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OL600

SnowBall Questions

Week 5

1. Be able to define leadership. Be able to support your definition (using references from the readings).

Notes:

Leadership is a position of power or capacity to influence people through communication, motivation and inspiration. Leadership is derived through a leadership and followership relationship.

2. Be able to define management. Be able to support your definition using references from the readings).

Notes:

Management is about seeking order and stability, through planning, budgeting, organizing, staffing, controlling and problem solving.

3. Be able to make a clear distinction between leadership and management (using references from the readings).

Notes:

Leadership produces change and movement through building vision building and strategizing, aligning people, communicating, motivating and inspiring. It is a process to develop relationships leading to exploration, discovery, collaboration, accountability and trust.

Management is more oriented with the planning, budgeting, organizing, staffing, controlling and problem-solving processes rather than an emphasis on the dynamics of the relationships involved.

4. Explain (using examples and references) the Situational theory of leadership.

Notes: Situational leadership suggests how leaders can become effective in many different types of organizational settings involving a wide variety of organizational tasks.

There are four major strengths to the situational approach. One, it is an approach to leadership that is recognized as a standard for training leaders. Second, it is a practical approach that is easily understood and easily applied. Third, it sets forth a clear set of prescriptions for how leaders should act if they want to enhance their

leadership effectiveness. Forth, it recognizes and stresses that there is not one best style of leadership, it is flexible and adaptive to style requirements.

5. Explain (using examples and references) the behavioral theory of leadership.

Notes:

Behavioral theory of leadership explains the behaviors and actions are reactive to situations of leadership. Leaders will perform according to circumstances, reacting in a prescriptive manner to aid followers to remedy a situation.

6. Explain (using examples and references) the trait theory of leadership:

Notes: The trait theory of leadership can be explained as an understanding that leaders already possess major leadership traits, such as, intelligence, self-confidence, determination, integrity and sociability.

Leaders can use information from the trait approach to assess where they stand within their organization and what they need to do to strengthen their position. Using trait information, managers can develop a deeper understanding of who they are and how they will affect others in the organization.