**Annotated Bibliography**

**Institutional Affiliation**

**Date**

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Graber, D. R., & Kilpatrick, A. O. (2008). Establishing values-based leadership and value systems in healthcare organizations. Journal of health and human services administration, 179-197.

This article talks about the incorporation of value-based leadership in healthcare organizations. Summary of findings. In the management of any organization, values play a key role. The success of any leader requires possession of strong and inspiring values. These organizational values play a great part in the contribution of the culture and the ultimate success of an organization

Hendrikz, K., & Engelbrecht, A. S. (2019). The principled leadership scale: An integration of value-based leadership. SA Journal of Industrial Psychology, 45, 10.

According to this article, any leader who seeks to incorporate value-based leadership in an organization should consider four key elements. First, any leader needs to recognize his/her personal and professional values. Second, one has to determine his/her expectations from the greater part of the organization and what is possible to implement based on one’s capabilities and sphere of influence. Third, a value-based leader needs to understand the values of internal stakeholders and incorporate them into his/her strategy. Finally, is the commitment to the principle of value-based leadership.

Hopkins, W. E., & Scott, S. G. (2016). Values-based leadership effectiveness in culturally diverse workplaces. Cross Cultural & Strategic Management, 23(2), 363-385.

According to this article training and socialization of employees and organizational cultures contribute significantly to the heterogeneity of value systems in various organizations. This adds on to the challenge of running organizations by the leaders. This is because of the competition and confliction of values in a unit or the entire organization