


**The beginning theory**

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# The beginning theory

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Almost anyone can be called to assume a leadership role, but some make better leaders than others. Not so long ago, leadership was considered a natural trait, something people were born with. However, leadership study led to more advanced theories on this topic and led society to recognize different types of leadership features. Most of these features and behaviors you can adopt and practice, and from these theories, you can learn which leadership styles are best used in different circumstances. Definition of leadership theory: Any school of thought trying to explain what makes someone a leader. Most leadership theories examine behavior and features that lead to effective leadership, which can be used by others to increase their leadership skills. Anyone can have their own opinions and theories on leadership, but the most recognized and respected theories have come from years of study and research. Leadership theories are today a social science and must be open to discussion, analysis and testing. The first theories, such as the Theory of the Great Man and the Theory of Tract, are no longer invoked as scientific. They are only important and studied today because they have laid the foundations for a more modern research. Fortunately for aspiring leaders, including business managers and owners, modern theories such as Contingency Theory, Situation Theory and Behavioral Theory take a look at when different types of leadership are appropriate or inadequate and discuss the behavior of leaders who can be learned and adopted. This was one of the first theories that tried to explain leadership, which dominated the 19th century. He said that the great leaders are rare and that they are born essentially, or made by God in this way. Because his premise cannot be refuted, it is not a valid scientific theory. The Theory of the leadership section is based on the traits found in different leaders. By comparing the traits that other known leaders had, potential leaders could be analyzed to determine how effective they can be. Physical attributes are measured, including appearance, height and weight, as well as age, education and family background. Intelligence, judgment and determination are also taken into account. This leadership theory claims that different leadership styles can be applied to different situations and that good leadership uses a combination of different variables. The best leaders, keep researchers Hodgson and White, find a balance between their behaviors, the context of the situation and the needs of their followers. Similarly to the Contingency Theory, this theory claims that leadership depends on any situation. The great leaders are into adapt to the context of the situation after assessing variables such as the type of task required by them and the nature of their followers. Paul Hersey and Ken Blanchard argue that an important factor in leadership is maturity maturity which rank in four degrees. The followers lack motivation or ability to perform the necessary tasks. The followers have the ability, but lack of ambition, to carry out the necessary tasks. The followers have the skills and skills necessary to carry out tasks, but they do not want to assume responsibility. The followers have both skills and motivation to complete their tasks. Instead of focusing on the traits and characteristics, the Behavioral Theory emphasizes the behaviors and actions of the leaders. The leadership consists of three primary skills that you can learn: technical, human and conceptual skills. Technical skills are knowledge of a process or technique by a leader. Human capacity is required to interact with other people. Conceptual skills are those that allow the leader to have a vision for the management of an organization or a society. The development of leadership theories in the last century brought us a greater understanding of what makes a good leader. He also provided people with the tools they need to develop their leadership skills. Equally important, leadership study led researchers to discover distinct leadership styles. Research resulting from the theories of the Situational and Behavioral Leadership has contributed in particular to identifying specific types of leadership styles. Rather than believing that leadership is something intrinsic, managers can adopt different styles as necessary in different situations. Depending on who you ask, you can find five, six, 10 or more different leadership styles that can be used in an organization. Sometimes, leadership experts can use different names for different styles or include two different styles in the same category, such as autocratic leadership styles and commanders. Here is a summary of 10 common styles: Visionary leadership is more suitable when a new idea or direction is needed. The leader can inspire employees with a powerful vision of the future, joining them so that they can work together to achieve that vision. Coaching leadership works on the strengths of employees to develop experience and skills in their field. The educating leader requires a good understanding of the resistances and weaknesses of each employee as well as their motivations so that they can lead them towards success. This can be an ideal model for small businesses with few key employees. Affiliate leaders feed the morale of employees to bring cohesion to the workplace. While each employee is held responsible, attention is focused on the team as a whole. It is a good model for companies that need to rebuild or when working relationships were damaged. Headsurge the opinions of employees to develop a consensus before deciding on a sense for the organization, employees are more likely to support a new plan they have contributed to, a time-consuming approach, this style is useful for long-term planning, but it is not the best