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For example, some people fundamentally believe that people are basically untrustworthy, and you have to keep your wits about you to avoid being conned. These fundamental beliefs about human nature affect how people think on things when doing personal research. In this sense, a researcher is always being guided by a theoretical framework, but she/he does not know it. The framework tends to guide what an investigator notices in research, and what she/he does not mention. Therefore, using Dye's terms, you don't even notice things that don't fit your Trademark. Can never completely get around this matter, but we can reduce this issue considerably by simply making our implicit framework explicit. Once it is explicit, we can deliberately consider other frameworks, and try to see the research question, answer, findings, situation through different lenses. In my thesis I am using theory about leaders, management, leadership styles of males and females.

#### 5.4. Methods for data collection 4.1. Research methodology and methods

The process of collecting data that can present relevant aspects of methods, which is used in this thesis is articles, journals, books, and internet.

During reading and analyzing some information from above mentioned sources the related data can be picked up and gathered in order to show the appropriate research data. Methodology is a very important while conducting any type of research; it helps to follow how the study/ investigation can be accomplished. Qualitative method is one of the best approaches to use for study and research question. This type of research helps me as an investigator to understand and explain the meaning of leadership for men and women. The qualitative research has the possibility to form a whole from different parts.

I am using qualitative method in order to make research by choosing, gathering relevant information, using an articles/Journals, books, and information from web. Sites. Qualitative method is appropriate to make analyzes of research data, give answerer on research question and will bring out to the openings or findings. To open something new is equal to make findings and understand the meaning of research. Taking into consideration this, I would state that research is significant because of real and actual importance of leadership.

The theme of female and gender leadership is continues. Many interesting things and findings could be done since men and women interested in developing leaders and followers of both gender. 6 5. Research question and Investigation As for research question of my thesis, it is the following: What are the differences of male and female leadership and management style? T Is generally Known Tanat learners Is a male immolated one, never women are ring to enter leadership places and adopting men's style. Both, male and female are having different style of leadership.

Therefore, what are the main reasons that male are holding leader positions and female are having some barriers to the leadership and management positions. Though, my research is based on theory about leaders, leadership and management, male and female leadership style. That's why I am using qualitative method in my research, and I am making investigation of research issue by using relevant information from articles, Journals, books, and information from internet, web sites. To analyze a research data, found out answerer and open new findings for my self as researcher is the core of the thesis.

It is common knowledge, that female want to reach top management and they have some barriers and traits toward high positions and promotions to the top. Also, it is obvious that men have leaders' positions in many spheres. However, my research is mostly about differences in a leadership and management of females and males. 7 5. 1 . Natural born leaders ' If your actions inspire others to dream more, learn more, do more and become more, you are a leader'. John Quince Adams, [http://www. Sodomite's. Com/cat\\_ leadership. HTML](http://www.Sodomite's.Com/cat_leadership.HTML) In my thesis I am wiring about leaders, about leadership and management, how I understand it and I continue by male's and female's leadership and management style, than mostly focusing on differences between male and female in leadership. I found out that book of Blank Warren about leadership and natural born leaders approach is very interesting and actual. It opens point of view that people not only born as leaders, but also can obtain tools and to be skillful leaders. Therefore, people with gained skills of leaders are needy and this necessity s important always.

That continual, progressive and sudden change in today's competitive environment requires better leadership. Author, Blank Warren, (2001) gives the next definition of natural born leaders: ' The dictionary defines the word natural as found in nature; without man-made changes; real, not artificial or manufactured; innate, not acquired. ' I agree with this definition and point of view, that people are natural born leaders. It meaner that leaders may get leadership skills and knowledge during their study in school, college, university, trainings, work, seminars, and so forth.

Though, society grew up leaders by influencing via education, view of world, various trainings and workshops, seminars. In addition, author stated that <https://assignbuster.com/market-segment-targeted-of-avons-essay/>

people not naturally born to lead. It proves his statement that people are natural born leaders, but then are getting skills and knowledge about leadership. With time people obtain skills to lead others. Therefore, a leader is a person who gains followers at will. A leader provides direction and support, also influencing them by using own skills.

Because of that, the author proposes that some people are natural born leaders, they demonstrate specific skills in a spontaneous, consistent manner and others follow willingly. Leading is a process of interaction between the leader and follower. If no followers and no one follows, there is no leader and leadership. The right definition, which Blank Warren, (2001) concludes, is that 'The natural born leader label is an attribution made to those who master the skill set related to gaining willing followers. No one is born with these skills. So, it means that leaders master their skills and only exceptional one can be described as a natural born leader. Indisputably, some people are born with features of leaders, which help them to master skills of leadership more effectively. Such people have an inherent ability and perform and express themselves naturally in their area or sphere. However, that kind of individuals needs to have opportunity, support, encouragement, and training from people surrounded them. Therefore, everyone has a natural born capabilities and talents to lead, because it is normal for people to respond to nurture.

