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distinción clara entre la cobertura de los conceptos teóricos, su aplicación y el desarrollo de habilidades con base en los conceptos. Ofrece modelos conductuales con lineamientos paso a paso para manejar las diferentes funciones del liderazgo (establecer objetivos, hacer elogios y dar ...

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seguidores, resolver conflictos y negociar).

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10''Robert N Lussier ...

Liderazgo Robert Lussier
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Effective Leadership:
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Capitulo 1: Liderazgo
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Alma Harris The field of school leadership is currently preoccupied with the idea of distributed leadership. Few ideas, it seems, have provoked as much attention, debate and c-

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troversy. Whatever your position on distributed leadership, and you cannot fail to have one, it is irrefutable that distributed leadership has become the leadership idea of the moment. Yet, it is an idea that can be traced back as far as the mid 20s and possibly earlier. So why the interest? Part of the answer can be found in a move away from theorizing and empirical enquiry focused on the single leader. This shift has undoubtedly been fuelled by structural changes, within schools and across school systems that have resulted in - ternative models or forms of

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leadership practice. Evidence highlights how those - copying formal leadership positions are increasingly recognizing the limitations of existing structural arrangements to secure organizational growth and transformation (Fullan et al. , 2007; Harris et al. , 2008; Chapman et al. , 2008). As a consequence, many heads and principals are actively restructuring, realigning and redesigning leadership practice in their school (Harris, 2008). While the terminology to describe such changes varies, the core principle is one of extending or sharing leadership practice. While

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scholars have long argued for the need to move beyond those at the top of organizations in order to examine leadership (Barnard, 1968; Katz and Kahn, 1966) until relatively recently, much of the school leadership literature has tended to focus upon the head or the principal.

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reciente esfuerzo de visibilización y divulgación de parte de la reflexión derivada de investigación de un grupo importante de autores iberoamericanos que comparten sus ideas, sus resultados y formas de abordar diversos fenómenos de un multicampo en el que dos organizadores sociales como los son el trabajo y los espacios relacionales en los cuales se lleva acabo, se encuentran o convergen como fenómeno social de interés. La presente obra se organiza alrededor de cuatro bloques temáticos en los cuales autores de diferentes latitudes discuten sobre trabajo, salud y calidad de

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vida; abordajes y lecturas clínicas del trabajo; formas de trabajo e inclusión social; e historias y particularidades de la POT en América Latina con referenciales ampliados en lo que comprendemos como Iberoamérica, pero manteniendo siempre una observación global y crítica como soporte a las ideas aquí presentadas. El lector encontrará en este libro marcos referenciales actualizados y amplios sobre las realidades actuales del mundo de las Organizaciones y el Trabajo vistos desde el campo multidisciplinar de la Psicología Organizacional y del Trabajo, que cada vez

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más implica la búsqueda de plurales sobre un singular que históricamente parecería haber restringido, más que facilitado, la comprensión de los fenómenos y problemáticas del mundo del trabajo.

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