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The point of the article and the use of Mandela as an example of a new kind of leader is that the big man theory of leadership had its moment in history. Contemporary environment calls for a "new way of thinking about leadership — not as a set of traits possessed by particularly gifted individuals, but as a set of practices among those engaged together in realizing their choices."

Rethinking Leadership - MIT Sloan Management Review

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Publisher Description

Books about leadership abound, often generalizing from a heroic leader's own experiences or reflecting the latest incremental advances in scholarly theorizing. Rethinking Leadership is different in that Ladkin questions the key questions of leadership thinking and thus arrives at a radically different conception of leadership. It is a welcome

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conception that recognizes the embodied, sensual, felt nature of leadership as an ongoing process involving leaders and followers within a particular context. For the complex and challenging times we live in, we need complex and challenging conceptions of leadership and Donna Ladkin has given us an excellent starting place. Steve Taylor, Worcester Polytechnic Institute, US Beautifully written, insightful and novel, this book departs nicely from mainstream views on leadership and can be strongly recommended to anyone wanting a new look on the complexities, meanings and dynamics of leadership and workplace relations. Mats Alvesson, Lund University, Sweden Donna Ladkin's inspiring and informed book breaks new ground in leadership studies. Writing lucidly, warmly and accessibly, Ladkin makes philosophy to bear on some key themes of leadership. Picking up concepts from philosophy's all time greats, she enriches the existing leadership

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discourse powerfully. Questions of charisma , vision , indeed the nature of leadership itself, are cast in fresh settings, and they become alive. Skilfully avoiding becoming overtly abstract, with a keen eye to examples, Donna Ladkin delivers a delightful, elevating and original contribution to the rethinking of leadership. Esa Saarinen, Helsinki University of Technology, Finland Adopting a post-positivist phenomenological perspective inspired by the writings of Husserl and Heidegger among others, Donna Ladkin crafts a series of philosophical questions that prompt the reader to deconstruct and reposition many habitually held views of leaders and leadership. Through her deep questioning, Ladkin reminds us that wisdom the virtue of practical circumspection is central to the ethical and aesthetic moment of leading. Rethinking Leadership is a refreshing and much-needed re-evaluation of the field, which should be read by anyone with a serious

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interest in the subject. Peter Case, University of the West of England, UK Writing anything new about leadership might seem like a difficult task these days. Writing anything new and interesting about leadership might seem beyond most of us. Writing anything new, interesting and provocative about leadership is restricted to only a few very talented scholars. Ladkin is one of these very talented scholars she has done all three in a groundbreaking review of the nature of leadership and the questions we should be asking about this phenomenon. Keith Grint, University of Warwick, UK A must-read for serious leadership studies scholars, Rethinking Leadership offers a radical reconceptualisation of leadership as a contextually embedded, physically embodied phenomenon. The book arrives at original and surprising answers to perennial questions such as What is leadership? and How do leaders lead change? , by addressing them from a philosophical, rather than

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psychological or sociological standpoint. Beautifully written, Ladkin makes complex ideas accessible by illustrating them with practical examples drawn from her wide experience as a leadership academic and management consultant across a range of commercial, political and not-for-profit organisations. A fresh voice amongst the crowded field of leadership studies, Rethinking Leadership delivers not just new answers, but an entirely new way of thinking about leadership and its role in contemporary society.

This book provides a detailed review of the key leadership theories and skills required during times of crises and radical uncertainty, how these can be developed, and how they can be applied in practice. Written over the course of the 2020 pandemic, the book highlights the immense lack of leadership competencies required for effective

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leadership in times of radical uncertainty and provides in-depth insights into the capacities and skills that should be part of all leadership development. The latest leadership theories, as well as existing key styles, including mindful leadership, the neuroscience of leadership, and transpersonal and adaptive leadership, are discussed and critiqued along with their potential contribution to developing effective leaders. Each chapter concludes with a convenient executive summary and questions that can be used for teaching purposes and class discussion. This is a comprehensive book about the interdisciplinary and multifaceted requirements of leadership and how to attain those capacities to develop effective leaders. It will be valuable for advanced undergraduate as well as postgraduate courses as a foundational resource on leadership theory and its application in practice.

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Publisher Description

Leadership Paradoxes was shortlisted for the 2017 Management Book of the Year, an industry book award organised by the Chartered Management Institute and the British Library.

***** Leadership remains one of the most sought-after qualities in contemporary society, yet after centuries of research, education and debate it remains just as elusive as ever. Leadership Paradoxes: Rethinking Leadership for an Uncertain World argues that the key to understanding and enhancing leadership education, theory and practice lies in the recognition of its paradoxical tendencies. Drawing on the expertise of an international team of leadership scholars and practitioners, this book examines

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common leadership paradoxes and challenges faced by leaders — and shows how they can be reconceived as opportunities to be embraced, rather than problems to be solved. Readers will benefit from reflective questions at the end of each chapter, plus a companion website at www.leadershipparadoxes.com offering further material and a forum for discussion. Leadership Paradoxes will be valuable supplementary reading for students of leadership at advanced undergraduate, postgraduate, and post-experience level, as well as professionals seeking to improve their practice.

