

Leadership (subject area : business)



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Leadership neutralizers in the scenario are very evident considering the fact that it prevented Mary Sutton from acting in some ways, and become an effective leader in such a way that she could not engage her coaching style of leadership. According to Lewis, Goodman, Fandt, and Michlitsch, leadership neutralizer referred to as “ a condition that counteracts leader behavior or prevents the leader from having an effect on a follower or a specific situation” (329). The workplace structure or work group cohesiveness of the first shift employees at Calder Enterprises is one of the leadership neutralizers in the situation that interfere Mary Sutton from having any influence to her employees. Due to the fact that cohesion among the first shift employees was in a high level, it would be a difficult task for Mary Sutton to introduce or give new directions to her employees in order to change and improve things based on her style. Cohesiveness in the group had made the leader ineffective in altering the situation and made it powerless to influence the employees work behavior (Griffin and Moorhead 342). Another leadership neutralizer that is present in the scenario is the individual characteristics of its subordinates wherein the employees are being used to have an authoritarian leader (Weiss). This characteristic can pose problems for Mary Sutton because of the possibility that her employees may fail to respect her competence as a leader without being autocratic, and they will not learn to work independently. Therefore, Mary Sutton should establish closer relationship with her subordinates so that she will not be perceived as an overseer, and might consider changing the situation first before she change the autocratic mentality of her predecessor to a more democratic method. Works Cited Griffin, Ricky W., and Gregory Moorhead. Organizational Behavior: Managing People and Organizations. USA: South-
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