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Straight forward and concise, Fullen describes leadership necessities into five main themes: moral purpose, understanding change, developing relationships, knowledge building, and coherence making. Clearly, Fullen's concept of leadership is a compilation of numerous theories, philosophies, and research-based studies.

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ingly, leadership scholars emphasize the multifaceted nature of leadership skills, which can involve cognitive, interpersonal, business, and strategic skills, each of which may be necessary at different levels of the organizational hierarchy 17.

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