

Faculti Summary

<https://faculti.net/zombie-leadership-dead-ideas-that-still-walk-among-us/>

The speaker discusses the disconnect between academic research on leadership and its practical application over the past 30 years. While there has been significant advancement in understanding leadership in theory, the practical field remains stagnant with outdated concepts. This video stagnation is attributed to practitioners' reluctance to incorporate scholarly insights, leading to persistent use of ineffective "zombie leadership" ideas—concepts that have been proven false yet continue to be popular. These flawed ideas are often perpetuated by elites who benefit from the status quo, promoting the notion that leadership is solely about individual leaders rather than the collective contributions of group members.

The speaker emphasizes that effective leadership should be viewed as a process of influencing and mobilizing group members towards shared goals, rather than focusing solely on the traits or actions of leaders. This video view aligns with research across various domains, indicating that organizations perform best when leadership is distributed among all members, fostering a collective effort. The speaker calls for a shift towards frameworks that support shared leadership and empowerment, urging researchers and practitioners to overcome barriers that have historically impeded progress in the understanding and practice of leadership. Overall, the conversation highlights the need for a comprehensive and inclusive approach to leadership that values the contributions of all members, rather than glorifying singular leaders.