

article about leadership in business

****The Essential Guide to Leadership in Business****

article about leadership in business often begins with understanding that leadership is more than just managing tasks or directing teams. It is about inspiring, influencing, and guiding people toward a shared vision while navigating the complexities of the corporate world. In today's rapidly evolving business landscape, effective leadership is a critical driver of success, innovation, and sustainability. Whether you're a seasoned executive or an aspiring entrepreneur, grasping the nuances of leadership can transform how you approach your role and impact your organization.

What Does Leadership in Business Really Mean?

Leadership in business isn't just about holding a title or authority. It is about the ability to motivate and empower employees, make strategic decisions, and create an environment where everyone can thrive. Unlike traditional management, which focuses on processes and systems, leadership emphasizes vision, emotional intelligence, and adaptability.

A true leader in business understands the importance of communication and trust-building. They recognize that leadership styles can vary—some leaders are transformational, inspiring change and innovation, while others might be servant leaders, prioritizing the needs of their team. The best leaders often blend multiple styles depending on the situation, demonstrating flexibility and emotional awareness.

The Role of Vision and Strategy

At the heart of effective leadership lies a clear vision. Leaders must be able to articulate where the business is headed and why it matters. This vision acts as a compass, guiding every decision and action within the organization. Without a compelling vision, teams can lose direction and motivation.

Strategic thinking is closely tied to vision. Business leaders need to analyze market trends, anticipate challenges, and identify opportunities. This forward-thinking approach helps businesses stay competitive and resilient in a constantly changing environment.

Key Traits of Successful Business Leaders

What separates thriving business leaders from the rest? Certain traits consistently appear among the most effective leaders across industries.

Emotional Intelligence

One of the most critical yet sometimes overlooked qualities is emotional intelligence (EI). Leaders with high EI can understand and manage their own emotions while empathizing with others. This skill fosters better communication, conflict resolution, and team cohesion.

Decision-Making and Problem-Solving

Business leaders regularly face complex decisions. The ability to weigh options, consider consequences, and make timely choices is indispensable. Strong problem-solving skills also mean leaders can turn challenges into opportunities for growth.

Adaptability and Resilience

The business world is unpredictable. Leaders who adapt quickly to change and bounce back from setbacks inspire confidence and stability within their teams. Resilience also helps maintain focus and momentum during tough times.

Integrity and Accountability

Trust is the foundation of leadership. Leaders who demonstrate integrity by being honest and transparent earn the respect of their employees and stakeholders. Additionally, taking responsibility for outcomes—good or bad—builds credibility.

Leadership Styles and Their Impact on Business Success

Understanding different leadership styles can help businesses identify what works best for their culture and goals. Here are some common approaches:

Transformational Leadership

Transformational leaders motivate their teams by creating a shared purpose and encouraging innovation. They inspire employees to exceed expectations and embrace change, which can lead to higher employee engagement and creativity.

Transactional Leadership

This style focuses on clear structures, rewards, and penalties. It is effective in environments where routine and efficiency are priorities. Transactional leaders ensure tasks are completed correctly but may not foster as much innovation.

Servant Leadership

Servant leaders prioritize the growth and well-being of their team members. By focusing on support and empowerment, they cultivate loyalty and a positive workplace culture.

Democratic Leadership

Democratic leaders involve employees in decision-making, fostering collaboration and shared ownership. This style can increase job satisfaction and generate diverse ideas but may slow down decision processes.

How to Cultivate Leadership Skills in Business

Leadership is not an innate trait limited to a few people; it's a skill set that can be developed over time with intentional effort.

Seek Continuous Learning

Great leaders are lifelong learners. Reading books, attending workshops, and seeking mentorship can expand leadership capabilities. Staying informed about industry trends and leadership theories enhances adaptability.

Practice Effective Communication

Communication is the backbone of leadership. Leaders should hone their ability to listen actively, provide constructive feedback, and convey ideas clearly. Transparent communication builds trust and aligns teams.

