

D. I. woodside sunshine snacks



**ASSIGN
BUSTER**

1. What traits does Woodside possess that might be helpful to him if he assumes his new position? What traits might be detrimental? The giant leap Woodside has made is an evidence of his pure optimism to grow both as a leader, and individual. Woodside was optimistic that his career will flourish if he chooses to accept an offer for greener pastures at Sunshine Snacks. Optimism stimulates enthusiasm according to (Sharma) and since it does, then it will make Woodside more determined to do well in his position despite knowing the fact that his takeover is still not fully embraced by the staffs working under his department. Woodside trusts his own capabilities, and it shows that he has self confidence, giving him the strength to lead his staffs in spite of their resistance to his appointment. Lastly, Woodside has the drive, or the motivation (Daft 41) which influences him to exert much effort in innovating new products. For as long as he has the drive, Woodside can show the management of Sunshine Snacks that he deserves the position through his development of innovative products. However, Woodside should not be overly confident with what he can do for it might lead him to egocentricity and become a hindrance to his goal of establishing strong relationships in his new working environment.

2. Would you consider Woodside a people oriented or a task-oriented leader? Discuss which you think would be best for the new research director at Sunshine.

Woodside can be both a people oriented and a task-oriented leader. Firstly, he is a people oriented leader because he expresses sympathy and is willing to help his co-workers even at his own expense (covering up for George who has a drinking problem), one reason why his relationship with his former co-workers was intact. Although his being people-oriented leader tends to

become domineering at times, it can help him easily cope up with his new working environment improving the relationship between him and his staffs. Secondly, he is task-oriented because he can keep his focus on a project until it gets finished and eventually gains a positive outcome. Apparently, the two leadership styles would be best applied by Woodside at Sunshine Snacks. The combination of both people oriented, and task-oriented leader can lead to a high-high leadership style (Daft 57) which is proven to be an effective leadership style in successful organizations.

3. How might an understanding of individualized leadership theory be useful to Woodside in this situation?

Individualized leadership lies on the assumption that " leaders develop a unique relationship with each subordinate" (Daft 52), then becomes the basis of the leaders in their treatment of the individual, group members. In return, it also gives an idea of how the member will respond to the leaders behavior. The understanding of this theory is helpful to Woodside in such a way that it can slowly put an end to the resistance of his co-employees and subordinates at Sunshine Snacks. This will only take place if he will try to reach out to people and communicate with them in a non-authoritative manner. For instance, he can ask them questions other than work, like their interests in life that will help him determine their different personalities. In doing so, Woodside will have an idea of how he will be treating each one of them, including Harmon Davis, who has been loyal to the former research director and who was not considered for the job due to insufficient technical skills. Once he can establish relationships with his subordinates, Woodside can proceed with another goal which is productivity and do innovative products for the betterment of Sunshine Snacks.

Works Cited

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