

Applying leadership styles



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APPLYING LEADERSHIP STYLES The selected organization is one that practices that top-bottom approach to management. This means that organizational business is conducted in such a manner that the management and other leaders at the top of the organizational hierarchy always spell out instructions to the lower rank as to what they are expected to do and what goals they are expected to achieve in a day (Johnson, 2012). Due to the approach to management that is practiced, it would be said that the most effective leadership style that can be implemented in the organization is the transformational leadership. This is because transformational leadership is one that powers to control affairs, while appreciating the inputs of their subordinates and the essence of the presence of their subordinates to achieve the common aim of the organization (Labor Laws and Clarifications, 2000). Moreover, transformational leadership tries to employ several different mechanisms to achieve organizational leadership goals. The reason why such a leadership style would best fit the organization in question is that because of the top-bottom approach, it would be important that the leaders use a leadership style that meets all varying characteristics, skills and knowledge of employees who will be expected to take up orders and instructions for execution (Johnson, 2012). It would be observed that given any organization, there are always and often different categories of people who go about their duties and responsibilities different. To maximize the differences that exist among all of these people, the best approach is to ensure that there is a generalized system that takes into consideration the differences that exists among the people. Meanwhile, the transformational leadership style equips itself with superseding personal interests of leaders with collective goal achievement, which is much like the servant leadership

style (Gardener, 2008).

On the other hand, a leadership style that employs the principles of *lazier faire* and delegate approaches may be least effective when applied in the selected organization. This point is made against the backdrop that with a top-bottom management style, it is always important that the leaders be presented with an avenue through which they would be able to supervise the activities of the subordinates to ensure that they are confirming to the instructions and orders that come from above (Mustapha, 2008). Meanwhile, in a typical *lazier faire* leadership style, leaders do not get enough medium to track the performance of employees and subordinates because the leaders give the entire responsibility of carrying out instructions and taking decisions in the hands of employees at the bottom of the hierarchy. What is more, delegation leadership style puts the leader aside in most cases.

Therefore, it would only work best in a bottom-top management approach, where the employee at the bottom of the hierarchy is at the center of decision making and implementation of agenda. Based on the analysis of the application of the different leadership styles on the organization, the insight and conclusion that can be drawn is that the application of leadership style in various organizations should always be backed by substantial degree of research that scrutinizes all options available and makes conclusions on the best of the options. In the absence of this, leaders are likely to fail in the achievement of their organizational goals due to the wrongful application of leadership styles. At the end of the day, it would be like they will be treating the right disease with the wrong medicine and so there will be no effect or result on the disease.

REFERENCE LIST

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