Build Strong Relationships

Networking internally and externally helps leaders create support systems and collaborative opportunities. Empathy and genuine interest in others' perspectives strengthen these connections.

Encourage Innovation and Risk-Taking

Leaders who foster a culture where experimentation is welcomed and failure is seen as a learning opportunity help businesses innovate and stay ahead.

The Role of Leadership in Shaping Company Culture

Leadership heavily influences the values, behaviors, and atmosphere within a business. A leader's attitude toward ethics, diversity, work-life balance, and employee development sets the tone.

Positive company culture boosts employee engagement, reduces turnover, and improves overall performance. Leaders who prioritize inclusivity and transparency create workplaces where people feel valued and motivated to contribute their best.

Leading Through Change

Change management is an essential leadership responsibility. Leaders who communicate openly about change initiatives and involve their teams in the process can reduce resistance and enhance buy-in.

By demonstrating empathy and providing support during transitions, leaders maintain morale and productivity even in uncertain times.

Technology and Leadership: Navigating the Digital Age

The rise of digital technology has transformed how businesses operate and how leadership is practiced. Today's leaders must be comfortable with digital tools and data-driven decision-making.

Leveraging technology can improve communication, streamline operations, and offer insights through analytics. Moreover, digital leadership often requires embracing remote work and virtual teams, necessitating new approaches to team management and motivation.

Leading Diverse and Remote Teams

Globalization and technological advances have expanded the scope of leadership beyond physical offices. Leading diverse teams across cultures and geographies demands cultural sensitivity, clear communication, and trust-building through virtual platforms.

Business leaders who effectively manage diversity and remote work can tap into broader talent pools and foster innovation through varied perspectives.

Leadership in business is an ever-evolving discipline that requires self-awareness, strategic thinking, and dedication to people. By understanding the core principles and embracing adaptability, leaders can drive their organizations toward sustained success and meaningful impact. Whether steering a startup or managing a multinational corporation, the journey of leadership is one of continuous growth and inspiration.

Frequently Asked Questions

What are the key qualities of effective leadership in business?

Effective leadership in business typically includes qualities such as clear communication, integrity, adaptability, vision, empathy, and the ability to inspire and motivate teams.

How does leadership impact business performance?

Strong leadership directly influences business performance by setting clear goals, fostering a positive work culture, driving innovation, and improving employee engagement and productivity.

What leadership styles are most effective in the business world?

Transformational, democratic, and servant leadership styles are often considered effective in business as they encourage collaboration, innovation, and employee development.

Why is emotional intelligence important for business leaders?

Emotional intelligence helps business leaders understand and manage their own emotions and those of others, leading to better decision-making, conflict resolution, and stronger team relationships.

How can leaders foster innovation within their organizations?

Leaders can foster innovation by encouraging open communication, supporting risk-taking, providing resources for experimentation, and recognizing and rewarding creative efforts.

What role does leadership play in managing business change?

Leadership is crucial in managing change by communicating the vision, addressing employee concerns, guiding the transition process, and maintaining morale during periods of uncertainty.

How can new business leaders develop their leadership skills?

New business leaders can develop their skills through mentorship, continuous learning, seeking feedback, practicing self-reflection, and gaining diverse experiences within their organizations.

What challenges do business leaders face in today's global market?

Business leaders face challenges such as cultural diversity, technological disruption, economic uncertainty, regulatory compliance, and the need for sustainability and social responsibility.

How important is ethical leadership in business success?

Ethical leadership is vital for building trust with customers, employees, and stakeholders, which in

turn supports long-term business success and a positive reputation.

Can leadership in business be taught, or is it innate?

While some leadership traits may be innate, most leadership skills can be taught and developed through education, experience, training, and deliberate practice.

