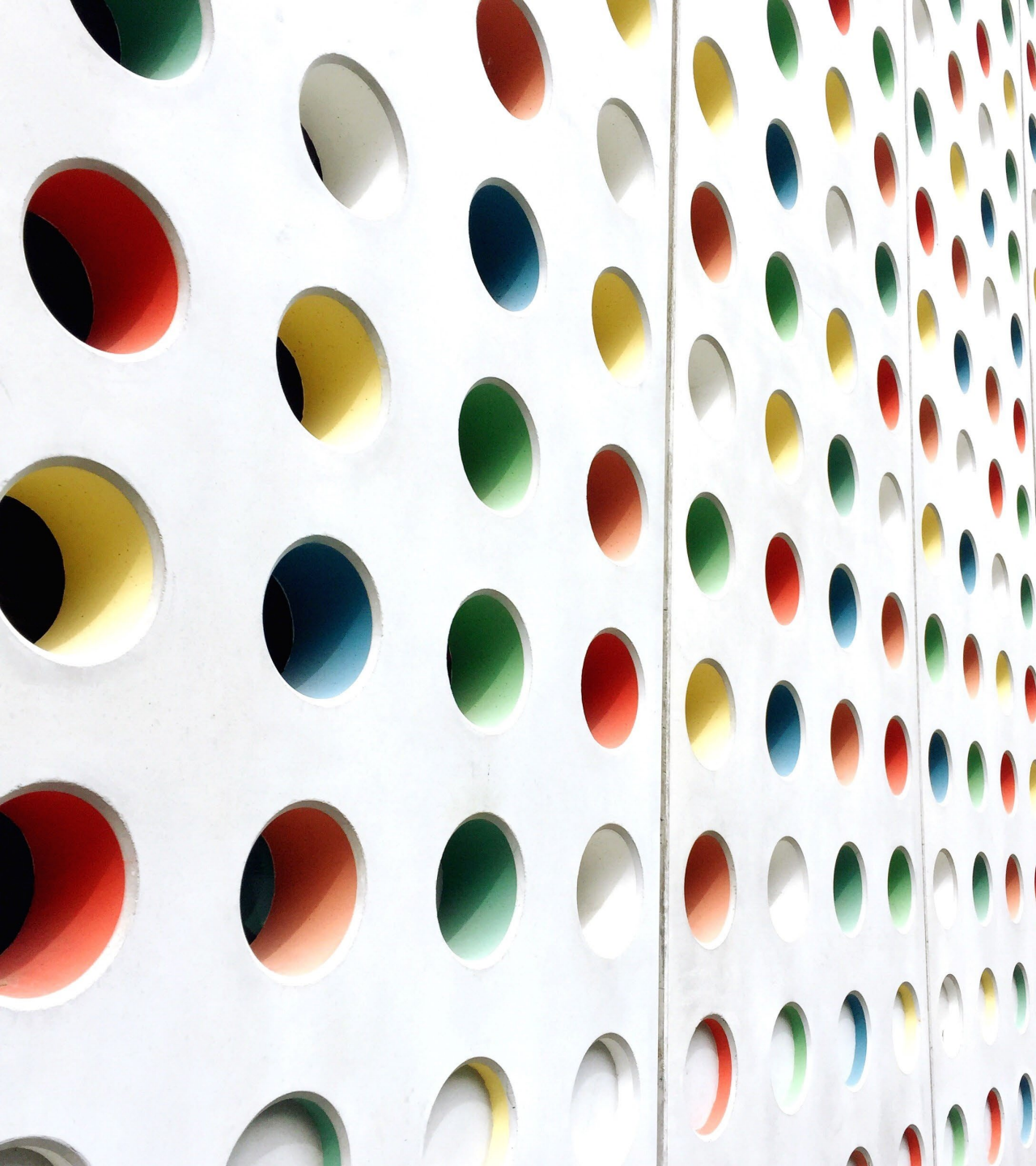




Research Methods and Professional Development

ACFA7004

Leadership Development

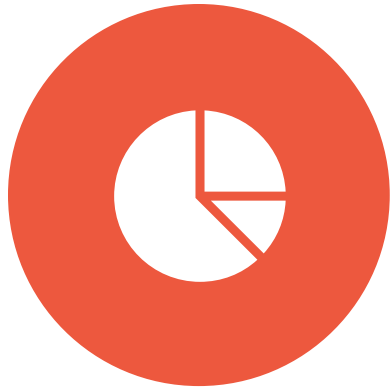
Marie Pitson



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Coming Up.....



