Leadership competency in Narrative Framework

MA(Education) Heli Häyrynen

Jyväskylä University School of Business and Economics, Finland
heli.hayrynen@mil.fi
Content

- Problems and background
- Design and methods
- Preliminary findings
- Conclusions and recommendations
Problems and background

Research problems:
- How the military service leadership training signifies the women trained?
- How the leadership training affects their leadership competency?

Background:
- Social Constructionism
- Leadership Competency
- Gender
Design and methods

- Qualitative narrative research
- Narrative data
  - Semi-structured interviews (N=15)
  - Timeline drawings
  - Theory is a resource to the interpretation

- Greimas Actantial model
Example of the timeline drawing.
Instructions given:
Draw a picture of your Military Service and its turnouts, please.
Bring it with you when you arrive to the interview.
Atlas.ti
A.J. Greimas (1979), Actantial model

<table>
<thead>
<tr>
<th>SENDER →</th>
<th>OBJECT →</th>
<th>RECEIVER →</th>
</tr>
</thead>
<tbody>
<tr>
<td>(the King)</td>
<td>(the rescued Princess)</td>
<td>(the King, the Princess, the Prince)</td>
</tr>
<tr>
<td>HELPER →</td>
<td>^</td>
<td>← OPPONENT</td>
</tr>
<tr>
<td>(the magic sword)</td>
<td>SUBJECT (the Prince)</td>
<td>← (the dragon)</td>
</tr>
</tbody>
</table>
Analytical process

- Transcribe
- Read
- Atlas.ti

Categories of the stories
Devide actant models into the themes

Actant model of one story

Actant models of the categorized stories
Preliminary findings

- The study found **four types of stories** how the military service leadership training signifies the women trained

1) Towards a Military Career -story
2) Gap year -story
3) Adventure -story
4) Not a Princess -story

(Research problems:
- How the military service leadership training signifies the women trained?
- How the leadership training affects their leadership competency?)
# Towards a Military Career - story

<table>
<thead>
<tr>
<th>SENDER</th>
<th>OBJECT</th>
<th>RECEIVER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Military career</td>
<td>Leadership Training</td>
<td>External merits (cv, leadership experience)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>HELPER</th>
<th>SUBJECT</th>
<th>OPPONENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>A relative who has experiences of the Defense Forces</td>
<td>Women</td>
<td>Personal weaknesses</td>
</tr>
<tr>
<td>Categorized Stories</td>
<td>Motivation to join Military Service</td>
<td>Significance of Leadership Training</td>
</tr>
<tr>
<td>---------------------------</td>
<td>-----------------------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>1) Towards a Military Career</td>
<td>Dream of the Military Career</td>
<td>External Merits</td>
</tr>
<tr>
<td>2) Gap Year</td>
<td>Gap year before studies. Need to get some time to make decisions for the future.</td>
<td>Individual experiments. Learn to accept own weaknesses.</td>
</tr>
<tr>
<td>3) Adventure</td>
<td>Adventurous, want to dare themselves.</td>
<td></td>
</tr>
<tr>
<td>4) Not a Princess</td>
<td>Childhood dream, Boyish girl.</td>
<td>Communality, Being a part of the “Military Service-stories”.</td>
</tr>
</tbody>
</table>
Conclusions

Storytelling is a fundamental human ability that can also convey and construct experiences in organizations.

• Narrative framework and the studying storytelling gives new insight of the leadership and its training

• The narrative approach has spread to leadership studies quite recently and still needs support of authentic data.
References