Reponse 3

1 response Db / unit 3

Each post should be one paragraph in length (225 words) and must be substantive in nature Do not simply state that it is a good or bad idea, specify why and be detailed in your explanation. Aside from assisting a classmate, the goal is to demonstrate your mastery of the concepts.

1 response 75 words POST 1 AND 2 AND 3

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| *You will submit a minimum of 1 paragraphs for the week. At least three paragraphs will be included in your MAIN POST and one paragraph each for your two Interactive Replies.* | | |
|  |  |  |
| *1st Interactive Response* | *1 Paragraph* | *75 words*  *75 words*  *75words*  *Total 225* |

Post 1

Metaphors are useful in understanding how organizations operate.  The metaphors we are discussing this week haveboth positives and limitations.  Can you provide an example of how the organism metaphor could be used and how you see the positives and limitations in the example?

Post 2

**Unit 3 D/B - Contingency Models - Contingency Models**

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Unit 3- Week 1- D/B

Dr. Laura Pogue

According to research, Fred Fiedler is recognized as the very first to provide research through proposing a prospective outlook on leadership. Fielder’s rudimentary idea is one that suggests that the effectiveness of leadership can be viewed as a function that matches one’s leadership styles between one’s leadership situations. According to Fielder, if the leadership style does not match the leadership situation, then this form of leadership will be deemed ineffective. On the other hand, if the style of leadership matches the leadership situation, then that form of leadership would be considered effective (Nahavandi, 2012).

LPC is considered a scale to help determine one’s leadership style. LPC is known as “least preferred co-worker”. This scale will help determine the level of motivation one’s leadership have. LPC can be rated as high or low. According to Fiedler, situation control is determined by 3 factors. The 3 factors are the rapport the leader has with the followers, the volume of organization of the job and the leader’s position of power. Combined these factors will show the volume of control a leader may have over a situation. “Fiedler’s contingency model suggests that in-stead of focusing on changing their style, leaders should learn to understand and manage the situations in which they lead” (Nahavandi, 2012).

**Defining Mary Kay Ash**

Description in the Terms of LPC/ Situation Control- Mary Kay Ash can be described as a person that has a high LPC. She appears to have the situation under control based on her ability of empowering her employees. She leads by using different forms of power such as rewards based on the pink cars she gives away as an incentive every year. She also utilizes legitimate and expert forms of power throughout her leadership as well (Nahavandi, 2012).

Similarity- I do not see any similarities between Mark Kay and Bill Gates except they are leaders but different types. They both are driven by their desire to have a particular purpose and their ability to meet their objectives.

Difference- The difference between the two are that Mary Kay Ash depicts areas of good sense of judgment, responsible, understanding, attentive to her subordinates as well as a skillful planner. Other differences should be noted is that Mary Kay was an individual that took beauty by storm in their era whereas Bill Gates age and interest are totally different from that of the cosmetic queen. Mary Kay Ash was a person that wanted to show women how they could work and still be a nurturing mother that was assessable to her family as well as her business.

Effective- Mark Kay Ash effectiveness as a leader can be related to her leadership powers. She attempts to tie into the employees by making them feel appreciated and therefore engaging them into being loyal employees. She gains their trust and in turn rewards them for their high productivity, which will often make many work harder and not to mention be happy about their work.

Preference and Why – It would be my preference to learn form a leader such as Mary Kay Ash because it will go a long ways knowing how to lead your employees through motivation and empowerment. All days of course are never the same, but at the same time it makes you feel good to LOVE what you are doing because you spend as much time on your job as you do at home. I have had the pleasure of working with an emotional leader as well as one that only concern was completion of the task at hand. In all honesty both taught me so much. In the end, I was able to out what I learned from each person to form a greater power in my leadership skills and abilities.

