

Leadership Development in International Organizations.



Leadership Development in International organizations Leadership in organizations is both a 'trendy' item, as well as an item where popular ideas can prevail above science. Still training providers offer situational leadership theories, or coaching interventions and outward-bound trainings, without a study on what the true need of the leaders-to-be is, nor if the theory used is actually still valid. This book follows the science-route and focuses predominately the 'technical' approach, in other words what structures and methods should be in place and why. From that perspective, this book serves two purposes: 1. At first it serves as an academic record, describing the PhD research and its findings of myself, which I wrote from start 2010 to end 2012. In that purpose the book is suitable for academics using it as background materials for their studies, or as basis for further research. The text is unchanged versus that dissertation text with the exception that I removed the academic introductions. The dissertation was defended for a committee at the Economic University of Wroclaw (Breslau) on the 17th of October 2012. The degree was PhD of management sciences, which was awarded with the grade 'with distinction'. 2. Second it serves as theoretical depth for the follow-on book 'Developing leaders for the future. Create and optimize your leadership development process'. This book is due to be published end 2013. This second book will enable the reader to assess their MD processes versus a model, which is presented in that book. The model clarifies the connections amongst theories on leadership and development into an understandable model. This model in turn is used to create an audit tool the reader can use to profile their companies MD processes, thereby exposing strengths and weaknesses. The outcome of this assessment combined with the insights the book, will enable the reader

to design or detail out their processes. In the final chapters this book will introduce the future of talent, which defines a need to further develop current thinking. This will lead to reconsideration of some of the supportive elements of the leadership development processes, such as assignments, but also reward and retention measures. All these items work to increase insight as well as capabilities with the reader to positively influence this key strategic area for the future of their companies; the creation of future talents. In order to enable the book to remain usable for non-academic readers, I kept the theoretical deep dives to a minimum level. Only those needed to understand the methods are explained. The depth, on which that book is build, can be found in this book. The chapters in the book will refer to chapters in this book, where needed. I hope this book will help you gain further insights where needed. Any comments or question related to this topic can be send to: dr.mark.van.dongen@gmail.com Berst regards Mark van Dongen Dr. Mark van Dongen is an international HR and leadership expert. He is a Dutch national, currently working and living in Saudi Arabia, whose passion lies in the area of leadership and development. He has multiple publications, and is a frequent speaker on this topic on international HR conferences. Mark is 46 years old, married with two daughters.

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(English Edition) eBook: Mark van Dongen: : Kindle-Shop. **Leadership in International Organizations: Global Leadership** Online Journal for Workforce Education and Development Volume 6 Issue 1 Spring 2013 Leadership is a key component of all organizations but its function and capacity international leadership practices in diverse workplaces. Blended **Effective Leadership in International Organizations Global** ment in the international environment and where HR practitioners develop Key People-related Issues that Leaders of International Organizations Face. **Nine Best Practices for Effective Talent Management - DDI** Leadership development expands the capacity of individuals to perform in leadership roles within organizations. In many multinationals, it usually requires international transfer and experience to build a future leader. 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