WHAT IS LEADERSHIP?



WHAT IS MANAGEMENT



LEADERSHIP AND MANAGEMENT
DURING THE RESEARCH PROCESS.

What is Leadership?

Getting others to follow

Getting people to do things willingly

The use of authority in decision making



Roles of a Leader



1. Create an inspiring vision & shared value
2. Lead change
3. Lead by example
4. Demonstrate confidence
5. Aspire to energize people
6. Empower people
7. Communicate openly
8. Listen, support & help
9. Involve everyone – use a team approach
10. Coach, bring out the best in people
11. Encourage Group discussion
12. Monitor progress





Some quotes....

‘Leadership means making people feel good’ (Jean Chretien, 1984)

‘The final test of a leader is that he leaves behind him in other men the conviction and the will to carry on.’ (Walter Lippman, 1945)

**‘One realm, one people, one leader’
(Nazi slogan, 1930s)**

Source: Oxford Dictionary of Quotations (2020)

Activity

Name 3 well-known leaders

State what is it about these individuals that makes them stand out?

Charisma?



Charisma is defined as 'compelling attractiveness or charm that can inspire devotion in others'

Charismatic leaders are:

Empathetic

Confident

Excellent communicators

Determined individuals

Team orientated.

The following describe well known leaders, who do you think they are?

Candidate A: Is known to associate with crooked politicians, consult with astrologers, had at least two mistresses, chain smokes, and drinks heavily every day.

Candidate B: Has been thrown out of office twice, sleeps until noon, regularly used class A drugs while at university, and drinks large amounts of whisky every evening.

Candidate C: Is a decorated war hero. Is a vegetarian, doesn't smoke, drinks an occasional beer, and hasn't had any extra-marital affairs.

What is Leadership...*Cont*

Candidate A – Franklin D Roosevelt

Candidate B – Winston Churchill

Candidate C – Adolph Hitler

Are you surprised? What conclusions can we draw from this?



