

# Leadership theories essays example

[Business](#), [Company](#)



## **Management**

### Abstract

This essay presents a hypothetical global high-tech company that operates in Tokyo, London, Bombay, Toronto, Mexico city, Chicago and Seattle among others. The company has been enjoying reasonable sales even with the global financial crisis. However, there is an internal crisis relating to employee morale are at an all-time low. There are numerous different beliefs concerning what is wrong and right throughout the company especially in communication and cultural differences and technological equipment challenges. There is selfishness among employees because they do not like working in teams. The responsibility of the Vice President (VP) in the Service department is to work and communicate with employees and peers on how to find solutions to this problem. This essay presents an analysis and an evaluation of different behavior methods and leadership theories. The essay evaluates the significance of the internal environment factors such as language, politics, cultures and technology. The essay gives necessary steps to overcome the challenges in the organization. Behavior approaches applicable in this case include task- oriented behavior employee- oriented behavior and path –goal approach. The internal environment factors such as language, politics, cultures and technology solve the problems in the organization. Leadership theories applicable in this company include charismatic leadership, situational leadership and transformational theory. Leadership theories are in part one of the essay. Behavior approaches are in part two of the essay. The importance of internal environment factors is in

the third par. Necessary steps to overcome the challenges are in the last part.

### Charismatic leadership

Charismatic leadership influences the followers using the power of personality. The Vice President of should encourage employees by motivating them. Charismatic leadership inspires passion in the juniors. The VP should apply this style on employees who believe their culture is superior to that of other employees. Charismatic leadership encourages the juniors to action by raising their morale (Northouse, 2012).

### **Situational leadership**

Situational leadership links the behavior of employees to the leaders' actions. The VP should empower and coach the employees on the significance of their diversity ho the company. According to the situation theory, managers should choose their leadership b looking at the situational variables. The leadership styles are appropriate in particular scenarios. Situational leadership influences the employees' behavior through telling, selling, delegating and participating (Chemers, 2014).

### **Transformational theory**

Transformational leadership focuses on the relationships between followers and their leaders. Transformational leadership inspires and motivates employees toward attaining the mission of the organization (Northouse, 2012).

## **Behavior approaches**

The task-oriented approach emphasizes on planning, assigning and coordinating the employees' activities. Task-oriented behavior looks at the employees' behavior in terms of what suits the business (Chemers, 2014).

## **Employee- oriented behavior**

The employee-oriented behavior emphasizes on the relationships and socialization of workers. Employee-oriented behavior establishes strong and long lasting bonds among the employees. Employee oriented behavior creates positive associations and relationships among employees (Northouse, 2012).

## **Path –goal approach**

The path-goal approach uses the employees' behavior to influence managerial activities. The types of leadership that use this approach include achievement-oriented, directive participative and supportive leadership (Chemers, 2014).

## **Importance of internal environment factors**

Culture represents the values, norms beliefs, habits norms, assumptions, vision and language on the organization. The culture influences the interactions among employees of an organization. Culture provides shared assumptions among all members of the organization. Culture offers a sense of belonging and identity in employees of an organization (Northouse, 2012). Culture contributes to the psychosocial and social environment in an organization. Culture defines the expectations, philosophy, experiences and interactions within an organization. Culture is essential because it

determines the employees' commitment towards the company's goals and objectives (Chemers, 2014).

Language affects the relationships among employees because it is a tool of communication. If the language barrier exists in an organization, employees cannot collaborate or socialize with each other. Language helps employees to share their feelings, sentiments values and thoughts. All organizations require better language for better organizational relationships and interactions (Northouse, 2012). Politics influence relationships within an organization. Coordination of politic in an organization determines the success if a company. Politics in the organization should be cordial. Politics influences the flow of information in the hierarchy of management. The technological environment is crucial because of determines the competitiveness of the organization. The technological environment guarantees a smooth flow of processes within the organization. Technology promotes innovativeness and creativity among employees. Technology plays a significant role on enhancing the quality of a company's products (Chemers, 2014).

### **Necessary steps to overcome the challenges**

Firstly, The VP should use charismatic leadership in influencing the employees using the power of personality. The VP of should influence employee's attitudes. Secondly, The VP should use situational leadership to influences the employees' behavior by telling, selling, delegating and participating (Northouse, 2012). Thirdly, The VP should use Transformational leadership in inspiring and motivating employees toward attaining the mission of the organization. Fourthly, The VP should use the employee-

oriented behavior approach to emphasize on the relationships and socialization of workers. Fifthly, The VP should introduce a culture affects the interactions among employees of an organization. The culture should offer shared assumptions among all members of the organization (Northouse, 2012). Lastly, The VP should ensure that language affects the relationships among employees because it is a tool of communication. The company should eliminate a language barrier in the organization. The VP should introduce technology that guarantees a smooth flow of processes within the organization (Chemers, 2014).

## **Conclusion**

In summary, this essay has shown a hypothetical global high-tech company that operates in Tokyo, London, Bombay, Toronto, Mexico city, Chicago and Seattle. There is an internal crisis relating to employee morale, and there is selfishness among employees. The essay has given necessary steps to overcome the challenges in the organization. This essay has presented an analysis and an evaluation of different behavior methods and leadership theories. The internal environment factors such as language, politics, cultures and technology are useful in solving the problems in the organization. All organizations require language for better organizational interactions. Charismatic leadership inspires by increasing their morale. Situational leadership influences behavior through telling, selling, delegating and participating. Behavior approaches include task- oriented behavior employee- oriented behavior and path -goal approach. Culture offers belonging and identity to members of the organization. Language affects the relationships among and politics in an organization influence power

relationships within an organization. The company should use the employee-oriented behavior approach to emphasize on the relationships and socialization of workers. The company should launch technology that promotes smooth flow of processes within the organization . The executives should use transformational leadership in inspiring and motivating employees toward attaining the mission of the organization. The company should use the employee-oriented behavior approach to emphasize on the relationships and socialization of workers.

## **References**

Chemers, M. (2014). An integrative theory of leadership. New York: Psychology Press.

Northouse, P. G. (2012). Leadership: Theory and practice. London: Sage Publications.