

Leadership literature reveals that theories have been refined and modified with passage of time and none of the theory is completely irrelevant. It means that situations, contexts, culture, working environment, new laws and regulations, information overload, organizational complexities and psychosocial developments remarkably impact the leadership concept thereby, making it commensurate to the changing organizational dynamics (Amabile, Schatzel, Moneta & Kramer, 2004). The type of leadership applied in functions entailing very high degree of precision, confidence level, sensitivity, care and technical expertise may be different than in simple management-oriented portfolios, as one that does not fit all heads (Dess, & Picken, 2000). The great men became irrelevant and consequently growth of the organizations. As mentioned earlier, relevance depends on the context in that it is applied.

B . Trait Theory . Jenkins identified two traits; emergent traits (those which are heavily dependent upon heredity) as height, intelligence, attractiveness, and self-confidence and effectiveness traits (based on experience or learning), including charisma, as fundamental component of leadership (Ekvall & Arvonen, 1991). The early theorists opined that born leaders were endowed with certain physical traits and personality characteristics which distinguished them from non-leaders. Trait theories ignored the assumptions about whether leadership traits were genetic or acquired.