

Participative leadership and empowerment - dissertation example



Participative Leadership & Empowerment

PARTICIPATIVE LEADERSHIP & EMPOWERMENT Table of Contents Table of Contents 2 Comment on the methodological problems in establishing the effectiveness of participative decision procedures 3 What is the purpose of the Vroom and Yetton model? What is its value? What limitations do we need to consider when drawing conclusions from its application? 3 Comment on “ It is not natural to ask questions of employees when he already knew the answer, to listen patiently when they said something that wasn’t right, or to ask them for ideas when he was eager to express ideas of his own” 4 Reference 5 Comment on the methodological problems in establishing the effectiveness of participative decision procedures Participative leadership is the efforts from the manager to influence others to participate and facilitate the process of decision making through collaborative decision making. It can be done either after receiving a problem from the situation or it can also be taken before making a decision. The individuals or group are asked about their suggestion for their opinion and the participative decision has potential benefits. Participative decision making can be a problem when the participants do not share the same objective of the leader or it can also be they do not trust their leader. Difficulty may also arise due to time constraints; it can be due to the lack of interest in taking decision (Yukl, 2007, p. 5). Hawthorne effect can also affect in undertaking the participative decision making process. Individual may get psychological stimulus if they are singled out and it may make them feel important than being in the group (Brussee, 2004, p. 51). What is the purpose of the Vroom and Yetton model? What is its value? What limitations do we need to consider when drawing

conclusions from its application? Vroom and Yetton model assumes that the decision acceptance of a follower is more likely to occur when there is proper involvement from them in the process and participation also increases the commitment and the effectiveness for certain actions. But there are certain limitations for its applications. At situation when decision quality is vital factor but leader taking decision alone, is not a best method to adopt. Again when leader discuss with followers before taking decision as the quality of decision process is important but it's not so important for the followers then it's also the right decision to consult. Comment on " It is not natural to ask questions of employees when he already knew the answer, to listen patiently when they said something that wasn't right, or to ask them for ideas when he was eager to express ideas of his own" When the leader is eager to share something for the decision process then its not right t asks for more suggestion from peer group otherwise it may divert from reaching the goal as decided. If the leader is confident in taking decision himself then collaborative decision making process can increase more ambiguity about the right process. Reference Brussee, W. (2004). Statistics for Six Sigma Made Easy. McGraw-Hill Professional. Yukl, G. (2007). Leadership In Organizations (5th Edition). Retrieved on June 11th 2011 from http://blackdiamond.dk/HDO/Organisation_Gary_Yukl_Leadership_in_Organizations.pdf.