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Theory applied to 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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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

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grown from the
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theory. The trait
theory remained

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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 leadership. They include –
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theory thus showed
leadership is not
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environments
where upper
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