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**OL600**

## **Snowball Questions**

### **Week seven**

**1. In light of the Spear reading what is the challenge of Servant-Leaders in a Workaholic Society?**

**Answer.**

We must bring a sense of joy back into the work environment. We bring joy back into the workplace by creating security within our work force. This security comes from structure, challenging goals, developing follower and leader skills, fostering trust, and eliminating unnecessary distracters or stress, and providing a safety net and encouragement when needed.

Servant-leaders need to develop the follower's love of self, others, and their mission or task, not the love of busy work. In developing our followers in this order, we develop the human capacity beyond our comprehension. Give a man the right tools and nurture his senses of his belonging and purpose and the man will thrive.

**2. In the Spear reading Diane Cory (Chapter 17) makes the following statement "our institutions are killing our spirits." Discuss why this is or isn't true in light of her article.**

**Answer.**

I believe she is right most institutions are killing people's spirits. Downsizing and the lack of concern for the workforce in today's society has many people scared for jobs and their way of life. In today's society, few people are willing to coach, mentor, or teach others, and

those who make do are considered weak and vulnerable and become targets of resentment. However, these are the people we must champion and become, if we are to bring back the spirit within our fellow man and ourselves.

**3. After reading Wren, list what you consider are some characteristics of a Charismatic leader. Name some individual that you believe fit into that category.**

**Answer.**

Charismatic leaders have the ability create a picture for the future, which people can believe in. They motivate people through their vision and their self- confidence in themselves and in the people. They create excitement within the souls of people and they raise people's expectations to believe in the vision. Charismatic leaders empathize with others; they understand and communicate a sense of shared feelings.

I believe Colin Powell, and some to some extent Bill Gates are examples of charismatic leaders in today's world. Colin Powell represents a charismatic leader with the vision of change for America's youth, and return to common values. Bill Gates is charismatic leader with the vision to create global information community.

**4. List five key points that impressed you after reading the article on Organizational Culture in the Wren assignment.**

**Answer.**

Survival, growth, adaptation to environment, group ties to achievement such as "product quality" are key points about

organizational culture that need to understood. I believe, also that leader development must start early in one career. Early leadership roles should provide opportunity for risk taking. Building relationships and networking within the organization broadens leader development, as does lateral career moves or early promotion. Decentralization of power provides more opportunities. Executive leaders need to be involved in the process of developing leadership talents.

**5. After reading the Wren assignment, write a short paragraph of your understanding of difference between leadership and management.**

**Answer.**

Management is the process of developing plans and budgeting resources for the near term future. Managers set goals and develop systems or procedures designed to accomplish the plans. They staff and create organizational structures and determine the specific job skills required for the production requirements. Managers control the organizational system and are responsible for solving problems within organizational structure.

Leaders develop the where and why of the organization through their vision. Vision provides the direction for the future. It also answers the question why is the organization moving in that direction. Leaders also develop strategies for future to ensure the organization moves towards its vision. Finally, leaders communicate their vision

and create coalitions and partnerships with those that understand and are committed to the organization's vision.