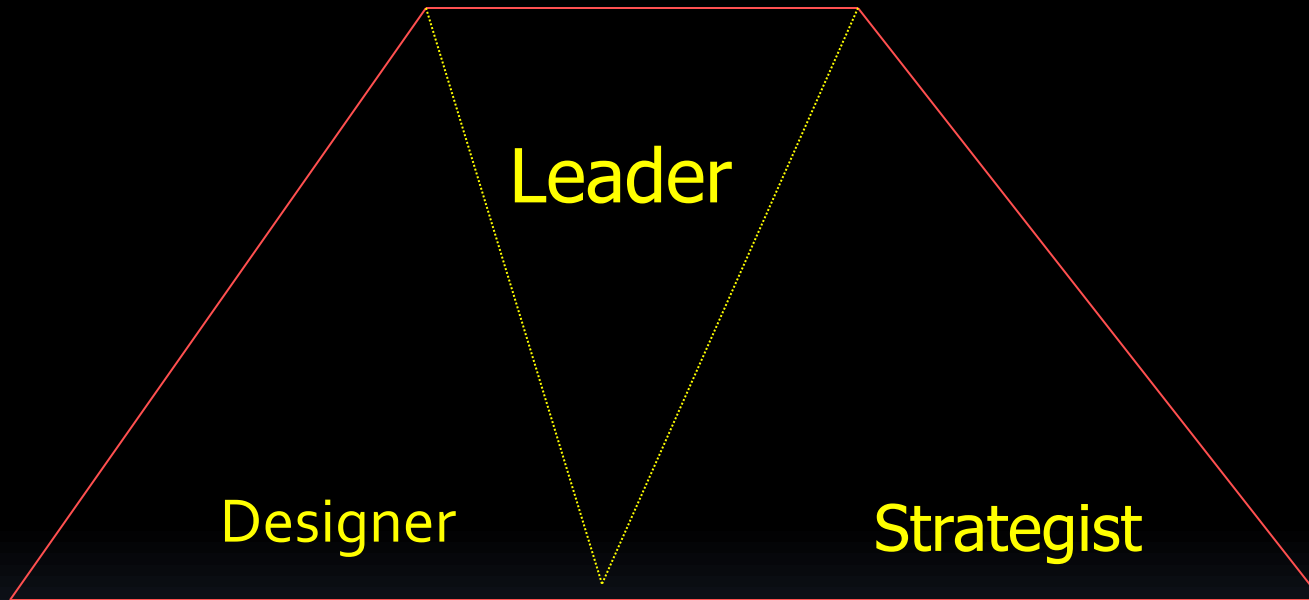


Cuplikan dari buku:
Principles of Health Service
Management.
S. Shortell



The Managerial Role & Leadership

Roles For Managers





Leadership



Overview


- Leadership is one of the most highly valued management abilities
- *Leadership is the process through which an individual attempts to intentionally influence another individual or a group in order to accomplish a goal.*

Leadership Core concepts

- Is a Process, an **action word**, not a noun
- Locus of leadership is in a person
- Focus of leadership is other individuals and groups
- ***Influence*** is leadership's center of gravity


Key points of Leadership

- Leadership is Multidirectional.
- Although its multidirectional, Leadership focus on the downward.
- The focus is generally other managers; Managers lead other managers.
- Leadership depends on the power associated.



Leadership effectiveness and Success: What We know

Perspectives of Leadership :

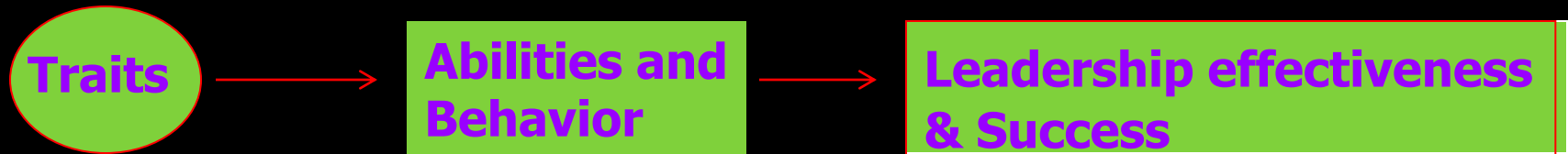
- **The Trait perspective**
 - **The Behavioral perspective**
 - **The Contingency Perspective**
- 

The Trait perspective

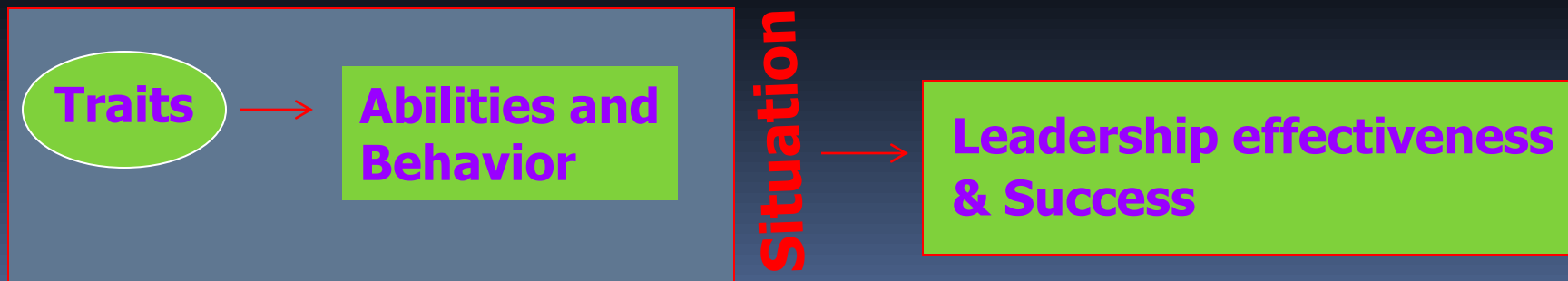
The Nature Argument :



