

Leadership and Management Theory and Practice

LCBB6003

GROUP 2 PRESENTATION

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Prifysgol Cymru

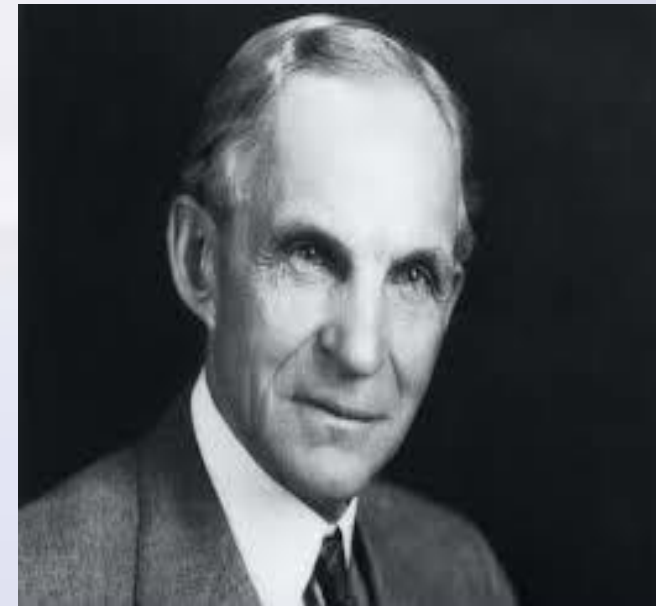
