The Nature Of Organizational Leadership

Organizational Culture and LeadershipOrganizational LeadershipOn the Nature of LeadershipEnhancing Organizational PerformanceLeadership for OrganizationsBiblical Principles for Resilience in LeadershipLeadership, Gender, and OrganizationContemporary Leadership ChallengesOrganizational BehaviorPersonality and the Fate of OrganizationsThe Open OrganizationState of ReadinessA Leadership Perspective on Decision MakingThe Science of LeadershipThe Nature of Organizational LeadershipOrganizational Culture and LeadershipHow to Thrive as a Teacher LeaderThe Halo EffectLeadership AgilityLeading from the RootsSkills of an Effective AdministratorThe Nature of LeadershipPrinciples of ManagementLeadership and the New ScienceRequisite OrganizationThe Nature of LeadershipEthics and Organizational LeadershipCoherent School LeadershipThe Practice of ManagementThe Nature of Organizational LeadershipThe Nature of Contemporary Organization DevelopmentOrganizational LeadershipSynchronicityThe Wiley-Blackwell Handbook of the Psychology of Leadership, Change and Organizational DevelopmentBiblical Principles of Crisis LeadershipDark Sides of Organizational Behavior and LeadershipLeadership at ScaleImproving Organizational Effectiveness Through Transformational LeadershipThe Oxford Handbook of Organizational ParadoxEnhancing the Effectiveness of Team Science

Organizational Culture and Leadership

Barling takes an evidenced-based approach to his subject, relying primarily on knowledge generated from psychological research on organisational leadership conducted around the world, with some personal reflections from two decades of involvement in leadership research and leadership development with executives.

Organizational Leadership

This book is concerned with helping you improve your approach to decision-making. The author examines judgement in a selection of managerial contexts and provides important understanding that can help you make better leadership decisions. The book also pinpoints the in-house politics of organisational decision-making. Drawing on the very latest research, it introduces practical techniques that show you how to analyse and develop your own decision-making style. It will help you to deliver sharp and insightful analyses of your business and develop effective solutions. In addition, it presents simple checklists that will give you vital insights throughout the decision-making process. Students and practitioners of leadership, management, and allied fields will find this book useful in order to understand and implement useful methods.

On the Nature of Leadership

The book that defined the field, updated and expanded for today's organizations Organizational Culture and Leadership is the classic reference for managers and students seeking a deeper understanding of the inter-relationship of organizational culture dynamics and leadership. Author Edgar Schein is the 'father' of organizational culture, world-renowned for his expertise and research in the field; in this book, he analyzes and illustrates through cases the abstract concept of culture and shows its importance to the management of organizational change. This new fifth edition shows how culture has become a popular concept leading to a wide variety of research and implementation by various organizations and expands the focus on the role of national cultures in influencing culture dynamics, including some practical concepts for how to deal with international differences. Special emphasis is given to how the role of leadership varies with the age of the organization from founding, through mid-life to old age as the cultural issues vary at each stage. How culture change is managed at each stage and in different types of organizations is emphasized as a central concern of leader behavior.. This landmark book is considered the defining resource in the field. Drawing on a wide range of research, this fifth edition contains 25 percent new and revised material to provide the most relevant new concepts and perspectives alongside the basic culture model that has helped to define the field. Dig into assumptions and typologies to decipher organizational culture Learn how culture begins, thrives, or dies with leadership Manage cultural change effectively and appropriately Understand the leader's role in managing disparate groups The resurgence of interest in organizational culture has spurred an awakening in research, and new information is continuously coming to light. Outdated practices are being replaced by more effective methods, and the resulting shift affects organizations everywhere. Organizational Culture and Leadership is an essential resource for scholars, consultants and leaders seeking continuous improvement in the face of today's business realities.

