

ASSESSMENT 1

LEVEL 6 ASSESSMENT SPECIFICATION

Student name:	Nur Anisah Khairizan	Student ID number:	20200511 @2120971
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Submission method:	All written assessments, where practical and possible, must be submitted via Turnitin unless otherwise instructed by the Lecturer. (Please DO NOT put this assessment specification into Turnitin or it will match many similarities with other students' submissions.) Alternative submission method (if applicable): Late submission of the assessment will result in a late penalty mark. Penalties for late submission: Up to one week late, maximum mark of 40%. Over one week late, 0%. Only the Extenuating Circumstances Panel may approve a change to submission dates.		

Academic honesty / referencing:	Academic honesty is required. In the main body of your submission you must give credit to authors on whose research and ideas your work is based. Append to your submission a reference list that indicates the books, articles, etc. that you have used, cited or quoted in order to complete this assessment.
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Plenty of evidence demonstrates that leadership is the cornerstone of success for modern organizations. At every turn, leaders mold organizations. Besides guiding businesses what direction to take, they have a hand in how much of each element is characteristic within organizational culture, how well employees engage with work and on average perform. In today's increasingly complex and globalized business environment, effective leadership may indeed be crucial. Leaders are responsible for encouraging, motivating and directing their teams toward common goals, a prerequisite for the continued success of any organization. Sharief (2024) points out that leaders' ability to face challenges, give birth to innovation and foster change is the key to organizational resilience and competitiveness. Various well-established leadership theories provide a framework for understanding and practicing effective leadership.

Transformational leadership, characterized by vision, inspiration, and individualized consideration, has been linked to organizational resilience, adaptability, and employee commitment (Overstreet et al., 2014). Transactional leadership, on the other hand, focuses on contingent rewards and management by exception, a strategy that may be effective in certain organizational contexts (Amisha, 2024). The servant leadership model emphasizes putting others first and has been shown to be effective in enhancing employee well-being and overall success of an institution (Bahono, 2023). These theories provide valuable insights into the different paths leaders can follow to improve organizational performance. For good leadership to materialize in reality, practical scenarios must be applied to actualize theoretical concepts.

Leadership development programs rooted in transformational leadership, goal-setting

motivation and social learning theories have been found to have a positive impact on organizational performance (Wijayati & Rahman, 2022). By investing in its leadership development programs, organizations are able to build an enterprise-wide stable of leaders capable of driving change, building community and meeting strategic objectives successfully (Mastrangelo et al., 2014). Furthermore, leader development programs linked with succession planning practices can assure a steady flow of qualified talents capable of guiding the organization toward success (Najihah, 2024). Not only does effective leadership affecting organizational outcomes in this day and age, it also determines the culture within an organization and employees' behaviors. Leadership styles such as transformational and transactional leadership were identified as principal predictors of organizational performance (Omar & Ahmad, 2020).

Transformational leaders inspire their teams to achieve well beyond expectations, while transactional leaders focus on clarifying roles and rewarding instance-by. By behaving as leaders according to these theories, leaders can establish a positive work atmosphere, improve employee engagement, and make organizational objectives their own. By understanding and applying various leadership theories, leaders can effectively navigate challenges, drive innovation and create a work environment of excellence. Copyright The ability to inspire, encourage and guide teams toward common objectives is essential for gaining sustainable competitive advantage and ensuring long-term organizational survival.

As far as Trait Theory is concerned, there are several traits inborn leaderships possess that non-leaders lack. It focuses on qualities like confidence, intelligence, and decisiveness to draw leaders out of a crowd. Thus when interviewing for a job or looking at job descriptions, these ideas are employed to help pick out those who fit them well. Unfortunately though, Trait Theory does have its limitations: For instance it neglects issues pertinent to place and underplays leadership skills founding in time. (Sharma & Grant, 2011) Apple's leadership under the direction of Steve Jobs provides an example in practice of Trait Theory. Not only did his visionary thoughts and charismatic leadership turn apple into a worldwide leading enterprise in high technology, this profoundly influenced organizational culture and the development of aesthetic marketing themes as well (Wang, 2019).

