

Leadership Theory - Essay Sample Essay

Introduction

Leadership is a description of the art process that involves motivating a group of individuals working towards a common objective. In the business world, this can mean leading colleagues and workers with the aim of fulfilling organizational needs. There are various approaches to leadership adopted by different people depending on their perspective or viewpoint. Amongst one of the most successful leaders in the modern business field is Grant Cordone. Grant is a self-made millionaire, entrepreneur, established sales training, and media expert, Cardone university CEO, company consultant for organizations such as Google and Toyota (Cordone, 2016). In addition, Grant privately owns five companies that generate revenues exceeding one million dollars annually. The U.S.-based personality is has authored various sales and business books that include "If You're Not First, You're Last; it became the best seller of the New York Times (Cordone, 2016).

The self-made millionaire is popular for his bold and straight-shooting viewpoints on leadership. According to his presentations through speeches and reports, the entrepreneur uses a full throttle and entertaining style to motivate and educate workers on how to make success their duty, responsibility, and obligation (Cordone, 2016). Gary Vaynerchuk is another successful leader whose approach regarding leadership has played a key part in his success in entrepreneurship (Vaynerchuk, 201)behaving to Gary, the most effective leadership strategy involves practicing a model behavior similar to the one you expect from one's respective followers (Vaynerchuk, 2019). The paper focuses on leaders Grant Cordone and Gary Vaynerchuk using their viewpoints on leadership to evaluate leadership theories.

Grant Cordone Leadership Theory

As a leader, Grant works with teams and individuals to identify change needed to create visions that guide the change through inspiration and execution of required change by obligation (Cordone, 2016). The approach is associated with the transformational leadership theory that involves leaders that influence and inspire their followers to exploit their full potential and perform beyond their capabilities (Rolfe, 2011). To install empowerment in a team, it is essential that the respective leader adopt transformational leadership attributes that are consistently effective for motivational purposes (Rolfe, 2011). These attributes include charisma to install ambition, inspirational motivation to install vision, Intellectual stimulation to install innovation, and individualized consideration to ensure maximum support of followers. However, according to Cordone, it is vital that followers focus on individual commitment and progression towards the goal of interest (Cordone, 2016). In addition, the approach enhances the ability to find a purpose, common ground and enhance the work ethic required to fulfill plans at an organizational and individual level (Rolfe, 2011).

One of the essays addressing leadership by Grant Cordone was derived from one of his inspirational speeches available on multiple media platforms (Cordone, 2016). According to the report, a good leader is supposed to prepare staff members to follow and react in a favorable way (Cordone, 2016). To be an effective leader, one needs to have undoubted self-esteem. Having self-confidence enables

Leadership Theory Paper

Sixbert Sangwa



Leadership Theory Paper:

Leadership Theory John P. Dugan, Natasha T. Turman, Amy C. Barnes, 2017-01-27 The facilitator's guide brings to life the content of the survey text Leadership Theory. It offers instructive advice on how to prepare for the use of a critical perspective as well as providing practical resources to translate survey text content to practice. The facilitator's guide consists of: An overview of how to use the guide as well as recommended skills and reflection questions for educators prior to implementing material Objectives critical concepts a chapter overview and a chapter framework for each chapter from Leadership Theory Lesson plan walk throughs containing 2-3 activities for each chapter of the survey text with information for learning outcomes activity setup and additional notes for facilitation

Leadership Theory and Research Martin M. Chemers, Roya Ayman, 1993 This volume was conceived as a tribute to Fred Fiedler in honor of his fortieth year of research and scholarship in the study of leadership and organizational effectiveness. Fiedler's contributions to this field have been of such magnitude that the term paradigm shift does not seem out of place in describing them. As Harry Triandis points out in his chapter in this book, the study of leadership can be fairly divided into before and after Fiedler's introduction of contingency theories. The realization that leadership effectiveness depends on the interaction of qualities of the leader with demands on the situation in which the leader functions made the simplistic one best way approaches of earlier eras obsolete. The implication of contingency notions spread like sonic waves throughout the field of organizational studies. Publisher description

Army JROTC Leadership Education & Training: Leadership theory and application, 2002

Leadership. Analysis of Trait, Behaviour, and Contingency Theories Md Mahabubur Rahman, 2016-11-30 Seminar paper from the year 2016 in the subject Business economics Business Management Corporate Governance grade 2.1 A University of West Scotland Business School course Doctorate of Business Administration language English abstract There is no doubt of leaders' existence and profound contribution in developing human civilization. History is littered with stories of many great leaders. Some are recognized for their dexterity in the battlefields, some perhaps for their business acumen or for inspiration for their employees. Whatever the reasons, humans have recognized that the capability of an individual to make others take action and achieve goals makes them stand out in society. However, the question still remains: what is it that makes them different? Hence, the purpose of this theoretical paper is to provide a review of the definition of leadership and of the three main theories of leadership: namely Trait, Behaviour, and Contingency Theory. The author then chooses a particular focus on Contingency Theory, which is analysed further.

