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Introduction

Leadership is a critical dimension of organizational dynamics that can have a big impact on decisions, culture, and overall profitability (Griffin, 2023). Subsumed in the vast body of works of various leaders and influencers, leadership features a set of skills and actions that galvanize, direct, and drive people to achieve a mutual objective. Leadership is not a mere act of influencing people but a process which involves a group of individuals who work in integration with a collective goal in mind (Kelly, 2022). This definition brings out the fact that leadership is very dynamic, and its purpose is mainly to attain a certain goal (Haslam, et. al., 2015).

The leadership concept in his transformational leadership theory which explains effective leaders do not force followers to do their work for the singular benefit of the group rather followers willingly and gleefully do what it takes to lift the organization's success. Having learnt from the above scholarly perspectives, I can say that leadership is more than just giving orders and becoming a manager; it goes beyond and is about the ability to fetch the vision, make a teamwork between themselves and lead change (Bass, 2009).

There is no doubt that in an uneven business atmosphere, with the presence of globalization, the technological advancements, and the diverse employee-based scenarios effective leadership matters more (Mullins and McLean, 2019). Not only the leaders operating at the wheel of the organization but they also environment that encourage resilience, adaptability, and are primed for continuous improvement (Thorpe, 2016). During all this, leadership is the heart of the enterprise that helps to shift the value system of an individual organization into the tasks of the organization fit for the future growth and a competitive benefit.

In this paper, as an example, we will investigate several top corporate entities like Facebook and Amazon and the leadership styles employed within them. Furthermore, we look at how these leadership styles adapt to various conditions to which we refer the academic texts, to the real situations and to our own experiences. Examining this phenomenon is our goal which will help us to discover how leadership tactics may work in each organizational culture, demonstrating multiple views of leadership in the complex reality of today's business world.

Organizations and Leadership Styles

Transformational Leadership at Facebook

Transformational leadership entails leaders who lead by example, and who they spread motivation and inspire their followers to come-up and meet their problems. Mark Zuckerberg, the CEO and founder of Facebook, represent the kind of leader Navigating a career takes an immense amount of dedication, effort, and hard work (Storey, 2004). Personally, I have experienced the challenges and setbacks that come with pursuing a career path. Learning lessons along the way, navigating through difficulties, and developing a strong work ethic have been essential in my own professional growth. He is famous for his far-sighted attitude as well as his willingness to bring all the workers together around the idea of far-reaching company of uniting people globally.

Advantages:

- **Inspires innovation and creativity:** A transformational leader creates a setting where staff are freed to think in their own ways, discuss new ideas, and even proposes new innovative ways of doing things that lead to a culture of innovation.
- **Builds strong team cohesion:** Thereby they create a vision and set the guiding values that unite people as a team around the shared purpose, so that the workforce members understand where they are headed and why they need to contribute.
- **Promotes individual growth:** Those leaders who are of transformational capacity are the ones who see to it that their subordinates have enough chances to study and to sharpen their skills.

Disadvantages:

- **Dependency on the leader:** Charismatic and visionary Transformational leadership is very much dependent upon the leader's charisma and the sustenance of the morale which can pose problems when the leader is not there or performing the leadership functions.
- **Resistance to change:** Employees may be overwhelmed by the continuous rating speed and innovation, and at the worst, resistance to change or burn out may arise.
- **Potential for unrealistic expectations:** It may so happen that transformational

leaders may set extremely high standards for their subordinates to achieve. This might sometimes be unrealistic or unreachd, which can lead to disappointment among the followers.

Changing Situations: In the event of a crisis or any kind of uncertainty, like the Facebook data scandal that was brought by Cambridge Analytica, transformational leaders like Zuckerberg must change their leadership style by using some different approaches. Considering this, they may need to highlight the openness, accountability, and humility so to restore the trust to overcome the crisis posed by separating from their intense vision.

Transactional Leadership at Amazon

Transactional leadership focuses only on the exchange between the leaders and their followers, where rewards and punishments mobilize people do what has been required from them. Jeff Bezos, the creator and long-standing high executive of Amazon, demonstrates this character of leadership through providing concentrated attention on efficiency, delivering results, and accountability (Carmichael, 2011).