Enhancing Organizational Performance

While leaders may desire or have been told that they must put certain structures into place in order to enhance their leadership capabilities, they may not know exactly what structures are needed, or the skills that are required for implementation. Authors Michael Fullan and Lyle Kirtman go beyond simply telling you what you need to put in place to enhance leadership—they detail the route to successful leadership. Coherent School Leadership will show you how to combine the components of Fullan's Coherence Framework (the Framework) with Kirtman's 7 Competencies for Highly Effective Leaders (the Competencies) to drive coherence—the shared depth of understanding about the nature of the work and how it impacts the results desired for student achievement—to change the culture in schools from reactive to proactive. Fullan and Kirtman, whose work is based in practice, will: - Show you how to use specific competencies to drive coherence - Provide examples that show how other leaders have successfully created coherence - Guide you through the day-to-day distractions/stresses so that you can stay on course - Show you how to use the Competencies in relation to the Framework Taking a world view of the forces that could destabilize education and the work of coherence, Coherent School Leadership will show how proven frameworks such as the Framework and the Competencies can help you cope with even the most complex scenarios.

Leadership for Organizations

A bestseller--more than 300,000 copies sold, translated into seventeen languages, and featured in the Los Angeles Times, Washington Post, Miami Herald, Harvard Business Review, Fast Company, and Fortune; Shows how discoveries in quantum physics, biology, and chaos theory enable us to deal successfully with change and uncertainty in our organizations and our lives; Includes a new chapter on how the new sciences can help us understand and cope with some of the major social challenges of our times We live in a time of chaos, rich in potential for new possibilities. A new world is being born. We need new ideas, new ways of seeing, and new relationships to help us now. New science--the new discoveries in biology, chaos theory, and quantum physics that are changing our understanding of how the world works--offers this guidance. It describes a world where chaos is natural, where order exists ''for free.'' It displays the intricate webs of cooperation that connect us. It assures us that life seeks order, but uses messes to get there. Leadership and the New

Science is the bestselling, most acclaimed, and most influential guide to applying the new science to organizations and management. In it, Wheatley describes how the new science radically alters our understanding of the world, and how it can teach us to live and work well together in these chaotic times. It will teach you how to move with greater certainty and easier grace into the new forms of organizations and communities that are taking shape.

Biblical Principles for Resilience in Leadership

This text provides perspectives on the way in which gender plays a role in leadership dynamics and ethics within organizations. It seeks to offer new theoretical models for thinking about leadership and organizational influence. Most studies of women's leadership draw on an ethics of care as characteristic of the way women lead, but as such, it tends towards essentialist gender stereotypes and does little to explain the complex systemic variables that influence the functioning of women within organizations. This book moves beyond the canon in exploring alternative paradigms for thinking about leadership and gender in organizations. The authors draw on the literature available in systems thinking, systemic leadership, and gender theory to offer alternative perspectives for thinking about the ways women lead. The book offers invaluable theoretical perspectives and insightful narratives to graduate students and researchers who are interested in women's leadership, gender and organization. It will be of interest to all women in leadership positions, but specifically to those interested in understanding the systemic nature of leadership and their role within it.

Leadership, Gender, and Organization

Total quality management (TQM), reengineering, the workplace of the twenty-first century--the 1990s have brought a sense of urgency to organizations to change or face stagnation and decline, according to Enhancing Organizational Performance. Organizations are adopting popular management techniques, some scientific, some faddish, often without introducing them properly or adequately measuring the outcome. Enhancing Organizational Performance reviews the most popular current approaches to organizational change--total quality management, reengineering, and downsizing--in terms of how they affect organizations and people, how performance improvements can be measured, and what questions remain to be answered by researchers. The committee explores how theory, doctrine, accepted wisdom, and personal experience have all served as sources for organization design. Alternative organization structures such as teams, specialist networks, associations, and virtual organizations are examined. Enhancing Organizational Performance looks at the influence of the organization's norms, values, and beliefs--its culture--on people and their performance, identifying cultural "levers" available to organization leaders. And what is leadership? The committee sorts through a wealth of research to identify behaviors and skills related to leadership effectiveness. The volume examines techniques for developing these skills and suggests new competencies that will become required with globalization and other trends. Mergers, networks, alliances, coalitions--organizations are increasingly turning to new intra- and inter-organizational structures. Enhancing Organizational Performance discusses how organizations cooperate to maximize outcomes. The committee explores the changing missions of the U.S. Army as a case study that has relevance to any organization. Noting that a musical greeting card contains more computing power than existed in the entire world before 1950, the committee addresses the impact of new technologies on performance. With examples, insights, and practical criteria, Enhancing Organizational Performance clarifies the nature of organizations and the prospects for performance improvement. This book will be important to corporate leaders, executives, and managers; faculty and students in organizational performance and the social sciences; business journalists; researchers; and interested individuals.

