

# PARADIGMS IN MANAGEMENT THOUGHT Name: SK Shaz02

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Case Study: Transformational Leadership at XYZ Corporation

## 1. Analysis of Leadership Style:

Mrs. Sarah Lee's leadership style can be classified as transformational. Key Elements:

- 1) Visionary Leadership
- 2) Empowerment
- 3) Motivation and Inspiration.

→ The previous CEO, Mr. John Smith, likely had a more traditional or autocratic style, which contributed to low morale and a lack of trust.

## 2. Challenges and Solutions:

Key Challenges:

- 1) Low Employee Morale
- 2) Declining Market Share
- 3) Resistance to Change

Addressing Challenges:

- 1) Vision and Strategy
- 2) Open Communication
- 3) Empowerment and Innovation.

### 3) Employee Morale and Engagement:

High Employee morale is Essential for productivity, innovation and retention.

#### Actions that improved Morale:

- 1) Empowerment of mid-level Managers.
- 2) Recognition and Reward System.

#### Impact of Empowerment:

- 1) Encouraging initiative
- 2) Building Leadership Skills.

Ms. Sarah Lee's transformational leadership style successfully revitalized XYZ Corporation, addressing critical challenges and engagement.