

Leadership

[Business](#), [Management](#)



Question The impact of such leadership would be d in the extremes of employee behavior and performance. Although this is not always the case, for purposes of analysis, we will assume that the “ romance” of leadership does indeed exist and has a powerful impact on employee performance. In this case, the employees would either be heavily motivated by the leadership of an exceptional leader or would be de-motivated by the heavy handed or lackadaisical approach of a substandard leader. Personal experience has taught me first hand that with the charisma and intelligent guidance that an exceptional leader can provide, the employees and shareholders are motivated towards achieving the goals which management sets out. Likewise, when low standards are set, the employees will not strive to go above and beyond because little is expected of them. As such, expectation has a great deal to do with the differences between good and exceptional leadership.

Question 2:

A good manager gets the job done according to schedule, according to the metrics assigned, and follows an ethical process in order to achieve these goals. A great leader not only meets and fulfills the assignment requirements, but inspires his/her employees to such a degree that they are able to accomplish more and greater feats than they previously believed possible. This instillation of belief and success within the team, coupled with the previously mentioned timeliness and ethics, is what powerfully sets apart a great leader from merely a good manager.

Question 3:

In regards to question three and the choice offered by two differing styles of

management, I would be hesitant to pursue the job with the charismatic leader and would be more drawn to the job of a transformational leader. The reason for this is the fact that I have personally witnessed too many charismatic leaders whose own unique viewpoints ran against the grain of the culture or against the wishes of more senior leadership. Even though these “rogue” and charismatic leaders sometimes have exceptionally good ideas and ingenious ways to present them and to motivate the employees who work for them, the issue is that at the end of the day, the employee is judged by the quality of the management that represents him/her. If this management is seen as a free spirit, one who is not necessarily a team player, and one who is often so charismatic as to not ascribe to the company culture, the employee’s value within the firm is diminished and as such his/her job security comes into question.

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