Contemporary Leadership Challenges

We’ve all had those perfect moments when events that could never be predicted, let alone controlled, remarkably seem to guide us along our path. Carl Jung called this phenomena “synchronicity” – “a collaboration between persons and events that seems to enlist the cooperation of fate.” In this book, Joseph Jaworski argues that the right state of mind will make you the kind of person who can enlist the cooperation of fate and take advantage of synchronicity, creating the conditions for “predictable miracles.” If you are tired of being the victim of circumstances, this book will teach you to be the kind of person who creates your own circumstances. Jaworski shares the story of his own escape from an inauthentic life and his journey into a world filled with possibility. He maps out the inner path of leadership for those who feel the call to achieve their full potential, using his own life story to teach readers a greater truth. He examines the fundamental shifts of mind that free us to seek out the power of synchronicity. After reading this book, you will discover your own power to help those realities unfold. You will learn to “listen” to realities that want to emerge in this world and acquire the courage to help them be born. "Synchronicity illustrates that leadership is about the release of human possibilities, about enabling others to break free of limits – created organizationally or self-imposed. Although this book describes the author's personal journey, it contains profound messages about organizational learning and effectiveness." – Scientific American

Organizational Behavior

While there is a widespread belief that some people are born to lead, the existence of an 'ideal manager' is almost entirely a myth. Basic skills - the ones that most employees can learn - are often more important than personality traits. In Skills of an Effective Administrator, Robert L. Katz identifies the three fundamental abilities companies should seek to develop in their managers. Find out for yourself how these vital skills can be put to work today. Since 1922, Harvard Business Review has been a leading source of breakthrough ideas in management practice. The Harvard Business Review Classics series now offers you the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world.

Personality and the Fate of Organizations

This classic volume achieves a remarkable width of appeal without sacrificing scientific accuracy or depth of analysis. It is a valuable contribution to the study of business efficiency which should be read by anyone wanting information about the developments and place of management, and it is as relevant today as when it was first written. This is a practical book, written out of many years of experience in working with managements of small, medium and large corporations. It aims to be a management guide, enabling readers to examine their own work and performance, to diagnose their weaknesses and to improve their own effectiveness as well as the results of the enterprise they are responsible for.

The Open Organization

Social and behavioral science has for decades studied and recognized leadership as a social exchange between leaders and followers. But leadership is rather complex, and as such, it tends to lead to an increased interest within and across different disciplines. This book is an attempt to provide theoretical and empirical framework to better understand leadership challenges in various contexts. The authors cover an array of themes that span from an individual level to an organizational and societal level. In this volume, two sections are presented. The first section based on individual level focuses on different leadership styles and abilities, and the other section provides theories to understand leadership in public administration, in industrial settings and in nonprofit organizations.

State of Readiness

Organizational Leadership provides an accessible, critical and engaging analysis of what constitutes ‘leadership’ today. Demonstrating leadership as an interconnected process between leaders, followers and context, the book ensures a rounded understanding of theory and practice to support students throughout their course and future career. Part 1: Contextualising Leadership examines the internal and external forces influencing leadership, addressing issues such as ethics, power, culture and innovation. Part 2: Leadership Theories reviews and analyses traditional and contemporary theories of leadership. Part 3: Managing People and Leadership builds on the idea of leadership as a human process and considers how complementary aspects of HRM can inform leadership practice and its outcomes on employees and organizational performance. Part 4: Contemporary Leadership considers topical issues including the shift of leadership studies towards followership, gender and leadership and pro-environmental leadership. Bringing complex theories and concepts to life through a range of case studies and examples, the book is further supported by a series of fascinating expert video conversations with those in leadership roles. From small social businesses to major multi-nationals, from the NHS to the frontline military teams, the videos offer a unique insight into the diverse reality of leadership in practice today.

