



# Developing Leadership **CHARACTER**

MARY CROSSAN, GERARD SEIJTS, AND JEFFREY GANDZ



# Developing Leadership Character Mary Crossan

**Dr. Edward Negrete Jr.**



## **Developing Leadership Character Mary Crossan:**

**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.

*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.

*Building Leadership Character* Amy Newman, 2018-03-28 Extending beyond traditional leadership books to offer readers a path for developing their own character, this compelling new text uses a storytelling approach and real-world cases to explore different dimensions of leadership character. With a clear, student-friendly writing style, bestselling author Amy Newman deftly captures various approaches in which corporations and people respond to situations in difficult times and learn from mistakes. Using real companies and situations, each chapter examines a leadership character dimension such as

accountability integrity authenticity and courage Readers will learn to develop their own character emotional intelligence and leadership skills as they engage with assessments reflection opportunities and exercises      Character Gerard Seijts, Kimberley Young Milani, 2024-04-30 Character is something intrinsic to us all it forms and reveals who we are Unbeknownst to many character is foundational to our judgment behavior and leadership As we tackle the grand challenges of our time strength of character guides us to make better decisions creates greater well being and contributes to human flourishing For those who lead whether in the public private not for profit or education sectors a greater understanding of character will challenge your thinking inspire new ideas and elevate your personal and professional performance Character What Contemporary Leaders Can Teach Us about Building a More Just Prosperous and Sustainable Future provides an exceptional opportunity to become a better leader by applying the extraordinary yet down to earth insights from the authors accessible scholarship and interviews with truly distinguished leaders whose lessons on building stronger societies through character based leadership are moving powerful and evergreen      **The Character Compass** Mary Crossan, Gerard Seijts, Bill Furlong, 2023-10-30 A guide to transforming leadership for the 21st century this is a book about a powerful and practical framework that leaders can use to help their organizations thrive prosper and improve the world around them leader character Developed through extensive research teaching and outreach over the past decade leader character is the foundation that leaders rely upon to help them make their most critical judgments This book carries forward the authors important work to the implementation stage on both the individual and organizational levels Based on the authors interactions with organizations in the public private and not for profit sectors around the world they offer practical roadmaps for implementing leader character in such areas as leadership development strategy manifesting purpose culture building executive recruitment and HR practices EDI risk management and other key corporate activities The result of these implementations is nothing less than sustained organizational excellence Leader character is the compass that helps leaders steer their organizations through real positive and lasting change This actionable book will earn its place on the bookshelves of professionals and students in talent management leadership development HR and organizational development as well as leaders from the public private and not for profit sectors      *Leadership in Practice* Gerard Seijts, Karen MacMillan, 2017-09-19 Recent financial crises and other high profile mismanagement cases have brought a spotlight to the quality of leader character in the business sector Leadership in Practice is the first book to provide an authoritative collection of cases to engage students interested in the importance of the character of business leaders The authors have compiled a collection of cutting edge cases and readings situating them within a theoretical landscape so students are familiarized with the concepts as they move through the text The cases cover a wide range of successful businesses from the NFL to Apple and include notable controversies such as those surrounding Enron and Volkswagen Alongside exclusive interviews and insights into the value of leadership character at individual team organizational and societal levels the book includes learning

