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Fabio Galli

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Karl J. New
University of South Wales

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The Leaderbuild Theory.

About the Author(s)

- Fabio Galli, B.sc (Hons)

M.sc Medical Education student, United Kingdom

Currently a student on PgDip/MSc Medical Education at the University of South Wales in collaboration with Learna Ltd.

- Dr Karl J New (Phd)

Faculty of Life Science & Education

University of South Wales

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The Leaderbuild Theory

Fabio Galli, University of South Wales
Karl New, PhD, University of South Wales

Abstract

In the last two years, due to the COVID-19 pandemic, many educational and academic activities have undergone numerous changes; the number of online educational activities, e-Learning, and blended learning have radically increased, and the need to train personnel quickly and with increasing specialist skills has increased. The inclusion of the 'Leaderbuild' and 'Leaderfit' concept thus becomes one of the factors useful to prepare professionals specialized in every field, ready to lead in every modern environment and need, with structured leadership.

Keywords: Leaderbuild, medical education, leadership, science, medicine

Introduction

In the last two years, the global challenge has been addressed to the management of the COVID-19 pandemic. In this period, many of the educational, training, and academic activities (*Lockee, 2021*) have been directed towards the challenges of blended learning (*Zhonggen, 2015*), e-learning (*Salleh, 2012*), distance learning activities (*Muraveva, 2020*), and the need has arisen to specialize professionals (*Britnell, 2011*) in a more effective and efficient way. This challenge requires the training of skilled leaders, as guides in current and future educational challenges. The concept of Leaderbuild thus becomes a useful tool for preparing

the leaders of the future. This need also comes as a result of the evolution of educational theories (Gottlieb, 2017), which today must be adapted, modified, and mixed in order to face modern challenges.

Leadership and Leader

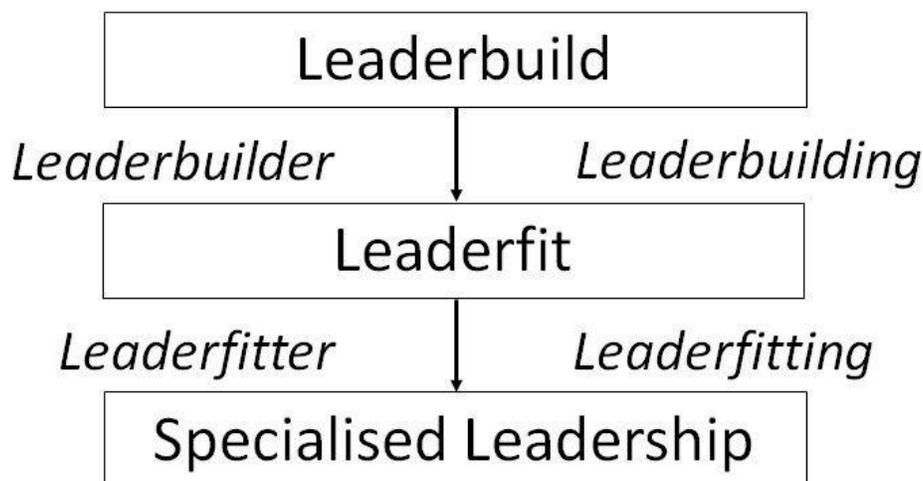
In past decades, different definitions of Leadership have been expressed (Benmira, 2021). Leadership was defined as ‘a method whereby an individual influences a team to achieve a common goal’ (Understanding Leadership and Factors that Influence Leaders’ Effectiveness, 2014). With this definition the Leader is the one who guides through methodologies, hence the set of actions and activities put into practice to pursue common objectives. Furthermore, regarding the concept of leadership and the definition of a leader, different characteristics are expressed, defined as leadership styles for the former, and traits and skills defining a leader or guide (Vender, 2015).

