



## Leadership Styles Essay Example

The purpose of this paper is to use the course concepts to expand upon the topic of leadership styles. I will define leadership and management; explain how the two play a role during organizational change management and how this information can be used by practicing managers. Lewin's change model combined with Kotter's eight step change model will be used to present an understanding of and emphasize the importance of leadership through the stages of change. Change is inevitable. Changing is not always welcomed but it is necessary for organizations to maintain their place in the world.

Successful organizations thrive because they have a vision, a mission and a strategy and when faced with change they are quick to take action. They are successful because they understand their clients' needs, respond to their employees and react to the changing times. One sure way to success is the way organizational change is managed. Change is nearly unattainable without leadership support and a strong management team. (Leban and Stone, 2007) "Leadership must set direction, pace and tone and provide clear consistent rationale that brings everyone together behind a single mission. (GAO, 2003)

Leaders have always existed; some are born to lead, while others lead by using force. Leaders are a necessity, without them our world would be in chaos. We call for leadership, we seek them to guide us through difficult times; it is through leadership that we are given direction and purpose. Leaders are a foundation to the success of an organization. Leadership is different than management. It is important to comprehend the difference because their roles play a factor when moving through a strategic change initiative.

Classically "leadership is the influencing process of leaders and followers to achieve organizational objectives through change. " (Leban and Stone, 2007) Today's leaders must also set the stage, they challenge, inspire, enable, model and encourage. In addition today's leaders must influence individuals to behave in a manner that respects the organizations core values, beliefs and culture. The role of a leader is to identify the need for change, to clearly communicate to the group the vision, answering questions when there are times of confusion.

According to Hammer and Champy The leader's primary role is to act as a visionary and motivator by fashioning and articulating a vision of the kind of organization that he or she wants to create, the leader invests everyone in the company with a purpose and a sense of mission. The leader must make clear to everyone that reengineering involves a serious effort that will be seen through to its end. From the leader's convictions and enthusiasm, the organization derives the spiritual energy that it needs to embark on a voyage into the unknown. " (Hammer and Champy, 1993) Management is often mistaken for leadership.

Management is directing, organizing, completing tas

# Leadership Styles Essay Paper

**Michael Brown**



## **Leadership Styles Essay Paper:**

## Unveiling the Energy of Verbal Artistry: An Mental Sojourn through **Leadership Styles Essay Paper**

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