Week 3 Assignment

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**The Taxonomy Table**

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| --- | --- | --- | --- |
| **Name of the Theory** | **The Year the Theory Introduced** | **The Theorist/Author** | **Key Components of the Theory** |
| Situational Theory | 1969 | Blanchard and Hersey | * The idea of situational leadership concerning those specific leaders who shape their leadership styles according to the need for different situations. * The argument of this theory is that every condition requires the adoption of a specific leadership style to motivate all the followers effectively and efficiently. * Supportive behavior and directive behavior are two main prospects associated with the overall domain of situational leadership (McCleskey, 2014). * There are four basic leadership styles concerning the phenomenon of situational leadership. These behavioral domains characterized as delegating, supporting, coaching and directing. It is essential for the situational leader to adopt these behavioral measures to adopt a leadership style according to the requirements of a specific situation. * A critical examination of different behavioral aspects is necessary to condition & align leadership style according to the requirements of the situation. * The condition of delegating appears when particular goals and objectives are assigned to specific individuals or groups. This leadership style offers minimal leadership support and direction to the followers. * Supporting is the level of leadership when the leader is more inclined to successfully share important knowledge and information to different team members. Supporting the role of leadership can also be ranked as the approach of significant consultancy adopted by situational leaders. * The perspective of coaching leadership is also critical that requires proper application of both forms of supportive and directive leadership (Thompson & Glasø, 2015). This is the stage when the leader needs to develop an active association with subordinates to meet the organizational objectives. * The directive form of leadership is critical when it comes to developing a directive association by the leader. This phase comes up with a low supporting level for the subordinates and instructions are only communicated with the employees. |
| Contingency Theory | 1958 | Fred Fiedler | * The main idea of contingency theory comprised of the argument that the effectiveness of the leader is relevant to a successful association between the appropriate leadership style and the requirement of the situation. * The successful role of the leader depends on the identification of the most accurate leadership style considering the actual need for leadership. * The prevailing association between leaders and followers are characterized in the form of two major categories of good and poor interaction level. * Position power is one major idea of consideration in case of theoretical consideration of contingency theory (D. Waters, 2013). The factor of position power can further divide in the forms of strong and weak authority perspectives adopted by the leader according to the need of the situation. * The approach of the least preferred coworker (LPC) is used as the standard to determine a leader’s style in the context of the situation. * The motivation level of contingency leader is ranked considering respective LPC level and the domain of task-oriented leadership approach. * It is important for the leaders to align their abilities and competencies with the needs of the situation to meet the objective of successful leadership (Sethuraman & Suresh, 2014). * Any specific leadership style can never be ranked as a recipe for success for the leader under the prospect of contingency theory of leadership. * Proper clarity of all the tasks in case of all the shareholders is a necessary condition to take successful objectives from the idea of contingency theory. * The contingency theory can be ranked as the foundation of the prospect of situational form of leadership that requires flexible role of the leader in order to adopt a leadership approach according to the situation. * It is noteworthy to mention that the primary idea of contingency theory is restricted to exploration of the overall procedure to change leadership style according to certain conditions. |
| Leader-Member Exchange Theory | 1975 | Dansereau, Graen, and Haga | * The central focus of this theory is to critically examine the prevailing association between the leader and the subordinates to meet potential objectives and targets. * The domain of vertical relationship as the exchange between leader and members is the main theme of this theoretical paradigm. * It is important for the leader to critically monitor the flow of information sharing and association between leader and members to ensure the successful delivery of important delivery to all the stakeholders. * It is argued that in-groups and out-groups are major categories to examine the criteria of information exchange between the leader and the subordinates (Lunenburg, 2010). * Diverse forms of exchanges assist to attain better forms of communication, guidance, and ideas referring to the active role of the leader in the entire scenario. * The two-way (dyadic) association is the key approach considering the execution of this theoretical idea that eventually helps to define the relationship between leader and the members. * It is argued that the leader’s role is important to implement the most suitable form of communication to help members under the domain of leader-member exchange. * The idea of LMX is relevant to recognized various forms of association prevails in the case of leader-member relationships to achieve ultimate goals and objectives of performance enhancement. * It is crucial for the leader to adopt different management skills and practical measures to enhance the approach of leader-member association to improve the association. * Role-taking, role-making, and routinization are three main phases associated with the spectrum of LMX to achieve the desired objectives of leader-member relationships. * The stage of role-taking appears when members are recognized as new in the group and they require necessary guidance. * Role-making is another critical condition that is helpful for the members to start understanding their roles and responsibilities within the group setting. This is the phase when the leader expects that all members successfully established their work tasks. * Routinization is the last stage concerning the overall development of the leader-member exchange relationship. It is defined as the routine phase when members start working within their routine domain. |
| Transformational Theory | 1973 | James V. Downton | * Transformational leadership is recognized as one of the significant contemporary ideas of leadership * It is defined as a suitable practical approach to successfully accepts the needs of change and modifications according to the changing demands of the situation. * The role of a transformational leader is immensely crucial to successfully deliver vision and inspiration to all the members to achieve highest objectives. * The dynamic skills and abilities utilized by the leader to motivate all the followers to successfully achieve the potential target of individual and organizational performance levels. * The primary aim of a transformational leader is to approach all the followers and motivates them to successfully excel their self-interest to meet the approach of collective goals and objectives (Odumeru & Ogbonna, 2013). * It is noteworthy to mention that transformational leader to adopt specific skills and characteristics to successfully influence leaders in an effective way. * The primary target of the transformational leader is to use personal abilities and motivation to encourage others to achieve potential individual and collective aims and objectives in a significant manner. * The objectives of transformational leadership can never be successfully achieved without the adoption of a flexible form of leadership. * The first step for the transformational leader is to set clear goals for the followers and used dynamic characteristics to motivate followers to achieve potential objectives successfully. * The overall management of the delivery of vision and execution is the responsibility of the transformational leader to evaluate the performance of all the members during the entire scenario of goal setting and objective delivery. |

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