Additional Resources

****The Dynamics of Leadership in Business: Navigating Success in Modern Enterprises****

article about leadership in business uncovers the evolving role of leaders in driving organizational success amidst an increasingly complex and competitive landscape. Leadership in business is no longer confined to authoritative decision-making; it encompasses a multifaceted approach involving emotional intelligence, strategic vision, and adaptability. As companies seek sustainable growth, understanding the nuanced dimensions of effective leadership becomes indispensable.

Understanding Leadership in the Contemporary Business Environment

Leadership in business today transcends traditional models focused solely on hierarchy and command. Instead, it embraces transformational and servant leadership paradigms that prioritize motivation, collaboration, and employee empowerment. This shift reflects broader trends in workplace culture, technological advancements, and global market dynamics.

According to a 2023 report by McKinsey, organizations that cultivate inclusive and adaptive leadership are 1.8 times more likely to outperform their peers financially. This statistic highlights the tangible impact of leadership styles on business performance and underscores the importance of evolving leadership competencies.

Key Characteristics of Effective Business Leaders

Effective leaders in business exhibit a blend of strategic foresight and interpersonal skills. Core attributes typically include:

- **Visionary Thinking:** Setting a clear direction and inspiring teams toward shared goals.
- **Emotional Intelligence:** Understanding and managing one's own emotions and those of others to foster healthy workplace relationships.
- **Decisiveness:** Making informed decisions promptly, especially under pressure.
- **Adaptability:** Navigating change and uncertainty with resilience.

- **Communication Skills:** Articulating ideas clearly and listening actively to stakeholders.

These traits contribute to a leadership style that balances authority with empathy, enabling leaders to guide organizations through both growth phases and crises.

Leadership Styles and Their Impact on Business Outcomes

The choice of leadership style significantly influences company culture, employee engagement, and overall productivity. Prominent leadership styles in business include:

Transformational Leadership

Transformational leaders inspire innovation and change by motivating employees to exceed expectations. This style often results in higher job satisfaction and creativity, which are critical for industries reliant on innovation.

Transactional Leadership

Transactional leaders focus on structure, rewards, and penalties to achieve compliance and efficiency. While effective in routine or highly regulated environments, this approach may stifle creativity over time.

Servant Leadership

Prioritizing the needs of the team, servant leaders foster a supportive environment that encourages personal and professional growth. This style enhances employee loyalty and trust but requires leaders to balance service with strategic oversight.

Autocratic Leadership

Characterized by centralized decision-making, autocratic leadership can drive quick results in crisis situations but risks demotivating staff and limiting innovation in the long run.

Businesses often benefit from a hybrid approach, adapting leadership styles to contextual demands. For example, a tech startup might emphasize transformational leadership to foster innovation, while a manufacturing firm might lean toward transactional leadership to ensure operational consistency.

The Role of Leadership in Driving Organizational Change

In an era marked by digital transformation and globalization, leadership in business plays a pivotal role in managing change. Leaders must not only envision the future but also mobilize resources and align stakeholders to embrace new strategies.

Research by Deloitte indicates that 70% of change initiatives fail due to employee resistance and lack of management support. This statistic underscores the critical responsibility leaders have in communicating the rationale for change, addressing concerns, and sustaining momentum.

Strategies for Effective Change Leadership

- **Transparent Communication:** Sharing clear, consistent messages about the purpose and benefits of change.
- **Employee Involvement:** Engaging teams in the planning and implementation processes to build ownership.
- **Training and Development:** Equipping employees with skills needed to adapt to new systems or processes.
- **Recognition and Support:** Acknowledging efforts and providing support to reduce anxiety and resistance.

Leaders who master these strategies can transform potential obstacles into opportunities for innovation and growth.

Leadership Development: Investing in the Future of Business

Given the complexity of modern business challenges, organizations are increasingly investing in leadership development programs. These initiatives aim to cultivate future leaders who can navigate uncertainty, drive performance, and foster inclusive cultures.