A Leadership Perspective on Decision Making

The notion of paradox dates back to ancient philosophy, yet only recently have scholars started to explore this idea in organizational phenomena. Two decades ago, a handful of provocative theorists urged researchers to take seriously the study of paradox, and thereby deepen our understanding of plurality, tensions, and contradictions in organizational life. Studies of organizational paradox have grown exponentially over the past two decades, canvassing varied phenomena, methods, and levels of analysis. These studies have explored such tensions as today and tomorrow, global integration and local distinctions, collaboration and competition, self and others, mission and markets. Yet even with both the depth and breadth of interest in organizational paradoxes, key issues around definitions and application remain. This handbook seeks to aid, engage, and fuel the expanding interest in organizational paradox. Contributions to this volume depict how paradox studies inform, and are informed, by other theoretical perspectives, while creating a resource that enables scholars to learn about and apply this lens across varied organizational phenomena. The increasing complexity, volatility, and ambiguity in our world continually surfaces paradoxical dynamics. Thus, this handbook offers insights to scholars across organizational theory.

The Science of Leadership

Principles of Management is designed to meet the scope and sequence requirements of the introductory course on management. This is a traditional approach to management using the leading, planning, organizing, and controlling approach. Management is a broad business discipline, and the Principles of Management course covers many management areas such as human resource management and strategic management, as well behavioral areas such as motivation. No one individual can be an expert in all areas of management, so an additional benefit of this text is that specialists in a variety of areas have authored individual chapters.

The Nature of Organizational Leadership

Leadership is about influencing others to move in a certain direction and there are many ways of achieving this influence. Each of these leadership styles has its inherent qualities and pitfalls, and will be more suited to specific people and different circumstances. The more leaders understand their preferred leadership styles and are able to flexibly switch to the most suitable style given the situation, the more effective they will be. This book maps out ten sets of opposite leadership styles, giving readers the possibility to understand the strengths and weaknesses of both sides, and to identify their own current preference. The ten leadership style dimensions cover the full range of leadership roles, from the leader as coach (interpersonal leadership), to the leader as organizer (organizational leadership), as strategist (strategic leadership), as sense-maker (leadership and mission) and as role model (leadership and self). Readers are invited to draw up their own leadership development plans, which is supported by an interactive App. Readers are also challenged to reflect on how they would approach a number of cases, after which they can go to an interactive web-forum to read how others have responded and engage in a discussion with them. Leadership Agility is a useful tool for practitioners in the corporate world as well as business students and emerging leaders.

Organizational Culture and Leadership

Through sound exegetical methodologies and the current research on organizational leadership, this book uses biblical examples to explore the realities of leadership fatigue. Addressing topics such as stress, crisis, and pressures in leadership, this book offers biblical principles in each chapter that practically connect theory with application. The chapters explore topics such as leadership transitions, the value of followership, crisis management, and leadership in large organizations. Using contemporary organizational leadership research, grounded in biblical theology, this book will appeal to those studying leadership, organizational behavior, and human resource management.

How to Thrive as a Teacher Leader

The need to develop better business leaders has never been greater. Leadership for Organizations provides a brief overview of leadership at the individual, team, and organizational levels. Authors David A. Waldman and Charles O'Reilly expertly cover the foundational leadership approaches with a special emphasis on contemporary issues as well as visionary and strategic leadership. The text is accompanied by more than 40 video cases from Stanford Graduate School of Business's Leadership in Focus video collection. Students learn through role-modeling as they watch real-world leaders, ranging from first-time managers to CEOs, share stories of their leadership challenges and successes. A Complete Teaching & Learning Package SAGE Premium Video Included in the interactive eBook! SAGE Premium Video tools and resources boost comprehension and bolster analysis and include videos from Stanford's Leadership in Focus video collection. Learn more. Interactive eBook

Includes access to SAGE Premium Video, multimedia tools, and much more! Save when you bundle the interactive eBook with the print version. Order using bundle ISBN: 978-1-5443-6582-4. Learn more. SAGE coursepacks FREE! Easily import our quality instructor and student resource content into your school’s learning management system (LMS) and save time. Learn more. SAGE edge FREE online resources for students that make learning easier. See how your students benefit.

