

# Chapter 2

## Leadership in adult education organisations

### LEARNING OBJECTIVES

By the end of this chapter, you should be able to:

- 1 Define leadership by distinguishing different types of leaders.
- 2 Describe why good leadership skills are essential in managing adult education organisations.
- 3 Identify leadership opportunities and challenges within adult education organisations.
- 4 Differentiate between traditional African leadership and non-African leadership paradigms.
- 5 Compare and contrast various leadership approaches, styles and types.
- 6 Discuss the importance of leadership within an organisation.

### KEY TERMS

**altruism** A selfless concern for the welfare of other people.

**competencies** A set of skills, attitudes, and knowledge that enables one to perform a task within a specific role.

**cross-cultural theory** The idea that leadership is both a universal and a culture-specific phenomenon.

**Great Man theory** The idea that leaders are born, and not made; individuals possess the innate natural abilities, traits and talents that a leader needs.

**leadership** A process whereby an individual (leader) influences and motivates others to achieve a common outcome or goal.

**paradigm** A shared mindset that represents a way of thinking and/or of understanding the world.

**power** The capacity to influence other people.

**process approach** The view that leadership is learned and that a person can develop leadership skills over time.

**servant leadership** A leadership approach that places the leader in a subordinate