Furthermore, there is a case in which emotional intelligence and the type of leadership also influence commitment within organizations. Transformational leadership traits are positively related to job satisfaction and organizational commitment (Shepherd, 1999). This touches upon transformational leadership by shedding light on the general relations of force of leadership people with different types of leadership through such essential figures as Steve Jobs and Jeff Bezos (Adigwe, 1996). The interactionist model of job performance stresses the interplay between personality traits and situational factors and sheds light on how traits are expressed in desired behavior (Tett & Burnett, 1960). Trait Activation Theory posits that personality traits are expressed in response to trait-relevant situational stimuli (Tett et al., 2013).

In summary, Trait Theory provides useful insight into the inborn characteristics that make leadership effective. As organizations gain a better understanding of the interaction between personality traits, different styles of leadership, and the organizational dynamics within which they operate, they can draw on this knowledge to improve their leadership development, so drive employee commitment and ultimately, successfully built institutions are very rewardingly accomplished. Behavioral theories of leadership emphasize that effective leadership is not merely across the board one-and-the other judge of action, but more specifically has to do with what leaders actually do. These theories are often used in leadership training programs such as those of Google, which train people to perform various forms of behavior seen as effective. Google's leadership training programs, for example, teach employees behaviors that are inclusive and participatory in nature. This proves beneficial when under a democratic leadership style where everyone works together to make decisions. This can give rise to a more innovative organization with higher levels of internal satisfaction. 'Behavioral Theories of Leadership'' (2010).

Transformational leadership has been shown to be positively associated with self-efficacy and turnover intentions, while clear goals act in mediating public agencies (Caillier, 2006). Leadership as something that emerges in social organizations has been established through laboratory simulation experiments from a long-term point of view, where systems which foster enabling behaviors are shown to be more efficient (Curral et al., 1999). The Role Congruity

Theory of Prejudice Towards Female Leaders takes social perceivers' combination of gender and leader roles as a unit of analysis, revealing leadership biases (Eagly & Karau, 1999).

With regard to team performance, leadership behaviors have a significant indirect effect on the overall level of team performance, and meta-analyses suggest that specific Leader behaviors contribute to increases in team performance (Burke et al., 2005). ambidextrous management, capable of a dual agenda of both opening and shutting down a Team, is conducive to high levels of team innovation by virtue of balancing exploitation and exploration (Zacher & Rosing, 2013). Authentic leadership in a process model influences follower's attitudes and behaviors via numerous helper variables, as evidenced by its considerable impact on outcomes at the community level (Avolio et al., 1996).

This article concludes that behavioral theories of leadership provide us with insights into the behaviors and attitudes that good leaders should show. In understanding and acting upon these theories, organizations can cultivate leaders with behaviors that lead to innovation as well as cooperation and also bring about organizational success.

Contingency theories of leadership stress that leadership styles should be adjusted in accordance with particular situations and contexts. These theories suggest that effective leadership depends upon various factors, such as the nature of the task; organizational setting; follower attributes/ characteristics (Cavarretta et al., 2015). The advice given is for leaders to adjust their styles according to the situations they encounter, rather than following one standard mode (Cavarretta et al., 2015).

In contrast, Johnson & Johnson's response to the Tylenol poisoning case in 1982 altered this standard notion. The company's leaders used transparency, customer safety and swift action as their operating principles (Cavarretta et al., 2015). The result was a purely strategic move that protected its reputation from harm and helped with the task of restoring public trust in Tylenol (Cavarretta et al., 2015). According to this idea, leadership effectiveness is not something that remains fixed at a certain level, but a living capability that leaders can develop for different situations (Lambert et al., 2012). In times of a crisis or rebirth for an organization, it asks leaders to integrate several lessons into what they say and do. Indeed, this flexibility in leadership behavior is indispensable as organizations are faced with a wide variety of challenges and opportunities (Lambert et al., 2012).

Moreover, situational leadership has been prominent in various contexts. During crisis times such as the pandemic of 2020, educational institutions need to train their chiefs in new leadership practices (Sari, 2022). The coming of the new normal in controlling resources attached a higher priority to schools and college administrations... especially at times like

wartime (both metaphorically speaking only) when there is a global emergency. (Sari, 2022). This is new normal leadership, which requires little explanation for its meaning. Leaders should adapt their practices to reinforce functions both in terms of teaching and management, particularly during a global crisis (Sari, 2022).

Finally, the synthesis of these literature items serves to underscore the importance of contingency theories in explaining leadership effectiveness. Thus, by taking into account the importance of situational factors and adopting a situation-specific approach, organizations can improve their leadership practice in order to successfully handle difficulties and get sustainable results.