It means that people have innate ability to learn and grow. It proves that all people can improve their native, creative, intellectual capability by learning and exercising the skills of best leaders. The leader skill level grows, develops, prospers, and they can gain more followers in a spontaneous, effortless,

consistent, and frequent way. This style and way of natural born leaders attract more and more people as followers. If person can understand own capabilities and shape abilities by excising skills of learning, practice and feedback. In order to be effective leader, individual can improve himself and work with native and acquired skills.

In this book, Blank Warren proposed one hundred and eight skills which portrait a natural born leader. The main of them are self- wariness, a capacity to build rapport, and an ability to clarify expectations. Individual as a leader provide direction to people who do not know what to do. ' People need 9 Loretta when ten organizational structure can not or does not provoke It organization can create a perfect bureaucracy. Established organizational systems may not offer useful guidance in the face of dramatic change,' Blank Warren, (2001).

When a leader masters his/her skills and become an expert leader, so he/she can direct and lead willingly not only other person, but also large groups. Leaders who have a broad and global view can bring others out as leaders. Leaders have to maintain their obtained skills and improve new in order to be active during the difficult times. The following characteristics of person as apathy, arrogance, and self- deception destroy leadership potential. It was pointed out that more and better leaders are needed in organizations at all level.

According to the self-awareness the leader have to use this skill that helps to be clear and manage his time, attention and actions. The fundamental of leadership growth is self-awareness that is internal one and each person can

know and understand it fully by analyzing inner world. Leaders with self-awareness may listen and learn and to try new things. So, self-awareness is an important characteristic which give to leader possibility for proper use of time, focus of attention and performance of action. Self-awareness plays a big role for leaders and helps for continues process of getting skills and work under self-perfection.

The leaders' quality characterize by self-reliant, principled, genuine, courageous, resolute, moral, stable, and trustworthy features. In addition, passion is one of the main characteristic which motivates leaders to lead. These qualities put together the image of leaders. Leaders work under self-development, get feedback and connect up their left-brain dominance (logical, rational) and right-brain dominance (intuitive, creative). Master leaders maximize their brainpower with whole brain thinking. ' A capacity to build rapport' is one of a big reason that some people gain as attribution of natural born leader, Blank 10 Warren, (2001).

Respect creates the interpersonal bond and sense of unity that is basic in a leader wants to gain willing followers. The best leaders build respect to reacquire the allegiance necessary for success, to create customer connections and readership, and to fulfill the needs of the relation sphere. To get know people, display good manners, and to be pleasant are technical and emotional skills of rapport. Another one is an ability to clarify expectations, which is important thing for I would say that all people born as natural leaders; however they can show, apply and use their skills, attitude in accordance with activities, situation, and work.

They improve skills and work under leader's features. As for leaders as natural born, they could be male or female since leadership doesn't have gender. Men and women also could obtain skills of leaders during their childhood, study in school and university, Dye getting experience Ana Announcing Dye environment. I nee Toweling Doctors influence on leadership skills such as characterization or behavior of men or women, education (school, university), Job experience (work place or Job occupation). Therefore, men and women can obtain leadership skills and use them according to the situation, environment and work place.

However, men dominate in politics, education sphere. As for women, they remain to fill their niche as teachers, salespeople, managers, etc. If we consider leaders and managers, it is obvious that most of men are taking leaders role and position, and women are managers. ' The very essence of leadership is that you have to have a vision'. Theodore Hesperus, [http://www. Housemates. Com/cat\\_leadership. HTML](http://www.Housemates.Com/cat_leadership.HTML) Let's look what is categories and types of leadership? What are the differences of men's and women's leadership style and management? Leadership is a skill that an individual may keep and 11 posses.

One can categorize the exercise of leadership as either actual or potential: Actual - giving guidance or direction, for instance: a teacher being a leader to a detent. Potential - the capacity or ability to lead; as in the concept born to lead, it meaner that leader have potential to lead. Though, leadership can have a formal aspect, for instance as in most political or business leadership and an informal one as in most friendships. Speaking of leadership - it is the



abstract term, rather than of leading - it is the action, usually implies that the entities doing the leading have some leadership skills.

So, we know basic category of leadership is actual/potential; than formal/informal; and another categorization is that there are 3 types of leadership: 1) Authoritarian Leadership (Autocratic style), which provides clear expectations for what needs to be done; 2) Participative Leadership (Democratic style) - this style is generally the most effective. Democratic leaders offer guidance to the group, but also participative in the group and allow input from other members. 3) Delegation (Laissez-fair style) - this type of leadership consider to be less productive among above mentioned.

Most of men are holding autocratic style of leadership, but it depends from sphere and location. As for women, some of them are combining autocratic and democratic style, some are keeping democratic one. The relation of leadership and management is continuous process. I would say that when people are mentioning leadership they still note management. It is connected to the psychology of leadership: one of the differentiating factors between management and leadership is the ability or even necessity to inspire and inspiration.

A leader may be defined as one who can hold direction to an individual or group of individuals and will be using skills of sociology to affect Tanat group letter consciously or unconsciously. Those who seem to be natural leaders and effectively inspire groups without unconsciously acknowledging the strategies or tactics used are considered charismatic leaders. On the other

hand, the conscious leader applies a variety of psychological tactics that affect the reactions of a group to the environment they exist in.

