

Db1 managing high performance

Business, Human Resources



Managing high performance: Autocratic leadership Insert Insert Autocratic leadership involves being in a position to influence and direct the actions and the behavior of others to get what the organization wants through forced policies and decree of service.

Howell Raines of New York Times was a skilled autocratic leader who strictly managed his workforce autocratically. He forced them to do one or two things without giving room for participating in the decision-making process. When it came to performance, Howell was more concerned with the overall profitability of the organization other than individual performance.

Furthermore, he did not delegate duties and responsibilities to his followers; instead, he gave directions to be followed without failure making New York Times a very successful company during his reign (Nayab, 2011).

I prefer the free reign type of leadership to the autocratic. Free reign leadership style is motivational to employees, and it gives them room to exchange ideas within themselves and even work towards the same goal. Autocratic does not give the employees room to participate in the decision-making process, exercising of individual leadership styles hence influencing negatively on worker talents and skills (Gino, 2013).

While working with Digg Company, I observed the management styles employed by the company director, Mr. Willy to be laissez-Faire. Mr. Willy delegated duties, responsibilities coupled with adequate authority to his junior staff, gave them room to take part in the decision-making process, and without strict supervision. It helped the company meet its set goals within the period; employees felt encouraged and motivated. On the contrary, Mrs. Helena, the sales representative of Frontier Marketers Company, where I

started my career, designed an autocratic style that did not achieve success (Benincasa, 2012). She harshly directed her employees, fired and hired without warning. It led to employees feeling inferior, could not contribute much to organization's development, and soon losses struck the company.

References

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