

Paper Title:

No. of Pages: 0

Paper Style: APA Paper Type: N/A

Taken English? Yes English as Second Language? No

Feedback Areas: General, N/A

Paper Goals: This is my first time using this tool, please help me with my draft. I also have to submit for the feedback.

Proofing Summary:

Hello Lanina

I'm Greg, your writing tutor for the Writing Center. I have reviewed your submission and have several suggestions that will help you revise. Please feel free to contact us through a 24/7 live writing session with any follow-up questions or for any clarification.

Below, you will find a revision plan along with margin comments within your paper. Use my suggestions as a starting point for the revision process. Also, please note that I have not edited or proofread the entire draft for minor errors, but rather, focused on overall concerns such as idea development. For a complete look at your grammar and punctuation, please use Grammarly.

You have done a nice job of composing your long paper on leadership theories. For your revisions, I suggest focusing on the following:

1. There is at least one place in your paper where it seems like your wording is a bit awkward. One good way to find and fix areas like these is to read your sentences aloud during revision so that you can check for sentence flow, missing words and other things that you might want to change or adjust. Remember to take it slowly and carefully when you read aloud. You could also have another person read your paper back to you. If they stumble or hesitate, this could be a trouble area to investigate

2. Also, you have some transitions, but you could add some more. Great transition that moves your audience's attention from what you just discussed to what you will be discussing. You can use transitional words, such as "also," "additionally," and "furthermore," or transitional phrases such as "another reason why."

Good luck in the course, and I hope we can help you with your next assignment.

Running head: LEADERSHIP THEORIES/APPROACHES (DRAFT)

1

Leadership Theories/Approaches (Draft)

Lanina Howard

Ashford University

Leadership Theories/Approaches (Draft)

Abstract

Leadership theories are mostly used in the explanation of the leadership that are witnessed in the organizations. This paper, therefore, analyzes the situational, transformational and trait leadership theories. The various philosophical assumptions and principles are outlined and focused on how they affect the implementation of the theories. The paper also summarizes the strength and limitations of the three theories in order to better understand them. There is mention of how the strengths improve the leadership of the organization and also how the organization is affected by the limitations specified. There is also an analysis of the importance of leadership theory to the field of psychology. This involves leadership and organization psychology. This is elaborated to the extent to show the relation and importance that the two have to each other. The paper concludes by analyzing the importance of transformational leadership theory to my career.

Leadership Theories/Approaches (Draft)

Overview of leadership theories

Leadership theories can best be described as schools of thought that are advanced by scholars with the aim of elaborating and explaining why there are certain people that are leaders. Leadership theories are critical in giving full analysis of what leadership entails and the various aspect or concepts that are used in leadership (Cote, 2017). This helps people to better understand the modalities of leadership. Leadership theories are also used to emphasize the behaviors or traits of leaders and the reason why certain people may be deemed fit to be leaders. There are several leadership theories that are normally used in defining the kind of leadership that is to be adopted by organizations. These include the situational leadership, trait leadership and the transformational leadership theory. The three theories have been adopted by most of the organizations as they seek to find suitable forms of leadership that will contribute to them achieving their objectives. In order to ^{sp}hve a better understanding of the leadership theories, it is important to have an overview of each ~~of the~~ leadership theory.

Good job leading the readers into the topic.

Situational leadership theory is a form of leadership theory that focuses more on the situation that is currently in place. The leadership theory advances the notion that the type of leadership that is shown or exhibited by a leader depends on the situation that is there (Meier, 2016). Most of the leaders are forced to adopt different types of leadership due to the different challenges that they face. The leader in the organization will have to assess the kind of situation that he is in and therefore decide to go with the leadership styles that will be best suited to deal with the problem. Situational leadership theory does not in any way consider the principle and values that a leader may have. This is to say that the leadership theory shelves the principles and values of the leader and only recognizes the action to be done in order to deal with the situation.

LEADERSHIP THEORIES/APPROACHES (DRAFT)

4

The most important thing is the situation that one is in as opposed to the principle and values that the leader may hold. This is critical as there are different situations that may appear in the organization and thus it would not be prudent to stick to one leadership style that does not work.

