

Research Paper Sample Introduction

Business leadership has been described as the 'ability to influence, motivate and enable others to contribute to the effectiveness and success of the organizations of which they are members' (House, Hanges, Javidan, Dorfman, & Gupta, 2004, p. 63). Whether this ability is something a person is born with, or whether it is something that a person can learn, has been the subject of considerable debate. Kambil (2010) has outlined two categories of leadership attributes that help to frame the discussion: 'traits' (mostly innate) and 'skills' which can be developed through experience or training. This essay will draw on the trait theory of leadership to argue that that leaders are first born, but then must be made. While good business leaders share certain traits that are essential to success, including 'curiosity, courage, perseverance, personal ethics and confidence' (Kambil, 2010, p.43), they also need learnable skills, such as communication, negotiation and conflict resolution, that are only developed through practice. A potential leader should develop their natural traits as well as learn and practice skills which will help them to persuade, equip and inspire others to realize their vision.

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