

Leadership

Leadership = process of influencing the actions of an organised group in its efforts towards goal-setting and goal achievement; critical determinant of organisations' effectiveness

Elements of leadership

- Interpersonal process (one individual influences others)
- Social context (other members of the group to be influenced are followers)
- Goal achievement (criterion for effective leadership)

Kotter: *a person can be both a good manager and a good leader BUT must recognise the difference between the two*

Leaders

- Set direction
- Align people
- Motivate, inspire
- Produce positive & dramatic changes

Managers

- Planning & budgeting
- Organizing & staffing
- Controlling & problem solving
- Produce orders, consistent, predictable

Trends in leadership theory & research

- up to late 40s – Trait Approach
- late 40s-60s – Style Approach
- late 60s-80s – Contingency Approach
- since early 80s – New Leadership Approach