Trait leadership on the other hand advocates for the existence of certain traits qualities that are critical in leadership. The theory assumes that there are certain correct qualities or traits that make individual to be leaders (Cote, 2017). The traits are inborn and therefore can only be used by few individuals. The correct qualities as they are assumed to be are critical in making one a good leader. Most of the people who possess such qualities have excelled in leadership and contributed significantly to the growth and success of their organizations. The proponents of this theory argue that the leadership qualities that are possessed by the leaders can only be born rather than being developed. The different characteristics and traits are unique and tied to an individual as opposed to having the possibility of being shared or developed. The traits possess certain behaviors that are important for the leaders and the leadership in general.

Good transition to your second leadership theory.

You mean these leaders must be born with these qualities?

You mean the leaders possess certain traits and behaviors?

There are various leadership traits that can be attributed to the leadership theory. This include intelligence, task competence, capacity to motivate, need for achievement and people skills. All these qualities are very important when it comes to leadership. The leaders possess intelligence to analyze different situations and advise on the best way forward. This also the case with the ability to motivate other members of the team. They inspire and motivate team member and this assists their organizations in achieving their objectives.

Use the plural when referring to more than one.

Transformational leadership theory is a type of theory in which the leader works with members of the team to identify the change needed and create a vision that will be instrumental in guiding the change (Carleton, Barling & Trivisonno, 2018). Transformational leadership involves the aspect of causing changes in individuals and social systems. The changes that are

Could you use a transition here as well to indicate you have moved to the final leadership style?

created are meant to be valuable and positive with the end gain being to develop the follower in to leaders. The leader in this type of leadership creates a vision for the organization. The vision is to be followed by the team members. The leaders lead the team members in identifying and implementing the changes that is desired for the organization to be able to achieve its objectives. One important factor with transformation leadership theory is that it seeks to inspire and motivate employees. The employees feel that they are part of the process of leadership and thus are able to work on the visions created with full determination. Another important element of transformational leadership theory is that of consideration. The theory allows for the employees' views to be considered in the process of bringing change. The voice of the team members are therefore heard and this enhances the process of leadership.

Philosophical Foundations, Assumptions and Principles of the Chosen Leadership Theories

One of the assumptions of the leadership theory is that of directing. The leader is the one who makes the decision that tells the team members on what is to be done. This is normally based on the assumption that the leader has a lot of experience in handling situations and that he or she is best suited to deal with the situation. The team members depend on the knowledge and skill that the leader may have in order to navigate them out of the situation. There is also the element of coaching that is associated with this form of leadership theory. The organization faces a lot of challenges from time to time and thus it would be important for the leader and the team members to be aware of the basics skills of handling different situations. The leader is able to use the experience and knowledge that he has in training the members on such skills. The members can learn better ways of handling different situations and this makes them prepared for any eventuality. The team members also get a chance of participation. Through this participation, leaders engage with each other with the aim of finding a common solution. The team member

LEADERSHIP THEORIES/APPROACHES (DRAFT)

6

participate in this process and analyze the suggestions that they have. The leader team makes a decision based on the suggestion and the knowledge he has.

In terms of the trait theory, there are a number of assumptions that are based. One such assumption is that the qualities that are present in the leaders are inborn (Nawaz & Khan 2016). The traits are acquired as a result of birth and cannot be shared or developed. This makes them stand out as quality leaders who have experience in their responsibilities. Trait Leadership theory also has the principle that the traits produce certain social behaviors that follow a certain pattern. This is to say that the characteristics portrayed by the leader explain to a great extent the kind of behavior that they portray. There is a general pattern that can be observed from leaders who possess such qualities. Another important principle to be observed in this leadership theory is that of the patterns of behavior being consistent across different situations. There are various levels of management and leadership in organizations. They require different forms of leadership in order to navigate the challenges that are associated with each and every one of them. Trait theory observes a similarity in the pattern of behavior by leaders both in different organizations and different levels of leadership.

