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Leadership: Theory, application, skill development (3 rd ed.). Mason, OH: Thomson/South-Western; pg. 254. Whether an individual follower is in a high-quality or low-quality LMX relationship really has a strong impact on their view towards the organization itself.

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A behavioral theory is relatively easy to develop, as you simply assess both leadership success and the actions of leaders. With a large enough study, you can then correlate statistically significant behaviors with success. You can also identify behaviors which contribute to failure, thus adding a second layer of understanding. 0

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This chapter examines and evaluates the different early theories of leadership. The Great Man theory focuses on heroic individuals, implying that only a selected few can achieve greatness. The trait theory conceptualises leadership on the universality of some given attributes. The skill theory focuses on the abilities of a leader.

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of management and practicing good leadership skills.⁷ As schools face an environment that has become business oriented and managerially

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complex, school leaders may benefit from training and development in leadership styles proven to enhance the success of both business organizations and educational settings.

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