Sir Winston Churchill -
UK Prime Minister



Nelson Mandela

LEADER OF ANTI-APARTHEID MOVEMENT
AND POLITICAL LEADER/PRESIDENT OF
SOUTH AFRICA

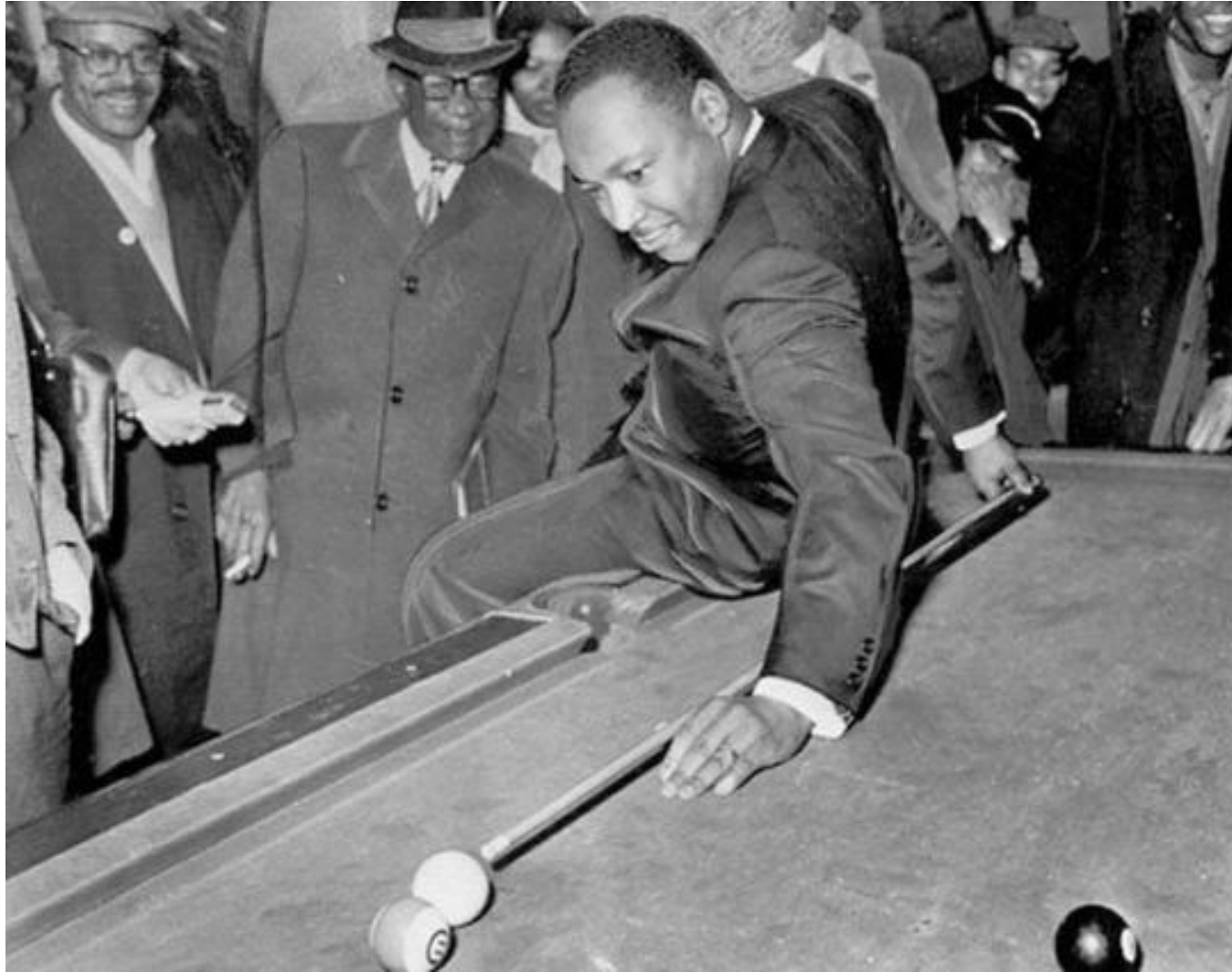


Sir Richard
Branson –
Virgin Founder and
Group CEO



Adolf Hitler –

Chancellor of Germany 1933-1945



Martin
Luther King
Jr – Civil Rights
Leader



JFK – 35th US President

<http://youtu.be/kwFvJog2dMw>





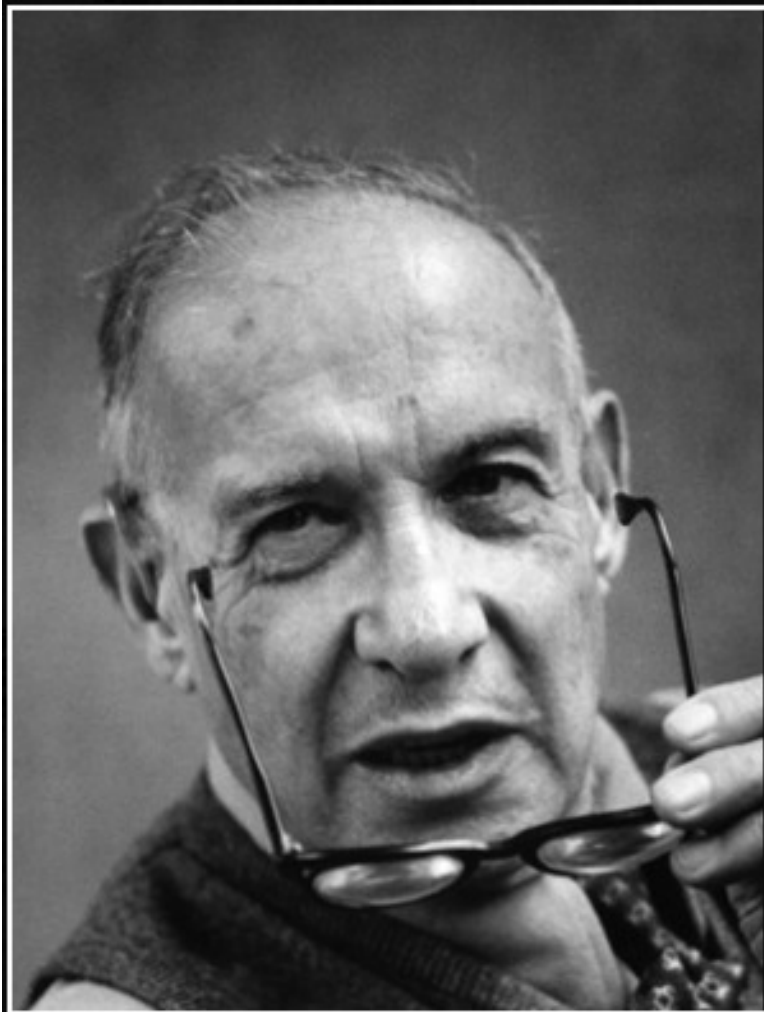
Barak
Obama –
44th US President



Donald
Trump – 45th
US President

Boris Johnson - Elected





The three most charismatic leaders in this century inflicted more suffering on the human race than almost any trio in history: Hitler, Stalin, and Mao. What matters is not the leader's charisma. What matters is the leader's mission.

— *Peter Drucker* —

AZ QUOTES

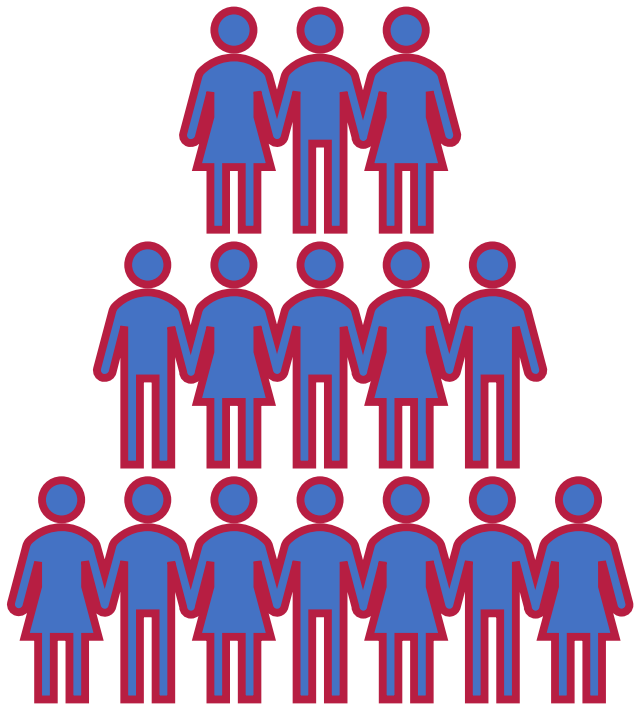
Leadership and Management

Are they the same?

Management is usually seen as getting things done through people in order to achieve objectives i.e. this is done within an organisation setting

Leadership focuses on interpersonal behaviour in a much broader context and does not necessarily take place within an organisation structure

Activity



What's the difference between a manager and a leader?

Are all managers leaders?

Are all leaders managers?

Are leaders born or can they be made?

Leadership v Management

Leadership	Management
About behaviour	About processes
The way management methods and processes are used	The type of management methods and processes used
Sets a new direction and vision for others to follow	Controls/directs people and resources according to established principles/values
Relies on attitudinal qualities	Relies on management processes

Or.....