Leadership Peter G. Northouse, 2007 With this text, Peter Northouse provides a description and analysis of a wide variety of different theoretical approaches to leadership, paying special attention to how each theory can be employed to improve leadership in practice

Handbook of Leadership Theory and Practice Nitin Nohria, Rakesh Khurana, 2010-01-26 Scores of books and articles have been written in the popular press and mainstream marketplace about leadership: who leaders are, what they do, and why they matter. Yet in academia, there is a

dearth of rigorous research journal articles or doctoral programs focused on leadership as a discipline Why do top business schools espouse mission statements that promise to educate the leaders of the future yet fail to give leadership its intellectual due The Handbook of Leadership Theory and Practice seeks to bridge this disconnect Based on the Harvard Business School Centennial Colloquium Leadership Advancing an Intellectual Discipline and edited by HBS professors Nitin Nohria and Rakesh Khurana this volume brings together the most important scholars from fields as diverse as psychology sociology economics and history to take stock of what we know about leadership and to set an agenda for future research More than a means of getting ahead and gaining power leadership must be understood as a serious professional and personal responsibility Featuring the thinking of today's most renowned scholars the Handbook of Leadership Theory and Practice will be a catalyst for elevating leadership to a higher intellectual plane and help shape the research agenda for the next generation of leadership scholars

Important Leadership Theories in the Realm of Management Sciences Arghya Ray, 2012-05-30 Scientific Essay from the year 2012 in the subject Leadership and Human Resources Management Styles grade none language English abstract This paper is aimed at providing the students of management with a holistic view of modern leadership research in the field of management sciences It introduces the students to the basic understanding of leadership in a general way Next leadership in relation to business economics organization and governance is explained Then we discuss on different categories of leadership theories These are Great Man Theories Trait Theories Contingency Theories Management Theories with special reference to Transactional Leadership Theory Relationship Theories with special reference to Transformational Leadership Theory Situational Theories Participative Theories with special reference to Path Goal Theory Behavioral Theories with special reference to Managerial Grid Model and Leadership Member Exchange Theory The individual theories which are especially important and have attention from the academicians have been separately mentioned under their respective categories The paper ends with a suitable conclusion and an authentic reference list

Situational Leadership Theory. What Kind of Leadership Style Should be Adopted to Lead the Employees of a McDonald's Restaurant? Timo Zimenga, 2020-08-10 Seminar paper from the year 2018 in the subject Leadership and Human Resource Management Management Styles grade 1.3 University of applied sciences D sseldorf language English abstract Due to the increasing democratic development it is on the one hand much harder to find employees in the labor market and on the other hand the employees who already work in the company must be kept Therefore care should be taken to keep the existing staff well organized and well led so that tasks can be done efficiently and effectively In order to be able to lead employees well however it is necessary to know the level of development at which these employees are located since not everyone can handle every task In order to find out more regarding leading different people this assignment deals with the following research question Based on Situational Leadership Theory what kind of leadership style should be adopted to lead the employees of a McDonald's restaurant Firstly this paper will provide a short introduction about the theoretical

background namely Situational Leadership Theory Within this two main tools are introduced 1 the employees readiness to fulfill a task 2 the level of development which describes the motivation and willingness of each employee This insight is needed to finalize the appropriate leading style in the end After a short introduction of the McDonald s Company the theoretical aspects of the Situational Leadership Theory will be transmitted towards it to get a deeper impression regarding this approach As a result a percentage distribution of the different lengths of employment is presented before combining and analyzing these findings with the gained knowledge from the theoretical background Finally a conclusion as well as a critical view of the theoretical background and the practical implementation are provided and additionally some recommendations on how to deal with employees in a different stage are given

Leadership James G. Hunt, Lars L. Larson, 1977 An examination of theoretical and empirical directions in leadership in business industry and government this collection of symposium papers presents a view of the much discussed but little researched charismatic leadership notion Four major divisions include discussion and summary integrating material thus providing review evaluation and perspective on leadership along with critiques advanced by participants A final section presents an overview of the sharpeners and levelers those approaches seen as productive in new directions and those seen as probable dead ends in terms of advancing the field Contributors include Kathryn M Bartol D Anthony Butterfield John P Campbell Fred Dansereau Jr McDonald Dumas Martin G Evans William M Fox Robert J House Charles N Greene Steven Kerr Arlyn J Melcher Marshall Sashkin Chester A Schriesheim William E Scott Jr Henry P Sims Jr John E Stinson Peter M Storm Andrew D Szilagyi and William M Vicars This book is Volume 4 of the Southern Illinois University Leadership biennial symposia series initiated in 1971

Papers Dedicated to the Development of Modern Management Daniel A. Wren, John A. Pearce, Academy of Management, 1986

Best Papers Proceedings ... Annual Meeting of the Academy of Management Academy of Management, 1996

