THE MYTH OF

LEADERSHIP

CREATING LEADERLESS ORGANIZATIONS

JEFFREY S. NIELSEN

Myth Of Leadership Creating Leaderless Organizations

Brad Jackson,Ken Parry

Myth Of Leadership Creating Leaderless Organizations:

   The Myth of Leadership Jeffrey S. Nielsen,2004 In this thought provoking book Nielsen call for an end to rank based hierarchies organizations because they foster secrecy and miscommunication while stealing joy and dignity from our work His new paradigm is the peer based organization   **Myth of Leadership** Jeffrey S. Nielsen,2011   **The Myth of Leadership** Jeffrey S. Nielsen,2011-05-16 Can we really run organizations without leaders Yes says organizational consultant Jeffery Nielson in this provocative book According to Nielsen it s time to stop structuring businesses as rank based organizations run by a privileged elite who are so isolated from the front lines that they are downright counterproductive Debunking the leadership myth Nielsen calls for an end to leader based corporate hierarchies which foster secrecy encourage miscommunication and steal the joy and dignity from work His new paradigm is the peer based organization No matter how you feel about Nielsen s theory of leaderless organizations you are sure to find this book thought provoking It will challenge your assumptions about the role of leadership in modern organizations   *The New Psychology of Leadership* S. Alexander Haslam,Stephen D. Reicher,Michael J. Platow,2010-09-13 Winner of the University of San Diego Outstanding Leadership Book Award 2012 Shortlisted for the British Psychological Society Book Award 2011 Shortlisted for the CMI Chartered Management Institute Management Book of the Year Award 2011 2012 According to John Adair the most important word in the leader s vocabulary is we and the least important word is I But if this is true it raises one important question why do psychological analyses of leadership always focus on the leader as an individual as the great I One answer is that theorists and practitioners have never properly understood the psychology of we ness This book fills this gap by presenting a new psychology of leadership that is the result of two decades of research inspired by social identity and self categorization theories The book argues that to succeed leaders need to create champion and embed a group identity in order to cultivate an understanding of us of which they themselves are representative It also shows how by doing this they can make a material difference to the groups organizations and societies that they lead Written in an accessible and engaging style the book examines a range of central theoretical and practical issues including the nature of group identity the basis of authority and legitimacy the dynamics of justice and fairness the determinants of followership and charisma and the practice and politics of leadership The book will appeal to academics practitioners and students in social and organizational psychology sociology political science and anyone interested in leadership influence and power   Change Management in Information Services Lyndon Pugh,2016-04-15 Information services are currently going through what is probably the most significant period of change in their history At the same time thinking about organisational change in general management has continued to develop and many of the emerging ideas strategies and processes are increasingly relevant to information services Since the first edition of this highly regarded book was published in 2000 the pace of change has accelerated because of the influence of digitisation and technological developments in general the emergence of what

might be called a business culture changes in skills and knowledge requirements and changes in user and personnel attitudes Despite these rapid developments the current literature tends to reflect a preoccupation with technological developments at the expense of consideration for the broader managerial base This second edition fills the gap in the literature and is fully updated with the inclusion of a number of new chapters and new case studies **Research in Organizational Change and Development** Debra Noumair,Abraham B. (Rami) Shani,2018-08-10 This volume provides new conceptual insights to help organizations improve health and wellbeing in society Some chapters do this by addressing macro level change some by highlighting evidence based change at the micro level and others by extending theory and integrating perspectives that heretofore have remained separate *Toward Entrepreneurial Community Development* Michael Fortunato,Morgan Clevenger,2017-03-31 Toward Entrepreneurial Community Development is about developing entrepreneurial communities and goes beyond theories of the firm to demonstrate how local and regional society contributes in important ways to the vitality of entrepreneurs The literature is rich with insights about leadership and culture within SMEs and the behaviours and attitudes of their founders founding teams and managers Since most of the attention in the entrepreneurship literature is focused on firms we wish to explore everyone else The social environment surrounding the entrepreneur and how leadership and culture outside the firm can have pervasive effects on the business This book reaches across disciplinary boundaries integrating and advancing knowledge on entrepreneurial community development The book identifies actionable leadership strategies that can be used by literally anyone to help make a community or region a more culturally supportive interactive home for entrepreneurial minds We draw from original research to compare high and low entrepreneurship communities and present an emergent picture of how community level actors can or fail to work together to support entrepreneurship in places that are culturally distant from the Silicon Valley i e most places Toward Entrepreneurial Community Development then offers techniques for entrepreneurial community leadership including how to build lasting alliances create an image and harness the local culture for entrepreneurial advantage The result is a book that provides the reader with the latest advancements and techniques in entrepreneurship development in a straight forward readable format No matter the reader Toward Entrepreneurial Community Development demonstrates how anyone in any position can lead a local entrepreneurship movement starting anywhere anytime **A Very Short Fairly Interesting and Reasonably Cheap Book About Studying Leadership** Brad Jackson,Ken Parry,2011-05-30 The Second Edition of Studying Leadership guides the reader through the cacophony of competing perspectives and models of leadership now updated with expanded discussion of hot topics like followership gender ethics authenticity and leadership and the arts set against the backdrop of the global financial crisis Conceived by Chris Grey as an antidote to conventional textbooks each book in the Very Short Fairly Interesting and Reasonably Cheap series takes a core area of the curriculum and turns it on its head by providing a critical and sophisticated overview of the key issues and debates in an informal conversational and often