objectives and discussion questions to facilitate lively debate and interaction in the classroom This volume will be a valuable supplement for students and instructors in any leadership class as well as researchers and practitioners interested in exploring case studies that illuminate the nature of leadership in a business setting *Leadership and Virtues* Toby P. Newstead, Ronald E. Riggio, 2023-03-30 Good leadership is something every leader and organization should strive towards This book serves as a pivotal resource in encouraging the understanding and practice of leadership and highlights how good leadership is anchored in the rich philosophy and science of virtue Through a diverse range of perspectives the book highlights the importance of leading with virtue unpacks what it means to be a virtuous leader and outlines practical strategies for developing and practicing good leadership Taking a virtues perspective this cohesive collection of chapters by scholars from around the globe offers an inclusive tone and speaks to practicing and aspiring leaders worldwide Readers are provided with a nuanced account of the nature of virtues and leadership and how the two interact on multiple levels and in multiple ways to inform the practice of good leadership Focusing on the tradition of virtue gives this collection a robust scholarly foundation while simultaneously providing scope for diverse views on how and why virtues inform good leadership The book offers a balance of scholarly and practice oriented chapters instilling readers with a deep understanding of virtues and leadership and practical strategies to develop their practice of good and virtuous leadership Each chapter offers a different moral and sociological insight serving altogether to show readers the most effective ways to use virtues to promote shared well being and collective success Scholars students of leadership and management and leadership practitioners will benefit from the accessible and practical lessons this book has to offer This volume will also be of interest to team leaders and managers who are keen to develop their leadership skills in both practice and theory **The Science of Leadership** Jeffrey Hull, Margaret Moore, 2025-07-15 At last everyday leaders can put the science of leadership into action every day to model inspire and empower others to perform at their best The Science of Leadership Nine Ways to Expand Your Impact presents a game changing synthesis of 50 years of leadership research as a comprehensive guide for seasoned and aspiring leaders and anyone who wants to help their boss become a better leader Authors Jeffrey Hull and Margaret Moore leadership coaches and leaders of the Institute of Coaching translate academic research and their extensive experience in leading and coaching into a practical self coaching roadmap for your own growth in these times of exponential change and disruption This book organizes the science of leadership 15 000 studies and articles showing what improves individual team and organizational performance into nine capacities which build upon each other Each capacity is brought to life by real life stories a science overview practices and ways to deal with overuse These capacities are organized into three levels with increasing complexity Self Oriented 1 Conscious See clearly including myself 2 Authentic Care 3 Agile Flex Other Oriented 4 Relational Help 5 Positive Strengthen 6 Compassionate Resonate System Oriented team and organization 7 Shared Share 8 Servant Serve 9 Transformational Transform Whether you re a C suite executive an emerging leader or a professional coach

or consultant The Science of Leadership delivers the fundamentals you need to know You will quiet your ego and feel more fulfilled as a leader as your impact grows Leading will feel more like flying than trudging uphill with more ease less strain and more pleasure

**Religion and Contemporary Management** Arthur J. Wolak,2016-11-21 Although few might think of Moses as a leader in the contemporary business and political sense Moses is not only among the most significant leaders in Western civilization but is also arguably the quintessential example of a powerful leader from whom much can be learned by anyone entering and occupying leadership positions Various types of leadership approaches are considered that have been advocated by scholars over the past century Moses example as described in the Bible is analyzed to assert why Moses approach makes for an appropriate and compelling form of leadership today While present leadership and management vocabulary might differ from the Hebrew Bible many of the notions advocated by modern leadership theorists appear to parallel major behaviors traits functions experiences and actions ascribed to Moses especially in the first five books of the Hebrew Bible Anyone can view Moses through the lens of a particular religion whether shared or not and still learn considerably from the experience One will find Moses depicted as heroic charismatic and certainly empathic Yet Moses also shows transactional transformational and visionary leadership qualities Hence Religion and Contemporary Management discerns why Moses represents such an important model of effective leadership for contemporary times

**The Leadership Dozen** Dr. Edward Negrete Jr.,2023-05-31 What You Need To Know About The Leadership Dozen The Leadership Dozen are 12 specific skills and qualities that are embedded in a leadership perspective that embraces a people approach through people skills Because of the importance of influence in leadership connecting with people through relationships with strong people skills is critical to leadership effectiveness and success The Leadership Dozen are the tools that a leader can use to strengthen their ability to influence and build strong people skills More important the 12 skills and qualities are learnable and can be developed further through continuous practice All one needs to do is to invest time energy and effort to experience amazing results The Leadership Dozen is an examination of how great leaders over the course of history have used a dozen or more skills and qualities to successfully lead their organizations or their causes The book emphasizes one of the most indispensable core values people skills If you want to become a better leader connect with people more effectively accomplish more positive results and feel that you are making a difference in people s lives then the Leadership Dozen can help you in meeting your goals and expectations The Leadership Dozen is a must

