LEADERSHIP

Name

Institution

Effective and Ineffective Leader

**Effective leader**

I have encountered some leaders during my career, but one of them was a role model for me, he was the company’s president. His leadership style is highly effective. In his leadership style, for example, incorporates an attribute of self-assessment in his everyday operations. He also has a sharp perception, which gives him an upper hand in how he communicates with his team. His decisiveness was demonstrated when he had to fire one employee in the company for failure to handle one of the company security tasks. In the meantime, he demonstrates the fundamentals of good relationships in the workplace with the subordinates. Additionally, he understands how his team perceives him, which according to Schafer (2013), allows one to easily respond to the needs of his team within the company setting.

During my encounter with him, his leadership style demonstrated his level of effectiveness, which is emphasized by the Path-Goal theory. This theory, according to Northouse (2009), focuses entirely on the relationship between the leader's style of leadership and the subordinates' characteristics in addition to the work setting. According to this theory, he was able to develop a blend of both being the director and the supporter of the team as part of his leadership style

**Ineffective leader**

On the other hand, I have encountered one ineffective leader. His leadership style proved ineffectiveness in how he handled operations at the company. He exhibits unclear objectives, changes direction without consultation, has no culture of accountability, and runs people over. Schafer (2013) observes that an ineffective leader micromanages and takes credit for everything.

His ineffectiveness was shown through micromanagement that ensured he interacted directly with his team without giving them space to work.

In conclusion, regarding the ineffective leader’s case, he can improve his ineffectiveness by improving his communication skills, effective listening, motivating employees, rewarding and recognition, and trying new ideas from his team. Additionally, he should conduct more initiatives that will improve his style of leadership since he will have to delegate tasks, improve employee understand, and sharpen his management skills.

References

Northouse, P. G. (2009). Leadership, Theory and Practice. (5th ed.). Thousand Oaks, Ca:Sage Publications, Inc.

Schafer, J. A. (2013). *Effective Leadership in olicing: Successful Traits and Habits*. Durham, N.C: Carolina Academic Press.