LDR807-12, Transforming Self-Concept for Leader Development

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Professor

Dr. Curtis McClane

Select One (1) Core Essential Element from the Syllabus Outline:

a. Weekend Residency: Create a 350-word original discussion paper (with cited

sources) during the week of the residency. Be prepared to discuss and engage

with other students during the live sessions. Post this document in DIAL.

b. Professor will check for quality of content and word-count requirements. Grade

assigned will be Credit or No Credit (CR/NC).

**Leader Development**

Leader development and leadership development are both important in the process of influencing others and making a change in the world. In this paper, the researcher will make a distinction between the two concepts and discuss the process and importance of leader development.

Leader development is centered on self-development and character development, whereas leadership development is about the development of skills necessary to lead/influence others.

Dalakoura (2010) suggests that leadership development was often considered and studied as an

individual process. However, “It is a complex phenomenon that encompasses the

interactions between the leader and the social and organizational environment.” Leader

development asks the question “what qualities do we need to develop in our leaders?” and

leadership development asks “what qualities do we need to develop in our organization?”

(Dalakoura, 2010 p. 433).

Leader development is considered a cyclical iterative process of development of a leader.

Sudmann’s (2016) views are additive and in alignment with my understanding of leadership as a

process of self-development which starts from self-awareness through asking feedback of others

as part of character trait checking, then self-reflection where you reflect on your day, activities

and challenges then self-regulation as a way of reframing and managing yourself.

Leader development is aligned with concepts of imago dei, given that any aspect of self

awareness and self-reflection ought to reflect the image of God as our creator as we strive to be

 more like him in our process of self-discovery and identity formation.

WORKS CITED

Dalakoura. (2010). Differentiating leader and leadership development. *The Journal of*

*Management Development*, *29*(5), 432–441. <https://doi.org/10.1108/02621711011039204>

Sudmann, L. (2016, June 10). Great leadership starts with self-leadership [Video file].

 YouTube. <https://www.youtube.com/watch?v=vlpKyLklDDY>