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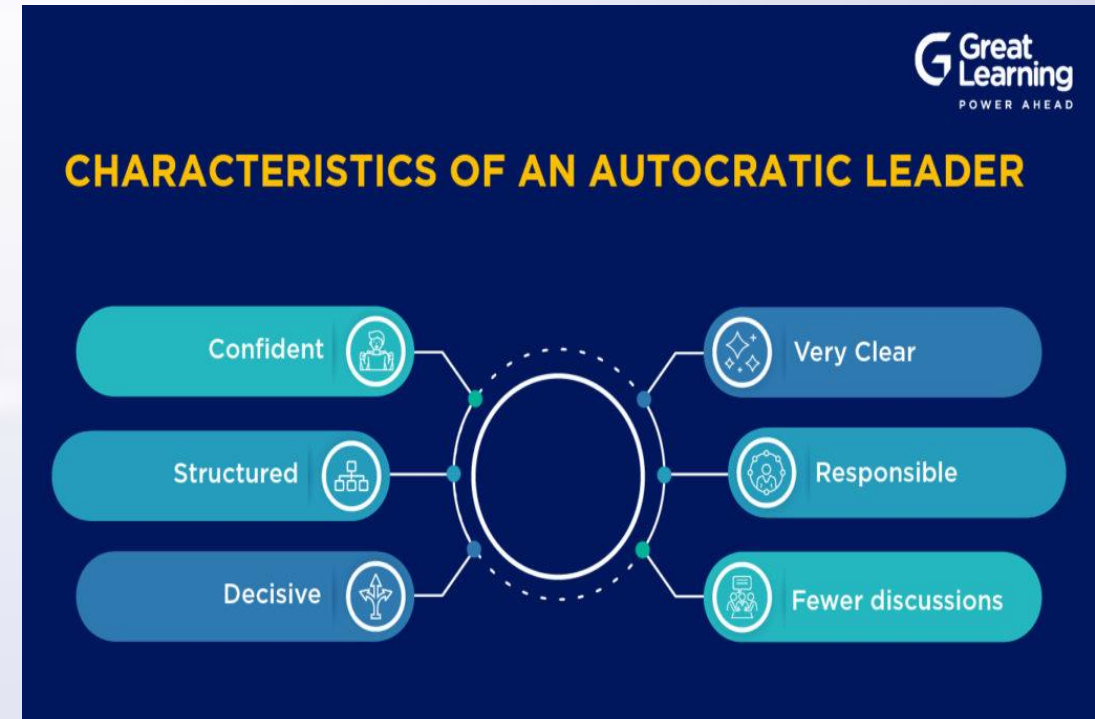
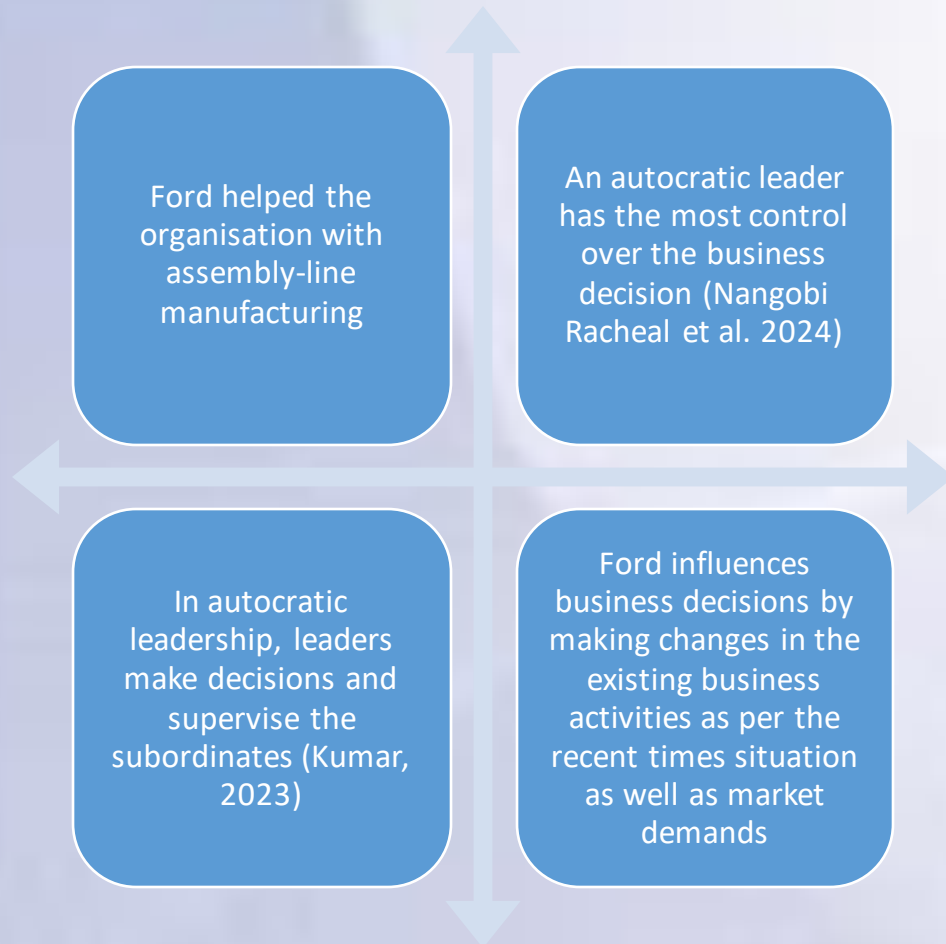
Leader 1: Henry Ford