Advantages:

- **Clear expectations and rewards:** The transactional leaders create tasks and job expectations as well as they maintain performance targets and reward employees for fulfilling such targets making working culture achievement- oriented.
- **Efficient decision-making:** Impulsive leaders are quick to take decisions, and if any decisions are not right, work to improve them, therefore streaming out any flaws, and increasing their productivity.
- **Accountability:** Transactional leaders equally make everything accountable when it comes to actions and performance to ensure employees develop a degree of responsibility and ownership.

Disadvantages:

- **Limited creativity and innovation:** The fixed adherence to policies and procedures could be why employees may view these as limiting their own creativity and may also undermine the team to take on a risk.

- **Reliance on extrinsic motivation:** Transactional leadership generally rely on the outer rewards such as bonuses and disciplinary sanctions, rather than inspire the transformational change, which is not the best for keeping an employee engaged or loyal for long-term.
- **Lack of empowerment:** Workers may feel that they are no longer responsible, or even revered if there is neither a chance to be self-determined, nor any chance for self-development as they understand it.

Changing Situations: When it comes to competition-related or crisis-related environments, the situation where Amazon will enter new markets or respond to decline in consumer preferences, the executives – who are transactional leaders – may have to add transformational parts into their leadership approaches (Maran, T.K, et al., 2022). Through the creation of an open culture of testing out new possibilities, giving permission to try the calculated risk-taking with teams, able leaders can be tuned in into both styles that can bring growth and innovation.

Personal Experiences

During my time at the university as the head planner of a student-run organization governs many on-campus events intended for community-build up. A washout among all the activities that I participated in was the fact that I led a fundraiser for a local non-profit organization during which we successfully raised money for a month. To begin, I employed a commutatively indirect style of leadership, involving the entire team in the process and ensuring active engagement. In this way, I was able to benefit from the different talents that team members brought and facilitate open communication. But such unexpected problems, such as a sponsor withdrawal or a venue waste, required a leadership and, now a more managerial one. Through faster tackling of problems and inventing new ways to distribute work, we scored success. We demonstrated that we not only met but also surpassed budget goals, and we left a residual positive effect. It was at this moment that I realized how adaptability, tenacity, efficient communication, and swiftness in taking decisions hovers around good leadership.

Integrating Personal Experiences with Theory

Transformational Leadership

Personal Experience: After all, my job was to catch the enthusiasm of the others, direct it in one direction, and together be able to have one great fundraising event.

Theory Application: Based on the concepts of transformational leadership, I had explained that a leader must give a poetic but motivating vision, only then can he or she accomplish a unified team goal. Through reinforcing personal efforts in the organizational mission, the interest was increased together with the rest of the employees whose was further led to commitment, instead of being a mere salesperson.

Transactional Leadership

Personal Experience: When I met undiscovered crises in planning an event, I had to clarify the roles of everyone who worked on it and introduced appropriate responsibility checks to make do dates being met.

Theory Application: In exercise of those principles, I made sure to set specific performance targets and to reward and to acknowledge the successful attainment of these objectives. Error squashing these goals by stressing on timeline and quality standards helped me create a culture of accountability and forward motion that was at times even tough to defeat.

Situational Leadership

Personal Experience: With time passing and the internal security situation continually modified, I had to revise my leadership style to meet new realities and the shift of priorities.

Theory Application: Employing the situational leadership theory, I came to terms with the things that would be expected from me to consider this when it comes to my team's level of readiness and capabilities and also adjusting my leadership style through-out. Through crisis I learnt to assume a more of guiding role to offer clarity and prompting, while also encouraging other team members to be solve problems arising on their own.

Conclusion

In my work, as a case in point, illustrates the dynamism of leadership; multiple leadership styles appear in the operations of Facebook and Amazon. I've come to appreciate the different components that were mentioned as they lead one to effective leadership, i.e. personal inspiration, teamwork, and change adaptation. Moving forward, I suggest ways for adaptation, forever learning and the technology use as the basis for organizations to succeed. Leading ship is not just a torch balancing; it is also a map maker to the destination with good fortune.

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