A 2024 survey by the Harvard Business Review found that 85% of companies with structured leadership development programs reported improved employee retention and innovation rates. This data highlights the return on investment associated with nurturing leadership talent.

Components of Successful Leadership Development

- **Mentoring and Coaching:** Personalized guidance to enhance self-awareness and skill development.
- **Experiential Learning:** Hands-on projects and simulations that mirror real-world challenges.
- **Diversity and Inclusion Training:** Promoting awareness and competencies to lead diverse teams effectively.
- **Feedback Mechanisms:** Continuous performance evaluation to identify strengths and areas for improvement.

By integrating these elements, organizations can build leadership pipelines that sustain competitive advantage over time.

The Challenges and Complexities of Leadership in Business

Despite its critical importance, leadership in business is fraught with challenges. Leaders must often balance conflicting priorities, such as short-term financial goals versus long-term strategic investments, or innovation against risk management.

Moreover, the increasing pace of technological change demands continuous learning and agility. The rise of remote work and global teams adds layers of complexity to communication and culture-building efforts.

These challenges require leaders to cultivate resilience and a growth mindset, embracing feedback and learning from failures as part of their leadership journey.

Throughout these complexities, the central thread remains clear: effective leadership is a dynamic process rather than a static trait. It requires ongoing reflection, adaptation, and commitment to both people and purpose.

In exploring an article about leadership in business, it becomes evident that leadership is a multifaceted and evolving discipline essential to organizational success. As the business landscape continues to shift, leaders who combine strategic insight with emotional intelligence and adaptability will be best positioned to guide their companies through uncertainty toward sustainable growth.

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article about leadership in business: Blue Ocean Strategy with Harvard Business Review Classic Articles “Blue Ocean Leadership” and “Red Ocean Traps” (3 Books) W. Chan Kim, Renée A. Mauborgne, 2017-06-27 Chart a path to creating uncontested market space and winning the future. This collection of work by globally preeminent management thinkers W. Chan Kim and Renée Mauborgne brings together their perennial bestseller book *Blue Ocean Strategy* with their classic articles “Blue Ocean Leadership” and “Red Ocean Traps.” *Blue Ocean Strategy*, the global phenomenon that has sold over 4 million copies and is recognized as one of the most iconic and impactful strategy books ever written, argues that cutthroat competition results in nothing but a bloody red ocean of rivals fighting over a shrinking profit pool. Based on a study of 150 strategic moves (spanning more than 100 years across 30 industries), Kim and Mauborgne argue that lasting success comes not from battling competitors but from creating “blue oceans”—untapped new market spaces ripe for growth. The book presents a systematic approach to making competition irrelevant and outlines principles and tools any organization can use to create and capture their own blue oceans. In the article “Blue Ocean Leadership,” the authors apply their concepts and tools to what is perhaps the greatest challenge of leadership: closing the gulf between the potential and realized talent and energy of employees. The authors offer a systematic method for uncovering, at every level of the organization, which leadership acts and activities will inspire employees to give it their all and a process for getting managers throughout the company to undertake these tasks. In the article “Red Ocean Traps,” the authors show how managers’ mental models—ingrained assumptions and theories about the way the world works—undermine attempts to discover uncontested new market spaces. The authors provide a framework for avoiding spaces where competition is bloody (red oceans) and moving to blue ocean spaces with ample potential.

