



# Research Leader Biography on Ching-kuo Chiang



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## Abstract

This research is to identify and evaluate the leadership strengths and weaknesses of Chiang, Ching-kuo (27 April 1910 to 13 January 1988), a Chinese politician of the Republic of China (R.O.C. or Taiwan) for decades. Seeking key lessons learned to apply in my own leadership styles, this research investigates his biography, his experience leading the R.O.C. after its retreat to Taiwan, and his tenure as President of the R.O.C. from 1978 until his death in 1988.

Born as a Chinese generalissimo's son, Chiang was a dictator his whole life enjoying unlimited power, but in his later years of leadership, he became a pioneer of democracy for China. Through various leadership assessment methods and tools, this research studied Chiang's personality dimensions, leadership behaviors, and traits. Life under combined communism with traditional and western culture influences is also explored. The ultimate goal was to understand what specific leadership methods contributed to the successful reform of Taiwan's economy and peaceful transformation to its democracy while under a dictatorship rule of law.



Chiang, Ching-kuo, (1948 picture)

## Methods

- Mental Model
- Fiedler's Contingency Model
- Vroom-Jago Contingency Model
- Maslow's Hierarchy of Needs Theory
- Leadership Assessments

## Discussion

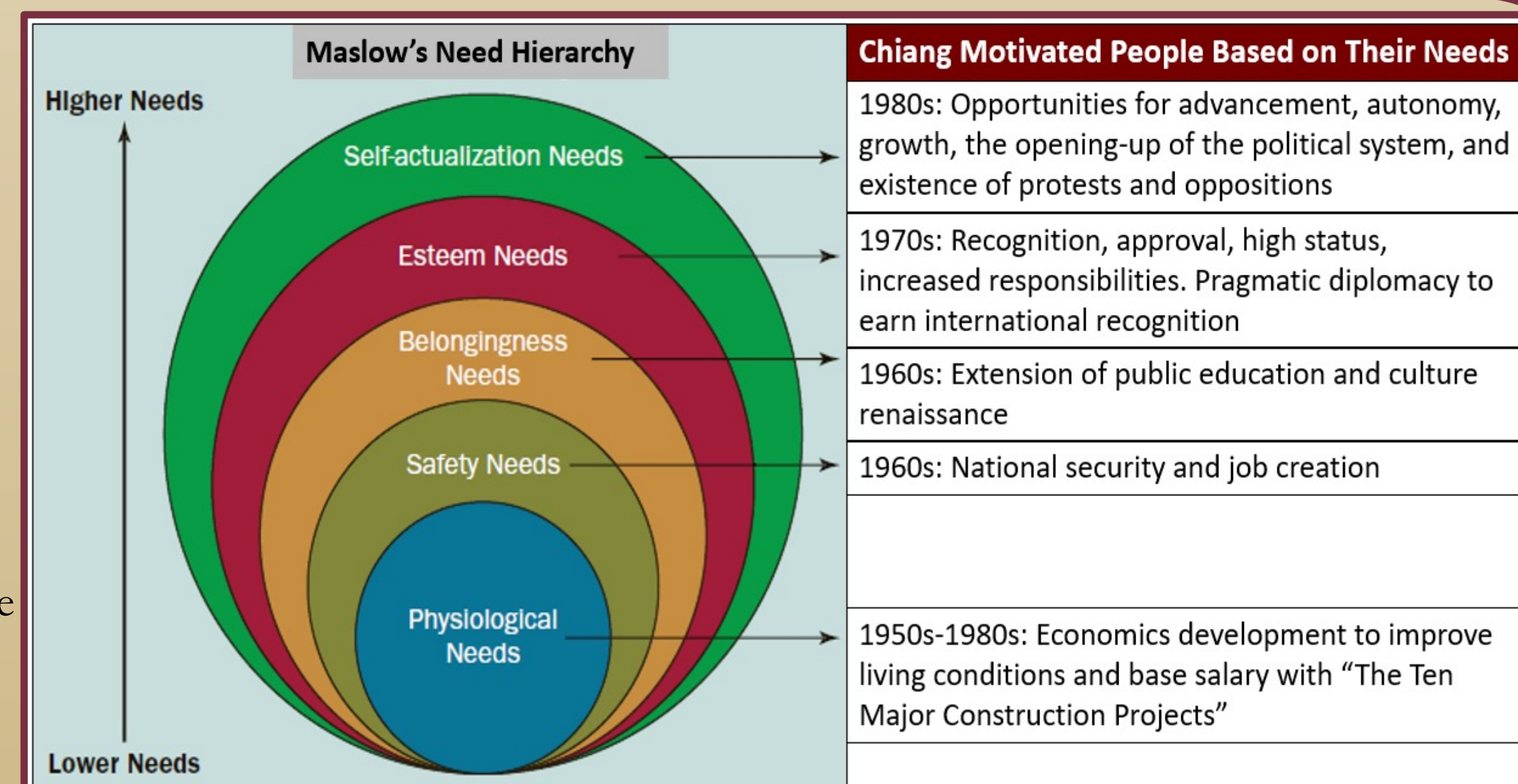
Although Chiang, Ching-kuo has his share of controversies ruling as a dictator, he did possess many distinguished traits and behaviors of an effective leader. He was successful in understanding and listening to the desires of the people of China and expanded limited freedoms while maintaining the rule of law. During his final decade in power, he guided Taiwan towards democracy and prosperity. This research evaluates Chiang's leadership from different aspects of his life that shaped his growth and development as a successful leader. His personality, education, familial background, and his global cultural influence were explored. Exploring Chiang's leadership behaviors and traits provides multiple lessons learned; and can provide motivation for others to develop leadership skills.

## Conclusions

- Chiang, Ching-kuo is praised for blocking a communist invasion, contributing to the island's security, and promoting economic modernization. Even though he was a dictator and practiced autocratic leadership, he made himself into the very last dictator in Taiwan demonstrating humility and being a strong communicator.
- Chiang is known as the Taiwan's best president. Nearly half of the respondents during a 2007 TVBS survey chose Chiang as the best president of Taiwan ever, and 77 percent said his accomplishments outweighed his mistakes.
- I personally have learned key leadership methods from this research, specifically the art of listening and understanding my audience (read the room) as a Systems Engineering leader.

## Results

- Autocratic dictator
- Democratic pioneer including native-born Taiwanese
- Quality leader know their audience and gain followers
- Flexible and pragmatic politician
- Tactical diplomat
- High Emotional Intelligence & Strong communicator
- Driver of Taiwan economic modernization
- User of hard and soft power without negative normative
- Led accomplishments with clear and effective mindset
- Strategic leader with metacommunication
- Role model for changes



## References

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