

Essay Sample on Leadership: Path-Goal & Situational Theory for Effective Direction Essay

Introduction

Leadership is one of the most important aspect because it helps in providing direction. There are different theories that a leader can use to lead his or her subordinates effectively. Some of these leadership theories include the path-goal theory and situational leadership theory. The path-goal theory focuses on the style of the leader or the behavior that meets the condition of the work environment of the employees as well as the work environment so that specific goals can be attained (Malik, 2012). On the other hand, the situational leadership theory operates on the idea that the best leadership style changes depending on the situation that is at hand.

The main similarity between these two forms of leadership is that both these styles are influenced by a particular factor (Yasir & Mohamad, 2016). The path-goal leadership theory is influenced day the goals that have been set, and they have to be achieved. The situational leadership theory guides the present situation which will make a leader to identify the best approach that can be taken to realize effectiveness.

The second similarity between these two theories of leadership is that they are flexible (Lynch, 2015). In the path-goal theory, when the goal changes the leadership style will also change. In the situational leadership theory, the style of leadership will change when the situation changes. The other similarity in these forms of leadership is that they help the leaders to influence as well as motivate the employees so that they can work in a certain direction (Yasir & Mohamad, 2016).

Differences of Path Goal Theory and Situational Leadership

As much as these forms of leadership are similar, certain factors bring the difference between the two. One of the difference is that situational leadership focuses on the subordinates and whether they are ready to influence the leadership style to be used (Sampayo, & Maranga, 2015). On the other hand, the path-goal theory is influenced by the available tasks and the characteristics of the subordinates to influence leadership behavior.

The second difference between the two theories is that the situational leadership centers on the characteristics of the subordinates rather than that of the larger institution. On the other hand, the path-goal theory focuses on both the tasks as well as the characteristics to identify the effect of the four types of leadership.

The Most Effective Leadership Theory

The leadership theory that is the best is the path-goal theory. The path-goal theory focuses on the goals that have to be achieved. In every organization, it is important to have goals. These goals are used to guide the organization to move towards a certain direction. Also, the organization has to

Situational Leadership Model Essay

**Mary Ann Hinsdale, Helen Matthews
Lewis, S. Maxine Waller**



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Leadership and Management Compendium David Obatomi, 2024-09-04 A complete dependence on capable leadership is one of few things every organisation has in common In the absence of talented leadership the workforce and by extension the entire business cannot achieve its full potential Leadership Management are two very different concepts though are intrinsically interconnected For an organisation to perform at its best a strategic combination of both Leadership Management is required It s one thing to master the art of effective delegation instruction and supervision It s something else entirely to inspire a workforce to achieve more by setting a strong example To become a talented manager and an inspiring leader is to enjoy extraordinary career prospects worldwide This booklet is a compilation of all the assignments and answers provided through thorough research using a wide range of resources It is anticipated that the compendium will be a valuable document to consult for anyone aspiring to be an excellent managers or leaders in their organisation Discourse Three: Organizational Leadership - An Essay On The Key Components For The Integration Of Technology While Leading In Increasingly Technologically Based Organizations Yannique Thomas, 2011-01-27 This essay will attempt to investigate and analyze existing literature on integration of technology as it applies to organizational leadership and present key components that leaders will need to understand and embrace in order to lead in increasingly technologically based organization Proceeds Go To It s Achievable Foundation A Non Profit Founded To Stop Juvenile And Adult Illiteracy **Handbook of Training and Development for the Public Sector** Montgomery Van Wart, N. Joseph Cayer, Steve Cook, 1993-05-18 Packed with real world examples drawn from all levels of government the Handbook of Training and Development for the Public Sector provides a complete and up to date guide to human resource development for both new and veteran public HRD managers and trainers It furnishes public sector managers with a comprehensive survey and in depth analysis of new methods of HRD instructional technology and is filled with numerous tips on conducting and evaluating programs

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coaching guide for identifying unpacking and breaking through these barriers By using the practical advice in this book leaders and aspiring leaders alike can cultivate the mindset to achieve their goals and finally become the leaders they want to be

Leadership Resources Center for Creative Leadership, Greensboro, NC.,2000 This guide provides over 300 pages of resources suggested by leadership educators in surveys Center for Creative Leadership staff and search of library resources This eighth edition is half new including web sites and listserv discussion groups and it places a stronger focus on meeting the needs of human resources professionals and corporate trainers An annotated bibliography groups leadership materials in several broad categories overview in context history biography and literature competencies research theories and models training and development social global and diversity issues team leadership and organizational leadership 180 pages Includes annotated lists of journals and newsletters 9 pages instruments 21 pages exercises 41 pages instrument and exercise vendors 5 pages videos 29 pages video distributors 4 pages web sites 6 pages organizations 21 pages and conferences 9 pages Contains a 66 page index of all resources TEJ

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Exploring Leadership Richard Bolden,Beverley Hawkins,Jonathan Gosling,Scott Taylor,2011-07-29 Are leaders born or made Does each society get the leaders it deserves How and why is leadership rhetoric different from leadership in reality l l Leadership is one of the most talked about yet least understood concepts in current business and society This book explores how theoretical models and views of leadership have evolved over time how leadership can be investigated from individual organizational and societal perspectives and perennial dilemmas and emerging approaches in Leadership Studies Positioning its discussion within a multidisciplinary framework that touches on management sociology philosophy anthropology history literature and politics this book examines and critiques the common assumptions that inform the ways in which leaders and leadership are recognized rewarded and developed It provides a valuable and thought provoking overview for students and academics interested in leadership and management practising leaders leadership development consultants and policy makers