In the twenty-first century, leaders are having to speak a new language, create fluid organic structures, and recognise organisations as systems with self-renewing capacity. This book explores what real leadership means, encouraging the reader to look within.

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Leadership, corporate responsibility and management ethics underline the human centered paradigm in the complex world of today. One major issue in management is impact on people. This book relates to the outcomes of human interaction within and beyond the borders of an organization. It discusses what motivates moral behavior at the individual and the collective levels, how morality is engrained in markets and how it is deployed in business processes and stakeholder relations. The book shows that human centered management is built and consolidated in four complementary dimensions: ethical, social, economic and institutional. It emphasizes that moral managers and moral markets are essential for business sustainability. Rethinking Leadership covers ethics development from its origin to help managers understand and confront the 21st century's increasing challenges and

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disruptions. Its clear narrative and cogent examples bridge scholars and practitioners, with distinctive examples on how to implement human centered management and how to teach the subject to executives. The author has 30 years of business experience in developed and developing countries and 20 years in academia in the US and in Europe, which provides solid background to effectively and affectively discuss the topic from the multiple angles.

The complexity of the decisions that today ' s higher education leaders face—as they engage with a diversifying student body, globalization and technological advances—requires embracing new ways of thinking about leadership. This book examines the new theories and concepts of leadership that are described in the multidisciplinary literature on leadership, and are being applied in other sectors—from government

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to the non-profit and business communities—to explore the implications for leaders and leadership programs in higher education. At a time when the heroic, controlling, and distant leader of the past has given way to a focus on teams, collectives and social change, the contributors to this book ask: What new skills and competencies should leaders and programs be addressing? The recognition of the interdependence of groups within organizations, and between organizations; of cultural and social differences; and of how technology has sped up decision time and connected people across the globe; have changed the nature of leadership as well as made the process more complex and diffuse. This book is addressed to anyone developing institutional, regional or national leadership development programs; to aspiring leaders planning to participate in such programs; and to campus leaders concerned with the development and pipeline

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of emerging leaders. It will be particularly useful for administrators in faculty development offices who are planning and creating workshops in leadership training, and for staff in human resource offices who offer similar training. Contributors: Laurel Beesemyer; Rozana Carducci; Pamela Eddy; Tricia Bertram Gallant; Lynn Gangone; Cheryl Getz; Jeni Hart; Jerlando F. L. Jackson; Lara Jaime; Adrianna Kezar; Bridget R. McCurtis; Sharon McDade; Robert J. Nash; Elizabeth M. O'Callahan; Sue V. Rosser; Lara Scott.

Governance and Ministry has proven to be an indispensable guide for leaders and clergy on how to work together to lead congregations. In this second edition, veteran congregational consultant and minister Dan Hotchkiss updates the book to reflect today's church and synagogue landscape and shares practical insights based on his work

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with readers of the first edition. Governance and Ministry highlights the importance of reaching the right governance model for a congregation to fulfill its mission—to achieve both the outward results and the inward quality of life to which it is called. Hotchkiss draws on governance research from business, non-profits, and churches, as well as deep experience in a variety of denominations and congregations to help readers determine the governance model that best fits their needs. The second edition has been streamlined and reorganized to better help readers think through leadership models and the process of change. The book features new material on the implications of congregation size, the process of governance change, policy choices, and the lay-clergy relationship. It also features two appendices with resources often requested by Hotchkiss ' s consulting clients: a style guide for policy-makers and a unified example of a board policy book.

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Written with energy and humor, and offering plenty of practical examples, the second edition of this helpful resource is ideal for anyone involved in church leadership to assist in framing critical questions, creating a vision, and implementing a plan.

On June 24, 2009, The Bush School of Government and Public Service and The Scowcroft Institute of International Affairs at Texas A & M University, and the U.S. Army War College, Strategic Studies Institute (SSI), conducted a conference on 'Leadership and Government Reform' in Washington, DC. Two panels discussed Leader Development in Schools of Public Affairs and Leadership, National Security, and 'Whole of Government' Reforms ... The panelists and authors reflected on the nature of external, internal, and transnational threats to U.S. security, and the need for changes in developing people,

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organizations, and institutions to more effectively, efficiently, and ethically improve the U.S. Government's capacity to address the need for change. The authors in this book share the belief of many in the international and public affairs community that the world is changing in fundamental ways, and our traditional models for understanding America's role do not appear to be working very well. A new era of reform is needed for this new age. In response, panelists in their detailed remarks and subsequent papers, offer suggestions to reform the United States' national security system to meet 21st century threats, while simultaneously developing the leaders who can implement a serious and broad-scale reform agenda.--

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