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Leadership: Theory, Application, &

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both leader and follower. The role of the leader and follower in a specific situation is seen in Figure 1.1.1.

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Skills-Based Leadership Theory | Your
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One researcher, Fred Kiel, uses the phrase “Keystone Leadership Skills” to include vision, strategy, executive team development and accountability as supporting the decision process (Kiel, 2015). A leader must define and present a

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clear vision to move forward which requires participation at all levels of an organization.

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Skills theory had grown from the flaws of the traits theory. The trait theory remained fixed on specific traits due to which it proved to be of no use when it came to developing leaders from the non-leaders. This theory highlights five important skills that are important characteristics of

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