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Strategic leadership theories and models

List Price €78.99 Add to Cart Recommend in Library Product Details Format: Hardback ISBN: Published: 29 Jun 2018 Publisher: Emerald Publishing Limited Dimensions: 246 pages - 152 x 229mm Operating in one of the fastest growing economies in the world, Indian business organizations are constantly faced with new challenges. The demands for globalization and the potential disruption of technologies in development can make effective governance difficult. Business leadership theories have been developed mainly by researchers in the West, and very few attempts have been made to theoretically analyze Indian leadership practices. This book explores the idea of an India-centric leadership model, presenting an in-depth research study of strategic leadership theories and applying them to India's unique culture. Using input from top-level Indian business leaders, this book provides a much-needed perspective in today's global economy. As one of the first monographs to explore Indian leadership practices from an Indian perspective, this book will be of interest to business leaders, researchers and students alike. Chapter 1. Introduction to management theory and strategic management chapter 2. Literature review on management theories Chapter 3. Literature review on Strategic Leadership modelsChapter 4. Research methodology Chapter 5. Findings on management theories Chapter 6. Findings on Strategic Leadership Models Chapter 7. Discussion and conclusion chapter 8. Scope and future directions Sekhar Bhattacharyya, professor, is a member of the Faculty of Strategic Management at the National Institute of Industrial Engineering (NITIE) in Mumbai, India. His research interests include strategic management, strategic management, strategic corporate social responsibility and qualitative business research. Sumi Jha, professor, is a member of the Faculty of Organizational Behavior and Human Resource Management at the National Institute of Industrial Engineering (NITIE) in Mumbai, India. Her research interests include strategic leadership, employee empowerment, competence management and organizational health. « Back Sign up to our mailing list here As Sekhar Bhattacharyya, Professor, is a member of the Faculty of Strategic Management at the National Institute of Industrial Engineering (NITIE) in Mumbai, India. His research interests include strategic management, strategic management, strategic corporate social responsibility and qualitative business research. Sumi Jha, professor, is a member of the Faculty of Organizational Behavior and Human Resource Management at the National Institute of Industrial Engineering (NITIE), Mumbai, India. Her research interests include strategic leadership, employee empowerment, competence management and organizational health. Strategic HR Manual that creates significant learning experiences Handbook of Group Facilitation The Volunteer Management Handbook Technology and Innovation in Adult Learning Everyday Teacher Leadership Developing Change Leaders The Practice of Leadership Transformational Teaching Peer Learning in Higher Education The New School Management by Wandering Around Organizational Design: A Holistic View Handbook of Hospitality Human Resources Management The Instructional Leadership Toolbox Exploring the Field of Business Model Innovation The Psychology of Consumer Profiling in a Digital Age Consulting in Uncertainty Good to Great to Innovate Essentials of Organizational Behavior designing school systems for all students Entrepreneurship Education Continuous School Improvement Strategy Formulation in Entrepreneurial Firms Basic Skills Education in Community Colleges Create a culture of high-performing schools positioning Student Affairs for sustainable change Millennials and workplace global mindset and leadership efficiency new visions of Graduate Management Education Educating leaders through real world projects a guide to building education partnerships to prepare Predator teachers' gameChanging Designs innovation processes in Business Networks Engagement and Disengagement at work Strategic leadership for turbulent times of servant management and fanishp navigate through changing times Employees Insight Leaders appear everywhere we see. In nature, a group of lions is usually led by an alpha male. They are drawn to the individual lion's confidence, assertiveness, determination and resilience, and they also understand that living in a group increases safety and chances of survival. In this light, leaders help alleviate fear and are also responsible for making decisions. But how does this traditional view of leadership fit with today's business environment, where a smoother and flat structure quickly replaces the command and control structure? Today's transformative organization is driven by effective leadership. We turn to leaders to guide and steer the best way forward—and we expect them to help us navigate difficult times. But what does effective leadership look like, and who makes the best leaders? Continue reading to learn more about theories about leadership, how leadership drives returns, and what today's best leaders look like. 3 Leadership theories Over the years, several different theories about leadership have emerged. In short, let's examine three of the most popular. 1. The trait theories are born of the great man theory – or the theory that says that leaders are born and not made. Here is the underlying theory that we are all born with innate characteristics. If we happen to have leadership qualities, we will end up as leaders. This theory is based on the big five personality factors we all have to varying degrees: to experience: Managers tend to be open to new situations and new stimulations. They change jobs frequently, explore new countries regularly, and are outgoing by default. Conscientiousness: Leaders are hardworking, thorough and precise. Extroversion: Great leaders like to communicate. They love meeting new people, and they like to talk to others. Extroversion is highly correlated with success. Agreeability: This property refers to the extent to which a person wants people around them, and whether the group working around the individual works well together. People who score high on this property tend to be very hot and considering. Neuroticism: This refers to the extent to which a person experiences negative emotions – such as anxiety, depression and mood swings. Good managers score low here. The trait theory has had its fair share of critics. Leadership behavior is affected by more than five key traits, after all. The theory ignores things like intelligence (especially emotional intelligence), experience and values. Moreover, it does not take into account the fact that we are adaptable creatures. If a very talented member of the team was thrown into the lead overnight, they would eventually find out. The trait theory lost steam after the discovery of the so-called Apollo Syndrome. When NASA wanted to explore space and the moon, they gathered a group of domain experts – all of them a leader under this theory. While they worked well together in themselves, they were not effective as a team because they were too homogeneous. 