Assess the impact of different leadership styles on team effectiveness and employee morale in the hospitality industry

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Leadership plays an essential role in the hospitality industry and their employee engagement and team performance directly impact customer satisfaction and organizational success. Effective leaderships are essential for ensuring that all the employee are motivated in the working place and this also helps to enhance employee's job satisfactions as well. The nature of hospitality work includes long hours and high levels interactions that require leaders to not only maintain operations effectively but also positive morale among employees. The team dynamics are influenced by the effective leaderships and this can shape how employed can lead to higher productivity, innovation, and customer satisfaction (Kouzes and Posner, 2023). A leadership style which can motivate and empowers employees can result in higher productivity, innovation, and customer satisfaction. Furthermore, poor leadership can result in low morale, high turnover rates, and inefficient team performance that are essential issues in an industry reliant on human interaction and service delivery (Roe, 2020). This essay focuses on identifying the style of promoting better teamwork and this also can enhance employee satisfaction by examining various leadership approaches (Robinson, 2024). There are many types of leadership and the responsible leader needs to understand the appropriate leadership style for his organizations. These appropriate leadership style can enhance the productivity of the employee effectively.

Leadership in the hospitality is essential for its dynamic and service-oriented nature. Transformational leaders motivate and inspire their colleagues by forging a shared vision, fostering innovation, and advancing personal development. Transformational leaders adapt a positive workplace culture by providing the power to employees which can help them to see how their employee contributions align with the big goals of the company. This leadership style is connected with high levels of employee engagement and job satisfaction, as employees feel respected and part of a cohesive team (Vinh, Hien and Do, 2022). Transformational leaders tend to emphasize creativity that is crucial for enhancing service quality and increasing the customer experience in competitive hospitality environments. The customer will be attracted to obtain the service of the hotel or any kind of business when they can get the best service from the employee of the hotel (Goleman, 2021). This best service can be obtained by higher motivation of the employee.

The transactional leadership is based on a system of rewards and penalties and the leader can provide clear expectations and monitor performance to make sure the goals are met. The transitional leadership aims to maintain consistency in service delivery and operational efficiency (Bolden, Gosling and Hawkins, 2023). This style also impacts in environments of the organizations. The autocratic leadership may be useful in situations, and they might be quick decisions are required like in crisis situations. The leadership style ensures a clear direction and this can also stifle creativity and decrease employee morale over time. In the hospitality sector like London Marriott Hotel

Grosvenor Square, the autocratic leadership may be useful in situations to quick decision-making process (Kissinger, 2024). The democratic leadership involves collaborations between leaders and employees and the decision-making process can be happen by effective collaborations of people of the organization.

The leadership style of the company can impact on the employee effectiveness and their productivity. The leadership style can impact on the employee's morale and the effective leadership focus on employee well-being which result top lower turnover rates and improved service quality (Haslam, Reicher and Platow, 2020). The transactional leadership depends on extrinsic motivations through rewards and penalties. This also can create short term job satisfactions, and this does not foster long term morale. The democratic leadership helps in decision making process and this also enhance employee satisfactions and their motivations. The autocratic leadership can have negative impact on employee morale. The organizations can face disengagement for the lack of autonomy and high turnovers.

Employee retention is a fundamental challenge in the hospitality industry and their turnover rates are notoriously increased for long hours, low wages, and high stress. Leadership styles like transformational and servant leadership can reduce this issue by increasing job satisfaction and engagement (Dugan, 2024). Leaders can reduce turnover and create a more stable workforce by investing in employee development and adapting to a supportive environment. Furthermore, autocratic leadership can enhance turnover as employees are more likely to leave if they feel undervalued or not respected. The hospitality organisations should maintain a high level of customer satisfaction which can foster employee motivations like transformational and servant leadership. In hospitality businesses, the morale of employees and the effectiveness of teams are significantly impacted by effective leadership styles. (Beerel, 2021). Transformational, democratic, and servant leadership styles can help increase collaboration, improve morale, and address fundamental industry challenges, while autocratic and laissez-faire styles may hinder performance and motivation.

An exemplary case of effective leadership in the hospitality sector or the hospitality industry is demonstrated through transformational leadership at the London Marriott Hotel Grosvenor Square (Walker, 2022). Transformational leaders are popular for their capability to inspire and motivate employees and make a work environment which adapts innovation and teamwork. At the Marriott, the leadership team actively engages with staff, emphasizing the importance of every member's contribution to overall achievements (Hayes, Hayes and Hayes, 2021). This approach not only motivates employees but also increases their job satisfaction, motivation, productivity and commitment to the organization.

