

Leadership by John Churchley

The start of formal study of the leadership notion
Came from managing factories post Industrial Revolution
Thomas Carlyle the philosopher was askin'
Why did Great Men get power in their institution

Then a guy called Fredrick Taylor started timing workers' motions
His ideas helped refine factory standardized production
But the problem was they really didn't pay too much attention
To the needs of human workers and emotional dimensions

So Scientific Management from Taylor wasn't the way
Although it reflected the common thinking of the day
Where the worker was a cog in the industrial machine
and the leaders were rich guys with charismatic genes

So they thought they should be analysing famous white leaders
To check for common traits that appealed to their believers
But this is pretty useless if you really want to know
Because leadership is something that we really want to grow

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Leadership is everywhere
It's not a costume or a role to wear
We can all do it but to give it good direction
We have to be transparent with our critical reflection.

In the '50s we thought that we might really have a winner
Studying leadership behaviour with our old friend BF Skinner.
But you can't program behaviour in a leadership profile
So Blake and Mouton charted a whole bunch of different styles.

Style is such a flakey word, you need to use it on your hair
But just like gel or mousse you use it wrong you'll really get a stare
So Hersey and Blanchard said you really need to be aware
Of situation with your folks so you can use a style that's fair.

James MacGregor Burns then made a really crucial observation
Transactional leaders use too much external motivation
Leading shared identity and values in organizations
Means transformational is the word for leaders' true vocations

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To be a strong leader you don't need to be great
With a perfect pedigree and an average height and weight.
You don't have to be short or tall or even extroverted
To this fundamental notion you must really be converted

Look at yourself with a critical approach
Reflecting in the moment before and after you have coached
You need to always build your communication skills
So you listen with empathy and not just express your will

You also need to study research that gives you some evidence
That leadership ideas are not just a random happenstance.
Distributed, authentic, transformational and servant
Are words to add to leadership in theories that are current.

Leadership like love is an infinite resource
You can't buy or trade it because **you're** its only source
But don't be a doormat or do leadership by force
Your critical reflection's what you try to reinforce.

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