Transformational leadership offers a number of assumptions and principles. One of the major principles of transformation leadership is that of intellectual stimulation and creativity. The theory gives room for the stimulation of the team members' efforts. It assumes that proper leadership can only be achieved if the team members are highly stimulated and their efforts appreciated. The leader, therefore, engages the employees by coming up with innovative ideas of enhancing the efforts of the team members. Another important principle that transformational theory follows is that of influencing leaders. Transformational leadership came about as result of the need to identify needed changes and formulation of vision to change this. The leader is

Be sure to finish your thought.
That are based on what?

therefore required to influence the team members into taking certain actions that will, in the long run, contribute to helping them become great leaders. The leader influences the team members in the way to undertake their duties and this prepares them for major leadership roles. The influence they get from the leaders enriches their skills and knowledge. Another assumption is that the leadership team recognizes the need for better relations between the leader and the team members. Therefore, it makes an assumption that employees must be involved in the transformation agenda. This is to say that the process of transforming the organization must involve the members for it to be successful. They are the core and critical part of the organization and therefore they cannot be any meaningful change if there is no involvement of the team members.

Good topic development.

Strength and Limitations of the Selected Leadership Theories

One of the strengths that is associated with situational leadership is that of flexibility. The situational theory of leadership is a more flexible approach due to the fact that it allows the leader to change or adapt to a different form of leadership depending on the situation at hand. This is different from other types of leadership that only allow for a predetermined source of action to be taken. The leader can analyze the kind of situation that the organization is and thus adjust the approach to be taken. Another strength is that it ensures successful collaboration between the team members. The leadership theory provides for participation among the team members and this ensures that they can collaborate in dealing with the situation. Situational theory also ensures adaptability (Meier, 2016). The fact that the leader can change the approach to be used frequently assists in enhancing the adaptability capacities of the leader. Through this, he or she is able to conform to different approaches at different times and this ensures that different problems are solved amicably. In terms of limitation, situation theory focuses on the

LEADERSHIP THEORIES/APPROACHES (DRAFT)

8

immediate needs. The leader is able to change the approach in order to deal with the immediate threat. This therefore only addresses the immediate needs as opposed to the long term needs of the organization. Another limitation is that it is extremely difficult to measure maturity. The theory involves analyzing the maturity of the members which is a difficult task to define. There is no recognized way of measuring the maturity of the team members and this poses a threat to the theory.

Trait theory has the strength of being the only leadership theory that has a rich sense of research. The traits or qualities of the leaders is something that has been analyzed for several years and lots of research work done on it. Most research has identified the unique qualities that individuals possess and which make them better leaders. This is different from the research that is done on the other theories that seek only to explain the dimensions of the leadership theories. Another strength is that it provides a benchmark for leadership (Cote, 2017). Trait theory is used by organizations to identify leaders who would be able to make the organization succeed. The process of section involves analyzing the different traits or qualities that the prospective candidates have and the choosing of the quality that will be suitable for the organization. Trait leadership theory also builds on the premise that leaders are distinctive. This is to say that it views leaders as people who have special characteristics that make them distinct from others. They are distinguished from these by the correct qualities that they have. On the side of limitations, the theory focuses on the leaders and neglect the followers. It is a leader centric type of leadership theory in the sense that it elevates the leaders due to the characteristic that they have. It focuses more on praising these qualities and the fact that the leaders are the ones to steer the organization. The followers or team members are not recognized at all. Another limitation is that the theory fails to look at the end outcome such as performance and productivity. There is

Do you mean selection?

Place just one period after the citation.

too much focus on the qualities of the leaders as opposed to the productivity of the company. The theory only looks at one side which is that of the leader at the extent of the performance of the organization.

One strength of transformation leadership is that it allows for the leaders to create change. They lead and the team members are involved in the process of transforming the organization which includes the identification of changes needed. Through this framework, the leader can be able to institute several changes in connection with the team members. The identification and formulation of the changes is followed by the implementation phase that is overseen by the team members and the leader. This gives them the ability on the change and thus take responsibility for challenges that may arise. The transformational theory also creates enthusiasm in the organization (Carleton, Barling & Trivisonno, 2018). The members are inspired and motivated by the leaders which in turn creates a sense of excitement in the organization. They feel appreciated for being allowed to take part in the process of change and transformation that contributes to higher working rates. Another important strength is that of formulation of visions easily. The other process of transformational leadership. Organizations are able to come up with a new vision easily and effectively. The process of creating a new vision is enhanced because there is the inclusivity of the team members. The leader can engage the members which result in the fast creation of visions.

