Leadership Development

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Author Note

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**Scenario One**

**Summary of the issues the employees have**

The company has employees who are represented in the scenario by Adam and Peggy. From the short conversation between the two, it is clear that the employees are poorly motivated and upset because the company gives equal salary raises to all employees without any recognition for extra efforts by some of them.

Adam, who initiates the conversation, has been asking his colleagues what he needs to do to get promoted. Upon each meeting and being given unspecific goals he needs to accomplish, he gives his best efforts, but this has gone for years without him ever being recognized. He likes working in the Company, but he wonders whether things will ever change or how he will progress in the company

Adam and Peggy wonder how much the company realizes how much they do to contribute to the Company success or what they could do given the opportunity and proper motivation.

**New Motivational Theory to Use on the Employees**

From the three theories of motivation (Expectancy Theory, Equity Theory and Goal Setting Theory), the theory I think will work best for the employees is the Goal Setting Theory.

**Reason why Goal Setting Theory Fits**

The choice of Goal Setting Theory fits because each individual will have their own plan to fit their needs it is blunt in to the point, here is what I want, here is what you get.

**How to implement Goal Setting Motivation Theory**

Specific goals for each employee are set. Upon attainment of a goal, the employees are recognized and awarded by the agreement made. For example, in this scenario, once Adam attains the specific goal he needs to accomplish, he should be awarded a promotion or another form of reward.

Another example of how to implement the Goal Setting Motivation Theory is by questioning the other employees who do not accomplish their goals, unlike Adam and Peggy.

**Scenario Two**

**Summary of the issues the employees have**

In the second part of the video of Joan and Chris there are clearly some differences between the employees. Chris is very organized and neat where Joan is very messy and unorganized. They do not see eye to eye on things Chris thinks Joan is disrespecting the work place and Joan thinks Chris needs to work more and he won’t notice her messiness. Chris is feed up and goes to Shavon the HR manager where she has a meeting with both of them so they can work out their differences in a friendly environment and come up with a solution to the problem.

**The most effective leadership style**

From a choice of the three existing leadership styles (Behavioral leadership theory, Situational leadership theory and the transformational leadership theory), Situational leadership theory would be the most effective for the upcoming meeting involving Chris, Joan and Shavon the HR. This leadership style would work best for Joan and Chris because there is clearly a problem between the two of them. It is affecting Chris’s work and they cannot come up with a solution on their own, there for Shavon need to step in.

**Reasons why Situational Leadership Theory fits the team and situation**

This theory is the best for this situation because it relies on great communication levels from the management in an attempt to find out what the problem is and how to solve it. Shavon needs to talk to Chris and Joan to meet the goal of improving their relations and resolving the issues at hand.

The theory involves the leader talking with employees in an attempt to identify the problem at hand and create a vision through inspiration and make the change happen together with the employees. In this scenario Shavon and the two employees will be able to identify the change needed and be able to talk on how to make this functionally work.

**References**

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