humorous way Suitable for students researchers and practitioners studying leadership across all disciplines *Contours of Great Leadership* Rosemary Papa,Fenwick W. English,Mary Culver,2012-12-27 A contour is usually defined as an outline or the structure or characteristic of something A contour line which is shown on a contour map indicates points of elevation We think that all of these definitions fit Contours of Great Leadership This book brings together many aspects of concepts and theories of leadership It is an amalgam of ideas from the social sciences and the humanities woven together in the idea of leadership as an accoutrement that is a deliberate woven garment comprising science art experience and craft knowledge Thus we see leadership not as either or an art or a science or craft knowledge vs scientific or research based knowledge but rather as all of them combined and which occurs between followers and leaders within distinctive cultures and modes of communication The importance of context and culture as the milieu in which leadership is acquired and learned is critical In the end leadership is a performing art form which while it can be studied scientifically cannot be understood solely as a science without connecting it to the arts and ultimately to practice **Leading the Way** Andrew Leigh,Michael Maynard,2014-01-14 Top down leadership techniques are outdated Today s organisations are horizontally networked and constantly changing They need leaders who can adapt accept risk collaborate and be transparent This book distils 40 years of experience into 7 accessible skills that leaders need to thrive in business today The 7 I s of Leadership Individuality Insight Initiate Involve Inspire Improvise Implement Containing case studies examples questions and checklists this book will enable you to understand the importance of these skills and will show you how to learn and implement them **Leadership in English Language Education** MaryAnn Christison,Denise E. Murray,2012-12-06 Leadership in English Language Education Theoretical Foundations and Practical Skills for Changing Times presents both theoretical approaches to leadership and practical skills leaders in English language education need to be effective Discussing practical skills in detail and providing readers with the opportunity to acquire new skills and apply them in their own contexts the text is organized around three themes The roles and characteristics of leaders Skills for leading ELT leadership in practice Leadership theories and approaches from business and industry are applied to and conclusions are drawn for English language teaching in a variety of organizational contexts including intensive English programs in English speaking countries TESOL departments in universities ESL programs in community colleges EFL departments in non English speaking countries adult education programs and commercial ELT centers and schools around the world This is an essential resource for all administrators teachers academics and teacher candidates in English language education Exploring Professional Communication Stephanie Schnurr,2013 This book will provide a comprehensive overview of the field of professional communication from an applied linguistics perspective and introduce core concepts and approaches to this key field of academic enquiry Corporate Leadership Selection Dr. Reginald J. Gardner Jr. DM,2009-01-01 This book is an unbiased account of events in numerous business scenarios that I have either experienced observed or researched The objective is not to paint a negative

picture of corporate selection processes or behavior but to reflect upon the leadership selection decisions and the consequences of those decisions both positive and negative This book also summarizes the steps of conducting a qualitative research study and provides a glimpse of the impact to American business and American society as a result of corporate leadership selection The intent of the excerpts in this book on leadership selection is to touch the conscious of those who willing contributed to unethical immoral corporate leadership behavior strike a nerve in those who have the moral courage to blow the whistle on their observed corporate wrongdoing and open the hearts of those who will encounter questionable leadership activity in the future to respond and curtail such events This book is geared toward existing corporate leaders newly selected corporate leaders those who aspire to become corporate leaders and students who study and research corporate leader selection The U S remains the greatest country in the world It is fueled by successful American corporations However like any other entity or process there is always room for improvement **Organizations and Archetypes** Monika Kostera,2012-01-01 Professor Kostera is a consummate writer whose studies stand out for originality of approach Her contribution to our knowledge of the inner mechanisms and wider effects of organizations is impossible to over value indeed without Kostera s input our knowledge of organizations the successive reincarnations and strategy changes would be so much poorer The book is pursued with exquisite consistency and sense of purpose It is presented in all its enormous cognitive potential and exceptional analytical utility A study of great value to both students and practitioners of organization _ Zygmunt Bauman University of Leeds UK This book reflects on organizations through archetypical tales stories particularly resonant with deep meanings present in culture and the soul Archetypes are common patterns containing hidden images of human motivations offering inspiration and awakening imagination This book is a collection of such tales connected to twelve organizational archetypes where each are illustrated by more general theoretical reflections current management and organization theory literature as well as practical examples Monika Kostera proposes an imagery and language for self management and self organization for non corporate use including entrepreneurs and multipurpose NGOs Stories and examples from and of contemporary organizations in different contexts will prove insightful to students academics and researchers of management business sociology and economics Social entrepreneurs and NGO activists will also find plenty of invaluable information is this inspirational study Principles and Practices of Management and Organizational Behavior Chandrani Singh,Aditi Khatri,2024-02-13 This book offers perspectives insights techniques and approaches for efficient and contemporary management practices in an organization It provides a comprehensive insight into the traditional and contemporary approaches of organizational behavior and their impact on organizational performance in the global era Ranging from planning to staffing and controlling to strategic decision making the case studies in the book incorporate relevant modern management models and correlate practices of management from organizational perspectives to allow any organization s direction and environment to be evaluated with suggested recommendations This textbook consists of two