One limitation that transformational leadership theory has is that of loss of power by the leader. Transformational leadership seeks to empower the team members through active participation. This raises a scenario where there is too much focus on the employees and their welfare and this results in the leader being overlooked. Any disagreement that may pop from time may be decided in favour of the employees because the leader needs to ensure them.

Another limitation is that of being risky and disruptive (Carleton, Barling & Trivisonno, 2018). The process of creating a vision from time to time may lead to a disruption in the operations of organizations. The leader may take certain higher risks that may end up tampering the organization. This is true if the leader is focused on introducing change as opposed to delivering on the objectives of the organization. Another limitation is that of a continuous feedback loop. In order to maintain the enthusiasm of team members, the leader may need a long period of time. Any breakdown in the process is likely to lead to the end of the enthusiasm created.

Importance of the Selected Theories to the Study of Leadership and Organizational Psychology

Situational leadership theory is important in the field of psychology as it provides an insight of how a leader behaves when it comes to dealing with a situation. Psychology mostly deals with the human mind and behavior. This is something relevant when it comes to the leader and the decisions that they have to take. The situational theory provides an opportunity for a leader to analyze most of the situations using the psychological concepts and thus able to know of the right procedure to be used. (Sternberg & Sternberg, 2016). The situational theory, therefore, is relevant to the field of psychology as the action that is taken by the leaders in different situations can only be explained by the field of psychology. Leadership entails a lot of critical thinking in order to ensure that the correct form of approach is taken. The leadership theory is also important to organizational psychology as it explains the actions of the organization members in terms of handling different situations. The team member's reaction to situations they have popped up is better explained by organization psychology.

Good transition.

Trait leadership is also important to the field of leadership psychology. This is because it analyzes and spells out the reasons as to why the team members in the organization conform to

the directions of the leaders. Most of the members find themselves adhering to the instruction order that the leader has suggested. The respect to a great extent the trait that the leader have and this contributes a lot to the success of the organization. It is also important to organizational psychology as it details the behavior and trait that the members of the organization have (Sternberg & Sternberg, 2016)

Transformational leadership theory is also important to leadership psychology as it makes us understand the assumptions that are usually made in the field of psychology in relation to transformational changes. The identification and implementation of the transformational changes can only be elaborated through the use of psychology. Psychology enables one to understand the critical thinking that is involved in the process of leadership and the various assumptions attached to it (Sternberg & Sternberg, 2016). Transformational leadership, therefore, exemplifies this. It is also critical to organizational psychology in that the transformation process involves all the team members. The mind and behavior used in coming up with the visions and changes for the organization is something that is based on the psychology of the members. It would be impossible to understand this without having psychology and the theory of transformational leadership.

The Relevance of Transformational Leadership to My Career. Path

Transformational leadership is relevant to me and my career in the sense that I am working in an environment in which the current leader has adopted the transformational style of leadership. This has seen us as the employees gain from time to time in matters to do with the vision of the organization. I have been able to participate fully in the transformation of the organization through the inspiration that he has provided to us. This has enabled me to enhance my knowledge and skills in terms of leadership which will go a long way in furthering my career.

Watch for errant punctuation.

The motivation that the leader has given us has enabled me to work with more determination and zeal in achieving both the objectives of the organization and mine. This will be an important aspect in future as I will be able to utilize the skills and knowledge that I have learned in the organization to come up with several changes that may enhance the achievement of goals and objectives. Transformation leadership theory is also important in my career as it will come in handy in future once I assume a leadership role. This is in the sense that I will be able to inspire and motivate others and also do assist them in the creation of visions that are critical for the organization. I will be more aware of how to interact with the team members and also how to consider the views and opinions that they have. This will lead to a more conclusive process that will lead the organization to greater heights.

Conclusion

Leadership theories are critical in understanding the type of leadership in the organization. The three types of leadership theories elaborate how leaders operate and the relationship that they have with the team members. The philosophical assumptions that they possess are important in explaining why the leadership theories are in such a manner and thus enable us to appreciate even more. The importance of leadership theories to psychology is also immense and that which cannot be fully exhausted. The implications of psychology to leadership are also evident and thus, more focus should be placed on the field of research to enhance this relationship.

Keep in mind you could list them again.

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