**Authentic Leadership**

Authentic leadership is a subject I find perplexing. Yukl (2013) elaborated on the motive of genuine leadership which centered on the success of the followers and organizational objectives. The values, beliefs, and behaviors of authentic leaders should be genuine and consistent. Yukl (2013) detailed the impulse of inauthentic leaders which included a lack of confidence, low self-esteem, and insecurity. A leader with a quest for power and control will not enhance the members or sustain group objectives. Yukl (2013) insisted the values and beliefs of the leader must align with their behaviors and actions. Knowing who you are and what you are committed to helps to influence followers. The leader’s strength and determination should be evident to observers and foster a positive, productive environment. Missing in the discussion on authentic leadership is the follower’s maturity level. Experience, development, and reasoning of the follower will dictate the support offered to the authentic leader. Immature followers are vulnerable to leader’s who do not covet their wellbeing. Padilla, Hogan, and Kaiser (2007) concluded destructive leadership requires susceptible followers who exhibit a low maturity level. A debate which I have had in the past: Is a person with an intent to do wrong a leader?

Reference

Padilla, A., Hogan, R., & Kaiser, R. B. (2007). The toxic triangle: Destructive leaders, susceptible followers, and conducive environments.*The Leadership Quarterly, 18*(3), 176-194. doi:10.1016/j.leaqua.2007.03.001

Yukl, G. A. (2013). Leadership in Organizations. Upper Saddle River, NJ: Pearson Education, Inc.