



领导力基础

(注释版)

Leadership: the Key Concepts

(英) 安东尼·马尔图拉诺
乔纳森·格斯林

编著

概念篇



“打开经济学之门”
原版注释基础读本

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策划人语

《“打开经济学之门”原版注释基础读本》系列丛书是经济科学出版社适应新形势下高校双语教学需求的精心策划之作。

秉承经济科学出版社“繁荣经济科学，宣传服务财政”的办社宗旨，丛书的策划者从中国读者的英文阅读实际水平出发，从海量的国外教材和教辅书中挑选了广义经济学的八本入门读本，内容涵盖经济学、管理学、金融学、营销学等门类，编写体例分为原理篇、概念篇和人物篇三大类，原理篇旨在介绍该学科最基础的理论框架；概念篇则一一介绍该学科最核心的概念；同时，丛书的另外一大创新是：还尝试着加入了人物篇，例如，《管理学基础——人物篇》介绍了自文艺复兴时期以来的 50 位著名的管理学大师的生平和思想。丛书力图通过原理、概念、人物的多角度、多层面呈现，为初涉经济学领域的青年学子和所有非经济学专业的读者们立体地勾画出一幅完整的学术图景，而且是原汁原味的呈现。

《“打开经济学之门”原版注释基础读本》系列丛书被设计成开放式结构：我们将根据读者的反馈逐渐地出版更多的切合中国读者需求的好作品。丛书知识性和趣味性并重，英文通俗易懂，适合大学本科低年级学生、高职高专学生阅读。

丛书的初衷是出版中文翻译版本，然而在漫长的试译、翻译、校译过程中，一方面是深感语言传达的艰难，另一方面是考虑到时至 21 世纪，中国读者的英文阅读水平早已经超越了出版者的预期，读者对译文标准性的挑剔也成为出版者的新高度，从而逐渐萌发了出版注释版的想法：为读者提供全英文的读本，只加上少量的中文注解。通过与国外出版者艰难的谈判，最终成功地说服了外方，获得了在中国出版英文注释版的独家授权。为此，我们付出了超出预期好几倍的

辛劳。

然而，这仅仅只是开始，读者的接受和喜欢才是我们最终的目标。希望读者喜欢我们的创意，为我们提供更多的创意！

2011 年 11 月

编著者简介

Scott J. Allen, PhD, is the founder of the Center for Leader Development (www.centerforleaderdevelopment.com)-an organization dedicated to advancing the theory and practice of leadership development. Scott co-authored *The Little Book of Leadership: 50 Tips to Unlock Leadership Potential* (Moonlight Publishing, 2007) and *A Charge Nurse's Guide: Navigating the Path of Leadership* (Center for Leader Development, 2005). In addition, Scott serves as a Visiting Assistant Professor of Business Communications at John Carroll University and a Presidential Fellow at Case Western Reserve University.

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Ruth H. Axelrod, PhD, is Assistant Professor of Management at Gettysburg College. She earned Master's and PhD degrees at The George Washington University School of Business. Her primary field of expertise is organizational behaviour and development, specializing in leadership and interpersonal dynamics. Prior to becoming an academic, she acquired more than fifteen years of experience in management positions, directing day-to-day operations, developing new programmes and serving as an internal consultant in large, complex organizations. More recently, as an independent consultant, she has facilitated leadership and organizational development for clients in the not-for-profit sector. Her current research focuses on trust-based decision-making and women's leadership development. Ruth is a member of numerous professional associations and virtual discussion groups, and a founding member and associate of the GWU Women's Leadership Institute.

JoAnn Danelo Barbour is Professor in Educational Administration and Leadership at Texas Woman's University. She has taught, advised or worked with educational leaders

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Cynthia J. Bean received her PhD in Organizational Communication from the University of South Florida, Tampa. She holds an MBA from the University of St Thomas in St Paul. Since January 2003, she has been Assistant Professor of Management in the College of Business at the University of South Florida, St Petersburg campus. Her scholarly interests are focused on organizational change, organizational communication and leadership. Her research in these areas has been published in a variety of scholarly journals including *The Journal of Business Ethics*, the *Journal of Organizational Change Management*, *Human Relations* and *Business Ethics: A European Review*. She teaches undergraduate and graduate courses in organizational development, organizational behaviour and leadership. She also provides consulting services to clients. Dr Bean speaks to community organizations and business audiences about leadership, leadership development and organizational change topics.

Jeremy Black is Professor of History at the University of Exeter. He studied at Queens' College Cambridge, St John's College Oxford and Merton College Oxford before joining the University of Durham as a lecturer in 1980. There he gained his PhD and ultimately his professorship in 1994. He joined Exeter University as Established Chair in History in 1996. He is interested in early modern British and continental European history, with particular interest in international relations, military history, the press and historical atlases. His publications include *Parliament and Foreign Policy in the Eighteenth Century* (CUP, 2004), *The English Seaborne Empire* (Yale University Press, 2004), *World War Two: A Military History* (Routledge, 2003), *Italy and the Grand Tour*

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Diane Boston MBA Chartered FCIPD and **Jackie Hunt** BA Chartered MCIPD are experienced and qualified practitioners who have been working together for seven years. During that time they have designed and run training and development interventions for a wide variety of clients, particularly in the not-for-profit sector. Diane has a background in general management and human resources. She also specializes in issues related to governance and is a Board Member of a Housing Association. Jackie's experience includes teaching, management training and development and human resources consultancy. She is also a Certified NLP (Neuro Linguistic Programming) Practitioner.