A transformational leader, who is able to inspire and motivate others to achieve exceptional results, such as the leadership style of Elon Musk in Tesla and SpaceX (Cooke, 2021). Musk's unprecedented approach to charting a new course, along with questioning conventional wisdom, has set his companies ahead of others in technology development (Cooke, 2021). Transformational leaders like Musk, who put forward a compelling vision and that makes followers ready to take on new ideas, are effectively change agents: they can push organisations seat at the kitchen table and cause novel institutional models of their own to emerge (Cooke, 2021).

Musk's leadership style shows that transformational leaders can inspire their teams to take on ambitious goals and realize outstanding results (Cooke, 2021). It is a leadership style essential for generating change, promoting creativity and achieving continued success in turbulent

situations (Cooke, 2021). By encouraging employees to exceed their own expectations, transformational leaders such as Musk can create a culture of innovation and excellence (Cooke, 2021).

To sum it up, as a transformational leader in progress, Elon Musk's leadership at SpaceX and Tesla is a great example of this. Like a true transformational leader, Musk not only aspires to be and attains the highest standards, but also stimulates similar accomplishment in others. That is why he has turned two sleepy industries - electric cars and space exploration-into high-energy fields of innovation. With exceptional outcomes, he's He brings something new to every enterprise in which he engages.

The transactional leader employs a system of rewards and punishments to manage and motivate employees. Through structured, hierarchical lines of command (Puni et al., 2020), this leader also insists on maintaining the status quo and achieving organizational objectives. This style of leadership is particularly effective in traditional industries where clear rules and procedures are vital Military organizations serve as a clear example for of transactional leadership Using a strict chain of command and reward systems to enforce discipline and fulfill operational goals (Puni et al., 2020).

While transactional leadership can be effective in certain contexts, it does not have the flexibility required to cope with today's fast-paced and dynamic business scene. Research has shown that transactional leadership has a positive significant influence on organizational effectiveness ("Leadership Styles and Organisational Effectiveness in Selected Public

Universities in Uganda", 2023), as studies have indicated Additionally, the effectiveness of leadership is dependent on use of either the transactional or transformational style in particular, with transactional leadership positively affecting job motivation and performance (Laras, et al., 2023).

To sum up, transactional leadership plays an important role in maintaining order and achieving organizational goals through a structured method of rewards and punishments. Nevertheless the rigid nature and focus upon maintaining things as they are may well make its usefulness limited in rapidly-changing or innovative environments.

The business world today emphasizes the importance of considering diversity and inclusion in decisions about both organizational culture as well as what building blocks strategic goals should take. (Prasetya, 2024). If you're trying to build more inclusive leadership, why not try changing organizational norms and environments for inclusive management at different levels across the company? (Ashikali, 2023). The current situation of research emphasizes how it's getting clearer all the time: diversity, equality, and inclusion are not just ideals in pursuit but also vital components of corporate success as well as society's forward march (Trkulja, 2024). Inclusive cultures require organisations to implement personnel policies that negate bias and engage employees in decision making, integrating differences (Meluso et al., 2023).

Suggestions for integrating a variety of cultural perspectives into business operation include promoting cultural intelligence training, developing inclusive leadership practices which meet local needs, fitting diversity initiatives to local requirements, taking cultural perspectives into

decision-making processes and finally committing to sustainable management practices (Unachukwu, 2023). An inclusive organizational culture that accommodates diversity is required for practical public management interventions (Çelik, 2018). Inclusive leadership builds psychological safety, diversity and inclusion ("THE POWER OF INCLUSIVE LEADERSHIP IN TECH STARTUPS": DISCUSS THE VALUE OF DIVERSE LEADERSHIP IN TECH STARTUPS, INCLUDING ITS IMPACT ON INNOVATION, CULTURE, AND BUSINESS PERFORMANCE", 2023). The empirical analysis results find a positive association between responsible leadership and organisational inclusion (Mousa & Puhakka, 2019). Organisational forms that promote inclusion, transparency and collective decision-making bring about more openness (Adobor, 2020). Identifying factors that facilitate success, counteracting the dangers of failure, and familiarizing yourself with future trends including digital transformation and inclusivity are essential for successful organisational culture change (Dong, 2023). Immersive and transformative esthetic experiences not only produce an engaging, dynamic space but can also lead to the excellent organizational environment where individual decisions emerge and various interests are actively addressed (Sant'Anna, 2024).

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