

Effective Leadership: Determinant of Culture, Age and Gender in Eldoret Town

Thomas D. Oling'a
olinga2008@gmail.com
Mount Kenya University, Kenya

Abstract

The paper aims at providing an understanding of the concept of effective leadership and the effects of culture, age, and gender on leadership in Eldoret Town. Leadership effectiveness and the success of organization depends on the type of leadership prevailing. Leadership is a process and is in continuous evolution. A number of paradigms have emerged and continue to change with volatile business, social and political situations. A qualitative approach using in-depth interviews as instruments for gathering information was used. A convenient sample was drawn for the study and managers identified at various work places. A sample of nine leaders from diverse backgrounds including China was interviewed using a standard questionnaire to bring out detailed aspects of leadership which include cultural intelligence, competencies and personal effectiveness. The findings indicate that there were no significant differences in leadership behavior between males and females. However, older leaders were more averse to risk taking and technophobic, contrary to younger leaders who value independence and flexibility. Some of the traits mentioned were attributed to effective leadership styles. Based on the current results and literature review, a holistic leadership model was constructed for development of effective leaders.

Keywords: *Effective leadership, Leadership, Age, Gender, and Culture.*