

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

Alon Goshen-Gottstein



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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 [Recruiter Journal](#), 2011 [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 **The Business School Buzz Book** Vault Editors, 2006-02-07 In this new edition Vault publishes the entire surveys of current students and alumni at more than 100 top business schools Each 4 to 5 page entry is composed of insider comments from students and alumni as well as the school's responses to the comments **Grio'**, 1985 [Journal of the House of Representatives of the State of Indiana at Their ... Session](#) Indiana. General Assembly. House of Representatives, 2010 **All Before Them** National Association of Fellowships Advisors, 2015-07-09 Advisors face quite a challenge as they sort through the daunting and ever changing world of nationally competitive undergraduate and graduate fellowships in order to assist talented students searching for funding for exceptional academic opportunities This collection of essays helps advisors by providing information about major changes in the fellowship and scholarship landscape Included is guidance on the new Schwarzman scholarship for study in China the recently added video interview for the Mitchell scholarship and the new rules for the Rhodes personal statement an advisor's take Additionally seasoned advisors share practical advice ranging from workshops that engage students and faculty to helpful technological tools to personal statements and office assessments Keeping the focus on the scholar in the scholarship process is a central theme All before Them is an important addition to any faculty mentor's or scholarship advisor's toolkit [Adventures in Essay Reading](#) University of Michigan. Dept. of Rhetoric and Journalism, 1924 [Techniques](#), 1999 Making education and career connections [The Business School Buzz Book](#) Carolyn C. Wise, Stephanie Hauser, 2007 In this updated guide Vault publishes the entire surveys of current students and alumni at more than 100 top business schools Each 4 to 5 page entry is composed almost entirely of insider comments from students and alumni Each school profile features surveys of about 10 students or alumni These narratives provide applicants with detailed and balanced perspectives and insider information on admissions and employment prospects which is lacking in other business school guides [Great](#)

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volumes of *Interreligious Reflections* ABOUT VOLUME ONE Friendship is an outcome of as well as a condition for advancing interfaith relations However for friendship to advance there must be legitimation from within and a theory of how interreligious relations can be justified from the resources of different faith traditions Friendship Across Religions explores these very issues seeking to develop a robust theory of interreligious friendship from the resources of each of the participating traditions It also features individual cases as models and precedents for such relations in particular the friendship of Gandhi and Charlie Andrews his closest personal friend Contributors Balwant Singh Dhillon Timothy J Gianotti Alon Goshen Gottstein Maria Reis Habito Ruben L F Habito Ryan McAnnally Linz Stephen Butler Murray Eleanor Nesbitt Anantanand Rambachan Meir Sender Johann M Vento and Miroslav Volf ABOUT VOLUME TWO This book tackles the core problem of how painful historical memories between diverse religious communities continue to impact even poison present day relations Its operative notion is the healing of memory developed by John Paul II Chapters explore how painful memories of yesteryear can be healed and so address some of the root causes Strategies from six different faith traditions are brought

together in what is in some ways a cross religious brainstorming session that identifies tools to improve present day relations At the other pole of the conceptual axis of this book is the notion of hope If memory informs our past hope sets the horizon for our future How does the healing of memory open new horizons for the future And what is the notion of hope in each of our traditions that could lead to a common vision of good Between memory and hope this book seeks to offer a vision of healing that can serve as a resource in contemporary interfaith relations Contributors Rahuldeep Singh Gill Alon Goshen Gottstein Maria Reis Habito Flora A Keshgegian Anantanand Rambachan Meir Sendor Muhammad Suheyl Umar and Michael von Br ck ABOUT VOLUME THREE The essays collected here prepared by a think tank of the Elijah Interfaith Academy explore the challenges associated with sharing wisdom learning teachings messages for good living How should religions go about sharing their wisdom These chapters representing six faith tradition Jewish Christian Muslim Hindu Sikh and Buddhist explore what wisdom means in each of these traditions why and how it should be shared internally and externally and the role of love and forgiveness in sharing This book offers a theory that can enrich ongoing encounters between members of faith traditions by suggesting a tradition based practice of sharing wisdom while preserving the integrity of the teaching and respecting the identity of anyone with whom wisdom is shared Contributors Pal Ahluwalia Timothy Gianotti Alon Goshen Gottstein Sallie B King Anantanand Rambachan Meir Sendor Miroslav Volf ABOUT VOLUME FOUR All the world s religions are experiencing rapid change due to a confluence of social and economic global forces Factors such as the pervasive intrusion of globalizing political and economic developments polarized and morally equivalent presentations seen in the media and the sense of surety demanded in and promised by a culture dominated by science are some of the factors that have placed extreme pressure on all religious traditions This has stimulated unprecedented responses by religious groups ranging from fundamentalism to the syncretistic search for meaning As religion takes on new forms the balance between individual and community is disrupted and reconfigured Religions often lose the capacity to recall their ultimate purpose or lead their adherents toward it This is the situation we call the crisis of the holy It is a confluence of threats challenges and opportunities for all religions This volume explores the contours of pressures changes and transformations and reflects on how all our religions are changing By identifying commonalities across religions as they respond to these pressures The Crisis of the Holy recommends ways religious traditions might cope with these changes and how they might join forces in doing so Contributors Vincent J Cornell Alon Goshen Gottstein Sidney H Griffith Maria Reis Habito B Barry Levy Deepak Sarma Michael von Br ck ABOUT VOLUME FIVE The chapters collected in this book prepared by a think tank of the Elijah Interfaith Academy address the subject of religious leadership The subject is of broad relevance in the training of religious leaders and in the practice of religious leadership As such it is also germane to religious thought where reflections on religious leadership occupy an important place What does it mean to be a religious leader in today s world To what degree are the challenges that confront religious leadership today the same perennial challenges that have arrested the attention of

the faithful and their leaders for generations and to what degree do we encounter challenges today that are unique to our day and age One dimension is surely unique and that is the very ability to explore these issues from an interreligious perspective and to consider challenges opportunities and strategies across religious traditions Studying the theme across six faith traditions Christianity Islam Judaism Sikhism Hinduism and Buddhism The Future of Religious Leadership World Religions in Conversation recognizes the common challenges to present day religious leadership Contributors Awet Andemicael Timothy J Gianotti Alon Goshen Gottstein Anantanand Rambachan Maria Reis Habito Meir Sendor Balwant Singh Dhillon Miroslav Volf VOLUME SIX One of the biggest challenges for relations between religions is the view of the religious Other The question touches the roots of our theological views The Religious Other Hostility Hospitality and the Hope of Human Flourishing explores the views of multiple religious traditions on how to regard otherness How does one move from hostility to hospitality How can hospitality be understood not simply as social hospitality but as theological hospitality making room for the religious Other on theological grounds What is our vision for the flourishing of the Other while respecting his otherness This volume is an exercise in constructive interreligious theology By including Abrahamic and non Abrahamic traditions it approaches these challenges from multiple perspectives highlighting commonalities in approach and ways in which one tradition might inspire another Contributors Vincent J Cornell Alon Goshen Gottstein Richard P Hayes Lord Rabbi Jonathan Sacks Deepak Sarma Stephen W Sykes Dharma Master Hsin Tao Ashok Vohra **The Musical Leader** ,1927

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