

Principels of management ; discssion board 4

Business



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Leadership styles Participative Leadership under this style aims at involving every group in the organization in the decision making process to ensure effectiveness in understanding of issues especially to those who are supposed to carry out the decisions. When Wallace Thomas takes over office from Ed Sullivan, he utilizes this style of leadership by bringing operative employees into the decision-making process, starting a suggestion system, and installing a performance appraisal (Ghillyer 152).

Consultative

He manager reserves powers to make final decisions but asks subordinates for their views. By bringing operative employees into the decision making process, establishing a planning committee made up of three management members and three operative employees, starting a suggestion system, and installing a performance appraisal is a clear sign that Wallace embraces consultative leadership style. It happens with new management so as to understand some rules and organization culture.

Benevolent authoritative

Leaders, though authoritative in the way they handle issues, tend to be paternalistic in nature. This is evident in the manner in which Rusty manages operations in the Plastic division. He believes work is work and if an employee does not improve, it is better they quit. In addition, he is firm and does not tolerate any form of nonsense but every employee likes him because he handles everything squarely.

Wallace can use transactional leadership with Rusty because it will help help define systems and establish chain of command and make sure subordinates remain answerable to the management or be punished. Alternatively, Wallace can use participative leadership style in that he allows Rusty to

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make proposals about some decisions and decides whether they are good or not. Just as Rusty wants it done, being highly participative means that decision making is delegated to him as Wallace watches and advises where necessary.

I agree with Rusty's sentiments. People already like him and his style of leadership. In such a large organization, there is need for authoritative governance to ensure efficiency in production and system control. Having employees as participants in the decision-making process does not improve production quality if the leader is not strong enough to watch over activities and ensure every procedure is followed to the latter. What if employees decide to influence and demand for implementation of awkward policies that can lead to the downfall of the organization? What if employees do not have any competency skills in decision making?

Need for change

Producing items according to schedule and of quality that few customers complain does not mean everything is perfect. Change is inevitable and through it, production can be improved so as to boost sales volumes, reduce waste, improve customer base, capitalize on seasonal events, and avoid over production and under production.

Conclusion

In this fast changing global economy, leaders have to be flexible and accurately apply leadership styles that are appropriate for an organization. It is very difficult imitating what others have done in the past. Therefore, every successful leader believes in personal efforts, creativity, and ability to control the organization from a perspective best known to him or her.

Work cited

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Ghillyer Andrew W. " Changes in the Plastics Division." Management: A real World Approach. New York: Cengage. 2009. 151-152. Print.