

# Leadership moment essay examples

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



## **Introduction**

At one time of Henry Ford's lifetime he was faced with a decision-making challenge of settling his employees a total wage of \$5 per day. This is after he realized that they deserved to be paid a large sum to give them purchasing power for the goods they were producing. At that period the employee could only earn \$2.25 after working for nine hours a day which can be termed as a high turnover rate. He also recruited an additional 52,000 workers who demanded for a costly break in session leading the company to face a critical problem in decision-making. This affected it since some workers quit, hence the car production came to a halt. Henry Ford was forced to set in place a drastic measure to settle all the difference with his workers.

In all his activities he showed a high degree and power of assembling essential elements together for his manufacturing project. He joined hands with other interested investors and expanded markets of his company products thus elevating the company's sales volumes and building a good reputation. This enabled him to breakthrough successfully in the manufacturing of the Model T and as a result he provided most of America with an opportunity to gain driving skill. He coordinated his workers for better productivity and within 20 years of operations his company earned a 20 million output production.

This motivated him and decided to come up with another company that majored in production of aircraft. The set-up of Ford Airplane Company made him to recruit more workers, thus drawing talents from diverse localities and showed much concern to his employees by offering high wages and salaries.

Creation of good relation with his workers motivated them to become more determine and willing to contribute toward the company's production. Henry was able to earn their loyal making have that feeling of being valued and appreciated. During several occasion Henry preached of possessing a strong belief and could hire more workers regardless of whatever challenges that stood his way. Self -belief kept fight to get to the top in his entire business. Henry had good knowledge of the interest of his customers thus uses his conception skills to generate different ideas on the motor which resulted to higher profits and development of the aircraft company. Objective of the company were clearly stated with each workers duties outline for adequacy in output production. This was evident at the instance where he was introducing the Model T onto the market. The job performance in his company was exemplary good due to establishment of a relationship between his knowledge and skill making one of the greatest problems solvers in an organization. (Northouse, 2010)

The existence of the good employer- employee relationship made easy for him to make social judgment on how the workers performed their duties. He was enriched with the ability and capability to offer solution to unusual and new shortcomings within his company. Social judgments skills assisted in his company for the main purpose of get necessary knowledge about his workers and the overall social system. These traits serve well in the whole idea of harmonizing the public sector and the company for the co-existence of each other. (Northouse, 2010)

Among other thing Henry was keen enough to be informed on the requirement and needs of variety of other companies. as the consulting and

management figure in the market all communicating to the consumers was done in a reliable channel therefore in cases of changes in the company they workers shifted to their new duty with less supervision and willingness to adopted to new environment. His leadership competence were mostly affected by the environmental triggers for instance the level of technology at that particular time of his invention became the main effect on matters of problem solving. (Northouse, 2010)

## **References**

Northouse, P. G. (2010). Leadership: theory and practice (5th ed.). Thousand Oaks: Sage Publications.