The Halo Effect

Regarded as one of the most influential management books of all time, this fourth and completely updated edition of Edgar Schein's Organizational Culture and Leadership focuses on today's complex business realities and draws on a wide range of contemporary research to demonstrate the crucial role of leaders in applying the principles of culture to achieve their organizational goals. Edgar Schein explores how leadership and culture are fundamentally intertwined, and reveals key findings about leadership and culture including: Leaders are entrepreneurs and the main architects of culture Once cultures are formed they influence what kind of leadership is possible If elements of the culture become dysfunctional, it is the leader's responsibility to do something to speed up culture change. In addition, the book contains new information that reflects culture at different levels of analysis from national and ethnic macroculture to team-based microculture. Praise for Prior Editions of Organizational Culture and Leadership "Worth reading again and again and again."—Booklist "An organizational development pioneer uses an anthropological approach to address a leader's role in shaping group and organizational dynamics."—Knowledge Management "[Schein] is, to use an overworked word, a guru, the recognized expert in the field."—Inside Business

Leadership Agility

Accelerated Strategy Development and Execution The company of today has its supply chains and finances stretched further around the globe than ever before while simultaneously having increasing pressures to drive value across a complicated and fluid set of metrics and deliver innovations, products, and services more quickly and reliably. The competitive advantage belongs to the companies that can quicken their vision-building and strategy-execution efforts—the ones that can identify challenges more swiftly and accelerate their decision making so they are better able to formulate and deploy responses decisively yet with greater agility. To successfully accomplish this, companies will have to prioritize creating a culture of leadership that strengthens communication skills and emphasizes systems thinking by building capacity and capability that cuts across the business smokestacks and permeates the entire organization. In State of Readiness, Joseph F. Paris Jr. shares over thirty years of international business and operations experience and guides C-suite executives and business-operations and -improvement specialists on a path toward operational excellence, the organizational capability and situational awareness that is attained as the enterprise reaches a state of alignment for pursuing its strategies. In doing so, create a corporate culture that is committed to the continuous and deliberate improvement of company performance and the circumstances of those who work there—a precursor to becoming a high-performance organization.

Leading from the Roots

The nature of contemporary Organisation Development (OD) is often written about by both scholars and practitioners, yet there is little evidence of these descriptions (or debates on key issues) having been based on reliably collected data. This book compares academic and practitioner perspectives on the profession of OD in the UK and how it has evolved over four decades. The research which informs this book was designed to investigate similarities and differences in the perspectives between these two communities. Where practitioners and academics views varied in the data, reasons for this are explored in this book, through the theory lens of Institutionalism, Fashions, Fads and the Dissemination of Management Ideas. The empirical data in how OD has evolved in the UK in the underpinning research to this text was gathered through content analysis of job advertisements from over a four-decade period. This provided information on changes in the magnitude in the take up of the profession in the UK as well as significant developments in the content of the job roles over the period. It will not come as a surprise to find that American thinking dominates in OD as it does in many other domains of management. What is a surprise is the extent to which OD practice in the UK is so very different from what the academics tell us it is. This book also identifies the extent to which institutional theory is at play in the development of professions; with agency is a driver in shaping professions. This manifests itself in terms of the perceived interests of what will give leverage for success in practitioner and academic careers. The Nature of Contemporary Organization Development is key reading for researchers, scholars an practitioners alike of Organizational change and development, organizational studies, management philosophy and related disciplines

Skills of an Effective Administrator

This is a story of reinvention. Jim Whitehurst, celebrated president and CEO of one of the world's most revolutionary software companies, tells first-hand his journey from traditional manager (Delta Air Lines, Boston Consulting Group) and “chief” problem solver to CEO of one of the most open organizational environments he'd ever encountered. This challenging transition, and what Whitehurst learned in the interim, has paved the way for a new way of managing—one this modern leader sees as the only way companies will successfully function in the future. Whitehurst says beyond embracing the technology that has so far disrupted entire industries, companies must now adapt their management and organizational design to better fit the Information Age. His mantra? “Adapt or die.” Indeed, the successful company Whitehurst leads—the open source giant Red Hat—has become the organizational poster child for how to reboot, redesign, and reinvent an organization for a decentralized, digital age. Based on open source principles of transparency, participation, and collaboration, “open management” challenges conventional business ideas about what companies are, how they run, and how they make money. This book provides the blueprint for putting it into practice in your own firm. He covers challenges that have been missing from the conversation to date, among them: how to scale engagement; how to have healthy debates that net progress; and how to attract and keep the “Social Generation” of workers. Through a mix of vibrant stories, candid lessons, and tested processes, Whitehurst shows how Red Hat has blown the traditional operating model to pieces by emerging out of a pure bottom up culture and learning how to execute it at scale. And he explains what other companies are, and need to be doing to bring this open style into all facets of the organization. By showing how to apply open source methods to everything from structure, management, and strategy to a firm's customer and partner relationships, leaders and teams will now have the tools needed to reach a new level of work. And with that new level of work comes unparalleled success. The Open Organization is your new resource for doing business differently. Get ready to make traditional management thinking obsolete.

