

Free essay on charismatic and transformational leadership

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Competitive organizations require their staff and management teams to be well equipped with efficient leadership skills. This ensures the smooth and effective running of the business. According to Yuki (2010), companies can aid in the development of leadership skills either through the following three criteria's, formal training, developmental activities and self-help activities. These methods are applicable to different companies in different ways. For example, one company may prefer to conduct seminars where junior managers are picked by the executive board members to get new ideas of leadership from external consultants, while other companies might prefer to pay their employees to acquire the required skills from already established facilities.

Multisource feedback is a developmental activity, which has many benefits to the applicant. The process assesses the capacity of individual managers to effectively discharge their duties. As all employees are interviewed through questionnaires thereby giving a comprehensive assessment of their strength and weaknesses. In addition to this, feedbacks also offer managers a clear analysis of how their subordinates and peers view and interact with them on business matters. This will help them modify their behaviour at work to suit the professional environment that the workplace represents.

Culture can be defined as the totality of social practices and values that differentiate one community or society from the rest. The Australian culture has five dimensions, which could be used to compare and contrast it from other nations (Chong & Park, 2003). These dimensions could be broken down into power, security or risk management level, masculinity, independence

level and long term plans. A critical analysis of these scopes will aid in distinguishing a clear cultural practice of the Australian Nation.

It is vital that an effective leader embraces ethical values. Judgments about ethical leadership are very important. With limited research looking into morality issues in organizations leadership and subordinate outcomes, different stakeholders hold different views with transformational leadership, which changes with change in time. Commitment and consistency are therefore important. Unique and equivocal opinion in any organization should be used to enrich the information resource base therefore; differing views should translate to fresh ideas in a bid to avoid monotony, which reduces performance (Yuki, 2010).

Efforts to balance competing values and interests involve subjective judgments about rights, accountability, due process and social relationships. Subjective opinions on basic human rights are to some degree defined. The character that an individual possesses should depict the values and ethics of the leader. It should be noble in nature. Mistrust precipitates underperformance in workplaces.

It is important to live one's values and accommodate diverse opinions without compromising the trust. Effective conflict resolution in any set up is important. Its efficacy depends partly on previous contingent mechanisms, which have proven effective in the set up in order to remodel for improved material benefits (Yuki, 2010).

The success of a team depends in part on its capacity to learn from experience. It develops talent in leadership by cementing confidence in

situations pertaining to decision making. Experience is the best teacher; it is more effective than most training programmes. The leader must develop a culture within the organizational structure to enhance effectiveness. The workforce is never sure of its efficiency, therefore a leader must establish a rapport to encourage brainstorming in both formal and informal situations that would lead to generation of brilliant ideas within the organization, without creating hostility within. (Yuki, 2010).

A high exchange relationship can develop between a subordinate and a manager of an organization. This relationship may grow so much that the two parties become friends even outside work. The basis for this kind of relationship is trust. The two parties are often confident that the other is trustworthy. The existence of this kind of relationship however has some responsibilities and costs on both parties. (Yuki, 2010). In return for these benefits, the manager sometimes may give the employee monetary reward, consider them for promotional opportunities in the organization as they trust them, remunerate them fairly, and also offer them some work favours and a favourable work schedule. The subordinate enjoys career boost opportunities, job security, more confidence and pay rise. In exchange for that, the high exchange subordinates bears some responsibilities, which may consume a lot of their time while at the same time they are challenging. Therefore, this kind of relationship usually operates on a give-and-take basis where both parties know how to go about the relationship to avoid breach of trust (Yuki, 2010).

Dyadic relationships take time to develop. So many challenges are bound to come up as the relationship develops. However, these difficulties make it stronger (Yuki, 2010).

Transformational leadership aims at changing both the firm and the people, or rather followers whereas charismatic leadership does not aim at changing anything. Transformational leadership agrees to mutuality whereas charismatic leadership does not as it usually desires to have controlling power. In terms of power orientation, charismatic leadership shares equally, whereas transformational leadership views it as personal, with the need of being in control over all other people (Northouse, 2010).

Works Cited

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