article about leadership in business: *Leadership and Business Ethics* Gabriel Flynn, 2022-01-24 This book offers new and challenging approaches to business ethics that successfully link theory and practice thereby overcoming lacunae and inadequacies in much of the literature concerning ethics and governance, a theme that recurs with remarkable frequency in the history of business ethics as an academic discipline. This work provides imaginative and innovative proposals for the indispensable coupling of virtue, integrity, and character with global business, finance, and banking. The volume seeks to overcome the marginal status of business ethics in universities, business, and enterprise by demonstrating that virtue ethics is an important step in the direction of an adequate response to the leadership issue. This new edition of a popular work points to new ways of achieving an ever more urgent coalescence of ethics and business. It proposes practical advice and viable suggestions to business people on what is right and wrong in business. The volume makes a vital contribution in the area of education that should serve the ongoing development of top leaders. In the important domain of women in leadership, the volume provides new solutions that break boundaries on the global stage. The work challenges unethical marketing of human images with important implications for citizenship and society. The volume contains creative suggestions for the use of spirituality and human development for the enhancement of business and society. The significantly extended second edition includes an exciting line up of leading academics and practitioners in the audacious hope that something may change for the better in the realms of business and banking.

article about leadership in business: *Force For Change* John P. Kotter, 2008-06-30 The critics who despair of the coming of imaginative, charismatic leaders to replace the so-called manipulative caretakers of American corporations don't tell us much about what leadership actually is, or, for that matter, what management is either. Now, John P. Kotter, who focused on why we have a leadership crisis in *The Leadership Factor* shows here, with compelling evidence, what leadership really means today, why it is rarely associated with larger-than-life charismatics, precisely how it is different from management, and yet why both good leadership and management are essential for business success,

especially for complex organizations operating in changing environments. Leadership, Kotter clearly demonstrates, is for the most part not a god-like figure transforming subordinates into superhumans, but is in fact a process that creates change -- a process which often involves hundreds or even thousands of little acts of leadership orchestrated by people who have the profound insight to realize this. Building on his landmark study of 15 successful general managers, Kotter presents detailed accounts of how senior and middle managers in major corporations, in close concert with colleagues and subordinates, were able to create a leadership process that put into action hundreds of commonsense ideas and procedures that, in combination with competent management, produced extraordinary results. This leadership turned NCR from a loser to a big winner in automated teller machines, despite intense competition from IBM. The same process at American Express and SAS helped businesses grow dramatically despite the fact that they were mature and commodity-like. Kotter also shows how leadership turned around operations at P&G and Kodak; produced huge business successes at PepsiCo, ARCO, and ConAgra; and made the impossible occasionally happen at Digital. Thousands of companies today are overmanaged and underled, John Kotter concludes, not because managers lack charisma, but because far too few executives have a clear understanding of what leadership is and what it can accomplish. Without such a vision, even the most capable people have great difficulty trying to lead effectively and to create the cultures which will help others to lead.

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article about leadership in business: Advances in Human Factors, Business Management and Leadership Jussi Ilari Kantola, Tibor Barath, Salman Nazir, 2017-06-30 This book reports on practical approaches for facilitating the process of achieving excellence in the management and leadership of organizational resources. It shows how the principles of creating shared value can be applied to ensure faster learning, training, business development, and social renewal. In particular, the book presents novel methods and tools for tackling the complexity of management and learning in both business organizations and society. It covers ontologies, intelligent management systems, methods for creating knowledge and value added. It gives novel insights into time management and operations optimization, as well as advanced methods for evaluating customers' satisfaction and conscious experience. Based on two conferences, the AHFE 2017 International Conference on Human Factors, Business Management and Society and the AHFE 2017 International Conference on Human Factors in Management and Leadership, held on July 17-21, 2017, in Los Angeles, California, USA, the book provides both researchers and professionals with new tools and inspiring ideas for achieving excellence in various business activities.

