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**Title:** Romance of Leadership

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## **Romance of Leadership**

Romance of leadership has both dark and bright side. The dark side usually emphasizes on personalized power and the leaders usually focus on themselves. The bright side of leadership emphasizes on socialized power with the leaders empowering their followers. Romance leadership approach usually highlights the fact that issues in leadership and leaders usually become favored explanations for both negative and positive outcomes in organizations. This essay will first illustrate the meaning of leadership; second, the bright side of romance of leadership and last; the dark side of romance of leadership.

Leadership can be defined as an act of leading a group of people or an organization. Romance of leadership on the other hand is used to refer to an attribution approach to leadership, which attempt to know or understand why plus when we acknowledge and provide credit to leaders for changing and initiating our societies and institutions (Bligh et.al, 2011).

The bright side of romance of leadership approach has many implications. They include the following such as the leadership portrayals in the media and followership and followers. The leadership portrayals in the media are usually demonstrated in the images of leaders, which are produced in the social media. The leaders in most circumstances are presented as successful images or individuals of great leadership figures (Meindl et.al, 2010). The images or figures serve to enrich the quench of the society of behaviors that promise to improve and enrich their lives. However, the emphasis of one side of issues can be dangerous because it suggests that leaders are uniquely positive forces for organizations, individuals and humanity as a whole. The bright side romance of leadership encourages people to question and debate the functions that the leadership serves within the society as well as what leadership is about, what good leadership

looks like and the basis to be relied on when making an evaluation as to determine whether a leader made an impact. This is linked to the fact that the leaders give the followers the authority to question any decision that they make.

Followership and followers, the bright side of romance of leadership pays particular attention to the perception of followers in leadership as worth study in their right whether independently or parallel to how the leader actually behaves (Felfe & Schyns, 2014). The theory also emphasizes that the socially constructed images of followers in leadership, which means that interactions among the followers in regard to a leader may be as equally important as the actual behaviors of the leadership when trying to understand the process of leadership. Understanding the emotional reactions of the followers plays a vital role in the conclusions that are made by the followers on whether a leader is effective, worth of many stock options as well as to maintain a seat in the political power.

The bright side romance of leadership also makes an implication that the sense-making process are central to understanding leadership and may assist in understanding why leadership is so enigmatic. Individuals learn what leadership is all about and what should be made out of leadership behaviors through their interactions with one another. The decisions of followers to attribute leadership to an individual are in most circumstances as a result of the communications and interactions with one another where they share information about their leaders and share each other's views on the behavior of the leader. Additionally, the bright side of romance of leadership also gives another view on the nature of charismatic leadership where it socially constructs a phenomenon that states more about the followers and the role it plays in leadership. Individuals in the roles of leadership are seen as being more charismatic to a level that the organization may move from making losses to making profits rather than move from making

profits to making losses. The attributions of charisma to a leader are not directly grounded to direct interactions between the followers and their leaders but are rather impacted to the interactions with the peers as well.

The approach also assists us to understand why there exist discrepancies in perceptions of charisma and charismatic appeal given to leaders. It also assists in examining how the followers vary in vulnerability both to the charisma of the leader and the belief in the efficacy of leadership. In this situation, the leader actively seeks feedback from the people he or she lead. The leader is concerned about the total well being of the people. Besides, the leader also allows people to make crucial decisions that affect the society especially in matters that they are not well versed with and also appreciate as well as acknowledge the strengths of other people. Therefore, the leaders give a chance to other people to contribute by listening to their ideas and views.

The dark side of romance leadership approach usually focuses on individual leaders who only focus on themselves without considering those people that they lead. In this leadership style, the leaders usually take advantage of the people they lead because they only focus on their individual needs (Schyns & Bligh, 2009). Moreover, in the dark side of leadership, there exists Machiavellianism. This is usually presented through a pessimistic view of humanity, tactics that aimed at manipulating people as well as a heavy reliance on efficiency without considering what is moral. Furthermore, there also exists narcissism. The leaders in this case are usually clung to their views of things and do not pay attention to the view of others (Thoroughgood et.al, 2011). This makes the people, who are being governed, feel betrayed by the actions of their leaders because they feel betrayed. Hence, the leaders are also overconfident about their capabilities and do not usually give room to others to correct them.

In conclusion, all the characteristics of the dark and bright side of romance of leadership have been discussed above. In my opinion, as presented, it is evident that the bright side of romance of leadership operates better than the dark side. In the bright side, the people are given the power to challenge their leaders. This serves to give the real meaning of leadership to the people.

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