

Week 2 - leadership



Leadership Leadership Charismatic Leadership In my opinion, I believe that charismatic leadership is the most effective style of leadership so far. One of the major lessons learnt about charismatic leaders is that they are inspirational. Such leaders always tend to have a huge following because of their admirable traits. Because they are self-aware and focused, they can be relied upon by the top management to spearhead to the prosperity of the organization in which they are entrusted with leadership. I also consider charismatic leadership to be effective because it fosters the spirit of articulation, sensitivity and risk-taking. These are indeed some of the most admirable qualities of a leader (Musser, 2011).

Qualities such as risk-taking, determination and self-awareness are necessary for all leaders. They are the core pillars that can propel them to making well-informed decisions for the entire organization. At the same time, if a leader puts the interests of his followers at heart, he can win their confidence (Avolio, Sosik, Jung & Berson, 2003). This, in turn, can be a better way of restoring the confidence of the followers and motivating them to dedicate their time for the service of the organization.

In conclusion, the effective application of charismatic leadership style has enabled me to rank it as the most effective leadership style. It has made leaders to win a lot of support, respect and following. Such a support plays a very significant role in assisting the organization to prosper.

References

Avolio, B. J., Sosik, J. J., Jung, D. I., & Berson, Y. (2003). ' Leadership models, methods, and

<https://assignbuster.com/week-2-leadership/>

applications.' Handbook of psychology: Industrial and organizational psychology, Vol. 12. (pp. 277-307). Hoboken, NJ, US: John Wiley & Sons Inc.

Musser, S. J. (2011). The determination of positive and negative charismatic leadership,
Grantham: PA: Messiah College.

Transformational Leadership

Transformational leadership simply implies to a leadership style where the leader is given the responsibility of identifying the required change within the organization and coordinating and organizing his followers to execute it. As a matter of fact, change is a necessary thing for any organization. It is the best way through which improvements can be made as the organization seeks to accomplish its short and long-term goals (Gupta, 2004). For a leader to be transformative, they should be ready to understand themselves, their followers and the environment within which they operate. This can grant them an opportunity to come up with ideas that can positively transform the organization.

Actually, transformational leadership has greatly contributed towards the success of Public Safety. As a profession, Public Safety is a sensitive area that requires team play and cooperation. With the application of transformational leadership style, leaders have managed to use their transformative traits to inspire workers, motivate them and challenge them to dedicate their time in whatever activities they undertake. By encouraging change, the transformational leadership style has enabled the professionals in this area to be ready to introduce new ideas for the betterment of the

profession (Antonakis, Avolio & Sivasubramaniam, 2003).

Transformational leadership has been demonstrated by lots of leaders both in the political and corporate sectors. These include President Barack Obama and Bill Gates. As a result of their self-consciousness, determination, sensitivity to the needs of their team members, organization and their own needs, strengths and weaknesses, they have gained a lot of admiration and respect from many people. Through this, Gates, for instance, has managed to challenge the status quo by coming up with transformative and creative changes to change Microsoft Inc. As sensitive leaders, they have been concerned about the welfare of everyone under them. Thus, they do seek for their opinion while making major decisions.

References

Antonakis, J., Avolio, B. J., & Sivasubramaniam, N. (2003) ' Context and leadership: An examination of the nine-factor Full-Range Leadership Theory using the Multifactor Leadership Questionnaire.' *The Leadership Quarterly*, 14(3), 261-295.

Gupta, Varun (July-September 2004). " Impact of Socialization on Transformational Leadership: Role of Leader Member Exchange". *South Asian Journal of Management*.