Critically analyse in terms of the Leadership style of Henry Ford



(Bellis, 2008)

Critically analyse in terms of the Leadership style of Henry Ford



(Sajjan, 2022)

Critically analyse in terms of the Leadership Behaviour of Henry Ford

An autocratic leader always provides well-defined roles and responsibilities to subordinates in order to ensure an effective workflow (Kumar, 2023)

Ford focuses on gaining positive business outcomes by suggesting the management team to fill the minority stock (Link, 2018)

Henry Ford has great capability to identify common needs and struggles

He also understood the importance of human motivation



(Sketchbubble, 2024)

Critically analyse in terms of the Leadership Behaviour of Henry Ford

The critical thinking ability of the leader helped the whole team to gain ultimate business outcomes

Autocratic leaders must have effective communication skills, they also must be able to handle excessive pressure and also should be efficient with decision-making and problem-solving skills (Kumar, 2023)

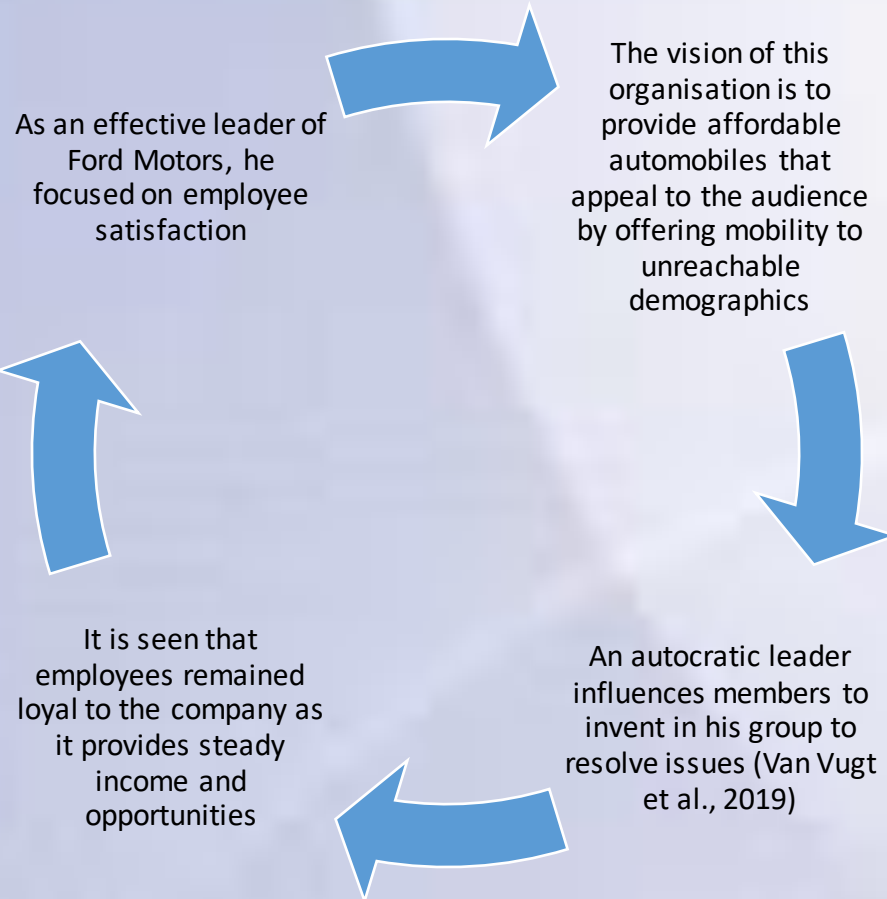
He always focused on building a reputation hence he was out of any kind of pithy advice (Collins, 2015)

Effective collaboration and communication skills of leaders also help in achieving desired business outcomes



