

Lessons from the Major Leadership Theories in Comparison to the Competency Theory for Leadership Practice

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Abstract:

Objectives: This article presents perspectives on the review of eight major theories of leadership in comparison to the competency approach. Also, the various definitions, significance, and benefits of the leadership competency concept is also highlighted.

Methodology: A review of the various published literature on the major leadership theories, the competency theory, and the related topics on the scope of the study.

Results: The findings of the review show the significance and relevance of the leadership competency approach as a viable leadership option for the 21st century- leadership. Leadership for best practice continues to evolve due to the changing leadership landscape. The literature states that newer theories will eventually replace old leadership concepts.

Implications: An understanding of the various leadership theories, specifically the competency theory will facilitate in the choice of the adoption of leadership approach. Moreover, employing the appropriate leadership practice in this current knowledge-based era is key to individual and organizational performance.

Keywords: Evolution of leadership, competency concept, emerging leadership competencies, multi-facet leadership concept, 21st century leadership

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