



# Contrasting Leader and Leadership Development - Implications for Human Resource Management

*Alexander Michalski, Ivana Vilotic*

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Seminar paper from the year 2012 in the subject Business economics - Personnel and Organisation, University of Southampton, course: Human Resource Management, language: English, abstract: A large variety of approaches

has been suggested to the topic of leadership, which in organizational sciences, is positioned among the most explored and discussed theories (George, 2000); and indeed, leadership has been found out to have considerable effects on companies' performances, playing a major role in organisational development, change, and rejuvenation (Clarke & Higgs, in press). Mehmood and Arif define leadership as the talent to affect individuals to act differently based on their own will (2011).

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