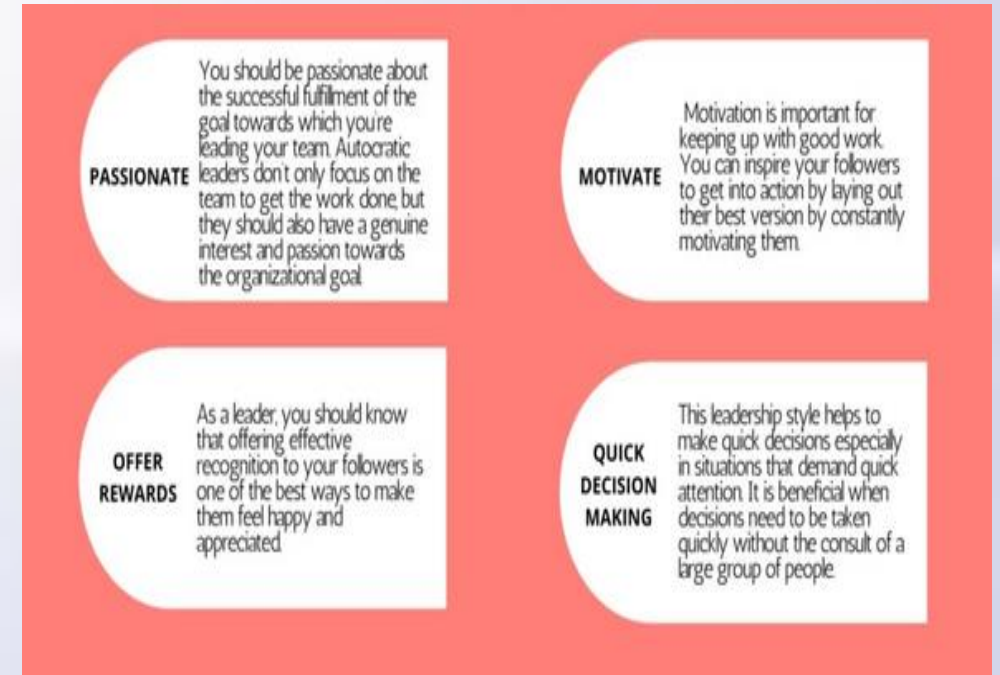
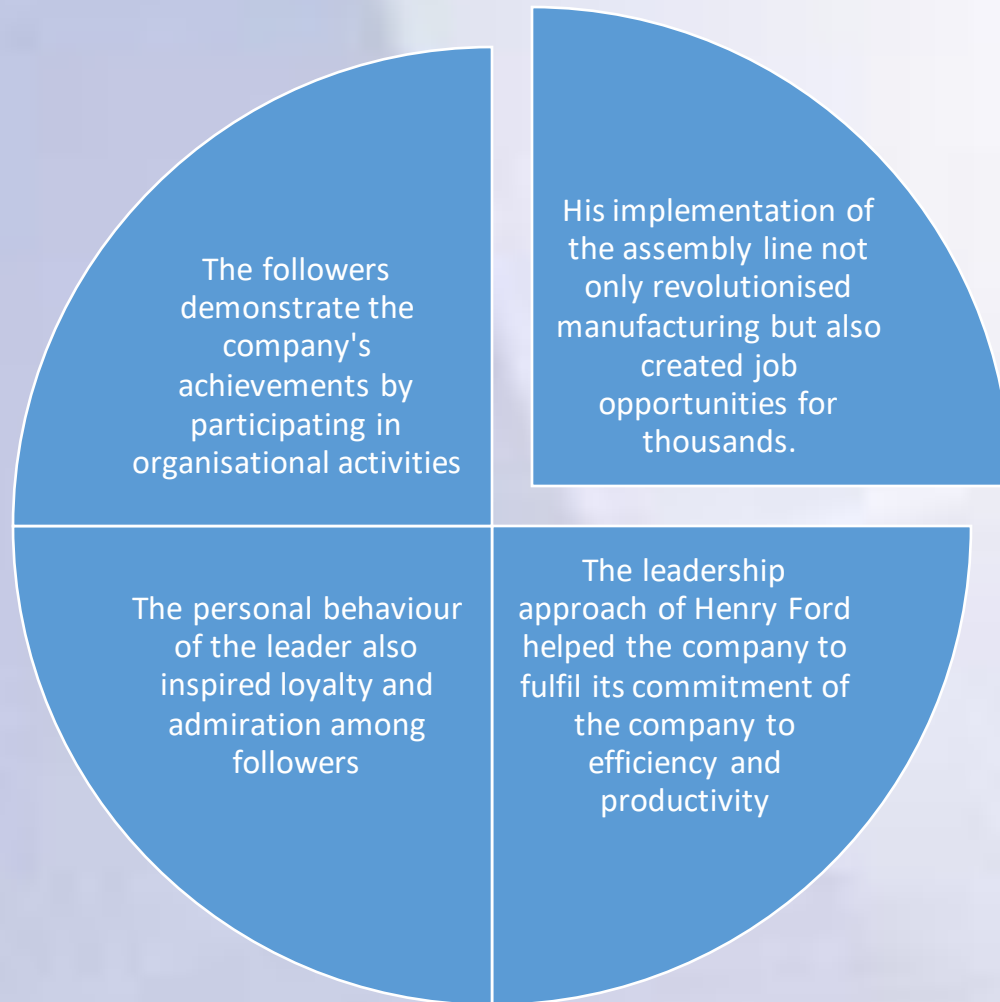
(Grewar, 2018)

Critically analyse in terms of Followers Appeal of Henry Ford



(TBH, 2023)

Critically analyse in terms of Followers Appeal of Henry Ford



(Manish, 2022)

