Leadership and cultural context: a theoretical and empirical examination based on...

Executive summery

Globe is a social entity that contains 170 scientists in the social field. These scientists also represent the diverse 61 cultures that the world has. Globe research has come up with several leadership theories that have been used in many cases. Behavior and personal attributes are the main characteristics that are looked at in a leader. In this article, six leadership dimensions in the international scene are identified. From the findings of the research, there is evidence to prove that important ways of thinking and decision making is influenced by the cultural differences that are selected for comparison by the group. Leadership that is based on charisma and value is supported and team work is the main idea behind the success of much leadership. 21 attributes of good leadership are identified and eleven of these are contained in the global charismatic value. Many characteristics of leaders are known to be influenced by the area in which these leaders come from (Javidan, ET all, 2010).

Critical review

The author critically analyses the various ways in which behavior of a leader is determined by the culture and character of his/he people. From the author's point of view, the way that people view their leaders greatly affect the leaders. For example, in the Netherlands, people expect their leaders to behave in the most acceptable manners that are expected of them. This therefore means that most of the leadership in this country is mainly based on people who are of a cool and silent nature.

Analysis

The content of this article can be considered as misleading in the Christian

world of view. Most Christians believe that true leadership and character is brought by God and God alone. However from this reading, it is evident that the character of the leaders of a nation is determined by the people themselves and the culture of the people. Christians also believe in their culture to be the only acceptable culture that is acceptable to God. Other cultures that influence the leaders apart from the Christian culture are bad as so leaders who are influenced by this culture are not good leaders in god's eyes (Javidan, ET all, 2010).

Application

There are a lot of lessons that a student can take from this article. First as leaders, we have to learn and notice the culture of the people that we want to lead. We also have to know the cultural expectations of the people from us as leaders. Once the student knows these, then they can use it in the future to be effective leaders who can be of great benefit to the people who they lead. Culture is very important in effective leadership.

The key take away from this article is the influence of culture on the characteristics of leaders. It is a lesson to learn that leaders are a product of culture and expectations from them. If people expect a hard working leader then all their leaders will work towards attaining this. However if leaders are expected to give out poor result then this is what they will do and deliver to the people what their culture demands from their leaders.

Reference

Javidan, M., Dorfman, P. W., Howell, J. P., & Hanges, P. J. (2010). Leadership and Cultural Context: A Theoretical and Empirical Examination Based on Project GLOBE: Boston, Mass: Harvard Business Press.