

Toward Concerned Leadership: A Novel Conceptual Model to Raise the Well-Being of Employees and the Leaderful Practice of Organizations

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Abstract : A innovative leadership philosophy that is proposed herein is distinctly more humane than most leadership approaches Concerned Leadership. The central idea to this approach is to consider the whole person that comes to work; their professional skills and talents, as well as any personal, emotional challenges that could be affecting productivity and effectiveness at work. This paper explores Concerned Leadership as an integration of the two conceptual models areas examined in this paper -(1) leaderful organizations and practices, as well as (2) organizational culture, and defines leadership in the context of Mental Health and Wellness in the workplace. Leaderful organizations calls for organizations to implement leaderful practice. Leaderful practice is when leadership responsibility and decision-making is shared across all team members and levels, versus only delegated to top management as commonly seen. A healthy culture thrives off key aspects such as acceptance, employee pride, equal opportunity, and strong company leadership. Concerned Leadership is characterized by five main components: Self-Concern, Leaderful Practice, Human Touch, Belonging, and Compassion. As scholars and practitioners conceptualize leadership in practice, the present model seeks to uphold the dignity of each organizational member, thereby having the potential to transform workplaces and support all members.

Keywords : leadership, mental health, reflective practice, organizational culture

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