

ABSTRACT

An effective leader needs to have a strong set of values, morals and ethics. This argument has led to an increased focus on the concept of values-based leadership which has become ubiquitous in literature that pervades management as well as leadership. This was an intrinsic study into the area of values-based leadership. A case study methodology was applied using semi structured interview questions to participants at an independent school that implements a values-based education approach in lessons and requires that its leaders lead from a values-based standpoint. Participants were asked about their conceptualisations of values-based leadership and their practice of the Mahavakya philosophy of leadership. In summary, the key findings of this study indicate that it is paramount for values-based leaders to be exemplary role-models; that values-based leaders need exposure to a values-based education curriculum; that the Mahavakya philosophy on leadership requires that leaders model what they preach and that the implementation of the Mahavakya philosophy of leadership results in great introspection of the leaders own values. This can result in adjusting one's behaviour to be more positive. The conclusions derived indicated that values-based education is critical to develop values-based leadership and that the Mahavakya philosophy of leadership is one approach that needs more exploration. The recommendations were that teacher training institutes introduce a values-based module into the curriculum to teach future teachers how to integrate values into daily curriculum delivery; Screening, Identification, Assessment and Support (SIAS) trainers integrate the values-based education module into the training sessions, the Toogoolawa school in Australia be closely studied as it is a school that already integrates the values-based education curriculum into the school, values-based education be recognized as a module for Continuous Professional Development and Training (CPTD) points, outreach programmes by the South African Institute of Sathya Sai Education (SAISSE) be further extended and widened, and most importantly, SAISSE make efforts in ensuring that the approach they use at their schools are introduced to the key policy and decision makers in education.