

## Leadership is Everywhere 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'  
How do Great Men get power in their institution?

There 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  
This theorizing is a very privileged approach  
Because leadership by anyone is something we must broach

### CHORUS

Leadership is everywhere  
It's not a costume or a role to wear  
You can do it, but it needs direction  
From feedback and your self-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

### CHORUS

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 theories such as these have current relevance  
Distributed [leadership]  
Authentic [leadership]  
Servant [leadership]  
Transformational [leadership]

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.

CHORUS X2