article about leadership in business: Leadership for the Future Sustainable Development of Business and Education Wadim Strielkowski, Oksana Chigisheva, 2018-03-30 This proceedings volume examines leadership from the perspectives of business, economics, social sciences, cross-cultural management, and education as a means to establish a future of sustainable development. Featuring contributions from the 2017 Prague Institute for Qualification Enhancement (PRIZK) and International Research Centre (IRC) "Scientific Cooperation" International Conference held in the Czech Republic, this volume focuses particularly on business models and higher education schemes from BRICS nations and examines topics such as social and educational practices, academic policies and business development. Leadership is becoming a key element for the future sustainable development of business and education in the quickly globalizing world. In this regard, a special emphasis should be made on the formation of high-quality human resources—the leading experts in their field who will create innovations and introduce breakthrough technologies. The development of a creative economy and knowledge economy requires highly-educated human capital, thus education becomes a key element of this process. Education must keep pace with time, be competitive, and stay in touch with the process of technology. The enclosed papers identify the key steps for sustainable growth and development in business and education. Featuring contributions on theory and practice, this book is appropriate for academics,

researchers, policy-makers and practitioners in the areas of business, leadership management, entrepreneurship, innovation and education.

article about leadership in business: Encyclopedia of Strategic Leadership and Management Wang, Viktor, 2016-12-12 Strategic leadership techniques are the cornerstone to positive growth and prosperity within businesses and organizations. Implementing new management strategies and practices helps to ensure managers are optimizing their resources and driving innovation. The Encyclopedia of Strategic Leadership and Management investigates emergent administrative techniques and business practices being utilized within corporate and educational settings. Highlighting empirical research and best practices within the field, this encyclopedia will be an authoritative reference source for students, researchers, faculty, librarians, managers, and leaders across various disciplines and cultures.

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article about leadership in business: Challenging Leadership the Skolkovo Approach Pierre Casse, 2012-05-31 Leadership in today's world is a subject of much debate and quite rightly so. Since our world is one which is constantly evolving, so must our thinking on leadership and the behaviour to which it gives rise. Drawing on the authors experience and collaborations while teaching at Skolkovo, Moscow School of Management over the past 5 years, this book is a gathering together of reflections on a wide range of diverse topics within the subject of leadership i.e. emotions, energy, ethics, corruption...The intention is to stimulate thinking, encourage debate and provide a platform for new ideas for the future.

article about leadership in business: The Role of Islamic Spirituality in the Management and Leadership Process Abdul Mutalib, Mahazan, Rafiki, Ahmad, 2021-05-07 Leaders nowadays need to know, learn, and apply the concept of qalb leadership where it has been taught by the Prophet Muhammad as well as explained by Islamic scholars. The comparison with other mindful leadership concepts is required to provide solutions and options in leadership for better outcomes and spiritual awareness. It is found that leadership literature, in general, is unable to generate an understanding of a leadership concept that is both intellectually compelling and emotionally satisfying. As for qalb leadership, it focuses on the spirituality of leadership that can aid in facing unpredictable manners and provide better outcomes for followers. Research on Islamic leadership and spirituality may pave the way for better leadership practices in the future. The Role of Islamic Spirituality in the Management and Leadership Process will elaborate the spirituality and qalb in human life and leadership along with providing a discussion on the role and function of qalb in the overall leadership process. Through spirituality, human interdependence, creativity, and social justice can be created and molded. This type of leadership enables transformation in a natural way without denying basic human nature and imparts balance to both the outer and inner needs of humans. With the discussion of four cardinal virtues of Al-Ghazali, leaders can solve many problems that emerge in their organizations. This book is ideal for managers, executives, theologians, professionals, researchers, academicians, and students who are interested in how Islamic spirituality plays a role in leadership.

article about leadership in business: Quiet Quitting and the Leadership Challenge Cam Caldwell, Verl Anderson, Dima Jamali, 2025-02-12 In this timely book, Cam Caldwell, Verl Anderson and Dima Jamali explore the concept of 'Quiet Quitting' and its role in business. They focus on what employers and the business community can productively do to reverse the Quiet Quitting phenomenon, while honoring their responsibilities to employees.