Managers:

Do things right

Authority relationship

Create stability

Leaders:

Do the right things

Influence relationship

Create change



The importance of leadership

Management is changing:

- Less about getting results by close control of workers
- More about coaching, support and empowerment

Good leadership involves delegation and empowerment.

Leadership is a dynamic process.

The leader – follower relationship is two-way

Strong, positive relationship between leadership development and employee motivation and satisfaction.

The Leadership Relationship

Imposed

Formally appointed

Elected

Chosen informally

Emerge naturally



Project Management in Research



Architectural blueprints are shown on the left side of the image. They are rolled-up sheets of paper with technical drawings, including floor plans and sections, featuring various dimensions and annotations. The blueprints are set against a light blue background.

Project Planning and Management

The key to a successful project is in the planning

Creating a project plan is the first thing you should do when undertaking any kind of project

However, many people fail to realise the value of a project plan in saving time, money and many problems

What are the 7 benefits of project management?

From an organisational perspective:

- Benefit 1: Improved Organization. ...
- Benefit 2: Enhanced Collaboration. ...
- Benefit 3: Efficient Task Management. ...
- Benefit 4: Time and Cost Savings. ...
- Benefit 5: Risk Mitigation. ...
- Benefit 6: Data Analytics and Reporting. ...
- Benefit 7: Scalability and Adaptability.



Personal Leadership

Personal leadership is the ability to take responsibility for all aspects of your life and leading it in the direction that is best for you.

It makes you responsible, organised and accountable to the goals you set.

*According to Calvert (2014), Successful Leaders **know** their Personal Leadership Philosophy (PLP) and communicate it by living it passionately everyday in all they say and do. They have taken the time to determine who they are, their values and priorities. They **know** their course...*

Academic Procrastination – How do we manage this?

55 days per year are wasted on procrastinating – potentially wasting 218 minutes doing unimportant things (Alik, 2015)

[Academic Procrastination.pdf](#)



self- management

[self-management]

NOUN

1. management of or by oneself; the taking of responsibility for one's own behaviour and well-being.

Self Management Man



Are you a good self manager?

		Recognition	Regulation
Personal Competence	Personal Competence	Self-Awareness ✓ Self-confidence ✓ Awareness of your emotional state ✓ Recognizing how your behavior impacts others ✓ Paying attention to how others influence your emotional state	Self-Management ✓ Getting along well with others ✓ Handling conflict effectively ✓ Clearly expressing ideas and information ✓ Using sensitivity to another person's feelings (empathy) to manage interactions successfully
		Social Awareness ✓ Picking up on the mood in the room ✓ Caring what others are going through ✓ Hearing what the other person is "really" saying	Relationship Management ✓ Getting along well with others ✓ Handling conflict effectively ✓ Clearly expressing ideas/information ✓ Using sensitivity to another person's feelings (empathy) to manage interactions successfully

