

Leadership and Management

Theory and Practice

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Introduction

The leadership is very important for any project or organisation regarding the strategising and execution of the plans, but also the management, guidance and motivation of the people. This report looks at the transformational leadership style and the leadership style of Elon Musk.

Leadership Styles

Leadership is defined as “the action of leading a group of people or an organisation” (NSLS, 2023). However despite that the definition seems very simple and straightforward it involves a multitude of skills and traits and unique qualities which make the leader successful.

There are different leadership styles as there is no “one-size-fits-all” and the most common ones are: transformational leadership which is the leadership approach that causes change in individual and social systems, delegative leadership where leader delegates and takes responsibilities to their team enabling autonomy to make decisions and take ownership of the project, authoritative leadership where the leader is in complete control, transactional leadership where the leader relies on reward and punishments to achieve optimal job performance from their subordinates and participative leadership known also as democratic leadership where leaders are offering guidance and encouragement to the team to provide feedback and participate in the decision-making (IMD, 2022).

The transformational leadership focuses on transformation and creation of valuable and positive change on all levels. The followers of the transformational leaders are dedicated towards the common goals and further that the end goal is to develop followers into leaders. The transformational leadership is highly motivational and inspiring for the followers and they perceive the passion and energy of their leader. The skills and traits of transformational leaders include strong communication skills, ability to empower and push the followers to achieve their potential, mentoring (NSLS, 2023). The challenges of this leadership style are the high risks which come with implementation of change and visionary perspective. Other drawbacks can include burn out of the team for constant thrive to go beyond limits and expectations (Leaders, 2023).

Elon Musk is a representative figure in the modern leaders of the 21st century. He has registered success for its unconventional way of action and unique leadership style. In his career Musk has always took risks and looked ahead for the future, which sometimes has paid off at large scale, but sometimes has failed in achieving objectives. The most pro-eminent leadership style of Musk is the transformational leadership style because he is an inspirational leader and this has led to a high

number of followers who take interest in technology development and innovation. Musk has always been preoccupied with major futuristic projects, major changes and transformations which are specific to this type of leadership. Elon Musk's focus on the future has involved him in electric vehicle industry, spacecrafts production, digitalisation, online banking and engineering and technological advancement in general. As a transformational leader Musk has also had a close interest in surrounding himself with people who shared the same concerns and interests and has pushed them reach their full potential. This leadership style has helped Musk to achieve high levels of creativity and innovation, high levels of performance within his team by motivating and engaging them (Fingerprint, 2023).

Conclusion

Musk has registered success through his leadership style and although at times he took risks which did not pay off immediately he has continued his visionary and thirst for innovation and that is characteristic to Musk and his genius (Forbes, 2023).

References

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