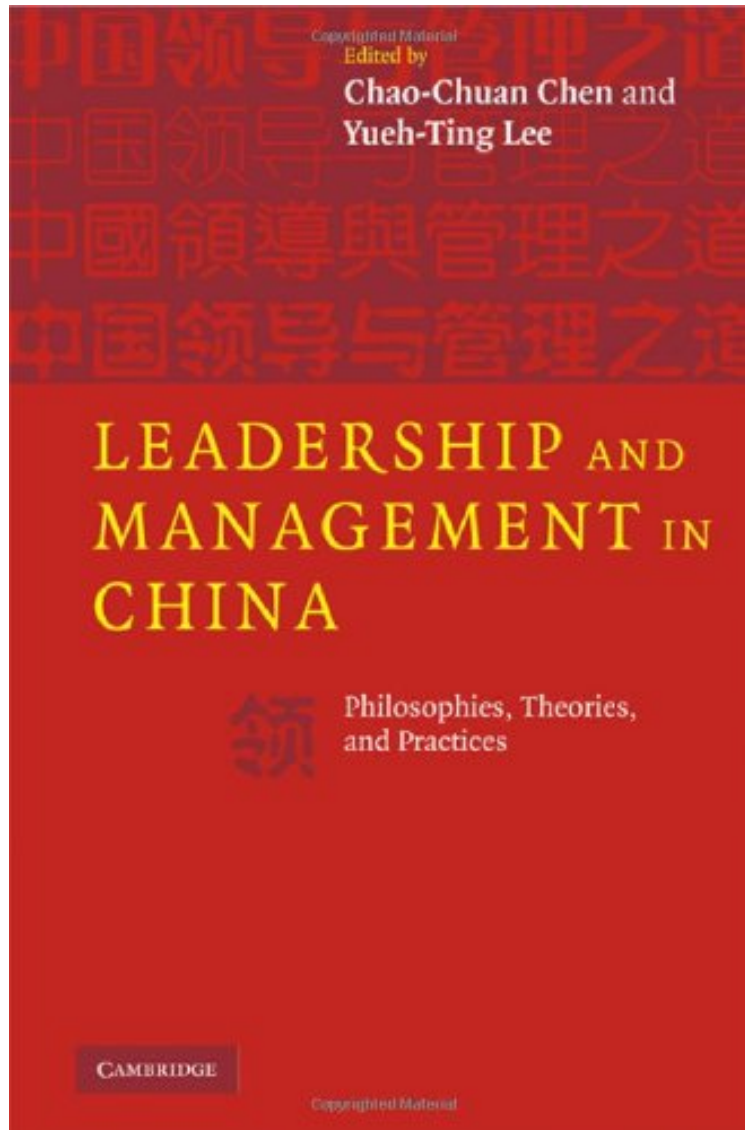


(Get free) Leadership and Management in China: Philosophies, Theories, and Practices

# Leadership and Management in China: Philosophies, Theories, and Practices

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**From Cambridge University Press : Leadership and Management in China: Philosophies, Theories, and Practices** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Leadership and Management in China: Philosophies, Theories, and Practices:

1 of 1 people found the following review helpful. Important work for leadership scholarsBy Nathan HarterLeadership studies has gone global. As it does so, it also harvests thoughts and ideas from the past. In this way, the field of inquiry gathers in volume. This book in particular has been helpful for me. I've been unfamiliar with leadership thinking in

China, despite centuries of material. This book organizes the subject matter well at the outset and then contributes clear chapters on specific topics such as Confucian and Daoist philosophies. I am reading it carefully in anticipation of a course on Leadership Through the Ages, where the students will get perspectives I would not have been able to raise with any comfort otherwise. Although not a substitute for reading the original works themselves (even in translation), this book serves me as a portal for further research.<sup>5</sup> of 5 people found the following review helpful. Understanding theories and practices of Chinese leadership at a deep level

