



## The Three Faces of Leadership: Manager, Artist, Priest

By Mary Jo Hatch, Monika Kostera, Andrzej K. Kozminski

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*The Three Faces of Leadership* takes readers inside the minds of CEOs who have been celebrated by the Harvard Business Review over the last decade of the twentieth century. Drawing on interviews with these famous CEOs, Mary Jo Hatch, Monika Kostera and Andrzej K. Kozminski demonstrate how business leaders today use aesthetics, specifically storytelling, dramatizing and mythmaking, to lead their companies successfully. They look at how they inspire organizations through their creativity, virtue and faith, and thus show the faces of the artist and priest alongside the technical and rational face of the manager.

*The Three Faces of Leadership* features clear and accessible explanations of the aesthetic philosophy of management: as applied to the concepts of creativity, imagination, courage, virtue, inspiration, faith and ethics. It presents techniques for developing these qualities as an essential part of leadership; together with the capacity to communicate them to others. Aesthetic leadership practices are linked to organizational culture, change, vision, values and identity. In this way, the book encourages students and executives to align the creative and spiritual aspects of business with their technical training and practice.

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**The Three Faces of Leadership: Manager, Artist, Priest** By Mary Jo Hatch, Monika Kostera, Andrzej K. Kozminski **Bibliography**

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## **Editorial Review**

### Review

"Can business leaders today assume truly heroic standing, beyond the hype? This wonderfully stimulating book offers the most sophisticated and enlightening answer to this question that I have come across to date. Far from revealing the secrets of great business leaders, this book shows that as managers, as artists and even as prophets, such leaders learn to live with ambiguity and uncertainty without resorting to simple formulas and clichés." *Professor Yiannis Gabriel, Imperial College, London*

"The stories of business leadership embodied and disembodied here take our understanding of leadership - and the importance of storytelling for leadership - into new landscapes. A thoughtful and provocative study." *Keith Grint, Lancaster University*

### From the Back Cover

"The Three Faces of Leadership" takes readers inside the minds of CEOs who have been celebrated by the Harvard Business Review over the last decade of the twentieth century. Drawing on interviews with these famous CEOs, Mary Jo Hatch, Monika Kostera and Andrzej K. Kozminski demonstrate how business leaders today use aesthetics, specifically storytelling, dramatizing and mythmaking, to lead their companies successfully. They look at how they inspire organizations through their creativity, virtue and faith, and thus show the faces of the artist and priest alongside the technical and rational face of the manager.

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### About the Author

**Mary Jo Hatch** is C. Coleman McGehee Eminent Scholars Research Professor of Banking and Commerce at the McIntyre School of Commerce, University of Virginia, and Adjunct Professor at the Copenhagen Business School, Denmark. She is the author of *Organization Theory; Modern, Symbolic and Postmodern Perspectives* (1997) and co-editor of *The Expressive Organization* (2000).

**Monika Kostera** has published several books and articles for academics and practitioners on a wide range of management issues, from leadership to human resource management.

**Andrzej K. Koźmiński** has published both academic and practitioner-based articles extensively on both sides of the Atlantic. He is the author of the first book on management change in the post communist world called *Catching Up? Organizational and Management Change in the Ex-Socialist Block*, and co-edited (with George S. Yip) *Strategies for Central and Eastern Europe*.

## **Users Review**

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#### **Katie Johnson:**

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