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Case study

1. Motivation of employees

As a Human Resource director, I will adopt an appropriate motivational strategy that will encourage them to accept the relocation package. The common issues affecting the performance of employees include low morale, lack of motivation and enthusiasm affecting their productivity. The absence of coordination influences the quality of work. Low motivation results in an ineffective manager-employee relationship that causes negative implications on the organizational success. The strategy will address the issues prevailing in the workplace by overcoming communication gap. Improvements in workplace efficiency and enhancements of communication between staff members produce better results. Developing a sense of responsibility and team commitment and providing continuous motivation to employees encourages them to actively participate in teamwork. Giving respect and rendition to employees and recognizing their role leads to the development of positive attitudes among staff members. Arranging meetings that highlight the issues and complexities of the workplace. Accepting suggestions from employees’ members and resolving issues at earliest encourages cooperation and building trust environment (Hartman, 2015).

1. Semper Fidelis

Aubrey Daniels explains how a person earns leadership status and the significance of positive reinforcement. I will use the same concept for establishing myself as a positive reinforcer. The concept of positive reinforcement suggests rewarding employees according to their contributions. Employees that will stay through the sixty days will be provided better incentives including salary raise, bonuses and chances of promotions. Positive reinforcement plans will focus on building effective communications between peers and employees. The peers will give feedback on organizational goals and mission. Employees will be treated equally irrespective of their ethnicities, gender or race. The purpose of this plan is to encourage positive behavior among employees so the peers will praise and appreciate the employees who accept the relocation package. The peers will be responsible for the creation of the reward system that will appreciate the employees according to their efforts. The followers take more influence from the leaders who are peers than from the managers. The strategy will thus give the leadership status to the peers who will build positive work attitude in employees.

1. Leadership styles

Mr. Davis will adopt a strategic leadership style that is not limited to the top management. This style is focused on addressing the employees at all levels. Engaging employees will improve their loyalty and commitment towards the organization. Team leadership will be used for building cooperative relationships among employees. This will encourage people to engage themselves in teamwork and work more efficiently. Another style adopted by Mr. Davis is coaching leadership that by providing supervision to the employees. Guidance allows employees to improve their skills and build professional competency. This is an effective style for assisting workers in overcoming their limitations and weaknesses. Coaching stresses on improving work skills by learning. It allows employees to build strength and advance their skills under the leader's guidance. This is an effective way of providing encouragement and inspiration (Daniels, 2014).

1. Leadership theories

Three leadership theories applicable to the situation include participative leadership, behavioral and situational leadership. Participative leadership suggests involving peers and managers in the decision-making process. Mr. Davis can devise an effective communication plan by involving feedbacks of managers and peers who can provide better insights into the situation. The behavioral theory suggests that the leader will use his skills such as communication power for convincing employees. Mr. Davis will attempt to influence employees by dialogue and speech. Situational leadership stresses on promoting cooperation among workers. The leader will motivate the employees by adopting an appropriate strategy according to the situation.

References

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