

Humanistic Leadership

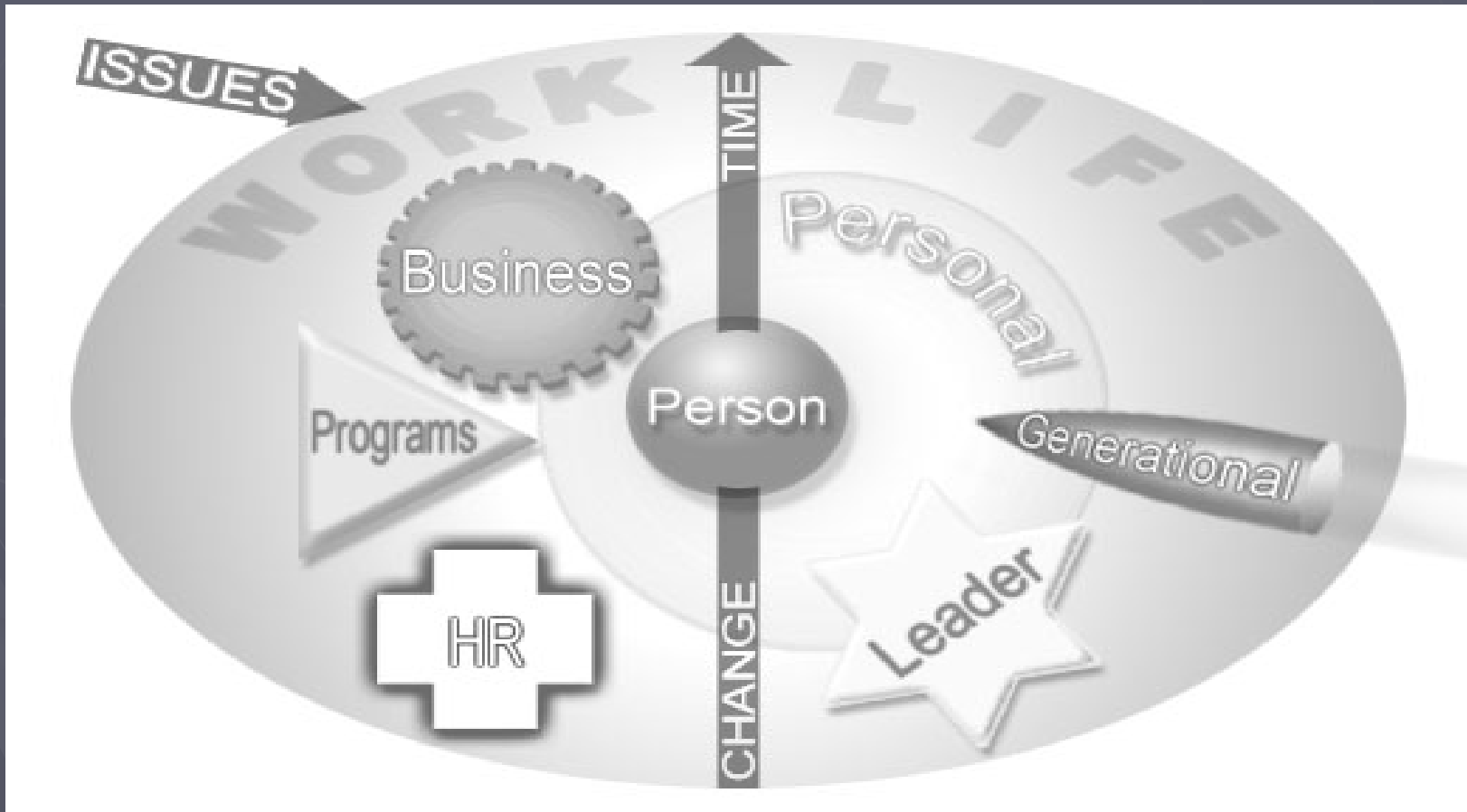
What is Leadership?

- ▶ Psychological View
- ▶ Sociological View
- ▶ Leadership as an "Art"
- ▶ Leadership as a "Science"

What is Humanistic Leadership?

- ▶ The ability of a manager or management to view “people” as more than an organizational resource.

Characteristics of Humanistic Leader



Overview of Leadership

- ▶ Taylor's Scientific Management
- ▶ Bureaucratic
- ▶ Leadership by Objectives
- ▶ Trait Leadership Theories
- ▶ Charismatic Theory
- ▶ Authentic

Overview of Leadership

- ▶ Human Relations & Behavioral
- ▶ Empowerment
- ▶ Operant Conditioning
- ▶ Contingency-Situational
- ▶ Hirschman's Communitarian Theory

Overview of Leadership

- ▶ Systems & Universal Theories
- ▶ Systems Leadership
- ▶ Transformational
- ▶ Cognitive Model
- ▶ Co-evolution Theory
- ▶ Synchronistic Leadership

Humanistic Leadership “NOW”

- ▶ Followership
- ▶ Work-Life-Bottom Line Balance

Humanistic Leadership Challenges

- ▶ Change
- ▶ Technology
- ▶ Generational
- ▶ Critical Thinking
- ▶ Ethics

Checklist for a Humanistic Leader

- ▶ Intensity for work situation
- ▶ Commitment towards rights of individuals in the workplace
- ▶ Determination/Perseverance
- ▶ Skill to operate within organizational hierarchy
- ▶ Balance personal & organizational goals

Checklist for a Humanistic Leader

- ▶ Resourceful & Motivational towards employee environment
- ▶ Balance integration of person, technology and change

Humanistic Leadership

▶ Making the Impossible

▶ ***POSSIBLE***

Thank You

▶ “We are multidimensional creatures in a one-dimensional work world we’ve inherited”

▶ W. Whyte (1991)