AGC’s Leadership Styles and their Impacts

[Name of the Writer]

[Name of the Institution]

AGC’s Leadership Styles and their Impacts

**Introduction**

The top management and the overall management hierarchy is a significant problem for the company in which John is not performing in a more human capital management style of leadership. The evaluation of the facts and observation about the culture of the company are some of the most important things which are required to be performed (Amanchukwu, Stanley & Ololube, 2015). The personality traits involve less motivating, incredibly uninspiring, and does not participate much in the AGC’s mission awareness among the employees (Sebastian & Moon, 2017). The method that would help in the solution of the problems mentioned above would be the investment in changing the behavior of the people on the top management. This would include the change of the authoritarian leadership style to a little more participative leadership style. The main aim of the paper is to enhance the understanding of the AGC’s leadership styles implemented as well as to enlighten the threats and the methods which would help in resolving them.

**Discussion**

AGC is one of the world’s leading manufacturer of electronic circuit boards for the high definition television screens and is based in the Mid-west United States of America (Bennett, Regan & Bayley, 2017). The company’s management style is quite complicated and highly diversified. It’s CEO, Mr. John Dawson is an autocrat and takes responsibility in taking the decisions without concerning any opinion. The personality traits involve less motivating, incredibly uninspiring, and does not participate much in the AGC’s mission awareness among the employees (Gianotti & Duane, 2016). According to the evaluation of the facts, and observation about the culture of the company, there are some of the most important and profoundly shocking details revealed.

The culture possessed by the corporation is the process culture. According to this culture, the employees adhere to the processes and the procedures of the organization (Souto-Otero, 2015). The feedback and performance evaluation mostly does not matter and the company employees are supposed only to abide the rules and regulations (Baker, 2017). They are supposed to work according to the workplace ideologies.

The culture of the company is directly connected to the leadership styles. The leadership style observed in the AGC is the authoritarian leadership style (Sebastian & Moon, 2017). In the authoritarian leadership style, the leader possesses the visionary directory of the organization as per mentioned above, John is a solo player of the decision making process. Certainly he plays the role of the authoritarian leader and possess all the qualities of this leadership style (Amanchukwu, Stanley & Ololube, 2015). Due to the long term vision based company policies, the leader mostly do not participate in the vision and mission arrangements of the company and the employees only have to perform in the collaboration, innovation, and professional development.

The company have both the internal threats as well as external. Talking about the internal threats involves the management of the employees (Gianotti & Duane, 2016). The internal issues of the employees including the employee retention, communications, productivity, and individual/group performances (Iqbal, Anwar & Haider, 2015). The communication issue includes the only focus on the horizontally completed one as a replacement of the vertical communication.

The top management and the overall management hierarchy is a major problem for the company in which John is not performing in a more human capital management style of leadership (Bennett, Regan & Bayley, 2017). There is an external threat in which the customers are mostly from cross cultural backgrounds and the management is not considering or focusing on the cultural difference. The problem of the lack of cultural awareness and technological changes was massive and the international market is not targeted properly.

The main and the best possible way of detecting all of these threats involve the comparison of the company and its performance with the other companies and the identification of the facts that should must be understood and changed accordingly (Sebastian & Moon, 2017). The top management should must be informed about these things in the form of report with a proper explanation of the solutions that would be affective and easier to be implemented.

The method used for solving all of the above mentioned problems would be the investment on changing the behavior of the people on the top management (Amanchukwu, Stanley & Ololube, 2015). This would include the change of the authoritarian leadership style to a little participative leadership style. It is also known as the democratic way of leading the team. In this way the higher management and the top management which includes John, to get engaged to work on building the consensus among the team members (Amanchukwu, Stanley & Ololube, 2015). In addition to that, the focus on the vertical communication and interaction process should must be enhanced in which the managers should must interact with the operational staff for the motivation as well as enhancement of the courage to continue their jobs.

**Conclusion**

In a nutshell it can be explained that the company is led by a leader who have an authoritarian leadership style and it is required to change his style to a democratic or participative leadership style. The employees lack the motivation due to which the productivity is reduced. It is required that the company’s manager should enhance their communication traits towards the operational staff for the enhancement of the motivation and positivity towards the work. The method used for solving all of the above mentioned problems would be the investment on changing the behavior of the people on the top management.

References

Amanchukwu, R. N., Stanley, G. J., & Ololube, N. P. (2015). A review of leadership theories, principles and styles and their relevance to educational management. *Management*, *5*(1), 6-14.

Baker Jr, J. S. (2017). Warning to Corporate Counsel: If State AGs Can Do This to ExxonMobil, How Safe Is Your Company. *Geo. JL & Pub. Pol'y*, *15*, 313.

Bennett, C. J., Regan, P. M., & Bayley, R. M. (2017). If these Canadians lived in the United States, how would they protect their privacy?.

Gianotti, A. G. S., & Duane, T. P. (2016). Learning to listen: how collaborative dialogue in regulation influences landowner adoption of best management practices on unregulated lands. *Environment and Planning C: Government and Policy*, *34*(2), 320-339.

Iqbal, N., Anwar, S., & Haider, N. (2015). Effect of leadership style on employee performance. *Arabian Journal of Business and Management Review*, *5*(5), 1-6.

Sebastian, J., & Moon, J. M. (2017). Gender differences in participatory leadership: An examination of principals’ time spent working with others. *International Journal of Education Policy and Leadership*, *12*(8).

Souto-Otero, M. (2015). *Evaluating European education policy-making*. Basingstoke: Palgrave Macmillan. Google Scholar.