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EBSCO, a family business conglomerate headquartered in Birmingham, Alabama, but with offices also located in Canada, Brazil, Australia, Germany, the Czech Republic, South Africa, Taiwan and England, to name a few places, constantly changes and grows due to the basic philosophies and principles passed down from generation to generation by the company's owners, the Stephens family. Articles purchased or downloaded from Family Business Consulting Group ® are designed to provide general information and are not intended to provide specific legal, accounting, tax or other professional advice. Since your individual situation may present special circumstances or complexities not addressed in this article and laws and regulations may change, you should consult your ... We would like to show you a description here but the site won't allow us. In response to the early criticisms of the trait approach, theorists began to research leadership as a set of behaviors, evaluating the behavior of successful leaders, determining a behavior taxonomy, and identifying broad leadership styles. David McClelland, for example, posited that leadership takes a strong personality with a well-developed positive ego.