Leader 2: Steve Jobs

Critically analyse in terms of the Leadership style of Steve Jobs

- Steve Jobs, CEO of Apple Inc follows a visionary leadership style (Shetty, 2024)
- Visionary leaders always possess an ambitious and clear vision that helps organisations drive innovation and better productivity
- He with his excellent vision statements proved the way an organisation can revolutionise the business world
- Such leadership believed in achieving long-term gains rather than focusing on short-term gains



Continue

- Jobs believed in creating ground for mindful leaders
- A visionary leader always provides clear and achievable objectives with detailed information
- Visionary leadership style influences a vision of a dream future (Karwan, Hariri and Ridwan, 2021)
- Visionary leadership style focuses on creating long-term vision and strategic vision in order to empower others to achieve a particular goal (Wells, 2023)



Critically analyse in terms of the Leadership Behaviour of Steve Jobs

Jobs has great problem-solving skills that help him to think out of the box (Leadership Lab, 2024)

Visionary leaders must be communicative and confident as such behavioural approaches help inspire others

Analytical skill is a must in terms of analysing day-to-day operations

The collaborative behaviour of the leader also encourages others



Analysis of Internal Drivers for Change in Apple /

(Google , 2024)

Critically analyse in terms of the Leadership style of Steve Jobs



Visionary leaders must have strong personal beliefs that help in meeting goals (Karwan, Hariri and Ridwan, 2021)

Steve Jobs guided their followers to the direct path that not only helped them to gain excellent knowledge but also the organisation gain benefits

Visionary leaders focus on long-term implication

Jobs is well known for his collaborative behaviour as he always encourages the involvement of employees in decision-making activities



(Oliveire, 2024)

Critically analyse in terms of Followers Appeal of Steve Jobs

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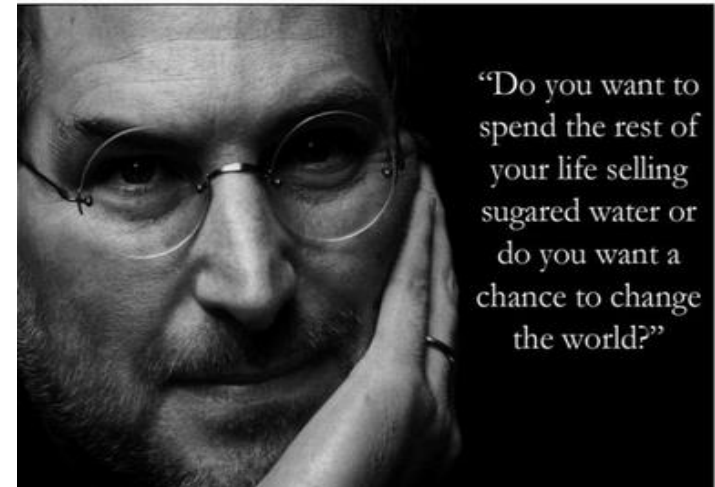
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The captivating vision of Jobs for the future of advanced technology also inspired followers to align themselves with the organisational mission

The leader also encourages the team by sharing long-term vision with them

It also fosters a sense of belonging as well as purpose

He also emphasises developing a seamless ecosystem of Apple products with strong brand loyalty among followers



(Cringley, 2024)

Critically analyse in terms of the Leadership style of Steve Jobs



Managers are suggested to adopt a visionary leadership style in order to enhance their performance

Moreover, the inspiring journey of this leader made him more relatable to the youth and made them believe in achieving what they have visioned today

Visionary leaders always share their vision which helps in understanding the requirements of discipline (Western Governors University, 2020)

Followers always admire this leader for his great attention to each aspect including customers' experience



(Naidoo, 2015)

Leader 3: Elon Musk

Critically analyse in terms of the Leadership style of Elon Musk

Elon Musk the CEO of Tesla follows a transformational leadership style as he particularly focuses on innovation and also achieving large-scale goals (Miller, 2022)

Transforming the organisation is the main focus of the leader

The impulsive decision-making as well as public disputes with regulators sparked concerns about the leadership temperament as well as governance practices (Archwell and Mason, 2021)

The controversies over their bold vision for the future along with his determination to overcome challenges make Musk an inspirational leader



(Miller, 2022)

Elon Musk Critically analyse in terms of the Leadership style of Elon Musk

- The leadership style of Elon Musk lacks the necessary focus on operational discipline as well as long-term strategic planning which further leads to execution challenges (Archwell and Mason, 2021)
- Transformational leaders always articulate a compelling vision that inspires and motivates followers to work towards a shared goal
- Elon Musk demonstrates care and concern for the needs and development of every team members
- That fostered a supportive environment that made everyone feel valued.



