

1. Record Nr.	UNINA9910778426103321
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Titolo	The new work of educational leaders [[electronic resource]] : changing leadership practice in an era of school reform // Peter Gronn
Pubbl/distr/stampa	London, : Paul Chapman, 2003
ISBN	9786612337284 1-4462-1634-9 1-282-33728-9 1-84920-816-6
Descrizione fisica	1 online resource ([ix], 176 p.) : ill
Disciplina	371.2011
Soggetti	Educational leadership
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references (p. 157-171) and index.
Nota di contenuto	Cover; Contents; Figures and Tables; Author Details; Acknowledgements; Abbreviations; Introduction; PART 1: THE ARCHITECTURE OF LEADERSHIP; 1 - Designing Leaders; 2 - A Distributed View of Leadership; 3 - The Disengagement of Leaders; PART 2: THE ECOLOGY OF LEADERSHIP; 4 - What do Leaders do?; 5 - Leaders' Committees and Meetings; 6 - Leadership Teams; 7 - The Emotions of Leaders; 8 - Leadership as Greedy Work; References; Index
Sommario/riassunto	Peter Gronn provides a new framework for understanding leadership practice. The work of leaders will increasingly be shaped by three over-riding themes; design, distribution and disengagement.