

Batman leadership style essays examples

[Experience](#), [Belief](#)



There are broadly five leadership lessons to be learnt from Batman . The first lesson is that “ organizations need to be built around ideas, not people”. The main take away from this is that people behind great companies are usually “ larger-than-life”. Such people use all their passion and energy to drive forward these companies. On the flip side, such organizations get completely associated with them. So, the fortune of the company becomes dependent upon that company. Based on Likert’s Systems of Leadership, Batman’s style would be Participative, and at the same time the work team members have the feeling of freedom. It comes down to the fact that Batman’s team members feel free to discuss about the task at hand. Evaluating Batman’s leadership style in context of Cognitive Resource Theory, Batman’s reflects as a leader with greater intelligence who can devise more effective strategies for a complex task than leaders with less intelligence. Taking the example of Apple, it floundered once Steve Jobs was shunted out. Once he returned back to its fold, it saw its fortunes rise once again. After his death, and under a different leadership, it is being felt that the organization is now risk averse. In sharp contrast to Apple, Pixar, which was also headed by Steve Jobs, the culture was very different. Here the culture was led by its writers and animators, who had strong belief in quality that resulted in the company’s success. As a result, even after its departure, the company continued to thrive.

The second lesson to be learnt is that it is the actions that matter more than the intentions. This can be learnt from one of the scenes of Batman Begins, where he comes across a childhood friend. In context of leadership and organization, there are times when want to reward a talented person one

supports. Then one gets caught up in the work, when one suddenly realizes that that employee is no longer working to fullest potential. We then realize that we failed to reward his behavior. In spite of our best of intentions, if we fail to deliver, it does not have a desirable positive impact. Based on The Leadership Grid©, Batman's style would be Controlling. Such personalities expect results and like to take control by clearly stating their course of action.

The third lesson is that we should try to trust people, especially by sharing truth with them. In an organization, as we run our departments or teams, we are tempted to keep truth to ourselves. Applying The Path-Goal Theory, the leader should adopt various styles depending upon the situation. These styles are: directive; supportive; participative; and achievement-oriented leadership. Also, team members will have preference for above mentioned styles depending upon: team-member characteristics and environmental factors. In case of Batman, the style is mostly Participative while dealing with his scientific team. And while dealing with environmental factors, he is mostly Directive. According to Servant leadership theory, Batman can be considered to have the quality of listening intently to others. This is particularly the case when things are not doing as well as expected. And there is fear that employee might want to take advantage of the situation. The lesson to be learnt here is that if things are not going as expected, the best thing to do is to bring it out in the open. You should trust you team members to be mature enough to handle the truth. This will result in your team repay your trust by making an effort to solve the problem.

The fourth lesson to be learnt is that one needs to put future to risk in order

to succeed. One can refer back to a scene in *The Dark Knight Rises*, where a fellow prisoner tells Batman that it is the fear of death that inspires one to act fast and longer. According to Fiedler's Least Preferred Co-worker (LPC) model, Batman would be considered as a Low-LPC leader. Such leaders consider task accomplishment before they go on to build relationships. Further, the Leader-Member relations will be good, task structure will be structured and leader position power would be strong. We are basically risk averse, and we are more motivated to avoid a loss than to gain a reward. So, when we are working on a start-up company, we are likely to become risk averse. The problem is that it makes us too slow and restrictive, thereby impeding our growth. So as to win, one has to take risk even if that means coming out of one's safety net. Finally, the fifth lesson is that one shouldn't let the failure destroy oneself. For example, the main theme of Nolan's Batman trilogy is about failing. As we know no matter much effort we put in, there are chances that we might fail. What matters is how we handle our failure. There are some leaders who shift the blame; there are others that make excuses. Great leaders treat their past mistakes as experience, something that teaches to be successful in the future. According to the Situational Leadership® model, and in light of the description of his leadership style, it can be inferred that his style is Directing.

Superman Leadership Style

Coming to the leadership style of Superman, the major reason he is powerful as a leader is his virtue of loyalty. Another of his virtues is true belief in "good of humanity and makes it his duty to defend it". The take away for organization's leaders is that if they can prove their loyalty to their team,

they'll earn respect and be emulated. So, leaders should be loyal and dependable.

Further, Superman and the actor who played that role give us 10 broad lessons. First and foremost, one should empower the self. One should be compassionate, and before one can connect with others, one should try to connect with self. Based on The Leadership Grid[©], Superman's style would be Paternalistic. Such personalities take initiative and at the same time they offer praise and appreciation to those who support them. Secondly, nothing is absolute and with faith and persistent effort everything is possible. One should remove all self-imposed boundaries that self or someone else would have placed in one's mind. Based on Likert's Systems of Leadership, Superman's style would be Participative, and at the same time shows confidence and trust in work team members. It comes down to the fact that Batman's demonstrates confidence and trust, but still keeps control of decisions. Thirdly, one should try to be a respected and fierce competitor. One should have the respect of the peers, and at the same time convey the feeling that you'll put in your best foot forward. Fourthly, one should be very dynamic in pursuit of ones goals. Whenever one makes a decision, one should get going right away. At that point don't let anything come in your way. According to Fiedler's Least Preferred Co-worker (LPC) model, Superman would be considered as High-LPC leader. Such leaders consider developing good relationship before dedicating themselves to task. Further, the Leader-Member relations will be good, task structure will be unstructured and leader position power would be strong. Next, one should try best to realize one's potential. We generally have more potential than we realize,

and should make an effort to take advantage of it.

One should have belief in self, and be willing to share the dreams and desires with those who are in a position to help. The takeaway is that the events that occur in our surroundings are not a gauge of self, and self-opinion is the most important opinion. According to Servant leadership theory, Superman can be considered to have the quality of listening intently to others. Next, there is nothing in this world that is impossible. And one should use one's personal power and faith to achieve anything one sets mind on. Put in other words, faith translates into persistence and it self-belief that takes one forward. Applying The Path-Goal Theory, in case of Superman, while dealing with environmental factors, he is mostly Directive. This is one occasion where his style resembles that of Batman, as the nature of external threat is very similar. Also, one should ignore the feeling of inadequacy, and it matters most what one is doing to achieve one's objectives and goals. The penultimate point will be that negativity has unfavorable impact on empowerment. Negativity has to be avoided at all costs as it takes your attention from your dream. One should begin by feeling like a leader first. According to the Situational Leadership® model, and in light of description of his leadership style, it can be inferred that his style is Directing. Lastly, giving up on one's dreams is not an option for leaders. Those who are quitters, they never win. And those that never quit, come out as winners. Evaluating Superman's leadership style according to Cognitive Resource Theory, one can observe that leaders with high intelligence are more successful than leaders with experience with creativity and innovation in the team is needed and stress levels are low.

In conclusion, both Batman and Superman have a lot to inspire leaders in any organization. It is now incumbent on them apply them in their daily life.

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