**Character** Deborah L. Rhode,2019 As Deborah L Rhode explains in this wide ranging work the American public has long insisted on the central importance of character but has failed to adequately nurture and sustain it in families schools law and politics All too often our understandings of character are out of step with psychological research and fundamental values

**Leadership and Management: Connecting the Dots** Dr. Reginald Wilkinson,2018-04-30 The topic of leadership is undeniably anything but simple given its multitudinous strategies styles and nuances This book is designed to be a resource guide for readers

interested in adopting proven strategies to achieve quality results Its encyclopedic layout serves to make these complex topics easier to navigate and absorb It is an exploration of a diverse variety of successful approaches to leadership spanning across business government and nonprofit sectors This guide surveys effective strategies that have been around for decades while integrating more current constructs based on new and cutting edge research Subject matter experts who provide further and concise viewpoints are cited throughout *Leadership Intelligence* Wanda S. Maulding Green, Edward E. Leonard, 2016-09-27 Much like Gardner s Multiple Intelligences Maulding Green and Leonard have in *Leadership Intelligence* The Journey to Your True North postulated a theory regarding the age old question are leaders born or are leaders made This theory is predicated on the idea that there is a genetic predisposition toward leadership via the vehicle of imprinting The five critical factors which undergird the tenets of Leadership Intelligence are delineated and developed through the lens of the soft skills of a leader There is further clarification as to why some leaders seem to have a greater intensity of these factors than their peers To aid the reader in relating to the theory a conceptual model based on a GPS is threaded throughout each chapter interweaving both examples and understandable content The model relates keeping the organization moving in a true north fashion The final chapters reveal how a leader can develop or enhance these skills and how he she can avoid leadership derailment due to neglecting them

**Sensuous Learning for Practical Judgment in Professional Practice** Elena P. Antonacopoulou, Steven S. Taylor, 2018-10-01 The first volume of this ground breaking book critically examines how and why arts based methods such as choir conducting workshops and dialogue improvisation can make a difference in improving professional practice Taking a human centred approach it delivers an insightful account of what these approaches do differently to achieve a new mode of learning sensuous learning that cultivates professional judgment to serve the common good simultaneously supporting personal and collective growth The chapters present cutting edge examples of multiple ways arts based methods underpin learning arenas for expanding leadership and improving professional practice The reflexivity cultivated through these learning arenas has the unique potential to improve professional practice not merely by enhancing competence but also by cultivating character and conscience which is central in making judgments that serve the common good These benefits are relevant for professional practitioners sharpening the skills and behaviours needed in organisations including creativity diversity imagination and improvisation

*Management* John R. Schermerhorn, Jr., Daniel G. Bachrach, Barry Wright, 2020-11-16 Today s students are tomorrow s leaders and managers The *Management* Fifth Canadian Edition course helps students discover their true potential and accept personal responsibility for developing career skills to become future leaders in the workplace New content on topics like disruption Big Data AI machine learning and sustainability plus thought provoking exercises give students a fundamental understanding of today s world of management while urging them to reflect on their own behavior and decision making processes *Management* provides exciting new student engagement features on key themes of Analysis Ethics Choices Insight and Wisdom to attract learners attention and

prompt additional reflection while fresh author videos updated video cases accompanying each chapter and other digital assets bring managerial theory to life By the end of the course students will be able to understand and apply management principles have developed concrete skills for career readiness gained confidence in critical thinking and embraced lifelong learning to ensure professional success

