Heroic Leadership: Best Practices from a 450-Year-Old Company That Changed the World

Name

Institution

Date

1. **How much does the book agree or clash with your view of the world, and what you consider right and wrong?**

Good leadership makes good company. This book tries to explains how most of the people don’t understand how to turn ourselves and other people into great leaders. In this book *Heroic leadership:* *best practices from a 450-year-old company that changed it* explains of a company, the Jesuits*.* This company founded a unique way in which it could model its leaders and this made this company to be one of the most successful companies in the history. In this book Chris Lowney explains some of the principles that can be used by other companies in the present generation to model its leaders. These principles are*” self-awareness, ingenuity, love, and heroism p.30”.*  according to my view Lowney tries to show how these principles can make us to be dynamic leaders in this present generation (Lowney et al., 2009).

1. **How were your views and opinions challenged or changed by this text, if at all?**

There are mainly four principles that stand out. These principles made the company to produce good leaders. The main four principles that can make one to be a good leader are:

* understanding the strengths and the weaknesses, worldview and the values of the company.
* Engaging other employees with a positive and a loving attitude.
* Energizing themselves and their colleagues through the heroic ambitions.
* Embracing the changing world constantly.

These four principles greatly helped the people of Jesuits by guiding them. These four principles also formed the basis of the Jesuit corporate culture. Leaders in this present world mainly flourish by understanding who they and by also understanding the values of the organisation. This will enable the leaders cultivate a continuous habit of self-reflection and learning. The Jesuit company mainly *hired super smart and ambitious individual’s individuals (p.5).* The person who clearly knows what he/she wants to pursue is capable of inspiring others to work hard in the organisation. *Raw talent and sheer ambition didn't always translate into long-term success (p.6).* only those people who are able to identify their weaknesses are able to become good leaders in the future (Lowney et al., 2009). Jesuits, which Lowney refers to it an “*an accidental company with a purposeful vision” (37).*

1. **How well do the book address things that you, personally care about and consider important to the world?**

The book clearly gives steps on how a person can become an outstanding leader in any organisation. For instance, only those who are able to identify their weaknesses are capable of becoming good leaders in the future. *The people of Jesuits created tools and various practices which was mainly aimed at molding their employees (P.7).* The recruits of Jesuit were advised to cut off from friends and even in the casual conversation so that they could find more time to do self-assessment. Self-assessment is very vital in any organisation and this will mainly help to motivate the employees. The recruit of Jesuit who practiced this training knew what they wanted in life and this really motivated them to work hard for what they wanted in life. In this book *Lowney clearly suggests that everyone is a leader and most of the time it is the always the CEO who are in charge (p.11).* This book also indicates that the leadership is a way of living and not the act. *Leadership is self-development (p.11).* Lowney in his book does not believe in the master servant leadership. He believes that everyone is capable of being a leader. The master servant leadership always puts the leader below the employees that he/she is leading (Tran et al., 2018).

1. **Your “critique” can and should be positive and praise the book as much as possible**

In this book Lowney clearly indicates that self-awareness is never a finished product. Self-learning in an organisation will mainly help the recruits to be in the process of the continuous learning. These techniques are relevant and they are used by many companies all over the world. Many centuries have passed and studies are proving Loyola’s vision on self-awareness. Research clearly indicates that IQ and the technical skills of the person cannot make a person to become a successful leader. The main responsibility of the leaders is to make themselves and other people comfortable in this changing world. This is very crucial because it will enable the recruits to meet the goals of the organisation. Leaders should explore new ideas, cultures and approaches that will enable him/her to become a heroic leader. Lowney indicates that most of the people especially the leaders usually find it difficult conquer challenges that may occur in the organisation. They always expect the scripted solutions and this is one of the reason that hinders them from becoming heroic leaders. These leaders lack *“conviction that our actions, decisions, and choices have value” (93).* In chapter 12 of this book Lowney gives some ways in which the present day leaders can become outstanding leaders in the society. He suggests that leaders should: lead by example, promote self-examination, be ready for any kind of adventure and by investing time with the employees (Boers et al., 2014).

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1. **What is your overall reaction to the text?**

In chapter four of this book Lowney talks about the three leadership model. The first model is the explorer which is illustrated by *Benedetto de Goes*. Some people say that he died a failure and did not achieve what he went for. The second leadership model is the linguist and this is illustrated by the priest by the name of *Matteo Ricci.* He learned the Chinese language by adopting the Chinese culture. The third leadership model is the scholar. *Christopher Clavius* was a scholar who studied mathematics and astronomy. His main aim was to train the recruits so that they could meet the requirements of this changing world. He invented the modern day calendar and therefore he is one of the heroic leader. These three leaders had some things in common. First they were always learning and they helped to mentor brilliant men. This is a true definition of a leader. Secondly they energized themselves with heroic goals and that is the main reason they became successful. Leaders should be open to new ideas and this will mainly help them to achieve their goals (Lowney et al., 2009).

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