Repost 1 week 2 DB 1 week

1 response Db / Leadership l Management

Each post should be one paragraph in length (150 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

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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* |

Response #1: Critique of Post (Provided Assistance or Asked a Question that displayed mastery of concepts) Completed in an Interactive Manner

1. Select one stories posted by participants, and critique them. Ask questions or provide advice that will improve the story.

Each post should be one paragraph in length (75 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.

Post 1

Sonia Waston aug/24/13

Post 1

**Re:3. Contingency Models - Contingency Models**

Based off of the article of Mary Kay & Bill Gates, the two leaders were no doubt in control. But, they both did use a different approach when establishing a relationship with subordinates. Mary Kay used a more religious and family oriented approach before her career with the goal of providing career opportunities for other women. This type of leadership provided fairness, and balance as the focus point. Also, encouraging the employees to involve their spouses to be able to understand their business while providing support.

Bill Gates also enjoys his business, but his approach to maintaining a successful business is being more demanding, hands – on, on every aspect of the business and critiquing and learning from previous encounters and situations. Focusing on performance, intense competition and technological innovation is what drives Microsoft. LPC’s in both Mary Kay and Bill Gates provide to be that there are relationships between the leaders and subordinate that has caused both organizations to be very successful.

The Contingency Model of Leadership Effectiveness shows the relationship between leader style, group structure, and group performance (Jones & Johnson, 1972). Mary Kay leadership effectiveness proved to be successful because of the bond and support she implemented and Bill Gates chose to build relationships with individuals that were similar to his background that also proved to be successful. I personally would enjoy working for the Mary Kay organization because I have similar leadership qualities and can relate.

Jones, H. R., & Johnson, M. (1972). LPC as a Modifier of Leader-Follower Relationships. Academy Of Management Journal, 15(2), 185-196. doi:10.2307/254910

Post 2

**Unit 3 Week 2 Initial Discussion Question**

Hello Class:

The organism metaphor provides employees with more liberty to get creative, encouraging input and feedback. And the brain metaphor offers employees the opportunity to analyze and develop programs and processes to better the organization.

Would you say that the organism and brain metaphor allow managers to view and understand the processes, rather than provide the enabling necessary to make this possible? In other words, is it the organizational culture that allows employees to function in this manner?

Best,