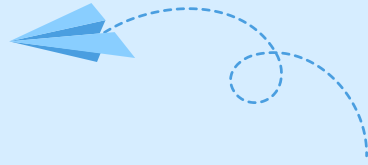




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Leaders and Leadership

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Every organization resembles the character of its leader that takes major decisions and motivates people. The relations between the chairperson and the subordinates depend on the maturity and self-confidence of his or her individuality. For this reason, if the leader wants to change the behavior of the team, he or she must analyze the inner world and start changing personal negative traits. In fact, good directors always serve as an example that other employees like to follow. This paper analyzes various leaders and their leadership styles as well as identifies their behavior in a certain situation.

| Mr. Keating and Mr. Nolan (Trait Model, Contingency Decision Model (Normative))

These two leaders oppose each other. Mr. Keating is everybody's favorite supervisor, and Mr. Nolan tries to impose his leadership using official rules. The first one promotes the trait model based on own strong character. For example, students like his free spirit, and, in a while, they also want to take decisions in accordance with their wishes. The second one develops the contingency decision model, in particular the normative style. He is more interested in the institution's conservative traditions and not in the students' preferences. Mr. Nolan gives strict orders to the children expecting that they follow them without asking questions.



The normative leadership style is more appropriate for the given situation, and, for this reason, the first leader left his position. However, Mr. Keating's style will be more suitable for the students in the future because they will learn to follow their hearts in the most difficult situations. Thus, they will have high morals and standards. The totalitarian conduct does not consider young people to have developing personalities. It may not uncover their hidden potential.

| Lumberg's Leadership Style (Contingency Decision Model (Normative))

Mr. Lumberg is a typical example of a micromanager who wants to control each detail. As a result, he represents the contingency model with the normative subtype. The normative decision model helps to decide how the team participates in the decision-making process ("Vroom-Yetton-Jago Decision-making Model of Leadership," 2013). In the technological company, where Lumberg occupies a leadership position, nobody is allowed to express own opinion. Moreover, the only way to keep the workplace is to agree with him on everything.

Engagement and motivation are the crucial elements of a successful and efficient enterprise (Sinek, 2010). However, Lumberg's subordinates spend hours without work because they experience daily stress or lack confidence that their actions can make the difference in the company. At the same time, the leader continues suppressing his employees by constantly pointing at their mistakes and showing disrespect for their



personalities. As a result, his leadership style is inappropriate. Indeed, the company is forced to hire consultants that must improve the situation. Micromanagement is never effective because it does not promote creativity as well as does not open people's talents.

| Remember the Titans (Influence Power Model (Coercive))

According to McNamara (1999), the most important leader's tasks are to ally and to create mutual forces to attain goals. The coach from 'Remember the Titans' manages to unite the players using his self-confidence and life experience. He uses the influence power model, the coercive subtype. The coach demands that the team members respect each other, and he gives no other options. However, he explains that they can achieve success only if they follow this rule. The leader expresses strong self-confidence making the players unable to oppose him.

Such a powerful approach is effective because the leader avoids the old mistakes and intends to make everything correct in the future. At the same time, he realizes that he deals with men who are physically strong. For this reason, he is not allowed to show any weaknesses. If he worked in the office, the coach's speech would look totalitarian. However, under given conditions, he does not cross the borders and demands fairness.



| A Battle of Wits (Behavioral Model, Fiedler's Contingency Model)

Roberts promotes the behavioral model because his task becomes the courageous entrepreneurship due to his brave conduct. He examined his opponent in detail. He understood that he met a dangerous person. Thus, the battle is about life and death. Roberts is not going to lose his only chance. His idea has a success due to his self-confidence and wisdom. For this reason, he wins eventually having a positive effect on the performance.

This leadership style is appropriate for the situation where other people do not accept any rules. Roberts intends to make an agreement at the beginning, but he fails. As a result, he changes his conduct and uses another method which can happen only with his nature. In other situations, his behavior would be risky. The leader acts in accordance with the time depicted in the video. Modern companies usually have other working surroundings. For this reason, their leaders use other methodology. However, Roberts' mind and creativity are highly important for the development of healthy relations.

| The Blind Side (Transformational Leadership)

The coach is a good example of the transformational leadership because he is not afraid to disagree with other people. The leader demands respect to the team members. Thus, when he hears that an individual tries to pressure his player, he is ready to fight with him or her. A mother



also has a strong personality following Fiedler's contingency model. According to Fiedler's theory, leadership depends on a particular situation, comprehensive goals, and strategic procedures (Fiedler's Contingency Theory, 2013). It means that the mother behaves in accordance with the situation because she plays a strong woman, who wins respect among the male players. She explains perfectly the situation and uses good examples to make the tasks as clear as possible.

The leader must inspire his or her subordinates to make them achieve significant results (Dean, Cleavenger, & Munyon, 2013). The coach protects the team members and his own family. His attitude inspires the players to fight until they win victory. It is an effective and appropriate strategy because they spend much time together learning how to act as one team. Mother's behavior is suitable as well because she realizes the situation and explains it to her son in the most comprehensive manner. However, her conduct may be dangerous for her life in other situations where people may assume that she behaves aggressively.

| Miranda (Trait Model)

Miranda represents the trait model. She always has high standards. Besides, she must be always stylish and strong. As a result, Miranda has the same expectation for other employees. When they do not attain her goals, she fires them without any alternative options.

Her style is effective because the magazine remains popular. Miranda realizes that the competition in her industry is fierce. Therefore, she must

do everything to win it. Her conduct is appropriate for the situation, but she does not fulfill other principles of leadership. She could build friendly atmosphere only if she would have to change her behavior.

| Conclusion

Leadership has many styles and rules. One person is not able to follow all of them. Therefore, he or she must act depending on the situation. At the same time, leaders may promote particular traits of their characters to achieve various aims. However, their major task is to open the talents of their subordinates.