**Human Resource Development** Eugene Sadler-Smith, 2021-10-13 Combining theoretical rigor practical relevance and pedagogical innovation Human Resource Development From Theory into Practice is an essential resource for students working towards a career in human resource development HRD human resource management HRM occupational and organizational psychology and related areas of business management and organization Key features Aligns with the CIPD Professional Standards and the CIPD s Level 7 Diploma in Learning and Development Covers all the basics in the fundamentals of HRD theory and practice as well as cutting edge topics such as the e learning hybrid learning neuroscience and learning learning ecosystems and the new learning organization science of learning Follows a unique framework based on the a distinction between micro HRD which zooms in on the fine detail meso and macro HRD which zooms out to look at the bigger picture Includes a rich array of research insights case studies and examples from a wide range of contexts Offers a variety of learning features including perspectives from practice and in their own words which help to bridge the gap between theory and practical application This up to date and authoritative textbook is accompanied by a comprehensive instructor s manual and PowerPoint slides to support lecturers in their teaching The

Conscience Code G. Richard Shell, 2021-06-08 The Conscience Code is a practical guide to creating workplaces where everyone can thrive Surveys show that more than 40% of employees report seeing ethical misconduct at work and most fail to report it killing office morale and allowing the wrong people to set the example Collegiate professor G Richard Shell has heard work misconduct stories from his MBA students which inspired him to create this helpful guide for navigating these nuances Shell created this book to point to a better path recognize that these conflicts are coming learn to spot them then follow a research based step by step approach for resolving them skillfully By committing to the Code you can replace regret with long term career success as a leader of conscience In The Conscience Code Shell shares tips and facts that Solve a crucial problem faced by professionals everywhere What should they do when they are asked to compromise their core values to achieve organizational goals Teaches readers to recognize and overcome the five organizational forces that push people toward actions they later regret Lays out a systematic values to action process that people at all levels can follow to maintain their integrity while achieving true success in their lives and careers Driven by dramatic real world examples from Shell s classroom today s headlines and classic cases of corporate wrongdoing The Conscience Code shows how to create value based workplaces where everyone can thrive

**The SAGE Handbook of Process Organization Studies** Ann Langley, Haridimos Tsoukas, 2016-12-14 The SAGE Handbook of Process Organization Studies provides a comprehensive and timely overview of the field This volume offers a compendium of perspectives on process thinking process organizational



theory process research methodology and empirical applications The emphasis is on a combination of pedagogical contributions and in depth reviews of current thinking and research in each of the selected areas combined with the development of agendas for future research The Handbook is divided into five sections Part One Process Philosophy Part Two Process Theory Part Three Process Methodology Part Four Process Applications Part Five Process Perspectives

**Good Leaders Learn** Gerard Seijts, 2013-11-07 How do leaders learn to lead How do leaders set themselves up for success This book explores the real life experiences of a wide variety of leaders from different industries sectors and countries to bring to light new lessons on the importance of life long learning Consisting primarily of a series of probing interviews Good Leaders Learn presents the challenges triumphs and reflections of 31 senior and high profile leaders offering insight into how they learned to lead during their careers The book pulls important and useful perspectives into a robust theoretical framework that includes the importance of innate curiosity challenging oneself risk taking and other key elements of good leadership With practical insights complemented by the latest leadership research and theory this book will help current and potential leaders to build a solid foundation of the leadership qualities vital to their continuing success

**Managing Learning Enterprises** Nataša Rupčić, 2024 Zusammenfassung This book provides an overview and a critical analysis of prior research and practice insights in the field of learning organizations and learning enterprises However it also represents the author's own findings and reflections on various dimensions and perspectives of a learning organization offering solutions in response to previous findings and their critical evaluation It reflects the time in which it was written characterized by concerns about reaching the limits of growth and the potential collapse of the world under the burden of pollution and a growing population Instead of advocating for greater control and regulation this book presents a different perspective on the solution the development and transformation of collective consciousness

The Top Books of the Year Developing Leadership Character Mary Crossan The year 2023 has witnessed a noteworthy surge in literary brilliance, with numerous engrossing novels captivating the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the engaging narratives that have captivated audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This heartfelt tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover expertly weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph. Developing Leadership Character Mary Crossan : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This intriguing historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens crafts a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of engaging stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a brilliant and suspenseful novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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