

# Leadership critical analysis

[Business](#), [Leadership](#)



Each company or organization is unique and has different requirements in order for their leaders and its people to be successful. Victor Broom and Fred Fiddler introduced leadership models that could assist leaders in taking the most effective action in any given situation. This is referred to as a Situational Approach to Leadership. According to (Bateman, 2011) 'The leader should first analyze the situation and then decide what to do'.

Although very similar in what these models try to accomplish, they achieve it in different ways. The Broom Model of Leadership focuses on how well, or poorly the team participates in a given situation.

The Fiddler Contingency Model of Leadership Effectiveness focuses on the leadership style of person in charge, as well as the power that person has over a specific situation. The Broom Model of Leadership consists of five decision making strategies which are: decide, delegate, consult an individual, consult a group, and facilitate. To use this process, a leader must begin with a problem statement. Then, he or she asks a series of seven "high / low" questions that will lead them to a certain strategy to use. Although other strategies can also be applied, the style that the leader comes upon will be the fastest at providing a solution.

Broom shows autocratic styles (decide delegate), consultative styles (consult individual or groups and a collaborative style (facilitation)). In general, an autocratic style is most appropriate when the leader is comfortable and confident in their decision, when there is a limited amount of time available, and when the leader is a subject matter expert. Consultative and collaborative leadership styles are more beneficial when there is time and resources available, there is a need for team "buy-in", and when team

members have more expertise than the leader. The Broom Model can be very effective if it is used properly.

At first, this model may seem confusing making it ineffective. However, leaders who use it regularly receive favorable ratings from their employees (Assyrian, 2012). Fiddler's Contingency Model of Leadership effectiveness is composed of two leadership styles. These leadership styles are task motivated leadership, and relationship motivated leadership. Using this process requires a leader to ask a series of three questions to analyze the situation and classifies it as favorable or unfavorable for the leader. Then underneath the category that is reached, It shows which leadership style will be most effective for that situation.

Task motivated leadership focuses on completing tasks and is most effective when the leader is not a "people person". Relationship motivated leadership is for those leaders that are good with people and are capable of maintaining relationships with their followers. Although this model was controversial and has not been heavily supported by research, it highlights the "importance of finding a fit between the situation and the leader's style" (Bateman, 2011). Using the Broom, and / or the Fiddler models can assist in defining a person's leadership style. However, these models and their leadership styles are not absolute.

Both theories have pros and cons that must be weighed. An organization's leader has to find which leadership style or styles will work best for them in any situation. Leadership By dodecahedral introduced leadership models that could assist leaders in taking the most effective leadership. According

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