



## UNDERPINNING DEFINITIONS OF LEADERSHIP AT MLC

Gary Yukl (2006) in 'Leadership in Organisations' defines leadership as 'the process of influencing others to understand and agree about what needs to be done and how to do it, and the process of facilitating individual and collective efforts to accomplish shared objectives.'

Peter Northouse (2007) in 'Leadership: Theory and Practice' defines leadership as "a process whereby an individual influences a group of individuals to achieve a common goal."

Lauren Khan, Sarah Hewes, Rushanara Ali (2009) in Taking the Lead: Youth Leadership in Theory and Practice offer the following:

Youth Leadership: Young people empowered to inspire and mobilise themselves and others towards a common purpose, in response to personal and/or social issues and challenges, to effect positive change.

Developing Youth Leadership: Opportunities that engage young people in challenging action, around issues that reflect their genuine needs and offer authentic opportunities to make decisions and effect change, in an environment of support in which young people can reflect on their experiences.

## THREE FUNDAMENTAL IDEAS AROUND THE CONCEPT OF LEADERSHIP

1. Leadership is a process and is not a trait or characteristic with which only a few, or certain people are endowed at birth.
2. Leadership is transactional in that it is an event that happens between a leader and the followers.
3. Leadership development cannot take place in a vacuum and is dependent upon two attributes:
  - a need to be surrounded by mentors and coaches and
  - that participants are exposed to experiential learning opportunities

Source: A Review of Leadership and Accreditation Pathways for the MLC Walton Leadership Institute (Teamworks Australasia 2015)

## 'LEADERSHIP: WHAT IS IT?'

W Rowe (2007) in 'Leadership: what is it?' suggests several components central to the phenomenon of leadership, such as:

- Leadership is a process;
- Leadership involves influencing others;
- Leadership happens within the context of a group;
- Leadership involves goal attainment; and,
- These goals are shared by leaders and their followers.