The Environment/Situation: Stability & Change

Leadership can be divided, as a concept practiced by real human men and women, into two distinct categories: leadership that promotes stability (or safety, or security) and leadership that promotes change (which abhors the state of "stability" that leads to the need for change anyway). Most often the practice of leadership falls into one of these two categories, and it's easy to see how this functions, most particularly on the macro level, meaning with respect to nations, regions, movements.

- If we can see how certain leaders championed stability and others change, what about the need for both?

Organizations cannot be analyzed in the same way that nations or movements can – they each exist in their own micro reality, all functioning in a macro environment. As such, the "leaders" of organizations have largely succeeded by ensuring that their micro-realities, their organizations, succeed; to do this, systems were devised, emplaced, and fine-tuned. And we called these leaders "managers."

Yet "leadership" in organizations is of a different sort altogether – as management, organizational directors/supervisors need to ensure that systematic stability is ensured; as leadership, organizational directors/supervisors need to ensure that change is embraced so that the organization can grow.

- Does this mean that organizational leadership is of the kind of leadership that promotes both stability and change, that serves both purposes in a grand overview that both protects and transforms?

How does this impact followers (and situations)? Within the leadership process, stability is prized above and beyond any other single attribute. Only a minority of followers – or an even smaller minority of the overall population in question – will embrace change before stability, or the unknown over the known, or turmoil over order. The leader must use enthusiastic followers as resources, as "doers" who are dependable, but should cast his or her eye to the overall population/stakeholders and address their needs and fears regarding stability before anything else. This will speak to the leader's ability to assess follower needs, his or her control over the situation, and his or her reliability in a position of authority.

- If this makes perfect sense with regard to large-scale leadership – nations, movements, and so on – what about business leadership? In a turbulent, change-filled world, how does a business organization handle necessary "change" while also simultaneously providing stability? How does the business organization competently handle the ride along this fine line?

What are your thoughts on leadership in a world that is now constantly changing, but that wants and looks for stability?