The Nature of Leadership

"A first-class template demonstrating how to use superior leadership to drive performance in large organizations." - Paul Myners (Lord Myners), former FTSE100 Chair and Treasury Minister Leadership effectiveness drives organizational performance, yet almost half of all organizations face some kind of leadership gap that they are not able to fill. In Leadership at Scale, McKinsey experts C laudio Feser, Michael Rennie and Nicolai Nielsen share their secrets on how to increase leadership effectiveness across an organization. Using extensive research, distilled insights from McKinsey's leadership development work in practice, and lessons from a highly successful leadership development program, this book will focus on the leadership behaviors that matter most.

Principles of Management

Can we design organizations in a way that creates a space where employees, the organization, and the larger community all thrive? And if so, where can we go for inspiration to help us achieve this goal? In a time of volatile and complex uncertainty, it is time to learn the lessons that nature has compiled from 3.8 billion years of research and development. Nature is an interdependent, dynamic and living system – just like today’s organizations and communities. Kathleen Allen uses nature as a model, mentor, and muse to rethink how leadership is practiced today. Leading from the Roots takes nature as a source of inspiration to help organizations see a new way of leading and designing workplace structure, applying the generous framework found in mature ecologies to human organizations. Kathleen Allen helps shift assumptions, practices, structures, and processes of organizations to become more resilient and nourishing for all, and, along the way, design the way out of workplace dysfunction and drama. “Leading from the Roots provides a powerful new way of thinking about organizations as living systems and delivers practical leadership frameworks for individuals to learn how to unleash the energy and create innovative, effective teams. -Anne Boneparte, CEO Appthority This book is a must read for organizational leaders who are not only committed to their mission, but equally to creating a workplace that attracts and retains the brightest and the best professionals fully enabled to meet that mission. -Caryl Stern, President & CEO UNICEF USA

Leadership and the New Science

This book explores how spirituality can improve an organization’s ability to respond to a crisis. It presents biblical examples of leading during a crisis to show how faith can be relied upon to lead during crisis situations. Further, it presents examples of leaders using their faith during trying times. In recent years, organizations have begun to prepare for crises, but scholarly research has not kept up with their efforts. Exploring topics such as communication, servant leadership, and resilience, this work stakes new ground in leadership theory and will foster future research into the role of spirituality during organizational crisis.

Requisite Organization

A less-expensive grayscale paperback version is available. Search for ISBN 9781680922875. The field of management and organizational behavior exists today in a constant state of evolution and change. Casual readers of publications like the New York Times, The Economist and the Wall Street Journal will learn about the dynamic nature of organizations in today's ever-changing business environment. Organizational Behavior is designed to meet the scope and sequence requirements of the introductory course on Organizational Behavior. This is a traditional approach to organizational behavior. The table of contents of this book was designed to address two main themes. What are the variables that affect how, when, where, and why managers perform their jobs? What theories and techniques are used by successful managers at a variety of organizational levels to achieve and exceed objectives effectively and efficiently throughout their careers? Management is a broad business discipline, and the Organizational Behavior course covers many areas such as individual and group behavior at work, as well as organizational processes such as communication in the workplace and managing conflict and negotiation. No one individual can be an expert in all areas of management, so an additional benefit of this text is that specialists in a variety of areas have authored individual chapters. Finally, we all made an effort to present a balanced approach to gender and diversity throughout the text in the examples used, the photographs selected, and the use of both male and female in alternating chapters when referring to generic managers or employees.

The Nature of Leadership

On The Nature of Leadership explores the ontological and epistemological issues associated with the study and practice of the social phenomenon we call leadership. Specifically, limitations of industrial models and of applied research in the areas of leadership, ethics, and organizational analysis are addressed, and a new approach is suggested. It is designed for scholars and students who truly wish to know what leadership is. This work portrays an evolutionary development in thought about leadership, about ethics, and about social and political processes in general.