article about leadership in business: Developing Leadership Character Mary Crossan, Gerard Seijts, Jeffrey Gandz, 2015-12-22 This book focuses on the element of leadership that has

largely been neglected in the literature: character. Often thought to be a subjective construct, the book demonstrates the concrete behaviors associated with different character dimensions in order to illustrate how these behaviors can be developed, and character strengthened. Based on research involving over 300 senior leaders from different industries, sectors and countries, Crossan, Seijts, and Gandz developed a model for leadership character that focuses on eleven dimensions. The book begins by setting the context for the focus on character in business, asking what character is and whether it can be learned, developed, molded or changed. Next, the book focuses on each dimension of leadership character in turn, exploring its elements and the ways in which it can be applied in a business setting. The book concludes with a summary of the key insights, an exploration of the interactions between the character dimensions, and a call to the reader to reflect on how to develop one's own and others' leadership character. Bridging theory and management practice, *Developing Leadership Character* will interest students and practitioners alike. Readers will benefit not only from a new, robust theoretical framework for leadership character, but will also learn how character can be developed further.

article about leadership in business: *Writers on Leadership* John Van Maurik, 2001-04-05
The theory and practice of leadership is one of business's most exhaustively examined and written about subjects. Given the range and breadth of material on the subject, John van Maurik's book will come as a welcome introduction for both business people and students. In this clear and concise overview, van Maurik examines the main stages of development in leadership this century and analyses the contribution made by the key writers, academics and practitioners. This book will provide an invaluable compendium for all those who wish to study leadership, and those who wish to put the theory into practice.

article about leadership in business: *The Impact of Shared Vision on Leadership, Engagement, and Organizational Citizenship* Richard Eleftherios Boyatzis, Kylie Rochford, Scott N. Taylor, 2015-10-28
According to management and psychology courses, as well as legions of consultants in organizational psychology, shared vision in dyads, teams and organizations can fill us with hope and inspire new possibilities, or delude us into following false prophets. However, few research studies have empirically examined the impact of shared vision on key organizational outcomes such as leadership effectiveness, employee engagement, organizational citizenship, coaching and organizational change. As a result, the field of organizational psychology has not yet established a causal pattern of whether, if, and how shared vision helps dyads, teams and organizations function more effectively. The lack of empirical work around shared vision is surprising given its long-standing history in the literature. Bennis and Nanus (1982) showed that distinctive leaders managed attention through vision. The practitioner literature has long proclaimed that vision is a key to change, while Conger and Kanungo (1998) discussed its link to charismatic leadership. Around the same time, positive psychology appeared in the forms of Appreciative Inquiry (Cooperrider, Sorensen, Whitney, & Yaeger, 2000) and Positive Organizational Scholarship (Cameron, Dutton, & Quinn, 2003). In this context, a shared vision or dream became a legitimate antecedent to sustainable change. But again, empirical measurement has been elusive. More recently, shared vision has been the focus of a number of dissertations and quantitative studies building on Intentional Change Theory (ICT) (Boyatzis, 2008) at dyad, team and organization levels of social systems. These studies are beginning to lay the foundations for a systematic body of empirical knowledge about the role of shared vision in an organizational context. For example, we now know that shared vision can activate neural networks that arouse endocrine systems and allow a person to consider the possibilities of a better future (Jack, Boyatzis, Leckie, Passarelli & Khawaja, 2013). Additionally, Boyatzis & Akrivou (2006) have discussed the role of a shared vision as the result of a well-developed set of factors that produce a desired image of the future. Outside of the organizational context, positive visioning has been known to help guide future behavior in sports psychology (Loehr & Schwartz, 2003), medical treatment (Roffe, Schmidt, & Ernst, 2005), musical performance (Meister, Krings, Foltys, Boroojerdi, Muller, Topper, & Thron, 2004), and academic performance (Curry, Snyder, Cook, Ruby, & Rehm, 1997). This Research Topic for Frontiers in

Psychology is a collection of 14 original papers examining the role of vision and shared vision on a wide variety of desired dependent variables from leadership effectiveness and executive performance to organizational engagement, citizenship and corporate social responsibility, and how to develop it through coaching.

