**Discussion Board Week 1**

Research and select three leadership theories. Explain how you will implement those theories in your leadership style. Be sure to include specific examples and articulate how the theory influences the outcome. Use this document to draft your initial post. The post must follow the APA style of writing.

|  |  |  |
| --- | --- | --- |
| Leadership Theory | Implementation of the leadership theory in your leadership style | Leadership theory influences the outcome |
| 1. Situational Theory – in this case, this model of leadership alludes to the fact that the leader should choose the best style of leadership based on the situational variables (Bryman, 2011). That being the case, different styles of leadership will be ideal for different occasions. | Take, for instance, I am a manager of a consultant company. In this case, the company wants to implement new hiring policies. It also happens that I am the most knowledgeable about matters to do with human resource. In that case, an authoritarian style of leadership would be the most ideal. In the case that I am not the most knowledgeable then a participatory style of leadership is ideal. | Because the leadership is adaptive to prevailing conditions it means that it will be able to get the best outcome, for instance, the most experienced and suitable leadership for given situations |
| 2. Management theories – in this case, leadership is based on a system of punishment and reward (Bateman, Snell, & Konopaske, 2019). For instance, when an employee performs well he or she will be rewarded but when he or she performs in a bad way he or she will be reprimanded. | For example, in the case I am an art teacher in a school, I can employ this type of leadership with my students. For instance, when a student posts good results in my class he or she will be rewarded. On the other hand, when the student posts bad results he or she will be reprimanded. | In this case, the goal is to be able to improve the performance of the student. Therefore, by reprimanding them it will create a Pygmalion effect which will, in turn, lead to an increment of the result of the student and hence the attainment of the set goals |
| 3. Transformational theory- it is based on motivating and inspiring people to achieve a certain goal in life (Bryman, 2011). In that case, it aims at showing people the importance of accomplishing a certain task. | For instance, in the position of an art teacher, I would encourage and motivate my students so that they can be able to post good results. As well, I would inspire them by setting a good example which they can emulate. | In this instance, the goal is to improve the results. That being the case, motivating the student and being a role model will give them a point of reference which they can use to base their performance. |

**Reference:**

Bateman, T., Snell, S., & Konopaske, R. (2019). *Management: Leading & Collaborating in a Competitive World*. New York: McGraw-Hill.

Bryman, A., Collinson, D., Grint, K., Jackson, B., & Uhl-Gien, M. (2011). *The Sage Handbook of Leadership*. Thousand Oaks: Sage.