

Leadership theories

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



Leadership Theories Trait Theories, and Leadership-Member Exchange

Theory that is found in Leadership

Trait Theory

This is one of the oldest hypotheses of management. It is the idea that there are definitely inherent behaviors that can enable human beings more probably to thrive as the best in management and organizations: in real meaning it shows us that leaders are natural, not prepared. Trait form of management is focused on the distinctiveness of several influential's – both doing well and unproductive and is used to foresee management efficacy in many organizations found in the world. (Ackerman 1997). Therefore, successful leaders have the following traits which make them to be successful in their doings.

(i) They must have extensive expression, which they exercise to cover the thought of possessing a proof of triumph, whereby the person in question will have the ability to organize and lead others in a more organized manner, also being with the power to take and handle project.

(ii) Headship enthusiasm, whereby the leader has the aspiration to take others in the right direction due to the growth of apparent idea of where the company should be.

(iii) Sincerity and reliability, the leader has the behavior of taking an honest depiction of himself or herself, so that the people they lead can value and obey them. These will make the organization to be effective in performance as the duties will be done with less supervision. (Ajzen 1991).

(iv) Cognitive skill attributes will enable the leader to intelligently conduct his or her business.

(v) Understanding of the industry is important for reliability, hence when a leader possesses such characters in him or her, the organization will move forward in the right direction as the leadership of the organization will be reliable to the people and the environment.

(vi) Self-assurance: the person leading will have to believe in his or her ideas and abilities to drive the organization to the next highest level.

(vii) Hospitality, where leaders will have the skill to search for satisfying communal associations, hence they will be harmless, thoughtful and sensitive. The attribute of headship focuses on the head, but not the people he or she leads. The head shows a definite set of attributes to be an influential and successful manager.

Leader – Member Exchange Theory

The leader – member hypotheses can be viewed using Meta – Assessment. The connection linking the leader-member exchange theory is investigated, as are matters associated to the theory. (Gernstner, 1997). Reports recommend that important connection between the hypotheses and work presentation, fulfillment with administration, general fulfillment, obligation, duty divergence, duty clearness, and capability of the people involved, therefore as an executive, he or she is required to undertake the above named attributes to fulfill the potential of the organization. The Leader – Member Exchange hypotheses tries to explain on how the heads and managers build up connections with their subordinate staff; and it clarifies how those linkages can lead to escalation of various organizations. The linkages between the executives and the support team pass through three phases, namely:

(i) Duty – winning: Here, the heads takes his or her time to scrutinize new associates ' expertise and capabilities to see whether the person in question has the requirements to take the company forward.

(ii) Duty – creating: The new associates start to toil on the various stated or described plans and jobs. The anticipation of the supervisors is high, where they believe the new arrivals will work diligently and be dependable as they undertake their initials duties.

(iii) Customization: It is the last phase in which custom among members and their executive are recognized. The director will take less occasion in supporting the staff. For instance, they will have little tests for preparation and improvement. (Davis 1994).

References

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