### Overview

Write an essay detailing a selected individual's leadership style and approaches in relationship to his or her communication, using and applying various leadership methods and theories.

### Context

This assessment focuses on the ever evolving topics of organizational leadership and effective communication competencies:

* Who are the truly influential leaders in our organizations and personal lives?
* How do we each individually define leadership and how did we come to our current level of understanding?

### Resources

#### Required Resources 3-5

The following optional resources are provided to support you in completing the assessment or to provide a helpful context. For additional resources, refer to the Research Resources and Supplemental Resources in the left navigation menu of your courseroom.

##### Library Resources

The following e-books or articles from the Capella University Library are linked directly in this course:

* Scott, J. T. (2005). [Concise handbook of management: A practitioner's approach](http://ezproxy.library.capella.edu/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=bth&jid=250K&site=ehost-live#_blank). Birmingham, NY: Hayworth Press.
  + Chapter 5, "Management Competencies and Styles," addresses Charles Handy's six methods of influence.
* Ephrpos, P. H., & Vassil, T. V. (2005). [Groups that work: Structure and process](http://site.ebrary.com.library.capella.edu/lib/capella/docDetail.action?docID=10183601#_blank). New York, NY: Columbia University Press.
  + Chapter 7 addresses Goleman's six leadership styles.
* Mitchell, S. (2005). [A concise guide to program management: Fundamental concepts and issues](http://site.ebrary.com.library.capella.edu/lib/capella/docDetail.action?docID=10091253#_blank). West Lafayette, IN: Purdue University Press.
  + Chapter 9 addresses the Blake and Mouton Managerial Grid.
* Aswathappa, K. (2010). [Organisational behaviour](http://site.ebrary.com.library.capella.edu/lib/capella/docDetail.action?docID=10415272#_blank). Mumbai, India: Himalaya Publishing House.
  + Pages 401–413 of this e-book cover a range of leadership theories.
* Lumpe, M. (2008). [Leadership and organization in the aviation industry](http://site.ebrary.com.library.capella.edu/lib/capella/docDetail.action?docID=10234651#_blank). Abington, GBR: Ashgate.
  + Pages 9–10 address the Tannenbaum-Schmidt leadership continuum.
* Kondalkar, V. G. (2009). [Organisation development](http://site.ebrary.com.library.capella.edu/lib/capella/docDetail.action?docID=10318714#_blank). Delhi, India: New Age International.
  + Pages 201–202 address French and Raven's bases of power.
* Mendonca, M., & Kanungo, R. N. (2007). [Ethical leadership](http://site.ebrary.com.library.capella.edu/lib/capella/docDetail.action?docID=10197021#_blank). Buckingham, GBR: Open University Press.
  + Pages 33–34 address ways leaders influence others.

##### Course Library Guide

A Capella University library guide has been created specifically for your use in this course. You are encouraged to refer to the resources in the [BUS-FP3050 – Fundamentals of Organizational Communication Library Guide](http://capellauniversity.libguides.com/BUSFP3050#_blank) to help direct your research.

##### Internet Resources

Access the following resources by clicking the links provided. Please note that URLs change frequently. Permissions for the following links have been either granted or deemed appropriate for educational use at the time of course publication.

* MindTools. (2013). [The Blake Mouton managerial grid](http://www.mindtools.com/pages/article/newLDR_73.htm#_blank). Retrieved from http://www.mindtools.com/pages/article/newLDR\_73.htm
* MindTools. (2013). [The Hersey Blanchard situational leadership theory](http://www.mindtools.com/pages/article/newLDR_44.htm#_blank). Retrieved from http://www.mindtools.com/pages/article/newLDR\_44.htm
* Manage Train Learn. (2013). [Tannenbaum and Schmidt's continuum](http://www.managetrainlearn.com/page/tannenbaum-and-schmidt#_blank). Retrieved from http://www.managetrainlearn.com/page/tannenbaum-and-schmidt

##### Bookstore Resources

The resources listed below are relevant to the topics and assessments in this course and are not required. Unless noted otherwise, these materials are available for purchase from the [Capella University Bookstore](http://campustools.capella.edu/redirect.aspx?linkid=1582#_blank). When searching the bookstore, be sure to look for the Course ID with the specific –FP (FlexPath) course designation.

* Shockley-Zalabak, P. S. (2015). Fundamentals of organizational communication: Knowledge, sensitivity, skills, values (9th ed.). Upper Saddle River, NJ: Pearson.

### Assessment Instructions

* Complete the following:
* Choose an individual who you know personally and consider to be an effective leader. This person may be someone you have worked for or with or have been in contact with through organizations in the community.
* Research the various leadership theories and methods referenced in the assessment instructions below using the Capella library and other sources. The suggested materials in the Resources for this assessment is a good place to start.
* Write an essay detailing the selected individual's leadership style and approaches in relationship to his or her communication through the following:
  + Use Charles Handy's six methods of influence to analyze how the leader influences others.
  + Apply different theories related to leadership styles to describe the leader's communication.
    - Describe which of Goleman's six leadership styles best fits the leader.
    - Identify the leader's position on the Tannenbaum-Schmidt leadership continuum.
    - Analyze the leader's place in the Blake and Mouton Managerial Grid.
  + Analyze the leader's communication using Hersey and Blanchard's situational leadership theory.
  + Using French and Raven's description of five leadership power types, explain how the leader communicates.

#### Additional Requirements

* **Written communication:** Written communication is free of errors that detract from the overall message.
* **APA formatting:** Resources and citations are formatted according to APA (6th ed.) style and formatting. Include a properly formatted title page and references page.
* **Font and font size:** Times New Roman, 12 point.

**Introduction**

**Leader's Methods of influence**

**Analyzes a leader's methods of influence and poses potential methods that might improve communication effectiveness.**

**Leadership Syles to describe a Leader's Communication**

**Applies theories related to leadership styles to describe a leader's communication and specifies which might be most effective in explaining the communication.**

**Leader's Communication from a Situational Leadership Perspective**

**Analyzes a leader's communication from a situational leadership perspective and potential changes using situational leadership that could improve communication.**

**Leader's Use of Power Base in Relationship to a Leader's Communication**

**Describes a leader's use of power bases in relationship to a leader's communication and potential shifts in the use of power bases that could improve communication.** .

**Conclusion**

**References**