

7 Integrating Theories and Paradigms

Key Points

- Theories and paradigms reviewed
- Linking theories and approaches with paradigm characteristics
- Pressure to change in the new environment
- Resistance to change
- Tomorrow's leadership

Leadership is a wide-ranging concept, which has been defined and approached in many different ways as scholars and practitioners seek to understand more about this elusive phenomenon. This is an important quest because leadership appears to impact organizational performance.

This book has introduced a framework based on four leadership paradigms: Classical, Transactional, Visionary and Organic. Some very diverse leadership theories and approaches have been structured around these paradigms in the preceding chapters, divided according to whether they affect the micro-level, macro-level or emotional aspects of leadership. This chapter integrates all the previous approaches into the paradigms, showing which theories and concepts appear to underlie which paradigms.

Trying to integrate so many important leadership ideas to the leadership paradigms is challenging for several reasons. First, there is no agreed definition of leadership or what the concept should embrace, leading to fuzzy and overlapping ideas throughout the literature. Different scholars have chosen particular facets of leadership to study according to their own interests, rather than building on each other's work to create definitions and theories that apply across different situations and organizational levels.

A second challenge in taking an integrative approach is that leadership research and writings still contain many gaps, making current knowledge far from complete. Some might say that the present attempt to integrate the pieces and take a broad view of leadership in the absence of a comprehensive and sound theoretical framework is foolhardy. No doubt, this attempt to graft inexact leadership concepts and approaches at poorly defined organizational levels onto four leadership paradigms will be enhanced and expanded as knowledge and theorizing become more complete. It is hoped that management scientists and practitioners alike will find the paradigms a useful starting point for their work.

Understanding Leadership Paradigms And Cases

Clifford Lane



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