Hotel managers should regularly hold meetings to discuss properly operational challenges and solicit input from employee on potential solutions. This inclusive approach empowers employees, making them feel respected and the leader also should encourage them to take ownership of their roles. The management invests in professional development programs which equip employee with the skills and knowledge needed to excel in their positions (Ramirez-Lozano, Peñaflor-Guerra and Sanagustín-Fons, 2023). This commitment to increasement make sure that employees are not only competent but also confident in their capabilities and this can lead to higher levels of morale.

if the management at the London Marriott Hotel Grosvenor Square were to apply innovative strategy or procedures without consulting employee and it could make frustration and resentment among employees (Morrison, 2022). When employees are not included in decisions which effectively impact on their work and they may feel undervalued and demotivated. The employee can feel less valued in the company if they are not prioritized in any decision-making process of the company. The leaders should engage their teams and encourage open communications that leads to improved outcomes for both staff and guests (Lashley, 2024). For the organisational goals, the primary element of the organisational success is effective leadership which is essential for driving success in the hospitality industry (Basit, 2020). The leadership performance in the organisations adapts to a positive work culture and that is related to ignoring employee input feedback.

The management of the company should consider adopting and improving a culture of the organisations to enhance effectiveness and morale of the employees. This company can establish and communicate with employees vault their clear goal and achievable objectives for each and every team member (Brown, 2024). Leadership should actively encourage their employees to share their ideas and contribute to the decision-making process, which can be essential for the company's improvements. Leaders should apply recognition programs which celebrate employee's goals both big and small. This can be done through awards and public acknowledgment which motivate staff to perform at their best. The leaders should provide proper respect to the employee that motivate employees to perform at their best (Samson, Donnet and Daft, 2020). Management should make sure that employees have proper skills to utilize the tools and training they require to perform their jobs effectively. This includes allowing ongoing professional development opportunities and resources which enable employees to develop in their roles. London Marriott Hotel Grosvenor Square company should focus on collecting qualitive data from employees regarding their perceptions of leadership style so that they can implement the proper leadership style in the company to enhance their motivations and productivity in the workplace (Mullins, 2019). This company can utilize comparative studies between hospitality organisations and other industries which can

highlight challenges and opportunities of the company. The clarity adapts accountability and this also encourage employees to take ownership of their tasks. The leader of the company should encourage cross functional organisational culture in the company so that they can utilize diverse talent. They should provide the chance to their employees so that they can share their innovative ideas without any kind of hesitation. The reorganisation programs can enhance their motivations and productivity of the employee. The leaders of the London Marriott Hotel Grosvenor Square company should implement recognition programs where they can highlight the achievement of the employee. This strategy can enhance employee satisfactions and their motivations in the workplace. The leader should include all the employee to make decisions relate to their roles. This empower not only increase job satisfactions but also helps employee to respond more effectively to customer needs and this can result improved service quality.

This company can invest in the employee training which can be beneficial for the company because the well skilled employee can provide the best service to the customer. This strategy can enhance company's reputations and their profitability. The leader of the company should promote open or transparent communications so that they can be clear about their ultimate goal. These open communications help the employee to contribute to the organisational success more. This hotel company should implement regular feedback organisational culture in the company so that the employee or the staff of the company can improve their weak areas and they can solve any kind of issues in the company. This company can enhance employee motivations by offering flexible scheduling option or promoting policies which encourage employees to take time off when required and these can help to prevent burnout and increase job satisfactions (Mullins and Dosser, 2013). This company can implement wellness programs which promote physical health like fitness challenges or mental health resources and these can contribute to a positive work environment.

There are many types of the leadership and the responsible leader needs to understand the proper way of leadership so that they can get a high amount of productivity and creativity from the employee. London Marriott Hotel Grosvenor Square company's leader should implement the appropriate leadership style in the company to enhance their motivation and productivity.

Different leadership styles can have different impacts on team effectiveness and employee satisfaction which should be analyse by the leader of the company. Transformational and servant leadership styles can adapt a culture of empowerment and open communications, and personal growth resulting in high levels of engagement and satisfaction. Transactional and autocratic leadership styles can enhance innovations and creativity that lead to disengagement and high turnover rates. Democratic leadership, while promoting inclusivity, balances collaboration with effective

decision-making, resulting in enhanced team performance and satisfaction. Understanding these dynamics is essential for organizations focusing on evolving effective leadership practices that adapt to a positive work environment and drive success.

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