<i>Term</i>	<i>Who, Do</i>	<i>Characteristics, Traits, Styles</i>
Leader	Guide	Talent, drive, willpower, practical wisdom, loyalty, ethical behaviour, emotional intelligence, integrity, self-awareness, resilience.
Leadership	Actions, strategies, activities	Authoritative, democratic, delegative, affiliative, democratic, pace setting, coaching, directive, engaged, consensus.

Table 1: *Leader and Leadership, adapted from Vender 2015*

Leaderbuild Theory – The new perspective

The evolution of educational environments and the increasingly broad, profound, and global educational challenges require an increase in the figures and methods available to meet the needs. The theoretical concept of '*Leaderbuild*' or the didactic preparation of future specialized leaders can become a resource if correctly used. The '*Leaderbuild* theory' foresees that future leaders are formed by specialized figures in this activity defined '*Leaderfitter*'; these figures through a complex educational process called '*leaderfitting*' form future leaders. The theory predicts that future leaders have the basic characteristics of being specialized and focused on their field (*active factor*), and through '*leaderbuilding*' (*passive factor*), trained by '*leaderfitters*' to be leaders in their sector. Taken as a whole, this modern theory aims to offer professionally, and didactically specialized guides prepared to be leaders in their specific sectors not generalist leaders. The application of this theory allows to train focused and dedicated staff, using a strong specialized knowledge of the sector. This allows the practical application of leadership in a focused way as the expectation at the base is knowledge of the critical points of the sector and of the historical path and future needs. Furthermore, '*leaderbuilding*' can be applied and adapted in any sector through the key factor of '*leaderfit*', which provides bespoke training for future leaders.

‘Leaderbuild Theory’ scheme

Representative schematization of Leader Build theory, described on the top.

Nomenclature

- **Leaderbuild:** is the theory with which specialized professionals are didactically trained to be leaders in the sector and not generalist leaders. This theory is based on the need to prepare specialist and specialized professionals to become leaders in their field of specialization.
- **Leaderbuilding:** are the actions and activities necessary to plan and develop the appropriate training path through educational theories.
- **Leaderbuilder:** the subject who, through knowledge and skills, plans and develops educational programs aimed at preparing specialized leaders.
- **Leaderfit:** is the bespoke leaderbuilding process of the future leading professional in

the sector.

- **Leaderfitting:** is the active process of targeted and specialized preparation for sector leadership.
- **Leaderfitter:** the entity that uses leaderbuild programs and activities to tailor activities to prepare specialized leaders.
- **Active factors:** the active factors are the prerogative for which the future specialist leader is precisely specialized in a focused subject and not a generic professional. It is indicated active because leadership will be tailored to the extent of specialty and knowledge, and will become the characteristics of future leadership.
- **Passive Factors:** the passive factors are the prerogative for which the specialized professional carries out a training and educational path aimed at becoming a specialized leader in the sector of professional specialization. It is referred to as passive active, as the proposed leadership program is bespoke to its specialty by providing external educational skills.

Leaderbuild and leaderfit, as similar as they may be, promote and support two different stages. While the leaderbuild is the set of activities to build specialist leadership (leaderbuilding), the leaderfit plans and models the activities tailored to the specialist (leaderfitting).

Leaderbuild theory - Pyramid of competences:

The proposed leader build theory thus adds to the personal characteristics of future leaders, the need for professional specialized academic training as well as academic training regarding leadership and education. Practical experience is also fundamental for the development of the concepts learned. By means of Leaderbuild theory, leadership is no longer a skill composed of exclusive relational and personal factors and passively recognized, but the need for a standardized path is thus defined.

Conclusion

The 'Leaderbuild theory' is proposed as an evolution of the theories already present and in use. This proposed model aims to create professionalized and increasingly specialized personnel. These specializations can be used on a global level to improve the training of unskilled personnel and quality of the training itself. It is expected that the leaders, in this way, can use their

specialized skills with the skills of leadership structured and specially tailored, to offer the best possible guidance in achieving objectives. The advantage of this specialization in leadership is to use targeted knowledge of the environments and knowledge of the practical needs of the sectors.

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