



LEADERSHIP

Leadership

is a process whereby an individual influences a group of individuals to achieve a common goal.

Components Central to the Phenomenon of Leadership

Leadership

- ▶ Is a process
- ▶ Involves influence
- ▶ Occurs within a group context
- ▶ Attends to common goals

Leaders

- ✦ And followers are involved together
- ✦ And followers need each other
- ✦ Often initiate and maintain the relationship
- ✦ Are not above or better than followers

Assigned vs. Emergent Leadership

Assigned

- ▶ Leadership based on occupying a position within an organization
 - Team leaders
 - Plant managers
 - Department heads
 - Directors

Emergent

- Emerges over time through communication behaviors
 - Verbal involvement
 - Being informed
 - Seeking others' opinions
 - Being firm but not rigid
- Affected by personality and gender

Leadership Lessons for Achieving Effective Outcomes in Criminal Justice

National Institute of Corrections
Center for Public Policy
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Lesson #1

- ▶ Effective leaders are clear about their goals

Lesson #2

- ▶ Effective leaders give their team members permission to excel

Lesson #3

- ▶ Effective leaders provide direction, not criticism.

Lesson #4

- ▶ Successful justice system collaboration depends on effective leadership.
 - Safeguard Mission
 - Facilitate Interaction
 - Work with Others to Solve Problems

Lesson #5

- ▶ Management and Leadership are not the same.
 - Good managers are not necessarily good leaders.

Lesson #6

- ▶ Leadership is not a mystery.
 - Some good leaders have poor management skills
 - Leaders do not have to be the Chief, Warden, or CEO of the organization
 - Leaders can be found in all levels

Lesson #7

- ▶ Leadership skills come more easily to some, but can be develop in others.
 - Learning Knowledge, Skills, and Abilities (KSA's) is different for different leaders