Most Successful Coaches Emily James,AI,2025-02-20 Most Successful Coaches explores the qualities that define coaching greatness moving beyond simple win loss records to analyze adaptability influence and legacy It examines how these coaches have shaped athletes teams and the landscape of sports history Discover how these leaders cultivate winning cultures and foster dedication instilling discipline both on and off the field The book uniquely compares coaches across different sports to identify universal

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Wilson, 2010-01-21 This edition provides a critical approach to the study of work and organizational behaviour questioning what organizational behaviour is and how it has been researched and discussed **It Comes from the People** Mary Ann Hinsdale, Helen Matthews Lewis, S. Maxine Waller, 1995 The closing of local mines and factories collapsed the economic and social structure of Ivanhoe Virginia a small rural town once considered a dying community on the rough side of the mountain Documenting the creative survival techniques developed by Ivanhoe citizens in the aftermath *It Comes from the People* tells how this community organized to revitalize the town and demand participation in its future Photos interviews stories songs poems and scenes from a local theater production tell how this process of rebuilding gradually uncovered the community's own local theology and a growing consciousness of cultural and religious values A significant aspect of this social transformation in Ivanhoe as in many rural areas was the emergence of women as leaders educators and organizers developing new approaches to revive the economy and the people simultaneously This book is unusually open about the difficult process faced by outside researchers working with community members to describe community life It discusses the inherent dilemmas frankly and presents a model for those who engage in community studies and ethnographic research Author note Mary Ann Hinsdale is Associate Professor of Religious Studies at Boston College Helen M Lewis is Interim Director of the Appalachian Center at Berea College in Kentucky S Maxine Waller is President of the Ivanhoe Civic League and directs community based student volunteer programs in Virginia *International Journal of Educational Management and Development Studies* Patricia Sonia Elardo-Zabala, Maricon V. Estrellado, Mercedita H. Silva, Chrizza Kaye R.

Sotomayor, Joseph Jay U. Aureada, Jupeth Toriano Pentang, Edilberto A. Magsino Jr., 2021-06-30 *International Journal of Educational Management and Development Studies* IJEMDS is an open access refereed journal focused on educational leadership educational management teaching and learning across all disciplines and levels internationalization of education transnational education and societal issues on educational development The field of education has been continuously evolving as influenced by its nature and the societal factors As the journal celebrates the very dynamic and complex nature of education it provides educators and researchers a platform for their research findings This allows researchers to apply multiple designs to describe analyze and evaluate the history current issues and the future direction of education in regional

and international contexts **Principles and Practices of Management and Business Communication** Anupam Karmakar, Integral Ubuntu Leadership Passmore Musungwa Matupire,2016-10-04 The four worlds as we know them today the North West South and East are out of balance The West and the North generally dominate on a global scale while the South and the East lag behind This also happens at individual societal and organisational levels It is clear that there is a need to change the way we lead our organisations in business and the way we think about leading in politics Here is a comprehensive exploration of the Integral Leadership challenges of the twenty first century The author combines the African philosophy of Ubuntu or humanness the cornerstone of African thought and life with the concept of Integral Leadership with particular reference to Lessem and Schieffer s combining in their 2010 book Integral Research and Innovation of nature and community culture and spirituality science and technology and politics and economies This connectedness in the new paradigm of wholeness and relatedness goes beyond the relationships of human beings alone and involves experiences with nature and community Leadership is viewed from an indigenous and exogenous perspective bringing together a newly Integral approach which will also introduce industry ecology and knowledge ecology as an evolution of the Ubuntu philosophy The author offers a unique forum through which to commit to paper the operationalisation of the Integral Ubuntu Leadership model in catalysing development efforts and in CARE ing for communities and societies **Teaching Leadership** Raj Pillai,Susan Stites-Doe,2003-07-01 **Organizational Behavior: Theory, Concepts and Practice** Hakan Vahit ERKUTLU,Jamel Ben CHAFRA,2022-04-17 **Catalog of Copyright Entries. Third Series** Library of Congress. Copyright Office,1978 Organizational Behaviour and Work Fiona M. Wilson,2013-12 This edition provides a critical approach to the study of work and organizational behaviour questioning what organizational behaviour is and how it has been researched and discussed **Dynamics of Leadership in Public Service** Montgomery Van Wart,2014-12-18 Eminently readable current and comprhensive this acclaimed text sets the standard for instruction in **The Nature of Leadership** John Antonakis,Anna T. Cianciolo,Robert J. Sternberg,2004 More than ever before leadership is seen as critical for the proper functioning of societies and social institutions Written by a team of leading experts The Nature of Leadership will provide compelling answers to the most vexing questions surrounding leadership Is leadership measurable Are there traits that reliably distinguish leaders from nonleaders Does the situation matter Are there differences in women s and men s leadership styles Is ethical leadership effective leadership Are elements of leadership culturally bounded whereas other elements are universal Does vision really matter Can leadership be developed COVER

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