(Naidoo, 2015)

Critically analyse in terms of the Leadership Behaviour of Elon Musk

- Elon Musk is uncompromising and also made employees work for long hours
- However, the exciting goals of the company help encourage others to work for them
- The leader also focuses on enhancing its office culture by developing quality managers that help enhance its overall performance (Archwell and Mason, 2021)
- He builds trust among the employees and helps in enhancing the organisational workplace culture



Elon Musk

Critically analyse in terms of the Leadership style of Elon Musk

- Musk is a hard-working innovator who focuses on innovation
- He also has a strong risk tolerance that made the company more reluctant in the long run
- He always encourages feedback from everyone as he believes in making changes for the best (Archwell and Mason, 2021)
- Musk always have faith in himself as well as the founding team

Transformational

- Motivates using enthusiasm and charismatic inspiration
- Focused on commitment
- More focused on long term success (Naddeo, 2015)
- Uses intrinsic rewards (esteem, pride, etc.)

Critically analyse in terms of Followers Appeal of Elon Musk

- He gives some new fresh air to the world of innovation
- Musk has made his dream true by setting an example by positioning his organisation as the market leaders
- He always believed in his capabilities along with the potential factors of the founding team
- Followers believed that he was always ready to see the end rest (Archwell and Mason, 2021)

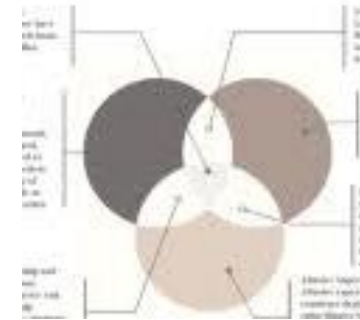


(Google, 2024)

Elon Musk

Critically analyse in terms of the Leadership style of Elon Musk

- The positive approaches help the leaders to enhance their relationship with their followers (Archwell and Mason, 2021)
- Elon Musk has gained overwhelming recognition (Lacerenza and Cheng, 2020)
- His effective leadership style made him set an example
- This leader is always ready to implement innovation



(Khan, 2021)

Leader 4: Jeff Bezos Critically analyse in terms of the Leadership style of Jeff Bezos

Jeff Bezos the CEO of Amazon is considered one of the most significant leaders in the present time

He is following an inspirational leadership style for enhancing the organisation (Sharma, 2024)

Bezos also inspires others with his vision for the future and also inspire other by challenging norms and driving innovation

He further leads by example keeps him awake and willing to take risks to pursue their aspirations



(Sharma, 2024)

Critically analyse in terms of the Leadership style of Jeff Bezos

Jeff Bezos sets high standards at Amazon but pushes the boundaries constantly that make employees exceed expectations

The leader also demonstrates adaptability to the changing market conditions (Adigwe, 2024)

In this context, pivoting the strategy of the company has been included in order to stay ahead of competitors as well as capitalise on different emerging opportunities

He also focuses on building a lasting legacy that always reflects his ambition



(Google, 2024b)

Critically analyse in terms of the Leadership style of Jeff Bezos



- He has an innovative mindset that seeks fresh ways to innovate
- The main key trait of his behavioural aspect is determination (Sharma, 2024) ^(peachyessay, 2021)
- With the help of such behaviour, the leader can easily make trustworthy customer-based
- Jeff Bezos is a well-known character who inspires others by enhancing the organisational status.



