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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

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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

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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

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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

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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.

The development of leadership capacities addresses a vital and continuing need in

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communities and organizations as they attempt to adapt to a wide range of social, economic, environmental, and political changes. Leadership development activities that focus on building new skills and fostering new ideas directly shape local and organizational capacity. At the organizational level, leadership is a valued

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resource as organizations are faced with challenges of limited resources, funding, and other capacities. Community leadership operates within a different domain; an environment with different dynamics, structures, and goals. Community leadership is distinctive in that leaders often do not have formal training

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or authority to dictate and facilitate change. Instead, community leaders must rely on informal networks of diverse citizens, each with a unique local capacity, as the basis for change. This book brings together classic and contemporary articles drawn from Community Development. Divided into two sections, the book begins

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with a range of seminal leadership theory and conceptualization pieces. These have been instrumental in shaping leadership development in a wide range of settings. Following the theory section, a variety of research and application chapters are presented. These chapters operationalize theory through applied research and

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programming, and provide replicable frameworks for future research and programs. This book is a compilation of articles published in the journal *Community Development*.

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"A textbook for courses in leadership and motivation, training and development, and performance feedback for students of industrial and organizational psychology, management, and education.

Contributions to the 11th annual Kravis-de Foulet Conference have been reorganized into 13 essays." -- WEBSITE.

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Leadership in today's organizations is a tough business. Organizational leaders face a number of challenges as their jobs, and the world around them, become increasingly complex. Trends, such as

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organizational "delayering," rapid technological advances, and increased employee empowerment require that leaders adapt their techniques and styles of leadership to meet these new challenges. Consequently, there has been an explosion of interest in leadership in recent years as researchers and management educators

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struggle to understand the process of leadership development, how it operates, and what characteristics make effective leaders. Born of these questions, the 11th Annual Kravis-de Roulet Leadership Conference at Claremont McKenna College brought together an impressive slate of scholars whose theories, research,

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and cutting-edge techniques are now gathered together in this impressive volume. Each chapter asks and answers questions about the current state of the field while providing future direction for research to help bridge the gap between leadership researchers and leadership development practitioners. Notable topics

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include chapters on "e-leadership" and leadership within the "virtual" organization, exploring 360-degree feedback, the importance of "social capital," and a comprehensive analysis of the well-researched theory of Leader Member Exchange.

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Leadership Development explores how leaders gain and use self-knowledge for continuous improvement and career development and describes how leaders help themselves and the people with whom they work, understand themselves, and become more self-determined, continuous learners, and make the most of resources,

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such as feedback and coaching. This book explains why leaders need support for self-insight and professional growth in today's business environment. It explores dimensions of effective leadership in light of business, technological, and economic trends. Focusing on the importance of leaders developing accurate self-

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understanding, the book defines self-insight, outlines the meaning of internal strength and resilience for self-regulation, and considers how leaders attain a meaningful and realistic sense of self-identity. This volume illustrates ways organizations support these psychological processes. Leadership development is

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viewed as a comprehensive, continuous process that includes evaluating organizational needs and individual competencies, setting goals for career development and performance improvement, offering needed training and growth experiences, providing feedback, and tracking change in behavior

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and performance over time. It describes how leaders react to feedback and how 360-degree feedback survey methods and executive coaching help leaders attain and apply self-insight to enhance their performance. In addition, this book considers challenges and opportunities for leadership development, including how

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leaders overcome career barriers and become continuous learners.

The Coaching Organization: A Strategy for Developing Leaders is the only book to provide practical advice on how a company can strategically manage coaching initiatives that strengthen

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organizations and enhance employee engagement and growth. Authors James M. Hunt and Joseph R. Weintraub offer best practices to help organizations deploy developmental coaching that drives leadership and employee effectiveness.

Proven strategies and innovative solutions

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for developing and retaining successful leaders Many organizations today are facing a crisis of leadership. As the Baby Boomer generation exits the workforce, companies are struggling to find qualified leaders to fill critical roles. Accelerating Leadership Development offers solutions for leadership development, management,

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and retention from award-winning development firm Global Knowledge. Accelerating Leadership Development provides a proven model to help companies develop high-potential employees with the competencies and knowledge capital to assume critical roles successfully. It includes practical and

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rigorous tools that enable organizations to identify targets and predict those targets' success with six measurable factors. With this proven development system, companies can develop a pipeline of ready leaders with high levels of engagement and retention. Features actionable, effective principles and strategies for leadership

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development using a results-oriented framework Chapters address communication and delegation strategies, effective feedback models, shifting of responsibility and accountability to direct reports, and contemporary coaching and development approaches Based on in-depth research and client interactions from

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one of the most prominent names in workforce development For any business that experiences a leadership failure or a lack of qualified leaders for vital positions, the consequences can be devastating. This practical and effective guide to leadership development offers real solutions for long-term excellence.

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