2. Transaction theory Very basically this theory suggests that good managers reward positive actions and punish negative actions. So, if you want to get a room in the house painted, pay the painter by square meters - and not for the hour. In this way, the person tries to paint the room as quickly as possible, so that they can get paid the most for their time. Everything is a tit-for-tat transaction. But life is more nuanced than this that we discover with the theory of transformation. 3. Transformation theory A third leadership theory is the transformation theory, which suggests that great leaders can stimulate their employees to be more creative and reach their full potential. Increasingly, this becomes the most prominent and dominant leadership theory. According to thinkers in this area, transformation leaders have five characteristics: A need for power A need for power A focus on achievements An ability to focus on positive emotions and avoid negative (that is, the mood contagion phenomenon) An ability to take reasonable risks Increasingly many agree that the transformation leader theory is the most predictive of effective leadership (and we also agree) – and it is given the origins of people like Steve Jobs and Elon Musk. The return of becoming a transformation leader, it is possible to set a tag on the return of being a transformation leader? Believe it or not, it is. In short, transformation managers (perhaps unsurprisingly) drive profitability. In the wake of the 2006-2007 financial crisis, management was questioned across companies in the S&P 500. The best organizations did not suffer as much as those who performed with low performance. So when the crisis was in the rearview mirror, top-performing organizations rebounded much faster, getting strong leadership gains immediately. The main reason for this is that the best organisations had strong leadership development strategies in place – from lower-level management to senior management. Using continuous listening, they kept their fingers on the pulse of employees' emotions and ensured that their employees remained engaged. On the flip side, low-performance companies weren't focused on it at all. When the dust settled, the top quartile of the best companies came stronger, while the lower quartile was weaker. The best companies were able to thrive and even exceed previous results while the worst languished. What do high-performance cultures look like? Each organization wants to perform at the highest possible level. But few of them actually do. In our research, we have found that high-performing cultures embrace compassion, empathy and openness. Employees are more likely to be engaged in a high-performance culture. It is a virtual feedback loop, and engagement and performance feed of each other. High-performance cultures are built on the back of heterogeneous teams that have complementary skills and are encouraged to work together towards a common goal. But they are also driven by successful leaders who encourage and inspire their teams to reach their full potential. Then, let's shift our attention to the important qualities of successful leaders. Three prerequisites for being a successful leader Successful leaders control high-performing cultures. Based on our research, here are three characteristics that this kind of leaders enjoy in their organizations. 1. Alignment Successful leaders have teams that are all aligned – in collaboration. However, adjustment is not easy. It is often difficult because there is an assumption that everyone knows what they are doing and why they are doing it. To illustrate, we recently conducted some research that showed that 90% of employees think they know the organization's values. But only 15% of them could articulate them. Adjustment is important because it is the prerequisite for success. How can you expect your team to reach goals together if they're not aligned? 2. Inclusivity Effective leaders are inclusive; they give everyone a seat at the table and value everyone's opinions. At the same time, effective leaders are confident but humble. Being able to that you do not know the answer to everything requires trust, after all. Being an inclusive leader starts with empathy — the ability to see things from the team's perspective and understand where they come from. At the same time, great leaders show their teams that they are actual people — vulnerable just like everyone else — so that employees can relate to them. Remember, it's one thing to say you're inclusive. It's quite another to be inclusive. 3. Integrity When two people have a conversation with each other for three minutes, the probability is that both will lie at least once. In other words, integrity is something you have to work on; You're going to lie at some point, too. Effective leaders have integrity. When they talk, their teams listen because they trust what they're told. Great leadership starts with feedback We hope this blog challenges your perspectives on the traditional view of leadership versus today's image. We believe that to become a great leader, you first need to understand what your employees are thinking and how they feel. The easiest way to do that is to ask them directly through continuous listening and regular feedback. To learn more about how to become a good leader and why effective leadership is so important, check out our webinar, deliver high-performance teams through strategic leadership. Management.

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