

# Leadership question

## 3

Business



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01 June Leadership question 3 What are the central lessons? The authors' central lessons in the chapters four and five of their book " Handbook of Leadership Theory and Practice" are based on explaining the philosophy of leadership. All efforts are invested in the area of demonstrating what is implied by the word, leadership. The authors attempt to convey this message that leadership is not only about increased profit margins or improved productivity. Rather, the ultimate criteria of leadership should be extended to a viable social system in which the workers and the system itself become more capable over time. The authors have also attempted to scrutinize leadership through the lens of organizational behaviour. The research conducted over last many years is analysed in this portion in an order to convey the most thorough meaning of leadership. The central lesson is that despite many arguments and discussions, the word leadership is pretty much like an ambiguous image which is open to multiple interpretations on a perceptual level. This is why, the criteria of leadership should be properly understood to acquire grasp over true doctrine of leadership.

2. Provide a critical review of the essay - why does it matter?

Understanding the true meaning of leadership is very important because the whole integrity of an organization depends upon this knowledge. This matters because those leaders who are not conscientious enough to explore the doctrine of philosophy make many mistakes. They think that leadership is only about productivity and sales. Without a thorough understanding, the importance of a viable social system is left unacknowledged in the dark. Not only leadership traits, but leadership behaviours and contingencies should also be explored to develop a full understanding and incorporating the things

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learned into every organizational process. Whenever a definite change is brought in the motivational level of group members by any one member, there is presence of leadership behind that change. This means that leadership translates into affecting others' ways of perceiving myriad things. Developing the ability to distinguish different leaders from each other also matters a lot because this can help a person aspiring to become a leader to appreciate how the best leaders became able to accomplish those tasks which others could not.

3. How is the essay relevant to you and your leadership development?

The things I learned are critically relevant to me and my leadership development because they lay emphasis on all important qualities which should be in a leader. Leadership development and this kind of knowledge are inextricably linked to each other. I understood that a good leader cannot establish a viable social system unless he/she first dares to come out of his/her comfort zone and eagerly take up all challenges. Mutual respect, trust, and communication should be established to let the workers know that they are an asset to the organization. They should not think of themselves as expendable commodities, rather they should be made indispensable organizational members by the leaders. However, it should be remembered that one leadership style which proves to be extremely beneficial in one setting can turn out to be disastrous in another setting. For example, productivity-oriented leadership can be very beneficial for one organization, but another company may derive more benefit from employee-oriented leadership. Therefore, a leader should develop interest in many leadership styles for healthy leadership development which benefits both the organization and its members.