[Title Here, up to 12 Words, on One to Two Lines]

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Leadership Theories and their implementation in Organizations

**Introduction**

Leadership is an integral part of work and social life. A collection of people or team always needs a leader in order to organize them, lead them and direct them towards the right path. Leadership is the act of guiding and leading a group of people towards a common destination. A leader usually does not only lead the pack but also sets an example for the members of the group so that they can know how the things will be done. A good leader also makes sure that all the members of the team or the group participate in the decision-making process because the input of his followers is important for him. Any leader followS one or more leadership theories in order to lead and motivate their team (Amanchukwu, Stanley, & Ololube, 2015). These theories act as a doctrine or guiding light for the leaders themselves so that they can effectively manage and lead their team. The following paper will discuss multiple leadership theories in practice and how they are followed or applied in my organization.

**Discussion**

There are a number of leadership theories that are being followed in different regions of the world. These leadership theories not only apply to the people holding important political and presidential positions in different countries of the world but also to the leaders leading different teams in organizations. Some of the important leadership theories have been discussed below. In addition to this, the following details will also discuss how these leadership theories are applied in the case of organizations.

**“Great Man” Theories**

The “Great Man” Theories of leadership explain that leadership is an inherent quality and leaders are born, not made. According to this theory, leaders are born with intrinsic qualities like charisma, charm, confidence and valor. Although, there are only a few leaders, in the case of my organization, who are truly “born leaders” but still, they possess the qualities defined in this kind of leadership theory.

**Management Theories**

The most common style of leadership or the theory that is practiced in the organizations is the “management Theories”. Management theories are based on the roles of supervision, organization and group performance (Latham, 2014). The leaders following these practices base their leadership style on the basis of reward and punishment. These theories are also known as “Transactional Theories”.

I have seen many people in my organization to follow management theories. In fact, not only the leaders but also many systems in my organizations are based upon these management theories. Good performance is rewarded with different kind of intrinsic and extrinsic rewards and bad performance is reciprocated with punishments, warnings and even terminations.

**Relationship Theories**

Leaders adopting the leadership style based on the Relationship Theories focus on developing a positive and healthy relationship between themselves and their followers or subordinates. These theories are also known as transformational theories. The most positive side of transformational leaders is that they believe in constantly motivating people and inspiring them in order to achieve more and more. My organization has also a few leaders or managers who follow the transformational leadership still and try to bring out the inner potential of their followers.

**Conclusion**

Hence, in a nutshell, it can be concluded that leadership is not only a task but a big responsibility. A leader needs to be very careful while choosing his or her leadership style. There are a number of theories which are followed by leaders all over the world in order to manage their teams or group of people, whether it’s of any country or any organization. There are also many leaders in my organization that are also following different leadership styles based on different leadership theories. Most prominent ones out of these are “Good Man” Theories, Management Theories and Relationship Theories.

**References**

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