

# Good example of essay on managing high performance

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



Dave Checketts, ex-President and CEO of Madison Square Garden once said people are likely to do a lot more with their own bad ideas than they will with your good idea. Furthermore, a leadership style mentioned in 3 model management style are autocratic, participative, centralize, decentralize, formal and informal. Although this help leaders, to get the work done from the employees in the organization. These styles help the management and leadership of the organization in the decision making procedure for managing high performance (Pendleton, 2011).

### **Autocratic versus Participative Leadership Style**

Dictatorial is another referred word use for the autocratic style. Although it moves around decision making process, where unilaterally decision made by leaders without referring employees. However, this style is different from the participative, democratic or consultative styles in the context to task-orientation. The participative style is the next preference when you require employees to have committed feeling towards the decision in order to motivate morale of the employees. However, when time is more important the appropriate approach towards making decision is autocratic style (Jayasingam & Cheng, 2009).

### **Centralized versus Decentralized Leadership Style**

The debate for adoption of centralized and decentralized decision-making is old in the literature of management. Centralized decision making versus delegation is a tradeoff between two opposite themes. Wherein a centralized approach allows the top hierarchy to make decisions with the advantage of having more information, a delegation aims at obtaining willful support from

the workers. While centralization policy assures more control of the management on the project, the decentralization entails a loss of control for the higher-ups in hierarchy (Jimenez & Fasci et al., 2009).

Consider a research team of two individuals, a boss and a worker. The team is considering making and marketing a commercially successful alternative to gas operated vehicles. Assume that the manager intends the team to follow his idea of an alternate fuel system such as Alcohol, whereas the worker believes in going for solar energy alternative. If the decision making lies only with the manager and the team has to go about his decision, the worker is pessimistic with the chances of their success (Jimenez & Fasci et al., 2009).

The decision will not obtain his wholehearted support, effort and capabilities to work on the project and will need a strong incentive as a motivation to work. On the other hand, if the worker is duly involved in the decision-making process, either he would convince the manager to go solar or will be convinced going with alcohol fuel option. Either way the team will work on one grid with better chances of success (Jimenez & Fasci et al., 2009).

## **Informal versus Formal Leadership Style**

An individual assign to play a leadership role has a decision making power. The organization expects from employees to provide respect to the person and the position he holds. The recommendations to management, disciplinary action and career training through performance feedback provided by formal leaders which have the capability to assist or hinder their colleagues (Pendleton, 2011).

A formal leadership is a top level hierarchy i. e. implied or explicit with a top-down feel and can easily deal with competitive environment challenges. The shared self-interest and companionship refers to an informal leadership style. Such leaders welcome and understand every point of view before decision making procedure. Through this leader is able to demonstrate logical ability and positive outcomes to gain respect from the followers (Pendleton, 2011).

## **Bibliography**

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