

LEADERSHIP STYLE CASE STUDY

Activity 7.6

A convenience store started it was small and Bill Murray, the sole owner of all the employees by name. He used a management style which involved asking the workers what they thought about his decision and encouraged them to tell him their ideas about the business. The business has now grown into a large public limited company with many more employees. Which do you think will be the best leadership style for Bill and his managers to use? explain your answer.

As the business has grown into a large public limited company with many more employees, the best leadership style for Bill and his managers to use would be a transformational leadership style. Transformational leadership focuses on inspiring and motivating employees to achieve their full potential and go above and beyond expectations. This style is particularly effective in large organizations where employees need to feel empowered and engaged to drive innovation and growth.

Transformational leaders like Bill and his managers would:

Inspire a Shared Vision: They would communicate a compelling vision for the company's future that inspires employees and motivates them to work towards common goals.

Encourage Innovation: They would encourage employees to think creatively and share their ideas, just as Bill did when the business was small. This fosters a culture of innovation and continuous improvement.

Provide Support and Development: They would provide support and development opportunities for employees to help them grow both personally and professionally. This could include training programs, mentorship, and coaching.

Lead by Example: They would lead by example, demonstrating the values and behaviors they expect from their employees. This builds trust and credibility with the team.

Empower Employees: They would empower employees to take ownership of their work and make decisions, fostering a sense of ownership and accountability.

Overall, a transformational leadership style would be best suited for Bill and his managers as they navigate the challenges of leading a larger, more complex organization. It would help them inspire and motivate their employees to achieve success and drive the company forward.