(Starzec, 2015)

Critically analyse in terms of the Leadership style of Jeff Bezos

- He always believed in a customer-centric approach hence his leadership style is an example of developed principles (Adigwe, 2024)
- Empowerment is yet another trait that helps empower the team
- Employee enhancement and motivation are a must in multinational organisational
- Inspiring others by setting goals in such a way that may help in gaining more outcomes is vital

Critically analyse in terms of Followers

Appeal of Jeff Bezos

- The personal brand of Jeff Bezos as a tech innovator also helps in attracting followers
- The iconic status of the leader in the business world bolsters his appeal and influence (Sharma, 2024)
- As an influential leader, he demonstrates a great understanding of followers' needs
- He helps in enhancing the use of modern leadership theories



(Capital, 2024)

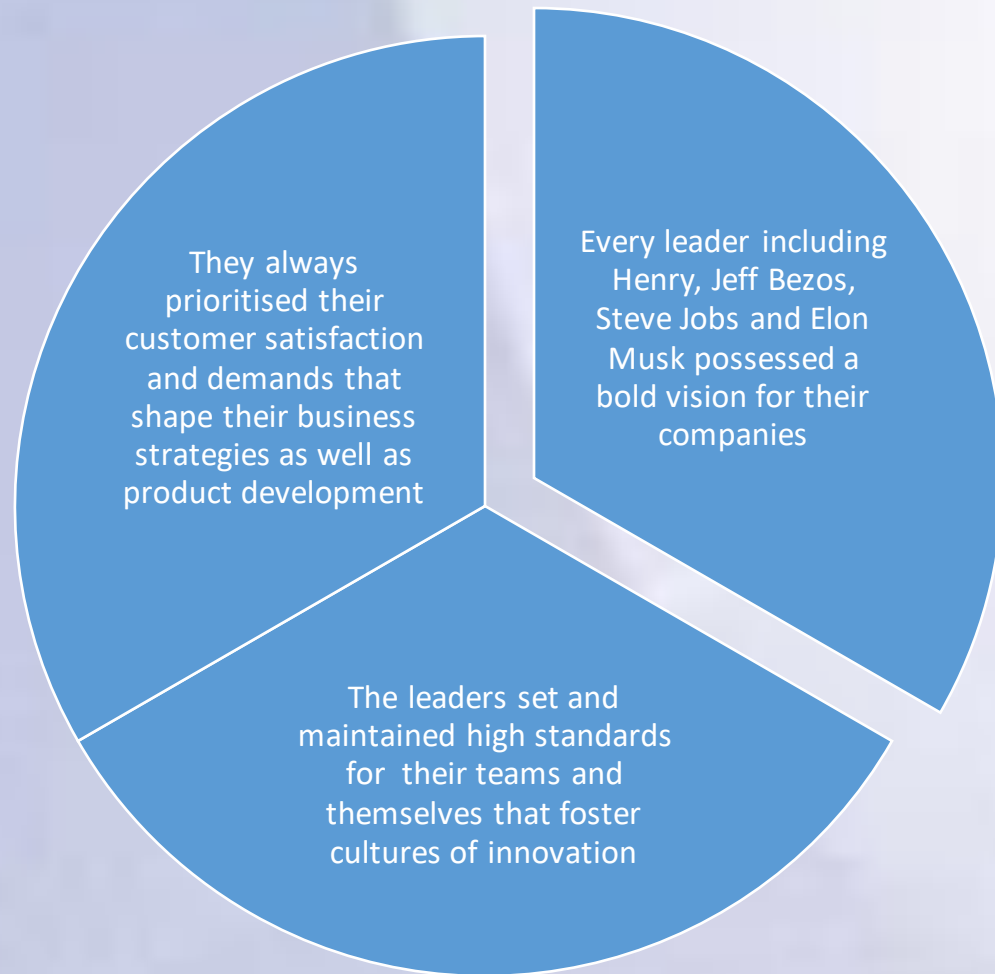
Critical analysis in terms of Followers Appeal of Jeff Bezos

- Jeff Bezos inspires the contemporary as well as future leaders (Adigwe, 2024)
- He also fosters inclusivity within the workplace by empowering diverse voices
- Moreover, he believed in taking initiatives to promote diversity and inclusion in the workplace
- Implementing initiatives associated with corporate social responsibilities has been taken into account

