

You will need to open MS Word and type your responses to each scenario listed. Please make sure your name is at the top. Once completed, print and turn in to Mr. Haskin

Exercise One

Listed below are some scenarios of different leadership styles. Determine what style is being used, and then discuss if it is correct for the situation or if a different style would work better. Helpful hint - you have probably been in a similar situation... what was your reaction to that style at the time?

1. A business major is leading a team of research scientist working on new ways to use plastic. Although the team discusses the merits of each ideal and project, she retains the final decision making authority.
2. A new supervisor has just been put in charge of the production line. He immediately starts by telling the crew what changes need to be made. When some suggestions are made, he tells them he does not have time to consider them.
3. A construction crew has worked together for the last four years with very little change-over in personnel. They always vote whenever a decision has to be made on how to proceed with the project.
4. The owner of a small electronic store starts every day by telling the three employees what has to be done and how to do it.
5. An inspection line has no supervisor. They are expected to have the correct staffing, procedures, and expertise on each shift to ensure no defective parts gets pass them.
6. A new squad leader is just assigned overseas. She immediately calls her squad together for a meeting and asks for their ideas and input on an upcoming field training exercise.
7. There are seven people on a special project team and each individual is from a different department. Although a leader was elected, for a decision to pass it must have the approval of each individual.
8. A small department performs the same functions every day. To get information out, the supervisor sends it by email or voice mail, very rarely is a meeting called.
9. A forklift has its forks raised in the air to put some material in the racks. An employee darts under the forks (safety violation) so he can get back to his workstation in time. The supervisor tells him very sternly not to ever do that again and notes it in his log.

10. A project is running late. The manager puts out a course of action to take to try to put it back on track. Later that week she calls a meeting of all supervisors and key players to create a strategy to keep the project running on schedule.
11. A manager is working on the budget. He is told to get a hot project running immediately. He calls his staff together and explains the project. He then tells them to get it up and going while he completes the budget.
12. A newly hired supervisor is not allowed to make any decisions unless it is approved by the manager first.

Exercise Two

Below each of the statements, write some comments about it, such as: did it work, could a different style have worked better, how did the employees feel about the decision, did everyone learn from that style and what did they learn, which style is easiest to use (why?), which style do you prefer the leaders over you to use (why?).

Think of a time when you, or another leader, used the authoritarian (autocratic) style of leadership.

Think of a time when you or another leader used the participative (democratic) style of leadership.

Think of a time when you or another leader used the delegative (laissez faire) style of leadership.

Exercise One

1. It sounds like a mix of democratic and autocratic leadership styles because she listens to employees but she also has the final say in what will be done, I think this is effective if good employee ideas are taken into account.
2. This is an autocratic leadership style and is not good for this situation, a democratic style should be implemented to give the employees actually doing the work a voice so they could inform on special circumstances things that could improve efficiency in the workplace.
3. It seems paternalistic in the way that they all vote as a single body with no executive figure to decide amongst themselves, it also would make sense that they've been together for 4 years with a boss that couldn't be perceived as mean doing his job, his personality would determine that.
4. This sounds very bureaucratic because of the way he assigns what to do, he says do this and do it this way in a sort of by the book manner which would work well in a small electronics store with people who probably would prefer to work by the book instead of a generic get it done yourselves kind of style.
5. This follows the line of a bureaucratic leadership style, the workers know exactly what to do and exactly how to do it, requiring no supervision and efficiency with procedures followed exactly, I believe this works well if the employees are reliable and trained well.
6. It sounds like a very democratic leadership style, the employees are included in decision making and have a say in how things are done, this is effective in the ways of employee satisfaction and gives no reason for them to complain if they are included.
7. Sounds very paternalistic, when decisions are made you don't just need a majority vote, every single member has to agree which shows respect and care for all employees, but I think it would be better if a majority vote is needed to move forward with a decision even if a few people don't like the idea.
8. This is a bureaucratic leadership style, the same task is executed the same way every day with both the boss sending information either by email or voicemail to employees who do the same task with that new information every day.
9. This seems like a paternalistic leadership style, the employee makes a safety violation and his boss tells him not to do it again and only notes it in his log, he seems like he was more concerned with the employee's safety than the actual safety violation.
10. This is a democratic leadership style, the manager meets with all the supervisors and key players to create a strategy instead of doing it on his own, everyone included, defiantly not an autocratic style.
11. This sounds like a democratic leadership style, the boss is working on the budget and is told to get a hot project running immediately, he talks with all the staff and tells them the situation, he tells them to get the project going while he completes the budget and he's relying on them to get it done correctly.
12. This is an autocratic leadership style, the supervisor can't do anything without the confirmation from the manager giving him no real say and making the manager autocratic.

Exercise Two

Autocratic Leadership Style- When picking where to eat. The decision didn't really matter but I picked a good place to eat.

Democratic Leadership Style- When picking where to go on vacation. We all decided to go to the beach and had a good time.

Laissez Faire Leadership Style- When given projects at school. We are given freedom to do how and when we want and most people don't do it because they aren't hassled about it and just forget.

Teacher Feedback: 100/100

All of your responses were correct! Great job. Funny examples above in Exercise Two. You don't know how much truth there is in your examples yet!