

## Engaging Leadership Part Two: An Integrated Model of Leadership Development

### Abstract

Part one of this paper (Alban-Metcalfe & Alimo-Metcalfe, 2009) concluded that personal qualities and values, and leadership competencies, are necessary, but not sufficient, for effective leadership. Part two considers the relationship between leader development and leadership development, and presents a 'conceptual model' that seeks to relate three approaches to understanding leadership, and to relate them to the distinction between leader behaviour and leadership behaviour, and to the development of 'human' and 'social capital'.

See: Figure 1 (next page).

### Reference:

Alban-Metcalfe, J., Alban-Metcalfe, Jtte. & Alimo-Metcalfe, B. (2009). Engaging leadership part two: An integrated model of leadership development. *International Journal of Leadership in Public Services*, 5(2), 5-13.

Figure 1: Relationship between leader development and leadership development

