



Fulbright Distinguished Chair in Cultural Competence Public Lecture

Global and Diverse Leadership:

New models of leadership for culturally diverse communities in the 21st Century



Professor Jean Lau Chin

Derner Institute for Advanced Psychological Studies, Adelphi University USA
Sponsored by the National Centre for Cultural Competence, University of Sydney

4-5pm, 7 June 2018

Lecture Theatre Blue 5.1.01, Charles Darwin University Casuarina Campus

Abstract

Leadership today is more important than ever as the 21st century brings about rapid and significant change in society and our institutions. As our communities become increasingly diverse and more connected internationally, we find existing leadership models are not inclusive of all groups; they reflect the prevailing dominant culture and not the leadership of minority and indigenous groups or women. Nor are these models culturally competent for how diverse leaders can be effective with the groups they lead or the outcomes they intend to achieve. Preliminary research (Chin & Trimble, 2014) demonstrate that culture and diversity matters in leadership which, in turn, is influenced by the social identities and lived experiences of leaders and followers, and shaped by cultural values and expectations, and by social and organizational contexts. Few studies of leadership address diverse and culturally competent leadership. We need to move from leadership prototypes and models rooted in narrow Western or Eurocentric paradigms to more complex and multidimensional paradigms. My current research is to examine the leadership styles of diverse leaders and how they are influenced by the social identities, lived experiences, and contexts. Summary of findings from our work will be discussed with implications for what this means for higher education institutions and those interested in leadership. What is the paradigm we should use to examine and assess leadership that is culturally competent and inclusive? How do we consider the effects of social identities, lived experiences, and contexts when assessing or training diverse leaders? Are there cultural specific concepts to consider and how might they emerge in the exercise of leadership? What is successful 21C leadership as our society and communities becomes increasingly global and diverse? Are there effective types of leadership that are not typically identified in the mainstream leadership literature?