approach for business emergencies. A peacsetting leadership involves defining performance standards and then holding responsible for compliance with these rules. Quantitative metrics are often involved, but all factors affecting performance need to be considered. Note that if this style is abused, it can lower morale and actually decrease performance. Autocratic leaders use the traditional boss-work approach to management, where managers make decisions and employees follow orders. This can make companies very efficient when it comes to complex processes or processes that require strict safety standards. If abused, employees can quickly become dissatisfied. The commanding leaders take the autocratic style one step further, making their companies operate as military units. Subordinates do not provide any input to management regarding decisions. While it can be exceptionally effective in times of crisis, it rarely works for long in everyday business situations. Liberal leadership is the opposite of the autocratic style. The manager authorizes the employees but gives them few rules to follow with little supervision or direction. Employees are left to solve problems on their own. This can be a rewarding experience for employees, but usually requires highly qualified and motivated teams. Bureaucratic leadership relies on hierarchies and job titles to determine responsibilities and within a company. While it is efficient, employees at the bottom are usually under several layers of administration and have difficulty getting their voices heard. Servant leadership focuses on the needs of employees, seeing them as the organization's most important resource and often treating them as clients. This can be a good style in a highly productive sales department, but it often works best when used in combination with more authoritative styles. Since the Great Depression there have been many studies, hypotheses and theories on the subject of human motivation. The first of its kind to be applied to the workforce was Maslow's Hierarchy of Needs, a theory still present in today's management manuals. Subsequent theories have directly addressed the management-employee relationship à highlighting the influential factors managers can use to understand their subordinates. Motivational forces such as money, environment, cultural values, power and rewards are the focal points of the latest theories. In the late 1930s Abraham Maslow, a professor of psychology at Brandeis University, began interviewing his subjects based on their needs. In 1943 he published the Hierarchy of Needs. His work has illustrated, in a pyramidal formation, the five categories of human needs, from physiological to self-fulfillment. The physiological needs are basic food, water and shelter. Once These rudimentary needs, individuals aspire to satisfy other needs in a hierarchical order: security, love and relationships, self-esteem, up to self-fulfillment. Incidentally, his theory also states that as each level of need is reached, its value decreases, because the individual is constantly trying to reach the level of need. need. Level. maslow's theory was the first of its kind to be applied to the enterprise, since self-realization research of employees is used in today's managerial practices to motivate them, the theory of frederick herzberg discusses the basic conditions that man needs at the workplace and contrasts them to what he has to do. Hygiene, as discussed by the psychologist, refers to all factors related to the daily situation, such as relationships with superiors and colleagues, wages, working conditions and policies. He says that if hygiene factors are not respected, dissatisfaction will be created at the workplace, not a real motivation. For example, if an employee is not satisfied with business policies, he will not feel comfortable at work – which could actually reduce working performance. increasing employee productivity is the result of recognition, responsibility, responsibility and growth. If these elements are not evident in the work function, workers will not be forced to succeed. The theory of learned needs is one of the few motivational theories that take into account the culture of the worker. In 1961, david mcllelland, a psychological theorist, elaborated a theory stating that an individual assesses one of three fundamental needs – power, affiliation and success – due to cultural influences, a worker may have the need to control his own environment, aspiring thus to get the power on it, it could be essential for another employee to establish relationships with other project team members, and its need for affiliation is what helps guide its productivity. o, the aspiration of being recognized or notarized for a project-related work could motivate another worker to succeed. According to this theory, a manager must assess which of the three motivations govern the individuals he manages, to elevate the workers' performance. victor vroom, a professor of economics at the yale school of management, developed the theory of expectation in 1964 – which was subsequently modified by the theory of lyman porter and edward lawler in 1968. vroom theory states that employee motivation is the product of three factors: valence (desirey of the employee to achieve the goal), expectation (trust of the employee in completing the job) and instrumentality (convince of the employee that there will be a reward at the end of the job.) the theory suggests that the lack of trust, desire or reward could lead to a decrease in productivity. porter and lawler theory pushes further, classifying two types of rewards: intrinsic and extrinsic. Intrinsic rewards are the inner satisfaction or the sense of realization that an employee proves for the completion of a project, while extrinsic rewards are external forms such as pay, bonuses or promotion you receive for a job well done à both can lead to increased productivity.

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