broad parts The first deals with management trends and functions ranging from the traditional era to the contemporary world The second part explores the behavioral trends of organizations across domains to analyze the measures taken for improved productivity and sustainability Drawing theories from psychology sociology and economics this book probes into the interrelation between behavior and holistic management by examining the impact of teamwork motivation organizational power and polity instituting relevant organizational ethics and strategies to create healthy organizational culture This book will be useful to students academicians management researchers and industry professionals from the field of general management and organizational behavior It will also be useful for scholars interested in management studies behavioural studies business and development developmental studies sociopsychology management and business strategies **The Starfish and the Spirit** Lance Ford,Rob Wegner,Alan Hirsch,2021-03-30 Imagine an organizational model for church leadership that enables the entire team to unleash their full potential The joy and vigor coming from a collective strength intelligence and skill in the community of leaders not only brings greater potency but better yields for your ministry What would it be like to see this kind of healthy leadership reproduced into the second third and fourth generation on multiple strands Leveraging the metaphor Ori Brafman popularized in his NYT best selling book The Starfish and the Spider Rob Wegner Lance Ford and Alan Hirsch show How to take a close look at your church s organizational structure and how to adapt instead of simply adopt a certain kind of structural approach How churches can function without a rigid central authority making them nimbler in reacting to external forces How seeding starfish networks inside today s churches will prepare the church of tomorrow to be agile while maintaining the accountability to be effective The Starfish and the Spirit is about creating a culture where church leaders view themselves as curators of a community on a mission not the source of certainty for every question and project It s about creating a team of humble leaders in the middle of the church not at the top leaders who naturally reproduce multiple generations of leaders from the middle out Leading Organizations of the Future Olivier Serrat,2023-12-27 This book delves into uncharted territory offering an extensive exploration of the future of organizations and how they should be led In a world characterized by volatility uncertainty complexity and ambiguity VUCA traditional organizational paradigms no longer suffice Instead this book introduces a visionary framework for the leadership of tomorrow s organizations one that adapts to the unique demands of each situation Drawing on insights from interviews with 12 subject matter experts this research driven work challenges the relevance of twentieth century leadership styles in the VUCA era The experts highlight the importance of metagovernance complexity leadership and sense making as essential components of navigating the ever evolving landscape of modern organizations Central to this exploration is the question of how to develop a context specific leadership management framework capable of guiding organizations through simple complicated complex and chaotic contexts This book not only identifies the pressing need for such a framework but also provides a comprehensive blueprint for its creation This book is a valuable resource for those who wish to understand the

future of organizational leadership and how it can adapt to the challenges and opportunities of the twenty first century It not only reshapes the current understanding of leadership but also offers practical insights that will shape the organizations of the future **Debating Leaderless Management** Frederik Hertel,Anders Örtenblad,Kenneth Mølbjerg Jørgensen,2022-12-16 Management research has traditionally assumed that leaders play an essential role in both public and private organizations and are required for a business to run smoothly However more recently a vein of critical research has claimed that leaders can do more harm than good creating confusion and putting their reputation before production and employee wellbeing This book asks the question what would happen if there were no leaders Would employees be better off without formal or informal leaders And even if such a utopia were desirable would it be realizable in practice *Coming to Critical Engagement* Frank A. Fear,2006 Engagement is the label increasingly embraced by higher education to describe activities associated with serving the public interest What had been viewed previously as service to extension of and outreach from is now engagement with as faculty members students and staff collaborate with partners in community affairs This book describes how members of a faculty learning community have come to understand engagement as both intellectual endeavor and scholarly practice at the interface between academy and citizenry Coming to Critical Engagement argues that the academy has a moral imperative to participate deliberately and consistently in democratic and systemic discourse with the public *Nature-Inspired Algorithms for Optimisation* Raymond Chiong,2009-04-28 Nature Inspired Algorithms have been gaining much popularity in recent years due to the fact that many real world optimisation problems have become increasingly large complex and dynamic The size and complexity of the problems nowadays require the development of methods and solutions whose efficiency is measured by their ability to find acceptable results within a reasonable amount of time rather than an ability to guarantee the optimal solution This volume Nature Inspired Algorithms for Optimisation is a collection of the latest state of the art algorithms and important studies for tackling various kinds of optimisation problems It comprises 18 chapters including two introductory chapters which address the fundamental issues that have made optimisation problems difficult to solve and explain the rationale for seeking inspiration from nature The contributions stand out through their novelty and clarity of the algorithmic descriptions and analyses and lead the way to interesting and varied new applications

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