



Leadership Development in Balance: MADE/Born

Bruce J. Avolio

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This book, written by a leading scholar in leadership, takes readers through a very realistic look at what it takes to develop leadership competencies. Focusing on four major goals, this text:

- *provides the reader with a broader and deeper understanding of what constitutes authentic leadership development;
- *challenges a very basic notion that leaders are born versus made;
- *talks about the elements that comprise leadership development so readers are informed to ask the many providers of leadership development the right questions; and
- *develops full leadership potential.

There are numerous case examples used throughout the book: high-tech executives, community leaders, correctional service supervisors, bank managers in Canada, and platoon commanders in Israel. Each example is used as a general basis for discussing how people develop their leadership potential, and as models of training and evaluation.

Leadership Development in Balance: MADE/Born is intended for graduate or undergraduate students of leadership, project managers, supervisors, senior executives, school principles, health care officers, or legislators.

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