"This leadership theory works on understanding effective leadership within schools and colleges, and therefore you might question the relevance of this to private organisations. However, there are many aspects of distributed leadership which are conducive to all contemporary leadership situations. The idea is that there is no ONE leader. The leadership is spread according to skills and abilities and the requirements of the time. Leadership is 'distributed' amongst staff. I like this idea because I think it can work well in a variety of work situations, but, again, where does the buck stop? Who is ultimately responsible? It reminds me of a story:

There was an important job to be done and Everybody was asked to do it.

Everybody was sure Somebody would do it.

Anybody could have done it, but Nobody did it.

Somebody got angry about that because it was Everybody's job.

Everybody thought Anybody could do it, but Nobody realized that Everybody wouldn't do it.

It ended up that Everybody blamed Somebody when actually Nobody asked Anybody".