Ethics and Organizational Leadership

Written by a team of leading experts in leadership studies, The Nature of Leadership provides compelling answers to the most vexing questions surrounding leadership: Is leadership measurable? Are there traits that reliably distinguish leaders from nonleaders? Does the situation matter? Are there differences in women's and men's leadership styles? Is ethical leadership effective leadership? Are elements of leadership culturally bounded whereas other elements are universal? Does vision really matter? Can leadership be developed? The new volume includes 16 chapters divided into five parts: Introduction, Leadership: Science, Nature, and Nurture; The Major Schools of Leadership; Special Topics in Leadership; and Conclusion. Topical coverage within these parts include research methods, leader and leadership development, evolutionary and biological perspectives of leadership, individual differences, situational and contingency theories, transformational, charismatic, and shared leadership, followership, gender, identity, culture, and ethics.

Coherent School Leadership

Controversial and iconoclastic, a veteran corporate manager and business school professor exposes the dangerous myths, fantasies, and delusions that pervade much of the business world today.

The Practice of Management

Based on Elliott Jaques? latest research, this is a thorough revision of a book that has established itself as a classic in its field. Jaques has written a practical high-level, how-to book, that applies to all kinds of working organizations - industrial, commercial, service and public. He sets out a totally new way of doing business. Step by step, he builds up the concepts, and then introduces the working procedures to enable CEOs and senior executives, managers, and HR specialists, to develop requisite organization for themselves - in other words, organization which enhances creativity, productive effectiveness, human satisfaction and excellent morale. Requisite Organization challenges all of our current methods and assumptions in the field of organization, leadership and management, and presents a unified total management system built upon a rigorous theoretical base, Stratified Systems Theory. Any enterprise can gain a competitive edge in the short-term by introducing new products and services. In the long-term, however, an adaptive and successful enterprise calls for soundly structured organization with effective staffing and managerial leadership at every level - a requisite organization.

The Nature of Organizational Leadership

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.

The Nature of Contemporary Organization Development

In recent years, scholars have focused more on the "dark sides of leadership." Both the negative and positive aspects of the relationship between leaders and followers are considered. But the relationship between leaders and followers is also influenced by the context in which the relationship occurs. Organizational aspects such as culture and structures are studied in relation to how negative leadership develops. Organizations, just like humans, are able to develop justifications for their actions, to self-aggrandize by claiming their exclusivity. In this book, the dark sides of organizational behaviors and leadership are considered from different aspects and contexts. The book contributes knowledge of how negative leadership develops, what part organizational structures play, and what the consequences are for the leader, the subordinates and the organization.

Organizational Leadership

Organizational Leadership provides an accessible, critical and engaging analysis of what constitutes ‘leadership’ today. Demonstrating leadership as an interconnected process between leaders, followers and context, the book ensures a rounded understanding of theory and practice to support students throughout their course and future career. Part 1: Contextualising Leadership examines the internal and external forces influencing leadership, addressing issues such as ethics, power, culture and innovation. Part 2: Leadership Theories reviews and analyses traditional and contemporary theories of leadership. Part 3: Managing People and Leadership builds on the idea of leadership as a human process and considers how complementary aspects of HRM can inform leadership practice and its outcomes on employees and organizational performance. Part 4: Contemporary Leadership considers topical issues including the shift of leadership studies towards followership, gender and leadership and pro-environmental leadership. Bringing complex theories and concepts to life through a range of case studies and examples, the book is further supported by a series of fascinating expert video conversations with those in leadership roles. From small social businesses to major multi-nationals, from the NHS to the frontline military teams, the videos offer a unique insight into the diverse reality of leadership in practice today.

Synchronicity

The quality of an organization's top leaders is a critical influence on its overall effectiveness and continuing adaptability. Yet, little current research examines leadership within the context of organizational structure, such as how leaders influence organizational performance in those key moments when an executive's action is critical to driving the organization forward. This book represents a significant contribution to the literature of leadership, combining a contextual approach to organizational leadership with an in-depth treatment of the cognitive, social, and affective dynamics underlying that leadership. The Nature of

Organizational Leadership, using an interdisciplinary approach that draws from the work of scholars in both management and psychology, provides a much-need organizational perspective on the problems to confronted by top executive leaders and the requisite behaviors, attributes, and outcomes necessary to lead organizations effectively.

