There is a leader in all of us

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• What are the foundations for effective leadership
• What are the current issues and directions in research leadership
Foundations for effective leadership

Leadership is one of the four functions of management
Foundations for effective leadership

Leadership relies on use of position power and personal power

• Power: ability to get others to do what you want them to do
  – Reward power: capacity to offer something of value as a means of influencing other people
  – Coercive power: capacity to punish or withhold positive outcomes as a means of influencing other people
  – Legitimate power: capacity to influence other people by virtue of formal authority of the rights of office
  – Expert power: Capacity to influence other people by virtue of specialized knowledge
  – Referent power: capacity to influence other people because of their desire to identify personally with you
Trends in research leadership

• Interactive leadership
  – Is strong on motivating, communicating, listening and relating positively to other

• Emotional Intelligence leadership
  – Ability to manage our emotions in social relationships.
Trends in research leadership

Peter Drucker – One of the most influential management consultants of the 20th century

Peter Drucker’s “Good Old-Fashioned Leadership”

• Good leaders have integrity; they mean what they say, earning and keeping the trust of followers

• Good leaders define and establish a sense of mission; they set goals, priorities and standards

• Good leaders accept leadership as responsibility, not a rank; they surround themselves with talented people.
Trends in research leadership

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• Management is about human beings
• Don’t ever think or say “I”. Think and say “We”
• Attracting and holding talent a central tasks of research
• Although every decision is risky, seize opportunities
• Effective research aims to tackle public issues
• Be patient
Thank you for your attention