

# Human relations case study

Business



Chapter 7 distinguished between transformational, charismatic, and transactional leadership theories; which one of these best describes Kevin Plank? Explain and support your answer.

Kevin Plank displays more of the transformational leadership theory. In each presentation that Plank presents he refers to passion, vision, and people. He had the passion to start up with a new product and to go up against a giant like Nike.

He has the passion to build a great product and continue to make it better.

The people, his team, are the backbone of his company.

There is a trust between himself and his team members that carries over into the work that is expected to be performed. 2. What is the evidence in the case that job enrichment is a key part of the way work is done at Under Armour? At Under Armour, employees are known as teammates. They have a “get-it-done” attitude, no matter what obstacles stand in their way. Solutions to any problems are expected to be resolved with full support from the team.

Under Armour has made the teammates have certain responsibilities and expectations of the work to be performed.

They form natural working groups and they give the teammates more autonomy with the responsibilities that are set forth. 3. Go to the internet and look up “Good leadership traits”. In your opinion, what traits make a person a good leader? In my opinion, the traits I think of that make a person a good leader are honesty and integrity. No one can respect someone that

Lies and puts his or her needs first over others. It is important to have good morals and ethics.

Another leadership trait that is important is communication.

A leader has to know how to communicate with his or her employees. A good leader has good communication style and will recognize the need to be open to change with their style on an as need basis. It is also important to be able to listen to others to get their insight. A positive attitude is also important.

4. Who is the best leader you know and why? The person that I consider the best leader that I personally know would be my mother. She started out at 16 with me. She has held two jobs in her lifetime and receives a great deal of respect from her supervisors, employees and peers.

She irked her way up from dishwasher in the dietary department with no skills and only her GED.

Now she is one of the mall supervisors for Mercy Rehabilitation services.

Seen NAS snow Tanat Walt Nora work Ana determination Tanat someone can advance and move forward. She has always spoken to her employees with respect. She went to school through online courses to receive the necessary degrees to advance. She possess honest and integrity, she has her goals set and the drive and desire to attain those goals.

She will work right alongside her employees scrubbing dirt off the ground if need be.