

Example of mgmt444 ip #5 research paper

[Sociology](#), [Community](#)



Management in an organization

Leadership theories in the earlier days focus was on the qualities that differentiated between employers and employees whereas later theories focus was situation factors and skill levels (Northouse, 2013). The theories include the great man theory that assumes that leaders are born or made. This theory perceives leadership as a male dominated field, whereby women are not allowed to lead as they don't have the ability. Trait theory assumes that a person inherits qualities that make them leaders in the future. The theory assumes that leadership is inborn, such that a person has to be born from a loyal family for them to be able to lead others. It identifies the different personalities and behavioral characteristics leaders portray. Contingency theory focus factors related to the environment that influences the leadership styles that best suits the situation and that there is no particular style that works best in all situations.

Situational theory is the ones placed with the burden to choose the best action to take in a given situation. Different leadership styles should be applied when making different decisions depending on the factors that are in play at the particular period (Winkler, I. (2010). Behavioral theory focus is on the actions of the leader himself. The theory believes that leaders can learn how to become a leader though various methods such as being taught and observation. Participative theory beliefs that for it to bear fruits it has to take into account the ideas and inputs of others. The group members are encouraged to contribute as this makes them feel relevant in the decision making process. Management theory focuses is on the role of supervision, organization and group performance. Leadership is based upon a system of

rewards that ensures motivated employees and punishments. A well-motivated team is able to produce great results and work better within a short period. Relationship theory focus is on connections that are made between leaders and the employees. The leaders motivate the employees constantly.

Tuksman four stages of group development include forming, which is the first stage in the formation of a team. Every individual wants to feel accepted as an integral part of the team to avoid conflicts. The individuals also want to learn more about the other members that make up the team including have a good understanding of the task that is ahead of them and how best to approach it. The team members are reluctant to share ideas openly with the other team members, as they do not know them very well. Time is spent learning about the characteristics of the other team members and understanding their likes and their dislikes. Team members behave well as the focus is on individuals, friends are made and there is less conflicts (Johnson, 2009). Storming is whereby the members voice ideas out. The team members open up to each other and discuss the ideas openly, which could take place in short period depending on the maturity of the team in discussing the ideas. The supervisors are more interactive though they offer more of guidance and counseling.

Norming is where one goal is attained and a consensus on which plan to take is reached. Ideas are given up for the team to function, as the solution that is seconded by many members wins. All members are held responsible and they all have the ambition to work for the team's success. Performing requires the teams function as a unit as they develop ways of getting the job

done, fast, effectively and without conflicts. Members are motivated, well able and have the will power to tackle hard problems. The team is at its best as arguments are less and an amicable solution is arrived at fast and with a lot of efficiency.

The culture of an individual in organization should be well understood to ensure that what you instruct an individual to do does not crash with their beliefs. Moral standards are set vary in that what on beliefs is right in one culture could be the total opposite in another culture hence the need to research and understand the differences (Winkler, 2010). Various communities in the world speak a variety of languages hence the need to know the languages that the different languages spoken by the different members in the group and be able to reach a consensus on the best mode of addressing the team members. Political climates in various areas differ, different people have placed belief in a variety of politicians, and therefore this places a need to understand the different beliefs of each team member and not to generalize that all the members support the party that you support. Technology has advanced so much that the world has become a global village. This however does not mean that all the people in the world have been exposed to the technological equipment's in the world in the same level. Therefore, this calls for measures to be taken to ensure that all the personnel have exposure to the equipment's and understand how to use them.

The best leadership theory that ensures maximum productivity in a team is Relationship leadership theory as it involves all the members of a team. They feel more of an integral part of the team as their ideas are heard. They are

highly motivated to work hard for the good of the company (Johnson, 2009). There is the need into account the other theories when need arises such as when the need to be supervised or when the leader has information that make him feel the need to disapprove of the ideas brought forward. Tucksmans model ensure that the team members understand each other and are able to overlook personal differences and let another person's ideas to take precedence over their own. When team members are able to work together the company achieves maximum productivity as no person feels inferior or superior to the other. When everyone learns to put aside their personal differences then a lot of work can be achieved within a very short period of time and with lots of teamwork. All the team members hear each person's ideas, they discuss on the various options that they can choose to go ahead with and hence a better solution is reached at faster.

References

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