over and over again Timeless lessons in this book include Making It Fun Again Hope Ain t a Strategy The Power of Positive Phrasing And many more **The College Buzz Book** Carolyn C. Wise,Stephanie Hauser,2007-03-26 Many guides claim to offer an insider view of top undergraduate programs but no publisher understands insider information like Vault and none of these guides provides the rich detail that Vault s new guide does Vault publishes the entire surveys of current students and alumni at more than 300 top undergraduate institutions Each 2 to 3 page entry is composed almost entirely of insider comments from students and alumni Through these narratives Vault provides applicants with detailed balanced perspectives Leadership Lessons with The Beatles Shantha Mohan,2022-05-03 Leadership has gone through many changes in the last couple of decades We have realized that outstanding leadership is not about being authoritarian and exercising control It is not only about the intelligence quotient IQ but also about emotional intelligence To be an exceptional leader you need several essential skills all of which you can learn The skills are nuanced with emotional intelligence which you can gain This book is unique the author weaves leadership ideas with the song titles of The Beatles making this book fun playful thoughtful and valuable Each chapter is organized with the key message on a leadership attribute prompted by a Beatles song title tips on becoming better on the topic a practice suggestion questions to ask yourself to think about the message and resources for more reading The author begins each chapter with how and why she chose the song and includes fun facts It s an engaging book that blends the words of perhaps the greatest rock band ever The Beatles with the basic principles for becoming a better leader 50 Yale Admission Success Stories The Staff of the Yale Daily News,2020-03-17 From the students at the Yale Daily News a book that highlights the essays that got students into Yale University helping high school seniors get into the school of their choice The competition to get into a top tier school becomes more and more fierce every year Parents and students are searching for the best advice and the final question they ask after joining clubs in high school and keeping the grades up is How do I write a winning essay 50 Yale Admission Success Stories and the Essays that Made Them Happen shows college applicants how to do exactly that showcasing the Common App essays that got students into Yale in addition to Yale specific application essays and other supplemental aspects of the Yale application like short statements and short answers But this book does more than just show students what kind of essays got college students

through the door it profiles each student who contributed to the collection and puts those essays into context We meet Edgar Avina a political science major from Houston who worked odd jobs to support his family who immigrated from Mexico Madeleine Bender a New York City native is a jack of all trades who writes for the Daily News plays clarinet for a concert band and majors in both Classics and Ecology Evolutionary Biology These profiles set this book apart from other college essay books reminding students that in order to write a strong essay you must be yourself and understand how the university you re applying to will help you make your greatest dreams into a reality *College Admission Essays For Dummies* Jessica Brenner,2021-10-26 College is supposed to be fun remember Take the stress out of the admissions process with expert advice on writing personal essays College can be an absolute blast But making it into your dream school is no easy feat Don t be intimidated College Admission Essays For Dummies is here to alleviate your anxieties and help you craft an unforgettable personal essay with the potential to impress any admissions committee This helpful guide walks you through every step of the writing process from brainstorming and prep to the final polishes and submission You ll learn how to make your essay stand out from the ocean of other applicants and get your personality to pop off the page In addition to stellar examples of essays that got their writers into their first choice schools you ll get the inside scoop on how to Use writing to transform you from a statistic into a compelling and attractive candidate Illustrate who you are through vivid storytelling and self reflection Deal with writer s block and essay anxiety to get the most out of your time Learn about the most common question types and get your admissions officer s attention with your short answers With colleges around the country beginning to discount the impact of SAT and ACT scores the personal essay is more important than ever College Admission Essays For Dummies is the up to date roadmap you need to navigate your way to the perfect college essay 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 Leadership John

McManus, 2006-02-09 Success in project management requires the project manager to operate at many levels and deal with a myriad of internal and external stakeholders Leadership in the project management requires the vision ability and courage to guide individuals and teams to rewarding experiences Project Managers often expect to achieve a great deal but need to realise they can achieve little without the efforts of others This book focuses on the complexity and issues of leadership in project management The book provides assist project managers in their understanding of what leadership is and how leadership influences the outcome of project success demonstrate how empowerment can be used to achieve results and positive project outcomes demonstrate how to engage and influence others to achieve project goals define the theoretical and practical boundaries of decision making within the context of multiple stakeholder projects provide an insight into what it takes to build high performance project teams provide a communication taxonomy for managing multiple stakeholders and demonstrates how conflict should be managed Achieve your project management goals by providing clear leadership Build and develop an effective project team Demonstrates how to engage and influence stakeholders and team members to achieve project goals

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