article about leadership in business: *Dynamics of People Management—Operations and Obligations* Manodip Ray Chaudhuri, 2022-07-22 This book is a research reference book in the area of Human Capital Management and Behavioral Sciences. It is a set of collected works of the author with 22 of his published papers and book chapters. This book is intended for researchers and scholars in the field of manpower management in a broad spectrum.

article about leadership in business: *Leadership Makes the Difference but Leaders Matter* Goski Alabi PhD, 2021-08-27 ABOUT LEADERSHIP MAKES THE DIFFERENCE BUT LEADERS MATTER The book “Leadership Makes the Difference but Leaders Matter” is a 367-page book written by Prof. Goski Alabi, one of Africa’s leading Full Professor in total quality management, and a scholar in leadership who serves on several public, corporate and international boards and committees. Prof. Goski is President of the African Council Distance Education (ACDE), Chair of the African Network for internationalization of Education (ANIE), Founder and Consulting President of Laweh University College, Founding Dean of the School of Graduate Studies University of the University of Professional Studies, Accra (UPSA), Member of the ISO Committee on Consumer Policy, four times national delegate to the World Health Assembly, Member of the National Codex Committee, a certified member of the Europe - Africa- Caribbean Liaison Committee (COLEACP) Inter Professional Association who served as a framework consultant to the EU-COLEACP for Good Company Practices on the Pesticides Initiative Program (PIP). She also consulted for the Ministry of Trade and Industry on the National Quality Awareness Project as a lead consultant. She has offered training and consultancy services on quality management and strategic planning to the Bank of Ghana, the Public Services Commission, the Architects Registration Council. of Ghana and the Ethiopian Institute of Architecture, Building Construction and City Development (EiABC). She also offered several other consultancy services to the Association of African Universities, (AAU), the African Union Commission, as well as the European Union Commission among a few to mention. Prof. Goski has also led and participated in several Work Bank, DFID and EU Commission Projects successfully. As a regulator, who worked with the Food and Drugs Administration (FDA) of Ghana she audited several organizations from micro-to multinational level and also audited several national and international public and private universities for the then National Accreditation Board and the African Union Commission’s Quality Rating Mechanism. Prof Goski was “The Lecturer”, Keynote speaker at the prestigious Oxford University’s Sir David Watson Memorial Lecture at the Human Welfare Conference

(<https://www.gtc.ox.ac.uk/news-and-events/events-series/human-welfare-conference/human-welfare-conference-2019/2019-david-watson-memorial-lecturer-professor-mrs-goski-alabi/>). She is also author of the seminal book “Managing for Excellence in the 21st Century, the Total Quality Approach” which appeared in the New York Times in August 2017. Prof Goski has taught leadership at the Graduate level (Masters level) for 12 years and has condensed the knowledge and experiences gathered into the book, “Leadership Makes the Difference but leaders Matter”. The must-read book presents both practical and theoretical perspectives about how we can use leadership to create and deliver value for both the individual and common good in the twenty-first century. The book also challenges our thoughts about leadership to provide a key insight for today’s leaders. The aim of Leadership Makes the Difference but Leaders Matter is to bring us to question our held assumptions about leadership to improve our leadership skills. It shows striking differences between the concept of leader and leadership and argues that though leaders’ matter, leadership makes the difference in bringing about necessary and constructive change, which is the ultimate goal of leadership. Leadership Makes the Difference but Leaders Matter explains that being in a leader’s position does not guarantee leadership, and that leadership itself is a concept of shared influence which begins not with influence but ideas and vision, and centers around communication and actions, with trust,

power, influence, commitment and competence as core pillars. It also discusses trust and the sources of power as the main avenues for negotiating power in leadership. Are you driven to lead or driven to leadership? Leadership Makes the Difference but Leaders Matter is for Scholars, Practitioners, Governments and Trainers.

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