Bibliography on Discernment-Oriented Leadership

http://www.georgefox.edu/discernment/bibliography.html


________

1 Appreciation is expressed to Chuck Conniry, Chuck Olsen, and others in the construction and updating of this bibliography.


_____. *Transforming Church Boards into Communities of Spiritual Leaders.* Bethesda, MD: Alban Institute, 1995.


Oswald, Roy M. *Discerning Your Congregation's Future: A Strategic and Spiritual Approach.* Bethesda, MD: Alban Institute, 1996.


The task-relationship model is defined by Forsyth as "a descriptive model of leadership which maintains that most leadership behaviors can be classified as performance maintenance or relationship maintenances." Task-oriented (or task-focused) leadership is a behavioral approach in which the leader focuses on the tasks that need to be performed in order to meet certain goals, or to achieve a certain performance standard. Relationship-oriented (or relationship-focused) leadership is a behavioral approach in which the leader focuses on maintaining positive relationships with team members. These two models are often compared, as they are known to produce varying outcomes under different circumstances.

Qualities of task-oriented leadership. Task-oriented leaders focus on getting the necessary task, or series of tasks, at hand in order to achieve a goal. The advantages of task-oriented leadership is that it ensures that deadlines are met and jobs are completed, and it's especially useful for team members who don't manage their time well. Additionally, these types of leaders will tend to exemplify strong understanding of how to get the job done by focusing on the necessary workplace procedures, thus can delegate work accordingly in order to ensure that everything gets done in a timely and productive manner.