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Course: CHMN 747 Leadership and Church Management

Rost, Joseph. *Leadership for the 21st Century*. Praeger: 1993. 220 pages.

I certify that I have read this book from page 1 to 187 and that the following journal reflects my reading, thoughts, insights and experience during the reading activities.

Chapter 1 The Problem with Leadership study

As emerging discipline leadership still has certain difficulties in the academia. The new trends in leadership studies is to view leadership study as a single discipline that deals with issues, greatness and so many peripheral elements that can be seen and measured. This chapter confronts many theories and authors, attempting to define leadership. For years scholars has defined leadership in a theoretical way, however, practitioners know leadership when the see it. The closing of this chapter is dealing with the problem of leadership study, the lack of foundation and knowledge and the understanding of the phenomenon.

Chapter 2 An Overview of leadership studies

One of the basic points analyzing this chapter is the way in which leadership is understood and how behavioral scientist have set a trend of measuring and defining fields of studies; scientist have established a scientific culture to understand what it is they are studying. The challenge is that scholars and practitioners are still not able to define what they are studying. So this chapter deals with a lot of theory and definitions of what leadership is. It presents the view of different theories and the leadership narrative of the early nineteenth century that reflects the industrial paradigm, but also analyzes the postindustrial leadership models. And finally it suggests a transformation of these two views in order to facilitate a more practical way of doing and understanding leadership.

Chapter 3 Definition of leadership: 1900-1979

The word leadership according to this chapter, is being utilized recently, also some attempt have been made to define it. The chapter presents several definitions from a variety of dictionaries. I have noticed that no one provided a lengthy definition of leadership; however each definition relates to traits, ability and giftedness. On the other hand scholars gave definition that became prevalent for years, but to a certain extent, some were being set aside. Progression can be observed from different stages or time period on the definitions given by the scholars. One resounding word is influence, even if in some definition the word is not spelt out, it is obvious that influence is a factor.

Chapter 4 Leadership Definitions: The 1980’s

Leadership definitions are grouped in six major theories during the decade of nineteen-eighty for the purpose if this book’s chapter. One can observe that there was not a large amount of material on the topic of leadership, however many scholar have tendered their proposed definition of leadership. The six major theories are: Leadership as do the leader wishes, leadership as achieving group or organizational goals, leadership as management, leadership as influence, leadership as traits, and leadership as transformational. Reading this chapter I realize how theories lost their popularity and another emerge and bloom for a time and finally scholar ended merging concepts to create definitions.

Chapter 5 The Nature of Leadership

The three basics meaning of leadership discussed at the beginning of this chapter are in fact understood as notions from where scholars and practitioners may draw definitions. The concept of leadership and the transformation of society lay a heavy burden on the shoulders of leaders for the twenty first century. Leadership is surrounded by different elements or components; this chapter stressed the idea that leadership is relational in nature. The author is devout to create a new model of leadership, a model that will be differentiated from industrial leadership and the traditional styles, a new model that carries the very core elements of leadership; relationship, influence and ethics.

Chapter 6 Leadership and Management

Having attended many seminars on leadership I have heard repeatedly how leaders are so superior to manager. Rost, compared them and bring to the readers attention the many attempts to distinguish between leadership from management. While some have denigrated management to lift up leadership on a high pedestal, many also are saying that management is a powerful process for the normal operation of industry and organizations. He present clear definitions on both leadership and management; and states that good management is not good leadership, and that the confusion on the two definition is what keep many scholars from given a good definition to leadership.

Chapter 7 Leadership and Ethics in the 1990s

In chapter 5 the author suggests a new model of leadership, a model that will include ethics as one of the core element to give a good definition of leadership. This whole chapter is looking at ethics; and what role does it play in the leadership process. Leaders’ behavior and actions will affect the way other perceive them, some leaders may use persuasion, coercive style, even influence to bring about changes and to make followers to think and believe in their way.

Chapter 8 Leadership in the Future

In conclusion the book ends arguing and proposing that industrial leadership has lost grip in the western society and that a new trend of postindustrial leadership is taking place and will dominate in the twenty first century. The book in at whole sense does not accept the concepts, definition, and values of industrial leadership. Rather, it is modifying the definition of leadership that was presented by Dr. Burns in the beginning of the book. Looking forward to develop a postindustrial definition of leadership and the establishment of a new school for the development of leadership theory. Both, scholar and practitioner in the new module proposed here will have to rethink ways of doing leadership studies for the future. The whole idea of a few hours seminars, leadership in a minute and presentations of leadership in a general meeting is not the kind of transformation suggested in this book, it is serious and more conscious way in order to approach postindustrial leadership.