DQ2 – Response to Johnson K.

Dear Johnson,

This is a very intriguing and inspiring post, and it highlights some constructs of what a leader would be. I would like to expound on this with some examples.

When we speak of inclusivism, it depicts a care culture or climate whereby one is concerned about the other. In a care climate, there is inclusion in decision making and work distribution such that there is a sense of care for the work and workload on each. For instance, when a supervisor is handling a work roster and includes the employees to work the days they are fully available, this makes the employee feel a part of the process as they have been consulted. Klenke (2005) states that this humility is part of the attributes of an authentic leader.

Indeed transformational leadership is what most organizations will require. A transformational leader is one the will be charismatic enough in influencing change, bringing about change (Northouse, 2016). In transformational leadership are authentic and ethical leaders rolled into one. However, according to Johnson (2018) the ethical climate adapted by the organization also depends on its leadership. If the leader is one the leans towards the instrumental climate – where it’s all about the profit and gain of the organization and not individuals, that is what will happen.

Finally, in an instrumental climate, in as much as it is difficult to make the case that corporate social responsibility is a way to make profits for the shareholders, it will not elicit commitment to the organization from the employees(Cullen, Parboteeah, & Victor, 2003).

**References**

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