

Free essay on leadership

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Essay 2

Using Kotter's Functions of Management and leadership model to support your argument, would you rather your direct supervisor be a leader or a manager? Use Kotter's model as a reference to the specifics of each side (manager or leader).

I would like my supervisor to be a leader. Leaders and managers sometimes work towards similar goals; they both influence their subordinates and work towards smooth functioning of the organization and its growth. However, leadership is different from management in various ways. Kotter in his model "functions of management and leadership" describes dissimilarities between leadership and management. The primary function of managers is to provide stability and consistency to the organization. However, leaders are required to bring movement and changes in the organization.

Effective leaders set vision for their subordinates and establish strategies to achieve that vision. Whereas, managers establish agendas, allocate resources and set timelines for their workers. Leaders establish a healthy relationship with their subordinates and motivate them to perform their work efficiently. Leaders seek commitment from their team members by understanding and fulfilling their unmet needs. Managers, on other hand, instruct their employees to perform job in given time frame. Various large innovative companies such as Google and Apple empower their employees by involving them into decision making process. Involvement of employees in decision making increases their commitment and makes them more responsible.

Working under the supervision of a leader is better than working under a

manager. Leaders facilitate the development of collaborative working environment where all employees, leader and organization grow together. Manager tries to control all processes and establish strict rules and regulations, whereas, a leader emphasizes on building a team by developing a bond of trust, honesty and transparency. In my last job, I realized that employees feel pressure while working under a manager. Employees have to be very formal and restricted under the guidance of a manager. Whereas, under the guidance of leadership, employees feel happy, motivated, satisfied and empowered because their supervisor is a friend, who can resolve all their problems.

Essay 4

What is the styles approach? Describe the two kinds of behaviors – task behaviors and relationship behaviors. Also describe the importance of either the Ohio State University study or the University of Michigan study.

The style approach describes the behaviour of efficient leader. The style approach primarily focuses on functions and actions of the leaders. This approach diverted the focus from understanding characteristics and qualities of the leaders to the behaviour of efficient leaders. In real organizational settings it is more important to understand what actions leaders perform and how they perform, instead of understanding their characteristics.

Therefore, the style approach discusses the actions performed by the leaders towards their followers in multiple contexts.

The style approach describes that leadership consists of two broad types of behaviours: task behaviours and relationship behaviours. Leaders with task behaviours emphasize on accomplishment of the tasks or goals. Task

behaviours leadership extend all type of support to their subordinate to achieve goals. Relationship behaviours, on other hand, emphasizes on developing healthy relationship with subordinates. Leaders with relationship behaviours make subordinates comfortable in different settings in one-to-one setting, in the team and in all situations. Efficient leaders use both behaviours to influence and motivate their subordinates. The style approach recalls me one of my professor who is best example of both behaviours. The professor was very good in getting all works done by the students while maintaining a very healthy and close bonding with the students. The professor was available to extend all his support, guidance, and help whenever I had any personal or professional problem.

“ The Ohio State Studies” plays an important role in evaluating and confirming two behaviours i. e. tasks and relationship behaviours in the leaders. The study is important because it analyzed leaders’ behaviour under 150 situations through a primary survey. The study confirms about initiating structure & consideration. Initiating structure consists of tasks behaviours such as work organization, work structuring, scheduling activities and defining roles & responsibilities. Consideration consists of relationship behaviours such as building trust, respect, care and fellowship. The study helps in understanding how leaders develop structure for their followers and nurture them.