

1. Record Nr.	UNINA9910453431303321
Autore	Walker Robyn
Titolo	Leadership talk : a discourse approach to leader emergence // Robyn Walker and Jolanta Aritz
Pubbl/distr/stampa	New York, New York (222 East 46th Street, New York, NY 10017) : , : Business Expert Press, , 2014
ISBN	1-60649-709-X
Edizione	[First edition.]
Descrizione fisica	1 online resource (180 p.)
Collana	Corporate communication collection, , 2156-8170
Disciplina	658.4092
Soggetti	Leadership Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Part of: 2013 digital library.
Nota di bibliografia	Includes bibliographical references (pages 151-159) and index.
Nota di contenuto	1. Introduction to discursive leadership -- 2. Introduction to the elements of leadership -- 3. Leadership communication styles -- 4. Leading employees -- 5. Cross-cultural leadership -- 6. Gender and leadership -- 7. Applying the discursive approach and beyond -- Notes -- References -- Index.
Sommario/riassunto	Takes an in-depth look at an emerging approach to the study of business leadership that focuses on language as a vehicle for communicating leadership. Traditionally, management theories have taken a psychological approach to leadership, often assuming that it is a personality trait located within an individual. In contrast, the discursive approach to leadership, which is the focus of this book, assumes that leadership is created through communication practices. With this understanding, we explore a new definition of leadership as the expression of ideas in talk or in action that are recognized by others as capable of progressing tasks or solving problems. The practical implication of this view of leadership suggests that leaders must constantly enact and communicate their relationship to their followers in such a way as to be recognized by them as a leader. Leadership thus becomes the negotiation that occurs between potential leaders and followers and is thus created in interaction within a particular organizational culture and context rather than residing in the individual. Consequently, leadership becomes the purview of those with

excellent analytical skills and communication practices rather than a given personality type. It can be thus be learned and practiced by anyone with the tools to do so.
