

Hermeneutics in leadership

Business, Management



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The world is changing rapidly and demands new models of leadership development. In order to create the best model, leaders have to draw their models from the science of hermeneutics. The science describes leaders as meaning-seekers. Additionally, the leaders play an important role in making meanings. Experts argue that hermeneutical approach demand leaders to understand the value of direct experience[Kev11]. The paper shall discuss in depth the hermeneutical approach and explain why this approach demands the leaders to change their paradigm from a behavioral focus.

Advantages of hermeneutical approach

The approach will make the leaders resemble expressive acts. They will emphasize on manifestations of meanings. According to various studies, the leaders will become conceptually driven. In the long run there will be a close relationship between the leaders and the employees. Additionally, the approach would make the leaders become context influenced. They will understand their roles and responsibilities[Kev11].

The approach will make the leaders experience deeply their actions. They will become more responsible because they will draw their actions through reflective thoughts. Experts have identified the importance of hermeneutical approach in improving self-understanding. It will help in building the understanding of personal meaning and personal expressions.

The approach is the best means of improving a leader's inter-subjective dialogic discourse. They will not operate in a top down less active expository exchange[Woo11]. The approach will add more logic on the leaders' theoretical foundations.

A leader is a person that has to have interest in communication.

Communication is a tool that connects individuals in an organization. It will ensure there is efficiency and transparency within an organization. A hermeneutical approach would encourage leaders to reflect on their human interest in communication. The approach emphasizes on communications through conversations. It lays down the conceptual framework for developing the leaders' communication means. For example, a media consultant in any country would use this approach to deal well with the clients[Phi13].

The approach pays more attention to experience. The experience will be a tool in analyzing external events, business ideas, and internal ideas. Additionally, with good experience, a person may be able to trigger questioning and any reflective perspective that may not happen in any moment. Such case indicates how hermeneutical approach is important in making any leader become a witness of his conversations (Woodward , 2011).

Disadvantages of hermeneutics

The approach demands a lot of efforts from the leaders. It is time consuming. The approach demands the leaders to fully explore the interpretive requirements. The requirements may include psychological perspectives, socio-cultural knowledge, different histories, and environmental influences of the approach.

The approach is only tied to the leaders' inner world. There is little emphasis on the external context. Additionally, the approach demands leaders to appreciate the interconnections between individuals to the environment. It emphasizes on individuality.

The approach is a big task. It demands the leaders to have broad knowledge of cultural dynamics. For example, a local bank manager in Africa has to understand the cultural hermeneutics of that place. It will help the leader integrate well with the society. Acquiring the knowledge is not simple because leaders have to tease out various cultural threads. It demands the leaders to separate their psychological reality from the cultural perspectives[Woo11].

Conclusion

The paper has explained how hermeneutical approach is crucial in developing leadership. Though it is a big task, it will help leaders deal easily with the unique. The leaders will cover various cultural perspectives, socio-cultural knowledge, and environmental influence of the approach. The experience will help them deal with the changing leadership models.

References

Kev11: , (O'Gorman, 2011),

Woo11: , (Woodward J. , 2011),

Phi13: , (Yong, 2013),

Woo11: , (Woodward, 2011),