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Organisational Leadership

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In my presentation I have talked about two different types of leadership styles and compared them and applied them to the Manchester arena bombings and talked on how affective they are, their efficiency and the negatives on said leadership styles. These leadership styles include transformational leadership and action centred leadership. Both of these were used throughout the conduction of rescues and medical attention provided during the aftermath of the attack in order to rescue as many people as possible and save the optimum amount of lives possible. Both of these leadership styles played a part in the performance of the fire services measures taken at the attack. However the performance of the Fire service during the attack, alongside the other emergency services which had attended, the Police and Ambulance service, was abysmal, said by witnesses and even the higher ranks in the command centre. 'emergency services should work in the event of a major incident - 'unfortunately' didn't work on the night.' (Britton, 2021) This comes down to some of the risks of the leadership styles the fire service and other emergency services had adapted to deal with the task at hand.

The first leadership style I have mentioned includes transformational leadership. The transformational leadership style includes four I's. These four I's include; Idealized influence, inspirational motivation, intellectual stimulation and individual consideration. All of these I's make up the leadership style of transformational leadership. This leadership style is also good for reasons such as finding more ideas and recommendations from your squad and other services on how to work more efficiently and effectively towards the task at hand and potentially therefore blunder another planned

attack or act quickly to an ongoing or on coming attack enabling the services to save more lives in the long run due to good preparation. With that being a positive aspect of this leadership style, there also comes a negative. A negative of this includes the fact that the services attending and working under the leadership style of transformational leadership may be inexperienced service members or have no experience in events occurring such as the Manchester arena bombings. This can then prove to be an obstacle for the usage of the transformational leadership style as recommendations from other sometimes lower ranked service members may not be effective or efficient for the current situation and therefore slow down the actual working of the service when given the task of rescuing people. This may of been the cause of the poor cross-service workings by the emergency services during the Manchester arena bombings or a break in the chain which only made things more disorganised.

The second leadership style I have written about includes action centered leadership. This leadership style revolves around 3 components. This includes; Team, task, individual. The team aspect in summary is when the team decides on their future actions as a group to encourage cohesion and a solid framework. The task element of action centered leadership includes the actions the team needs to take to ensure they achieve the goals set out ahead of them. The final aspect revolving around action centered leadership includes individuals. The individual part of this leadership style involves the actions to address whatever the team needs to be effective and efficient. Such as making sure you do your individual part that the team has asked you to carry out.

This leadership style is a great style to be used in events such as the Manchester arena bombing as team work is needed to be time effective and efficient in the rescuing of the victims in need and can save many lives. This can be done by good team cohesion and good preparation, which is done in the task aspect.

However, this leadership style can prove to be a burden on the emergency services as it requires good team cohesion and communication to be efficient and effective, which is necessary when dealing with the Manchester Arena bombing. Without good communication and communication, the leadership style will begin to crumble as the preparation and actions taken to ensure a solid framework and idea on the task will not work effectively.

To conclude, I believe these leadership styles work well for the fire service and could have during the Manchester arena bombings but they also require a firm frame work throughout both styles. However, in the public services team work, solid frameworks and cohesion is a basic skill to understand or learn through training which should ensure that these leadership styles work effectively and efficiently. The transformational leadership style is a versatile leadership style, in the fact that, it can be led solely through one leader through the likes of influence or example but can also be used through the recommendation of colleagues which can add to the idea bank already possessed by the experienced leaders. Moving on from that, the action centered leadership style is also effective in the sense that it is fast-acting due to preparations through its three elements, task, team and individual. These three elements require preparation whether that be scenario training or written plans prior to a possible situation occurring. This can ensure readiness for the real occurrence of a serious event

and can increase the chances of the fire service and many other emergency services response time to those who need it. This can prove to save many more lives in the future and in the moment.

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