

INTRODUCTION TO LEADERSHIP AND MANAGEMENT

LCBB4008

COMPONENT 1: COURSEWORK:

ESSAY

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Introduction

Leadership is the process of getting people or groups to work together to reach common goals. It is very important to the success of an organisation because it determines its direction, culture, and general health. Being a leader is more than just being in charge. It is also about inspiring and motivating others, setting a clear goal, and making sure everyone works together. Good leadership is important because it affects many things in a business, such as how happy and productive employees are and how well the business can handle problems. Leaders are very important for driving innovation and keeping a good organisational culture. They do this by setting the tone and guiding the team, which has an effect on both short-term and long-term success.

Discussion

People who are leaders in transformational approaches encourage and motivate their employees to move above and what is best for the corporation (Porfirio *et al.*, 2021). This sort of leadership is proven with the aid of Mark Zuckerberg, who is CEO of Facebook. Zuckerberg's way of leading has had a big impact on Facebook's culture and its capacity to give new ideas.

The satisfactory factor about revolutionary leadership is that it could help human beings be innovative and come up with new ideas (Bush, 2020). The manner Zuckerberg runs Facebook evokes workers to be innovative and take responsibility for their work. Zuckerberg offers his workers the freedom to give new ideas and work on huge initiatives by using encouraging an open and alluring place of work culture. Along with the advent of latest functions and the sale of other tech companies that fit with Facebook's long-time period dreams, this has led to large steps ahead and new thoughts.

Transformational leadership also makes employees more engaged and glad with their jobs. Zuckerberg has given his workers a feel of cause by using ensuring that the company's desires are in keeping with their own personal values and desires (Chandolia and Anastasiou, 2020). This connection encourages lots of willpower and pleasure, which ends up in fewer personnel leaving and more work getting completed.

In addition, innovative leadership at Facebook comes with some troubles. One hassle is that people might have too excessive of hopes. Zuckerberg's huge ideas and desire to be the quality can now and again make work settings very stressful, in which people experience like they need to meet very high standards (Essential Mullins and Christy, 2016). If this stress is not handled nicely, it could result in burnout and less work happiness.

In addition, that specialise in steady growth and exchange can make the business enterprise much less stable. Employees might not be sure what their roles and responsibilities are,

especially when the company is developing fast or reorganising. If this is not constant with clear communication and assist, it may lower self assurance and make people less efficient.

Transformational leadership at Facebook can change based on the state of affairs and uses business leadership while it is required. For instance, Zuckerberg and his management team take a more enterprise method all through vital instances like whilst a brand-new product comes out or while the business enterprise makes big modifications (Chandolia and Anastasiou, 2020). This way ensuring there are clear goals, clear guidelines, and close monitoring of progress to make sure success.

Facebook's leaders can maintain the organisation's modern part even as additionally coping with the issues that come with speedy growth and change by mixing transformational and transactional elements (Further Waldman and O'Reilly, 2019). This capacity to change method that the organisation can stay flexible and meet the changing needs of the market.

The manner Jeff Bezos runs Amazon is a mixture of autocratic and revolutionary leadership patterns. Bezos's approach combines making decisions from one location with setting a variety of pressure on innovation this is focused at the customer. Amazon's authoritarian management style is marked through brief choices crafted from the top down (Fischer and Sitkin, 2023). Bezos's hands-on style makes it easy to carry out strategic decisions fast and well, which is very critical within the fast-paced retail industry. This style shall Amazon make modifications and come up with new ideas fast, which allows it stay ahead of the competition and meet marketplace requirements speedy.

Autocratic leadership also makes things clear and much less confusing. When employees recognise what the corporation's pursuits and goals are, it makes matters run more smoothly and more correctly. This focus allows lots in terms of meeting short-time period goals and maintaining performance requirements excessive.

