



Leadership Development: Paths To Self-insight and Professional Growth (Applied Psychology Series)

Manuel London

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Leadership Development explores how leaders gain and use self-knowledge for continuous improvement and career development and describes how leaders help themselves and the people with whom they work, understand themselves, and become more self-determined, continuous learners, and make the most of resources, such as feedback and coaching. This book explains why leaders need support for self-insight and professional growth in today's business environment. It explores dimensions of effective leadership in light of business, technological, and economic trends. Focusing on the importance of leaders developing accurate self-understanding, the book defines self-insight, outlines the meaning of internal strength and resilience for self-regulation, and considers how leaders attain a meaningful and realistic sense of self-identity.

This volume illustrates ways organizations support these psychological processes. Leadership development is viewed as a comprehensive, continuous process that includes evaluating organizational needs and individual competencies, setting goals for career development and performance improvement, offering needed training and growth experiences, providing feedback, and tracking change in behavior and performance over time. It describes how leaders react to feedback and how 360-degree feedback survey methods and executive coaching help leaders attain and apply self-insight to enhance their performance. In addition, this book considers challenges and opportunities for leadership development, including how leaders overcome career barriers and become continuous learners.

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