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Leadership: Theory, application, skill development (3 rd ed.). Mason, OH: Thomson/South-Western; pg. 254. Whether an individual follower is in a high-quality or low-quality LMX

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relationship really has a strong impact on their view towards the organization itself.

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A behavioral theory is relatively easy to develop, as you simply assess both leadership success and the actions of leaders. With a large enough study, you can then correlate statistically significant behaviors with success. You can also identify behaviors which contribute to failure, thus adding a second layer of understanding. 0

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This chapter examines and evaluates the different early theories of leadership. The Great Man theory focuses on heroic individuals, implying that only a selected few can achieve greatness. The trait theory conceptualises leadership on the universality of some given attributes. The skill theory focuses on the abilities of a leader.

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of management and practicing good leadership skills.<sup>7</sup> As schools face an environment that has become business oriented and managerially complex, school leaders may benefit from training and development in leadership styles proven to enhance the success of both business organizations and educational settings.

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