

Fiedler contingency model



**ASSIGN
BUSTER**

1. Are virtual teams likely to be a passing fad? Why. Or why not? I personally don't believe that virtual teams are a passing fad. Over the past couple of years a lot of things have changed but one thing that has been constant is the use of technology and the importance it plays in the workplace. Like my company, we have a number of locations and we work on various projects utilizing virtual teams. Especially since a lot of bigger companies are global, virtual teams allows for more reasonable collaboration and increased innovation effectiveness.

2. To what extent do you think that your organization or work unit could benefit from utilizing virtual teams? As I stated, we work in virtual teams, it is easier to complete assignments, assign work, and share ideas. By doing these things virtual teams we work more sync, and save time that can be used to devote to other tasks. Any company that has many locations could benefit for virtual teams. Which of the five conflict-handling styles is your strongest? Your weakest? How can you improve your ability to handle conflict?

When looking at the 5 conflict-handling styles (Problem Solving, Smoothing, Forcing, Avoiding and Compromising) I can identify easily what my strongest and weakest points are. My strongest conflict-handling style is problem solving. I always want to solve the problem. I believe in positive confrontation and to sit out find out the issues work out the understandings and resolve. Communication makes every aspect of life better! When you work longer at it, it lasts longer and has a better impact on the group involved. Even though, this takes the most time, I feel it to be the most effective.

With saying that my weakest form on conflict is Avoidance. Since, I am a vivid believer in communication it is hard for me to avoid the situation and take the passive approach. I am learning how to pick my battles and not feel a need to talk everything out. When handling conflict especially when it is something that I am passionate about, I can let my emotions get the best of me. It is best for me to think before I say something and chose my words carefully because you can have the most innocent response but if your perception is negative it will affect the entire conflict resolution process.

So, I can work more on my approach in conflict and learning when to just let things go. bhRb48 Citing examples, which different leadership traits and styles were displayed by Indra Nooyi? The thing about Nooyi is that she is dynamic and confident. When you are confident in yourself, you set yourself aside from being a leader and being a follower. She definitely portrayed Path-Goal Theory, when she adopted to motto, “ Performance with Purpose”- stating making sure your goals are clear and concise and you are always working with a purpose and towards something.

Also when they mentioned the pen and the various inks she wrote in to correct, she challenged everyone, you asked a question- she pushes you to succeed. Also, with the Fiedler Contingency Model which states that the more control the leader has the more successful the leader will be and Motivation is an important factor. She is clearly passionate about her team, she takes time out for them, throws them dinner, answer questions and is allowed to run the business the way she sees fit.

When running a business it is important to acknowledge your employees, when they feel included trust is built and you are able to provide motivation needed. Level 5 leadership also is something that Nooyi has as well, it states what does it take to make a good company. Nooyi told them directly that if you want just the bottom line numbers and not a good overall company I am not the person, she identifies what it takes to be a great company and not just a financially successful company.

In your view, which leadership theory has the greatest practical application? Why? I believe that the most practical theory is the Fielders Contingency Model. When you are managing a group of people, it is difficult manage effectively when you don't have a certain amount of control of the situation. Also, motivation plays a big part in success of a company. Having high or low control over a situation plays a major part and it all can depend upon the style of the manager. I feel it is the most honest management style.

The following is the format of the literature review:

1. Summarize each article separately
2. In front of each article place: The title of the article, Author, Journal Name, Date and volume.
3. Provide one overall summary of what you have learned from all of the articles combined

Based upon the information that is gleaned from the articles, present a brief outline of a training workshop that you would present in your organization on your selected topic.

1. Based on the chapter opening case, what type of organizational structure does Google use? Explain. I believe that Google has a Open System

organization structure. They do not believe that every department or entity of the organization is run the same. It is not completely black and white with the culture of the organization. They are constantly looking to improve and maintain it. Especially with YouTube and DoubleClick. The owners of Google maintain a certain level of flexibility to make sure that they are always changing and evolving to satisfy the customers.

2. Why is it important to view modern organizations as open systems? When you are a business, the needs of the customers constantly changes. This is why it is important to keep a constant interaction with the world to make sure that your culture is the most innovative and what you are offering the best for your customers and employees.