

Understanding of a
contemporary
leadership theory by
analyzing the actions
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The path-goal theory of leadership describes the way in which leaders encourages and support the performance of their followers in order to achieve a goals that they have set. This is usually achieved by making a path that the followers will find easy to follow. In order for the leadership to be effective the leader pays attention to particular issue that pertains to the achievement of the goal. The leader clarifies the path that the subordinates will follow in the course of achieving the set goals. The leased therefore provides the path which the followers will use.

The leader also removes roadblocks that may act as blocks for good implementation of the plan. In this case the leader may give guidance on difficult issues that the followers face in order to have a smooth path towards achievement of the goals. From time to time the leader also increases the rewards in order to motivate the followers to achieve the goal that has been set. There are varying degrees with which leaders can actually employee this goal. In clarifying the path for the follower, the leader can be directive or they can just give vague hints of what is to be done.

In case of removing the blocks along the way, the leader may scour the path or may help the follower in order to mover the bigger blocks that are on their way. In increasing the motivation of the followers through rewarding the leader may give occasional statement that give encouragement or give promise to the followers on a good future. (House, 2001) The degree in which the leader applies the leadership style depends on the situation that the group is in. It will depend on the capacity of the followers and the level of motivation as well as the difficulties that they are likely to encounter on their way.

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There may be other contextual factors that may also determine the kind of leadership style that it will be applied by the leader depending on the situation. Under this kind of leadership a leader may use four types of approaches in dealing with the problem. A leader may take a supporting leadership approach in which one will take care of the welfare of the followers and create a friendly working environment. The leader can as well take a directive approach in which one will be telling the followers what will be done and give appropriate guidance on the way including scheduling of tasks and assigning of tasks.

The leader may also take a participative approach in which one will be consulting the followers in developing ideas and making all the decisions. This will be an all inclusive approach in which everyone will contribute to the decision making process. One can also take an achievement oriented leadership in which one will set challenging goals in work and self-improvement. (Evans, 2000) Leadership situation One of the leaders that I adore for great quality of leadership was my senior teacher in campus. He was the head of our folklore movement in college.

I happened to a staunch member of folklore movement since I was in high school and continued with the same spirit when I was in campus. As a folklore movement we had set our goals to ensure that we gave donations to the deserving population especial those around the campus. Therefore at this particular time we had decided that we would raise money in order to help some of those who had been affected by Tsunami. So we contacted the relief agency working on the ground and we were told of the situation and where we could come in and help.

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Since we had committed ourselves to the achievement of this goal, we had to prepare ourselves well. We identified a project in which we would reconstruct one of the destroyed children's home. At first we didn't know about the cost of the project but we decided to take it and do our best to implement it. We were all set and we contacted the specific agency that we would work with in order to implement the project. However when the initial study on the implementation of the project was tabled to use, we were all amazed by the amount of money that was needed to complete the whole housing.

It was 10 times the amount that we had predicted earlier. This was too much for college student and we could not understand who we were going to raise the amount. However our patron assured that all would be well. We had already committed ourselves to building of the house and there was not way that we could fail to implemented. We very well understood the implication of the failure of the project not only on the image of the club in the university but also to those we had given hope to. Therefore we had to do our best in order to implement it.

Our patron was the one who gave us a good idea of how we are going to raise the money. He assured us that our input in the project will directly result to the success or failure of the project. He informed us that we had to set a goal to achieve which was about completing the project that was at hand. Therefore we already had a goal that we were to achieve and what was remaining was coming up with the structure on how we were going to achieve this goal. Our patron informed that he would take the overall responsibility of guide us through the implementation of the problem.
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He however informed us that we would work together in order to achieve the goal. He emphasized the importance of keeping to the focus of the goal. We set out to start a fund raising campaign at the university and in the surrounding business community with an aim of adding to our contribution in order to get the amount that was reburied and in the set time when the project was to start. After doing our accounting we realized that we need 8 times the amount of money that we had contributed. The fund raisings campaign was not that easy.

There were a lot of blocks on the way but our patron was always there for us. Sometimes we felt dejected that we could not collect the needed amount. But he was always there for us. He encouraged us from time to time by organized coffee hours which he would provided for all the foods that was eaten. All this time he would give us words to encourage us to do more in order to achieve our goals At the end we were able to collect the amount that was needed and the project kicked off. We were all very happy because we had realized our goals.

Our patron had provided a path for use showed us how we were going to tread that path and how we would achieve our goal. I really recognized the leadership skills that he showed to us in the whole process of implementing the project. This was one of the instances where our patron showed a path-goal theory of leadership. It was a good illustration to us on what we could achieve if we kept focused on our goal. He employed various approaches in the process fro the implementation of het whole process.

He employed a participative leadership approach in which he included all of us in coming up with the path that we had to follow. He allowed us the freedom to choose the project that we could implement. He also employed achievement-oriented leadership as he continued to encourage us to be focused on the goals that we had to achieve. He set a challenging goal for us to collect 8 times the amount of money we had. He was also very supportive and directed us on the way which we could use in order to achieve our goal.

In my view our patron was an absolute good leader. However he lacked control of the process and some of the club members took advantage of that and did not give their full contribution to the whole process. Therefore I think that if our patron had taken control of the whole process to ensure that there were guidelines to be followed, the whole process would have been simple and more effective. We would have collected the money in less time than it took if all the members had participated.