By Hubert Shea

This book is a joint work of leading scholars in the field of Chinese management to introduce, explain, and theorise on Chinese leadership theories and practices from the ancients to the present. This book consists of three main parts: Part 1 introduces foundations of leadership theories and practices in Ancient China. Confucianism has been becoming the most prevalent philosophy which influences people in every aspect of life. It believes in human goodness and leaders are required to be benevolent towards their followers. Followers should sacrifice their individual's self-interest and be loyal and obedient to their leaders. Part 2 of this book presents alternative ancient philosophical approaches to leadership including Daoism, Legalism, and Sunzi's strategic leadership. In Daoism, the best leadership qualities are wateristic: modest, flexible, clear, soft, yet powerful. Legalism refutes the proposition of human goodness and emphasises that all human behaviours are motivated by a ruthless pursuit of self-interest. Akin to western ideas of bureaucracy, legalism claims that an effective leader should possess three key components including power (shih), law (fa), and management techniques (shu). Sunzi's strategic leadership values humanism, benevolence, and righteousness. A successful leader should comprehend and appreciate the power of a situation and rise above the situation by leveraging and adapting to the environment. Part 3 of the book introduces modern Chinese leadership theories and practices. Paternalistic leadership is rooted in Confucian tradition that is prevalent in family businesses in Taiwan, Hong Kong, Singapore, and other overseas Chinese societies. In mainland China, Mao's "seek truth from fact" and Deng's pragmatism have added new ingredient into philosophy of leadership in the Chinese world. Part 3 also includes an empirical study of 38 senior executives in China and the scholarly research findings reveal that traditional Chinese leadership philosophies has a significant impact on their people management practices but western management theories have impact on their task-related operations. This book is a great contribution to the study of leadership and management in China. First, this book is the first and most comprehensive one which provides rich intellectual resources for studying Chinese leadership theories and practices from the ancients to the present. Second, this book can help western executives who need to manage their businesses in China to understand the emergence of new and rich varieties of leadership theories and practices in the contemporary Chinese world at a deep level. I highly recommended this book to western executives who intend to have full understanding of Chinese leadership and management.

With the rise of China in the global economy, it has never been more important for business leaders to understand Chinese leadership philosophies and practices. This is the first book to explain how ancient Chinese thinking and Western ideas have shaped the development of leadership styles in China. Leadership theories associated with Confucianism, Daoism, Legalism, the Arts of War, and the writings of Mao and Deng are analysed by both Chinese and Western experts. To set this in a modern business context, the book includes interviews with top executives, who reflect on how their business values are affected by ancient Chinese philosophers, modern Chinese leaders, and Western management writers and thinkers. The book also includes research on paternalistic leadership as practised by business leaders in Taiwan, Hong Kong, and mainland China.

'History has shown that China is a significant creator and repository of great philosophies. Yet we know little of Chinese philosophies on leadership. With China becoming a global economic and political force, we need to learn from and to understand Chinese leadership philosophies. This book fulfils that need, providing serious scholars and thoughtful executives with knowledge of the different Chinese leadership philosophies. The book is destined to become a classic.' Michael A. Hitt, Texas AM University

Written by a slate of luminaries in the field, this book addresses leadership in the Chinese context, covering its philosophical underpinnings as well as contemporary scholarly research findings. This book is a must-read not only for those who need to interact with Chinese people, but also for people who want to leapfrog their leadership skills by tapping into the time-tested, profound wisdom of Chinese leadership.' Kwok Leung, City University of Hong Kong

'This volume fills a significant gap in understanding Chinese leadership. Chen and Lee have assembled an excellent collection of essays that explain how the philosophers of the BC century like Confucius, Laozhi, Sunzi, Han Fei, and Xunzhi influence contemporary Chinese leadership theories and practices. It is an outstanding if not an essential reference for both managers and researchers who wish to understand Chinese leadership at a deeper level.' Anne S. Tsui, Arizona State University and Editor-in-Chief of Management and Organization

About the Author

Chao-Chuan Chen is Professor of Management and Global Business at Rutgers Business School, Rutgers University. Yueh-Ting Lee is Professor of Psychology and Dean of the College of Arts and Sciences at the University of Toledo.