01 Time management

Your ability to control how you use your time

02 Self motivation

Your ability to stay motivated and accomplish tasks

03 Stress management

Your ability to approach work clearly

04 Adaptability

Your ability to pivot when changes occur

05 Decision making

Your ability to solve problems and address issues

06 Goal alignment

Your ability to align tasks with goals

07 Personal development

Your ability to grow your industry knowledge



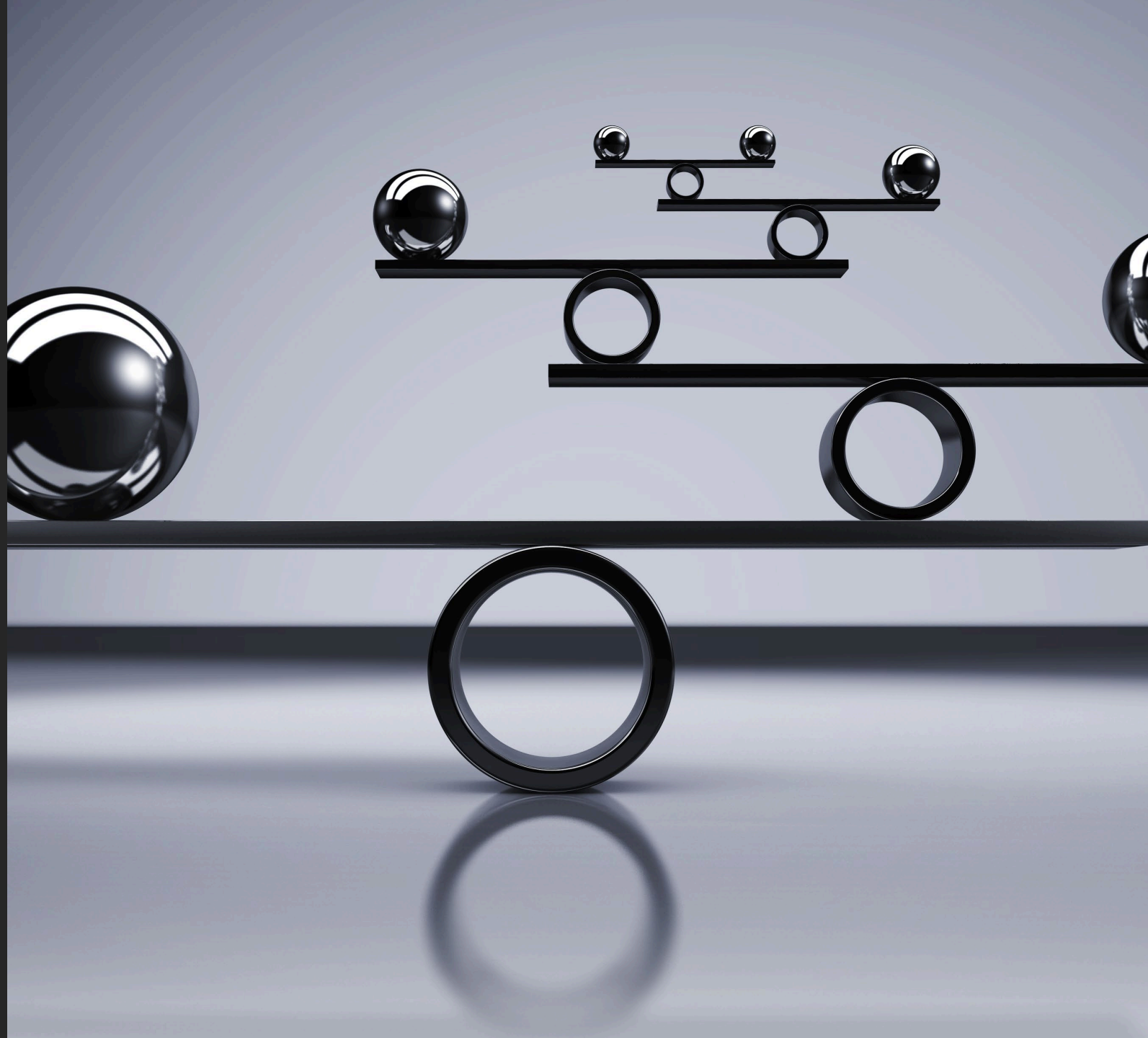
Self Management



Great Leaders Never Stop Learning

Researching and questioning concepts is a key attribute of leadership

- How can this be improved?
- Do others use similar approaches?
- Why
- What
- [Daniel Goleman Suggests Ways to Boost Emotional Intelligence - YouTube](#)



Why is leadership important for an individual during their research journey?

It makes you responsible, organised and accountable to the goals you set.

In other words, personal leadership can be used to improve your well-being since it makes you organised and accountable

References and Further Reading Links

Bourke, J. and Titus, A. (2019), Why Inclusive Leaders Are Good for Organizations, and How to Become One, [Online] [\(https://www.why-inclusive-leaders-are-good-for-organizations-and-how-to-become-one\(hbr.org\)\)](https://www.why-inclusive-leaders-are-good-for-organizations-and-how-to-become-one(hbr.org))(Accessed 21st February 2022)

Personal Leadership <https://sourcesofinsight.com/the-power-of-personal-leadership/>