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Peter Case, Professor of Organisation Studies at Bristol Business School, holds higher degrees from the University of Massachusetts and the University of Bath. His academic studies encompass the ethics of leadership, organization theory, methodology and multicultural aspects of management learning and development. Peter is also interested in the social and organizational impact of information and communication technologies and has published in such journals as *Organization*, *Human Relations*, *Journal of Management Studies*, *Management Learning* and *Culture and Organization*. In addition to receiving international invitations to lecture and run doctoral workshops on a regular basis, he has held visiting scholarships at Helsinki School of Economics and the Royal Institute of Technology of Stockholm. Peter is chairperson of the *Standing Conference on Organizational Symbolism* and is a member of the editorial boards of *Leadership*, *Culture and Or-*

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Joanne B. Ciulla is one of the founding faculty members of the Jepson School, and teaches courses on ethics, critical thinking, conflict resolution and leadership in international contexts. She was honoured in 2003 with the Outstanding Faculty Award from The State Council of Higher Education for Virginia. Professor Ciulla has held the UNESCO Chair in Leadership Studies at the United Nations International Leadership Academy in Jordan and academic appointments at La Salle University, the Harvard Business School, The Wharton School and Oxford University. Her research interests are leadership ethics, business ethics, international leadership and the philosophy of work. Her books include *Ethics, The Heart of Leadership* (Praeger, 1998), *The Working Life: The Promise and Betrayal of Modern Work* (Three Rivers Press, 2001) and *The Ethics of Leadership* (Wadsworth, 2002). The book critics at Amazon. com ranked *The Working Life* as No. 2 in their list of the ten best business books of 2000.

Richard A. Couto is a Professor and founding faculty member of the Antioch University PhD programme in Leadership and Change. ~~Previously~~ he was a founding faculty member of Jepson School of Leadership Studies at the University of Richmond, where he held the George M. and Virginia B. Modlin Chair. He has published books and articles on leadership in community health, community change-efforts, the Appalachian region and civil rights. He coedited *Teaching Democracy by Being Democratic* (Praeger, 1996) with Ted Becker. His most recent book on community health leadership, *To Give Their Gifts*, was published by Vanderbilt University Press in 2002. He acquired an MA in political science at Boston College, and received his PhD in political science from the University of Kentucky in 1974.

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Elaine Dunn is Assistant Director of the Centre for Leadership Studies. Elaine joined the Centre in 1999 initially as Programme Manager for the Master's and Diploma programmes. She was subsequently appointed as the Centre's Assistant Director, taking on

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Donelson R. Forsyth holds the Leo K. and Gaylee Thorsness Chair in Ethical Leadership in the Jepson School of Leadership Studies at the University of Richmond. A social psychologist, his interests include reactions to success and failure, individual difference in moral thought, applications of social psychology in clinical settings and group dynamics. His research has been published in such journals as *Journal of Personality and Social Psychology*, *American Psychologist*, *Journal of Educational Psychology* and *Contemporary Educational Psychology*. He has also written and edited several books, including *Our Social World* (Brooks/Cole, 1995) and *Group Dynamics* (Brooks/Cole, 2006). He was the founding editor of the journal *Group Dynamics*.

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Frank Hamilton, PhD, is an Assistant Professor of Management at Eckerd College in St Petersburg, Florida. A retired Army Lieutenant Colonel, he spent 22 years in a variety of leadership positions, including an assignment to the Pentagon in the Secretary of the Army's Office. His current research interest focuses on leadership development and the creation of shared values in organizations.

Tim Harle is a management ecologist, working with leaders to build sustainable change in organizations. He applies insights from natural ecosystems and complexity thinking to improve business performance. Reflecting on his broad experience of corporate life, he also writes and speaks at business schools and seminars. He has published on business ethics and contributed to *John Adair: Fundamentals of Leadership* (Palgrave Macmillan, 2007).

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John Jupp set up the Royal Air Force Leadership Centre, which has the remit to design the policy and strategy for through-life leadership training for all personnel in the RAF. He has written the doctrine for leadership in the RAF and researched and explained the leadership attributes that are considered important within the organization. He delivers talks on leadership to a wide variety of internal and external audiences and has edited two books on the subject. Before being asked to set up the RAF Leadership Centre, John held a wide variety of leadership positions in the Royal Air Force in his capacity as a Tornado pilot, weapons expert and instrument flying examiner. Other appointments have included responsibility for the avionics in the Typhoon procurement project and Tornado F3 operational fleet management.

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Pat Lyons is a Fellow of the Centre for Leadership Studies at the University of Exeter and Chief Executive of Europa Academy. With a background in human resource, marketing and commercial management, his career has encompassed senior positions within several multinational organizations. An experienced leadership development professional, he has a proven track record in creating and delivering high value and effective business solutions for clients, especially within leadership, team and personal effectiveness projects. He holds postgraduate degrees from University College Cork and the University of Warwick and his professional and research interests lie in the areas of leadership, emotion in organizations and team development.

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Kuldip S. Reyatt is Founder/Director of Strategic Visioning Partners. His prior career involves senior management in blue chip corporations and international management consultancies. He has also served on the board of a charity that provides probono consultancy to help improve the performance of NGOs that operate in the field of alleviating human suffering and deprivation. He holds an MBA from a leading UK business school; he works across many business sectors with strategic leaders to improve their individual, group and organizational performance. Practice and scholarship focuses on excellence in board leadership, strategic leadership, visioning and transformation for developing successful organizational futures. His research has undergone external scholarly review with several papers published, or accepted for publication, and presented at UK, European and international leadership conferences.

Joseph C. Rost is Professor Emeritus of Leadership Studies in the School of Education at the University of San Diego, California. He is one of the most prominent scholars in leadership studies. He wrote seminal articles and provocative books such as *Leadership for the Twenty-First Century* (Praeger, 1993).

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