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Submission date: 27-Jul-2020 11:37PM (UTC+0530)

Submission ID: 1362908224

File name: REV.Ellison_s_leadership_style-1.edited.docx (19.4K)

Word count: 1452

Character count: 7441

Ellison's Leadership Style

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Ellison's Leadership Style

Question 1

When I reflect on Ellison's personality, generally Ellison turns out to be someone who cannot meet the description of a very good and effective leader. Concerning my perception, it explains why Ellison is not very active when it comes to his organizations. Moreover, among many duties Ellison has, he has a high preference to delegate them to a sect of the juniors present in his organization. Nonetheless, concerning the overall business conduct, Ellison could be termed as successful. However, the latter triumph does not suffice to qualify him as a very good leader (Hymowitz, 2005). Correspondingly, Ellison is very astute. This is an inalienable fact from him, as it is one of the evident leadership traits. Two facts qualify Ellison for this trait. First, at no point does he condone any kind of complacency from the workforces. Secondly, he constantly expects sheer sacrifice and simply the best output above anything else from the employees towards his organizations.

Additionally, Ellison meets the description of a very poor decision-maker (Bauer & Erdogan, 2012). To back up this trait is the fact that when he is faced with critical duties that seek chiefly his move, he opts to delegate such responsibilities to his subordinate personnel. He chooses such delegation of decision-making duties on the interest that his juniors could as well come up with equal pronouncement as the trailblazer. As a result, Ellison fails to appreciate critical duties vested in his capacity and this primarily explains why he ensures he delegates most of his obligations to the workforces. Lastly, Ellison is a good financial manager which is an evident trait as well (Hiriyappa, 2009). For any manager to be deemed as good and successful in any realm of business in this world, they ought to be identified with this trait. Hence, to demonstrate this trait this individual is constantly required to maintain their levels as well as

keep up the accounts for the business in question to succeed. This is precisely what Ellison has continuously offered to the corporation. Regardless of his not so much-esteemed personality, Ellison has seen the company grow. Similarly, he is a kind of person who possesses high aptitude to manage personal finances very well.

Question 2

After a critical evaluation of Ellison's personality, I regard him as being task-oriented as well as people-oriented to a given degree. He stands out as one person who has invested so much in his taskforce rather a team. Moreover, being the employer and the only one capable of bringing new staff on board, Ellison has always targeted the best, he has seen to it continually that he is on the frontline of selecting nothing more but the best personnel there is (Hiriyappa, 2009). Conceivably, this reason alone explains why he has always expressed a high level of reliance on his workforces to an extent he feels comfortable delegating critical decisions requiring his ascent to his subordinate staff (Mendleson, 2010). Likewise, as a business owner as well as an employer, Ellison has demonstrated the profound significance of relationships and their associated implication to him. Concerning business conduct, he is not a self-centered kind of person. Majority of what Ellison has could be attributed to his perpetual strive to ensure he has a very sound relationship with his workforces as well as his own business in general.

Therefore, for the aforementioned individual behavior, Ellison has equally placed additional attention to the business content; an extra reason which explains why he has been regarded as a task-oriented individual. He meets the expectations of being the only sole individual expected to uphold good relations with the business. Moreover, about business faring, he has constantly worked a great pact to ascertain he has the best always. With his general behavior, it can be deduced that as an individual, Ellison is one person who has his focus fixed

more on business and cares very little about another peoples' contentment. As a result, he is favorably described as a task-oriented individual. By definition, this is simply an individual who always prefers to behold their business triumph. Ellison has endeavored to see to it that his close competition is never any closer to him. Also, as a continuous routine, he is constantly working to preserve his status as well as his business' high stakes rolling in the market.

Consequently, while it is a universal maxim that amidst any successful company today and its culture, drive and competitive morale rather spirit lies at the core an essential trait intrinsic in the ability of the CEO to bring on board through hiring process a top-notch of team players; Ellison's conduct of being task-oriented proves just that. Fundamentally, his company advanced and triumphed on this personal conduct expressed through unmatched aptitude to choose and recruit outstandingly talented as well as capable leaders in management positions. This implies that Ellison cares least about individual interests but his certainty that he will be successful in a given venture is his sole concern. To further dive into Ellison's task-oriented nature, perhaps he expresses this conduct in a couple of ways. For instance, Ellison highly trusts his intuitions. It is not easy to hire someone and determine on the first day whether he meets personal set standards of being an overachiever or a type-A kind of an employee. However, due to experience and intuitive confidence, Ellison is capable of discerning a lot by simply looking into a candidate's explanations of previous accomplishments, interactions at an organizational level as well as performances, and use intuition to select the best there is.

Question 3

About the type of leadership style Ellison demonstrates, I regard autocratic leadership style as the aforementioned leadership style that he portrays. In essence, this leadership style entails everything of the depicted business organization being entirely centered on the manager

or rather the person in charge. For instance, in this scenario, it depicts an individual who is endeavored to do business not owing to any other rock-solid reason but solely because of self-gratification. Irrespective of the fact that Ellison is a retired CEO, he has upheld the docket of the company chair and equally leaves similar responsibility to make critical decisions that favor the organization to the organization substitutes (Mendleson, 2010). Thus, regardless of the price that should be paid, this is a type of leader that pushes to see everything that makes him happy notwithstanding who has to shoulder the cost. Furthermore, he is a kind of person that is ready, willing and able to see to it that he has a hand of influence in decisions that chiefly favor and please his soul. Equally, due to his power which stems from the fact that he is an independent leader, Ellison uses this verve to determine the type of personnel he needs and he is not ready nor prepared to bring amateurs on board. Instead, he prefers to shove out of the market the best strain of workers available.

Similarly, Ellison portrays a team leadership approach. Essentially, this is evident based on the fact that Ellison makes sure that he is surrounded by a reliable taskforce with whom he can work with. Owing to this approach, it is undeniable fact that this is the reason why Ellison can develop trust in a sect of his team members with whom he is freely willing and at peace to delegate his duty to make certain company decisions, and he is assured at heart that their decisions will still favor his desire for his domain or empire. From this similar mentality of relying on a team, Ellison has been able to establish an empire. Moreover, his team was not established overnight, however, he has invested a great deal of time to create it. No wonder he solely depends on them this much (Leibovich, 2000). Also, Ellison's dependence on this section of employees could fully be attributed to the fact since the time he commenced, he has been able to uphold a similar breed of quality workers and such as an individual, he stands to benefit more.

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