According to the organizational psychology disciplines, leadership is a product of awareness and command of the reactions and influences of a group on the individual, as well as the individual on the group. A leader's successful application of directive organizational psychology by modifying specific consistent behaviors towards the group may raise changes in the organizational culture. The level of passion and efficiency that is developed in the culture will be defined by the emotional drive fulfilled by a directive leader's ability to create a greater purpose with the group. What makes effective leadership?

Leadership keeps up its effectiveness by natural sequence according to established rules. The simplest way to measure the effectiveness of leadership to involve evaluating process, later he/she can as leader master it. However, this approach may measure power rather than leadership. To measure leadership more specifically, one may assess the extent of influence on the lowers, that is, the amount of leading. Effective leaders generate higher productivity and opportunities. Leaders create results, reach goals, and realize vision and objectives quickly and with high level of quality.

The functional leadership model conceives leadership as a set of behaviors that helps a group perform a task, reach their goal, or perform their function. In this model, effective leaders encourage functional behaviors and discourage dysfunctional ones. Leader has the function of clearing the path toward the goals of the group, by meeting the needs of subordinates. The

quality of the leadership process: An effective leader has to get a group of potentially diverse and talented people, many of whom have strong personalities to work together toward a common output. 3 The following suggested qualities of leadership: technical and specific skills, charismatic inspiration it is attractiveness to others and the ability to leverage this regard to motivate others, clear sense of purpose, mission, clear goals, focus, commitment, results-orientation it is directing every action towards a mission via priority of activities to spend time where results most arise, cooperation, optimism. Ability to encourage and nurture those that report to them - delegate in such a way as people will grow, role models, self-knowledge, self-awareness an ability to lead.

Leaders have to unreason ten environment, now teen lead Ana now teen affect Ana are affected by it. The leadership characteristics as innate labels some people as born leaders. Leadership development involves identifying and measuring leadership qualities, screening potential leaders, then training those with potential. Leadership skills mostly are a pattern of motives. The successful leaders will tend to have a high need for power, a low need for affiliation. Leadership behavior becomes a function not only of the characteristics of the leader, but of the characteristics of followers as well.

These following determinants include: the nature of the task; organizational policies, climate, and culture; the preferences of the leader's superiors; the expectations of peers; the reciprocal responses of followers. The nature of the problem, the requirements for accuracy, the acceptance of an initiative, time-constraints, cost constraints. The following cover leadership styles:

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articulate vision to followers, leaders display a passion, they engage in outstanding/ extraordinary behavior, leaders show a high degree of faith, confidence, and persistence in them selves.

Leaders need to have a very high degree of self- confidence and moral conviction. They see their followers as competent, credible, and trustworthy. Leaders communicate expectations of high performance from their followers and strong confidence in their followers' ability to meet such expectations and confidence in followers. Leaders motivate followers, leaders see as of special relevance to 14 the successful accomplishment of the vision and mission. To persuade followers to accept and implement change, outstanding leaders engage in frame alignment.

This refers to the linkage of individual and leader interpretive orientations such that some set of followers' interests, values, and beliefs, as well as the leader's activities, goals, and ideology, becomes congruent and complementary. Leaders often, but not always, communicate their message in an inspirational manner using stories, slogans, and symbols. Even though these ten leadership behaviors and approaches do not really equate to specific styles, evidence has started to accumulate that a leader's style can make a difference.

Please be sure to check with your child to make sure that they have not been assigned any homework for the evening, because there has been a problem receiving homework assignments that are not turned in completed or not at all. Thank you for your help, and if you have any questions or concerns email me at and I will reply to you as soon as possible. S SOCIAL S TODDIES This

week in Social Studies we will be reviewing the Government of Africa. Students will be discussing Apartheid, the legal separation of racist, embargo, ND Nelson Mandela.

Students are encouraged to take their CRT Practice book home and read at least 20 minutes a day. You can contact me at [email protected] Com if you have quietness or concerns. I Anna you Tort your support We are continuing our Decimals Module. We are focusing on changing from fractions to decimals, adding, subtracting, multiplying and dividing the decimals. I have put helpful links on my website to help you and the students. My website address is <http://www.Incongruousness.Com/school/weapon.Asps?Id=471158>. Students use tooth the textbook and the workbook in class so please make sure they have these everyday.

We are continuing to work on our Multiplication Skills. READING - This week in Reading we will be going over the different parts that make up a story and what to look for when you are reading non-fiction, fiction, or informational text. We will use the articles that they are reading on Ethnicities to help them learn all the parts in a story or article. Please make sure that your child is keeping up with their A. R. Book so they can read every day and meet their A. R goal. (Which will be a grade at the end of the 9 weeks. )

Style becomes the key to the formulation and implementation of strategy and plays an important role in work-group members' activity and in team citizenship. Little doubt exists that the way or style in which leaders influence work- group members can make a difference in their own and their people's performance. For instance, how leaders and managers are

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differentiating? Leaders innovate, ask what and why, focus on people, do the right things, develop, inspire trust, have a longer-term perspective, have an eye on the horizon, originate, and show originality. As for managers, they administer, ask how and when question, focus on systems, do