The Wiley-Blackwell Handbook of the Psychology of Leadership, Change and Organizational Development

The past half-century has witnessed a dramatic increase in the scale and complexity of scientific research. The growing scale of science has been accompanied by a shift toward collaborative research, referred to as "team science." Scientific research is increasingly conducted by small teams and larger groups rather than individual investigators, but the challenges of collaboration can slow these teams' progress in achieving their scientific goals. How does a team-based approach work, and how can universities and research institutions support teams? Enhancing the Effectiveness of Team Science synthesizes and integrates the available research to provide guidance on assembling the science team; leadership, education and professional development for science teams and groups. It also examines institutional and organizational structures and policies to support science teams and identifies areas where further research is needed to help science teams and groups achieve their scientific and translational goals. This report offers major public policy recommendations for science research agencies and policymakers, as well as recommendations for individual scientists, disciplinary associations, and research universities. Enhancing the Effectiveness of Team Science will be of interest to university research administrators, team science leaders, science faculty, and graduate and postdoctoral students.

Biblical Principles of Crisis Leadership

By connecting theories of leadership and business ethics with moral philosophy and empirical research, this book sets out to develop an understanding of what comprises ethical leadership and to envisage a practicable model for contemporary organizations.

Dark Sides of Organizational Behavior and Leadership

Offers advice to teachers who chair departments, lead committees, manage teams, coordinate programs, or mentor other teachers on accomplishing the formal and informal tasks required at every grade level.

Leadership at Scale

Pointing to both successes and failures (his own as well as those of his subjects), the author describes the attributes contributed to those outcomes. Presenting the idea of succession planning being the hallmark of a great leader, here he illustrates how the best succession planning recognizes the importance of these characteristics. This book contains anecdotes from the author's own experiences, including his participation in the landmark University of Michigan affirmative action Supreme Court case, as well as lessons he learned from meeting world-famous figures like former Secretary of State, Madeleine Albright and Bishop Desmond Tutu. It uses unique, approachable metaphors to describe different kinds of leadership styles. The author points to both successes and failures (his own as well as those of his subjects) and describes eloquently how mammalian, reptilian, and other attributes contributed to those outcomes. Uncommon in leadership books is the idea of visionary succession planning being a hallmark of a great leader. White illustrates how the best succession planning recognizes the importance of both mammalian and reptilian characteristics

Improving Organizational Effectiveness Through Transformational Leadership

A stateoftheart reference, drawing on key contemporary research to provide an indepth, international, and competenciesbased approach to the psychology of leadership, change and OD Puts cuttingedge evidence at the fingertips of organizational psychology practitioners who need it most, but who do not always have the time or resources to keep up with scholarly research Thematic chapters cover leadership and employee wellbeing, organizational creativity and innovation, positive psychology and Appreciative Inquiry, and leadershipculture fit Contributors include David Cooperrider, Manfred Kets de Vries, Emma

DonaldsonFeilder, Staale Einarsen, David Day, Beverley AlimoMetcalfe, Michael Chaskalson and Bernard Burnes.

The Oxford Handbook of Organizational Paradox

Personality and performance are intricately linked, and personality has proven to have a direct influence on an individual's leadership ability and style, team performance, and overall organizational effectiveness. In Personality and the Fate of Organizations, author Robert Hogan offers a systematic account of the nature of personality, showing how to use personality to understand organizations and to understand, evaluate, select, deselect, and train people. This book brings insights from a leading industrial organizational psychologist who asserts that personality is real, and that it determines the careers of individuals and the fate of organizations. The author’s goal is to increase the reader’s ability to understand other people—how they are alike, how they are different, and why they do what they do. Armed with this understanding, readers will be able to pursue their personal, social, and organizational goals more efficiently. A practical reference, this text is extremely useful for MBA students and for all those studying organizational psychology and leadership.

Enhancing the Effectiveness of Team Science

ROMANCE ACTION & ADVENTURE MYSTERY & THRILLER BIOGRAPHIES & HISTORY CHILDREN’S YOUNG ADULT FANTASY HISTORICAL FICTION HORROR LITERARY FICTION NON-FICTION SCIENCE FICTION