**Defining Bill Gates**

Description in the Terms of LPC/ Situation Control- Bill Gates can be described as a person that may have a low LPC. This is based on the article as well as others that have made reference to Bill Gates in the past. Bill Gates comes off as an individual that appears to have a sense of detachment from his subordinates. He has to have his hands on any part of an idea whether it is his or an employee’s. He appears to be a hard nose and more focused on the job in question. Therefore he would be considered a LBC on a low level as subordinates would be less likely to prefer him.

Similarity- Bill Gates can be considered similar to Mark Kay Ash only because they both are individuals that take opportunities to ensure growth within their organizations.

Difference- A difference with Bill Gates is that although he empowers others, he uses the coercive form of power. With Mary Kay Ash there were other competitors such as Avon and Revlon. When Bill Gates came along there was no other in the industry that he could compete with when it came to technology. Microsoft allowed others to become user friendly through computer programming. Bill Gates is considered a rude individual as well as pompous and sarcastic whereas Mary Kay Ash was friendly and beamed with emotions that spilled out into her conventions which ultimately affected the type of people she empowered. She works with emotions and feelings whereas Bill Gates worked hard and showed little emotions or feelings to his employees outside of “get it done” or “my way”.

Effective- Although effective in what he does, Bill Gates can be arrogant and rude which can ultimately make others shy away from him when working with him. He appears to be one that has to have his hands in all aspects of the company even though he is only one person (Nahavandi, 2012). This form of leadership can make subordinates not feel worthy or trusted.

Preference and Why – I would not prefer to work with the Bill Gates of America simply because life is too short to be miserable for the length of time one spends on a job. I would not want to be rude or condescending to anyone. When you are this way you cannot expect others to want to help you in any situations. Because a leader is one that must be able to acclimate and lead in all situations, you must be able to lead with grace and motivational wisdom.

Reference

Nahavandi, A. (2012). The Art and Science of Leadership, Sixth Edition. Upper Saddle River: Pearson.

Post 3

DB Unit 3

Leadership & Ethics for Managers: MGT615 - 1303C – 01

August 21, 2013

After reviewing the case study about Mary Kay Ash and Bill Gates, Leadership in Action: The Cosmetic Queen and the Software King

1.      How would you describe each of the two leaders in terms of LPC and situational control? If I were to measure the LPC of both CEO’s I would say that Ash has a high LPC and Gates have a low LPC. Ash is a motivator that would focus on interpersonal relationships like family, support, friends and relationships. Gate, LPC is low because he is task oriented, according to the article Gates is condescending and deals with employees in a harsh manner.

2.      How are they similar? Both Ash and Gates are similar in their “preaching” style and what that is passionate about. They share an equal passion to place emphasis on “their” God. Gates preaching his passion for software and Ash preaching her passion for family and serving God first. They both have their fundamental priorities that are made known. This is their path they’ve cut out for everyone to follow. They both have a high level of commitment for their business.

3.      How are they different? They differ in their approach or leadership style. Gate is condescending and cut throat or perhaps “in your face” style whereas Ash is family orientated and about “service” they both have two different styles of getting their message across.

1. What makes each effective? Both CEO’s are effective and successful. Ash is effective in work/life balance. Ash seems to focus on relationship with family being happy at work and at home. Ash focuses on the continuity of work/life balance and family support. Mary Kay being a networking business focuses on reaching out to teach, sell and motivate others with continuous support from leadership. Gates focuses on changing the world around him, motivating through product development. When I think about both CEO’s I do wonder if either have taken the time to say “I have a particular leadership style” however, I’m sure they both recognize their charisma, style and power in leading. Both are clear in their communication and leadership style when measuring their success. (Nahavandi, 2012)

5.      Which leader would you prefer to work for? I would like to work for Ash over Gates because I enjoy Mary Kay products, community service, and family style approach to business. I can’t say that I wouldn’t enjoy working for Mr. Gates; this would be a true learning experience. Mr. Gates seems to be a leader that would make decisions with little or not feedback from Jr. Level associates; therefore, it would be a learning experience for me.

References:

Nahavandi, A. (2012). *The art and science of leadership* . (6th ed.). Upper Saddle River : Pearson.