

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

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Challenges and Opportunities of Educational Leadership Research and Practice Alex J. Bowers, Alan R. Shoho, Bruce G. Barnett, 2015-09-02 This volume explores the history challenges and opportunities in educational leadership and administration It updates the field s progress over the past decade addressing critiques and growth The book covers research and practice new leadership visions evolving methodologies leader preparation and professional development **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 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 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 *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 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

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 *Papers and Proceedings American Sociological Society. Annual Meeting,1927* **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 Best Papers Proceedings ... Annual Meeting of the Academy of Management Academy of Management,1995 **Leadership Quarterly** ,1990 *Proceedings and Papers - International Congress of Psychology* ,1930 **Defense White Paper** ,1997 *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 An Introduction to Social Research Howard Washington Odum,Katharine C. Jocher,1929 **The Journal of Abnormal and Social Psychology** ,1927 **Personnel Journal** ,1928 *Index of Conference Proceedings Received* British Library. Lending Division,1984 Town & Country Studies Institute of Social and Religious Research,1922 Town and Country Studies Institute of Social and Religious Research,1922

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