

LEADERSHIP APPROACHES

<u>APPROACH</u>	<u>TIME PERIOD</u>	<u>MAJOR ASSUMPTIONS</u>
GREAT MAN	mid 1800's – early 1900's	Leaders are born, not made Leaders have natural abilities of power and influence (Darwin)
TRAIT	1907 – 1947	A leader has superior qualities Certain individuals possess a natural ability to lead
BEHAVIORAL	1950's – 1960's	There is one best way to lead Leaders who express high concern for both people and production or consideration and structure will be effective
CONTINGENCY	1950's – 1980's	Leaders act differently depending on the situation The situation determines who will emerge as a leader Different leadership behaviors are Required for different situations
INFLUENCE	mid 1920's – 1977	Leadership is an influence or social exchange process
RECIPROCAL	1978 – present	Leadership is a relational process Leadership is a shared process Emphasis on followership

Summarized from: Komives, S., Lucas, N., & McMahon, T. (1998). *Exploring leadership: For college students who want to make a difference*. San Francisco: Jossey-Bass, pp. 36-37. – see book for full chart and criticisms to each approach.

Chart provided by: E. Elan, B. Prissman, & M. Micioni (Spring 2003) EDCP317 – University of Maryland.