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## Diagnosing Leadership in Global Organisations: Theories, Tools and Cases

Gayle Avery and Harald Bergsteiner

### Synopsis

*Diagnosing Leadership in Global Organisations: Theories, Tools and Cases* aims to help students and practitioners better understand, and effectively establish, sound leadership practices and systems in organisations. While no one template fits all circumstances, management science has identified a range of leadership factors that can be combined to produce several distinct approaches to leadership. This book provides a range of analytical tools, theories and frameworks to help readers understand these underlying principles, and how these principles can be applied to different situations.

Case studies are provided detailing the leadership in 12 real organisations. The reader is then invited to apply the tools to ten other cases based on real organisations in different countries. These cases illustrate many different leadership approaches in action, while the tools provide frameworks to help understand and diagnose both effective and inappropriate leadership.



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### About the author

**Gayle Avery** is Professor of Management at the Macquarie Graduate School of Management (MGSM) at Macquarie University in Sydney Australia. She is also the Director of the Institute for Sustainable Leadership. Gayle specialises in sustainable leadership, and her mission is to develop research-based frameworks that assist managers in implementing leadership practices in analytical, effective ways, thereby improving organisational performance and sustainability.

Gayle has extensive international experience, including 12 years spent working in Germany and the US prior to joining MGSM. In Germany, she was President of the Institute for International Business Studies for five years, coordinating international business and technology programs awarded by leading universities from the US and the UK. Prior to this, she was Director of International Management with the German Finance Academy, when she 'Germanised' the leadership development programs for the Centre for Creative Leadership in North Carolina (cited as best practice in the 1995 Karpin report).

Gayle has been a successful author for over 20 years, writing many journal and conference papers on leadership, managing in virtual environments, management development and, more recently, on sustainable leadership. Her books include: *Psychology at Work*, *Understanding Leadership*, *Leadership for Sustainable Futures*, and *Honeybees and Locusts*.

**Harald Bergsteiner** was Adjunct Professor at Macquarie Graduate School of Management at Macquarie University in Sydney Australia, and is a co-founder of the Institute for Sustainable Leadership.

Harald has authored and co-authored numerous books, journal articles and conference papers. He has co-authored other books with Gayle Avery, including: *Psychology at Work* and *Honeybees and Locusts*.

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