Technique	Description	Effectiveness (Hall and Barrett, 2007)	Effectiveness on task-oriented outcomes (Lee et al., 2017)	Effectiveness on relations-oriented outcomes (Lee et al., 2017)
Pressure	Demands, threats, or intimidation	Low	Moderate	Moderate
Assertiveness	Making repeated requests or expressing anger for failing to meet expectations	Low	Not included in research	Not included in research
Legitimizing	Persuading that a request is in a person's best interest using a position of strength	Low	Moderate	Moderate
Coalition	Using the support of others to gain concurrence	Low	Moderate	Moderate
Exchange	Promises of one thing for another; a quid pro quo	Moderate	Moderate	Moderate
Upward Appeals	Seeking approval of supervisors to make a request of someone	Moderate	Classified as ingratiation	Classified as ingratiation
Ingratiation	Trying to obtain a better mood in someone to get them to do something	Moderate	High	High
Rational Persuasion	Using logical arguments and factual evidence to change someone's mind	Moderate	High	Moderate
Personal Appeals	Requesting a favor from someone to achieve the goal	Moderate	Low	Low
Inspirational Appeals	Making an emotional request that brings feelings larger purpose	High	Moderate	Moderate
Consultation	Seeking the participation of all parties involved	High	Moderate	Moderate

(Google, 2024c)

Similarities between the leaders' characteristics and their impact on business



(Landry, 2018)

Similarities between the leaders' characteristics and their impact on business



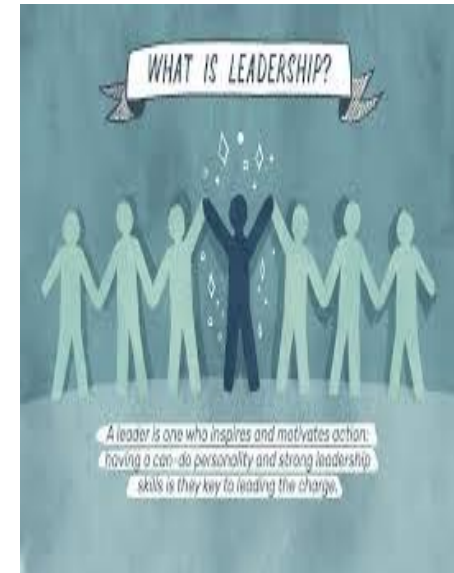
(GeeksforGeeks, 2022)

Similarities between the leaders' characteristics and their impact on business

Long-term thinking has been prioritised over short-term gains that further can be invested in future opportunities as well as initiatives

The leaders were willing to take risks to gain more opportunities and also willing to learn from failures demonstrating resilience

They also empowered the employees and delegated decision-making authority that helps in fostering a culture of accountability and reliance



(Ward, 2023)

Similarities between the leaders' characteristics and their impact on business



GLOBALISATION IS ONE OF THE MOST EFFECTIVE DEMANDS OF EACH ORGANISATION HENCE CHANGES IN EXISTING BUSINESS STRATEGIES THAT HELP IN ENHANCING OVERALL BUSINESS OUTCOMES.



PERSONAL BRANDING HELPS IN INSPIRING AND MOTIVATING THEIR RESPECTED TEAMS IN ORDER TO GAIN PUBLIC SUPPORT AS WELL AS INVESTOR CONFIDENCE.



THE COMPANIES HAD A SIGNIFICANT GLOBAL REACH AS WELL AS INFLUENCE THAT HELPED IN TRANSFORMING INDUSTRIES AND RESHAPING THE FUTURE OF TECHNOLOGY, AND TRANSPORTATION



(toppr, 2018)

Similarities between the leaders' characteristics and their impact on business

They further maintained their focus on resource optimisation that further leads to profitability and scalability

Apart from that, with the help of effective strategic objectives organisations can easily meet their goals.

The leadership of leaders left a long-lasting impact on organisations, industries, as well as the world at large that inspires future generations of entrepreneurs and leaders



(EconomicTimes, 2023)

Differences between the leaders' characteristics and their impact on business

Henry Ford adopted a more autocratic leadership style on the other hand Steve Jobs used a visionary leadership style and Elon Musk used a transformational leadership style

Ford's impact was within the automotive industry, Bezos reshaped e-commerce, Jobs transformed consumer electronics whereas Musk's Tesla ventures extended into aerospace

Ford took risks in the automotive industry, while Musk, Bezos, as well as Jobs, ventured into diverse and high-risk endeavours,

The leaders possessed unique personal traits



(Indeed, 2021)

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thank
you