Even though it has a few benefits, authoritarian management also can have a few troubles. One huge hassle is that personnel may not be satisfied or stimulated, which is not always ideal (Fries *et al.*, 2021). The centralised decision-making technique would possibly make it more difficult for employees to present their opinions and be creative, which can cause them too much less engaged and motivated.

High trade cost can also be because of the high strain that comes from autocratic leadership. People who work for Bezos may additionally feel crushed by his consistent drive for excellence and high requirements. This can make worn-out and less satisfied with the process normally.

Bezos makes use of transformational elements in his management style to stability out the awful matters about autocratic management (Bush, 2020). This way creating an environment that encourages new thoughts and pushing people to think large and proportion their personal. Amazon's Leadership Principles, like "Invent and Simplify" and "Hire and Develop the Best," show how they take a transformative technique.

This combination is right as it combines the benefits of taking decisive action with a focus on long-term goals and workforce growth. Amazon can live in advance within the marketplace whilst fending off some of the issues which can come with autocratic leadership by using encouraging a culture of consistent growth and new ideas.

Bezos's manner of leading adjustments relying at the situation. He can switch between autocratic and transformational patterns (Chandolia and Anastasiou, 2020). For instance, Bezos's autocratic style makes sure that choices are made fast and efficiently in the course of vital times like high-stakes product launches or operational issues. On the alternative hand, his transformational method encourages a tradition of creativity and long-term imaginative and prescient in the course of times of strategic growth or innovation.

Amazon is able to stability the need to transport quickly and decisively with a focus on encouraging employee engagement and new ideas (Setiawan *et al.*, 2021). Bezos can manage

the challenges of a fast-paced and competitive enterprise while additionally using the enterprise's growth with the aid of combining the exceptional parts of each style of management.

I got to use a lot of leading patterns once I turned into in value of a group mission for faculty. At first, I used a transformational technique by giving my team a clear imaginative and prescient and encouraging them to speak about their thoughts (Chandolia and Anastasiou, 2020). This made it less difficult for everybody to work collectively because they were all driven and involved, which caused creative solutions and strong teamwork. I switched to a more transactional style as last dates approached and the work load grew, giving clear directions and goals to make sure people met their targets fast. This stability helped me address stress and stay targeted (Cole and Kelly, 2020). Thinking about what took place, I learned how important it is to change how I lead based on what the group needs and what the scenario calls for. This delivered freedom helped to reach their challenge goals and made the team works better together.

Putting collectively my personal experience with thoughts about leadership shows how transformational and transactional management styles may be utilised in real life. As a project leader, I used transformational leadership to inspire my team with a shared intention and create an environment in which people should work together (Bush, 2020). This is in keeping with Bass's concept, which says that leaders need to encourage fans and encourage new thoughts. As the assignment deadline were given closer, I switched to a transactional style, giving clear instructions and making clear goals, which is much like Burns's concept of rewarding proper performance with rewards. This stability illustrated the significance of tailoring management tactics to situational instances. Theories people have found out in magnificence make it clear that leaders want as a way to adapt to special situations. They can use transformational techniques to get people concerned and transactional methods to maintain track of responsibilities and meet goals. Putting theoretical thoughts into practice in this manner helped

me emerge as a better chief. It indicates how mastering and adapting management patterns can result in excellent consequences and sturdy team performance.

Conclusion

Examining various management patterns, like modern and autocratic, suggests their pros and cons. Transformational management encourages new thoughts and participation, however it can also motive strain and instability. Autocratic management, however, makes sure matters run smoothly and definitely, however it is able to harm spirit and creativity. From my personal experience, I know how vital it is to change management styles to match the situation with a view to be successful. In the future, I assume that leadership styles must pressure being flexible and capable of alternate. Assuring a dynamic and beneficial work environment, leaders ought to use a mixture of patterns to cope with both short-time period troubles and long-time period goals. Employers can create right leaders who promote growth and achievement through a balanced and flexible approach through combining academic information with real-world enjoy.

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