The historical importance of leadership traits. From trait theory to charismatic leadership Lea Graeser, 2021-09-29 Seminar paper from the year 2021 in the subject Business economics Business Management Corporate Governance grade 1.3 University of Applied Sciences Dsseldorf course Intercultural Management and Leadership language English abstract This paper focusses on the trait approach on leadership whereby this theory concentrates on the personal traits of leaders The trait theory was one of the first ones to study leadership Different developments within the past and present as well as a future outlook are explained and analysed The approach developed from the assumption that great leaders are born to the hypothesis that great leaders can be made when there is a need for that Successful leadership is extended to an interaction between the traits of a leader and the situation itself Today s relevant aspects of the theory are the Big Five Emotional Intelligence and Skills Leadership In this light this paper investigates future developments of leadership focussing on charismatic and visionary leadership Then it presents an evaluation of the trait approach its strengths and weaknesses and the importance of leadership traits for the future

Leadership and Management Theories and Contemporary Leaders and

Organisations. A Critical Evaluation Sixbert Sangwa, 2021-05-25 Academic Paper from the year 2017 in the subject Leadership and Human Resources Leadership grade 80 University of South Wales Business School course Leadership and Management Theories language English abstract This paper attempts to evaluate the application of leadership and management theories to a contemporary organisation The study criticizes different research data that focus on the transformational leadership theories characteristics and strategies as they are adopted by different organizations including the contemporary firms According to researches both the transformative management and transitional leadership are evidenced in different organizations as innovative approaches for an efficient management system Although the contemporary organizations seem to be in a more democratic world the classical management theories are still paramount and seen as the basis for the today s innovative contemporary approach The complexity and dynamic nature of today s business environments bring necessity on the consideration of strategic management that allows managers to position their firms accordingly This study focused on the application of different management and leadership theories and their outcomes in today s organizations especially Home Business Network Ltd which is a giant and national leading educational and business consulting company in Rwanda

Leadership Peter G. Northouse, 2018-02-09 In this fully updated Eight Edition of Leadership Theory and Practice a new chapter on Followership examines the central role followers play in the leadership process and unpacks the characteristics of both effective and ineffective followers The new edition also includes a new Ethical Leadership Style Questionnaire and new coverage on the dark side of leadership and destructive leadership Adopted at more than 1600 institutions in 89 countries and translated into 13 different languages this market leading text successfully combines an academically robust account of the major theories and models of leadership with an accessible style and special emphasis on how leadership theory can inform leadership practice Peter G Northouse uses a consistent structure for each chapter allowing students to easily compare and contrast the various theories Case studies and questionnaires provide students with practical examples and opportunities to deepen their personal understanding of their own leadership

The Leadership Quarterly, 1996

Leadership Theory John P. Dugan, 2017-02-13 An interdisciplinary survey text on leadership theory grounded using critical perspectives Leadership Theory is designed specifically for use in undergraduate or graduate classrooms providing a comprehensive overview of essential theories informing the leadership studies knowledgebase The text infuses critical perspectives in a developmental manner that guides readers through increasingly complex ways in which theory can be deconstructed and reconstructed to enhance practice and advance social justice The book uses compelling examples critically reflective questions and multiple approaches to concept illustration to cultivate readers abilities to engage as critical learners At the heart of this are powerful counter narratives offering a range of insights on the challenges and rewards of leadership Narratives represent accomplished leaders from across a broad range of fields including Eboo Patel Mary Morten Felice Gorordo and more The facilitator s guide and instructor s website supplement this

with case studies sample syllabi structured dialogues and learning activities tied to each chapter Leadership texts tend to limit application of theory to a singular disciplinary context omit important ways in which research evolves the understanding of theory and or lack critical evaluation of theories which diminishes the ability to translate theory to practice This book provides a much needed solution to these issues Learn the nature origin and evolution of specific theories Understand and apply leadership theories using critical perspectives Consider the influences of ethics and justice social location and globalization The rapid expansion of leadership programs has thrown the dearth of suitable primary texts into sharp relief Instructors forced to cobble together course materials from multiple piecemeal sources will find their much needed solution in Leadership Theory

Leadership Education Frank H. Freeman, Kristin M. Axtman, Mary K. Schwartz, 1998 This sourcebook contains descriptions of original leadership course syllabi and programs for use by educators student activity directors and others designing and delivering leadership development courses and programs To be selected for this sourcebook programs must focus on leadership contain details about curriculum objectives format outline learning modules projects activities and evaluation include innovative or unique content method of delivery or audience and have been included in a previous edition The descriptions are divided into five primary sections degree programs graduate and undergraduate academic sources from high school to graduate level cocurricular programs professional programs and community programs Also included are a bibliography of reading material used in the courses and programs two essays describing the design of new campus programs and an index for references to institutions course topics teaching methods and leadership skills and styles JMD

Leadership Theory and Research Applied to Lay Leadership in the Cooperative Extension Service at the County Level Ellen K. Garber, 1959

Measures of Leadership Kenneth E. Clark, Miriam B. Clark, Robert R. Albright, 1990 Papers presented at a conference held at San Antonio TX October 1988 sponsored by the Center for Creative Leadership and the Psychological Corporation

Papers and Proceedings [of The] Annual Meeting - American Sociological Society American Sociological Association, 1922

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