Leadership Theory

Juston L. Johnson

University of Phoenix

1-17-22

| Authentic leaders | Transformational leaders | Servant leaders  |
| --- | --- | --- |
| * Promoting a positive work environment is the goal (*Human Resource Management Review 28 (2018) 304-318*, 2017).
* Concentrates on the personal attributes of the leader
* Leaders are free to adopt or build their own leadership style as long as it is consistent with their character and values, according to authentic leadership theory (*Human Resource Management Review 28 (2018) 304-318*, 2017).
 | They work by motivating followers (YAMMARINO & DUBINSKY, 2018).Examines the leadership's behaviorEmployees are valued by transformational leadership since it tries to inspire and guide them to realize their full potential in order to benefit the organization (YAMMARINO & DUBINSKY, 2018). People aren't just cogs in a machine; they're potential superheroes who contribute to making the organization dynamic and, yes, profitable.There are several benefits to employing transformational leadership, such as making the workplace a better place to work and encouraging people to think about their own contributions to the company's overall success (YAMMARINO & DUBINSKY, 2018). | They work by promoting followersConcentrate on expressing gratitude to followers for their efforts (Pawar et al., 2020).servant leadership regards employees as heroes and nearly as consumers (Pawar et al., 2020). Because of the dialogues they have with their servant leader, employees will automatically be more productive when they have a feeling of purpose, worth, and job satisfaction. Ultimately, it is the manager's job to make sure their employees are happy and keep them happy. When their bosses are servant leaders, their employees know they can always count on them for support, whether it's just a listening ear or some kind advise (Pawar et al., 2020). |
| * Leaders like this have the view that people are the most valuable asset an organization has (Winkler, 2019). Leading with purpose, building authentic relationships, and making objective decisions are all made easier by using this human resource framing.
 | Rather than focusing solely on the needs of the company's personnel, transformational leadership seeks to address both their needs and the company's overall mission. Leaders that are transformational look for ways to match common but individual priorities to help people grow and transform both themselves and the organization (YAMMARINO & DUBINSKY, 2018). The larger good is approached first, and then methods are put in place on how to engage and empower employees to accomplish that goal. | Servant leadership is distinct from transformative leadership in that it focuses on service to the employee. In the sake of serving one another, all roles in the firm are elevated to a higher level of excellence (Pawar et al., 2020). |

References

*Human Resource Management Review 28 (2018) 304-318*. (2017). https://doi.org/10.1016/j.hrmr.2018.02.006

Pawar, A., Sudan, K., Satini, S., & Sunarsi, D. (2020). Organizational Servant Leadership. *International Journal of Educational Administration, Management, and Leadership*, 63–76. https://doi.org/10.51629/ijeamal.v1i2.8

Winkler, I. (2019). Contemporary Leadership Theories: Enhancing the Understanding of the Complexity, Subjectivity and Dynamic of Leadership. In *Google Books*. Springer Science & Business Media. https://books.google.com/books?hl=en&lr=&id=0SsbAkCd9gYC&oi=fnd&pg=PP2&dq=leadership+theories&ots=BaXIlVCcsz&sig=JvGRpEldxFSqOJV9cJvypcaDcHs

YAMMARINO, F. J., & DUBINSKY, A. J. (2018). TRANSFORMATIONAL LEADERSHIP THEORY: USING LEVELS OF ANALYSIS TO DETERMINE BOUNDARY CONDITIONS. *Personnel Psychology*, *47*(4), 787–811. https://doi.org/10.1111/j.1744-6570.1994.tb01576.x