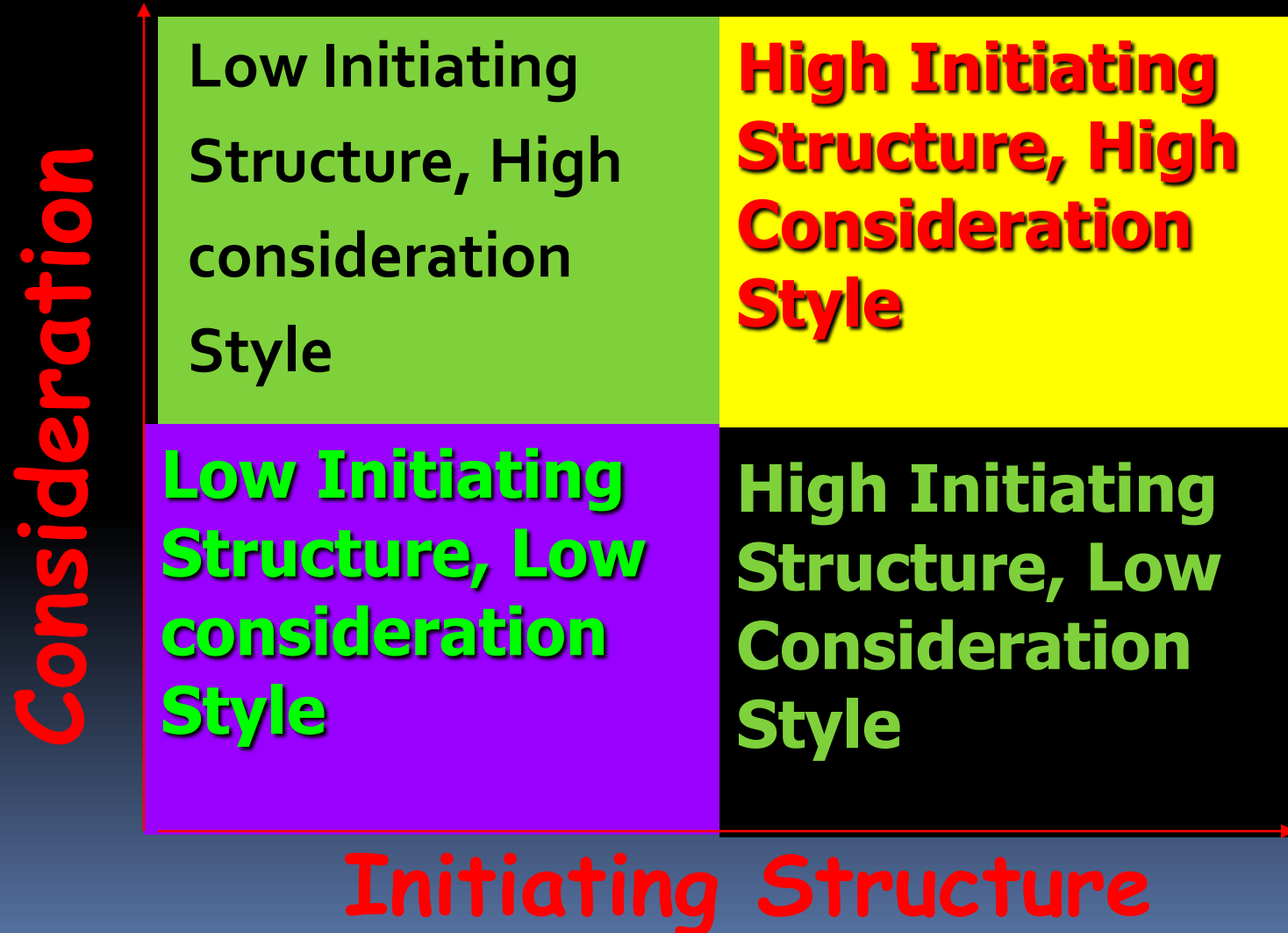
The Nurture Argument



The Situational Argument



The Behavioral perspective



The Contingency Perspective

- Leadership Match Model
- Path Goal Model
- LEAD Model
- Attribution Theory

Emerging Theories & Concepts

- **Transformational Leadership**

Concerned with changes than exchanges. Seeking to alter both the objective and nature of manager-follower interactions, lead by empowering.

- **Charismatic Leadership**

Distinct social relationship between the leader and follower, in which the leader presents the revolutionary idea & Follower accepts the idea not by rationally, but by believes

High Performance leadership, Depends on :

- **Systems Thinking,**
Mastering a conceptual framework and associated set of analytical tools or technique which allow us to understand these patterns and how they can be changed.
- **Visioning**
Effective managers lead by pulling, not pushing
- **Facilitating learning**
Organizations and the environments in which they operate are not static. Changes tends to revolutionary than evolutionary



Laksono:

Distinctive aspect of leadership in research unit

- Leading the Researchers, Consultants, and Lecturers
 - Should be a supportive leader
- 