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**Whole Foods- Chapter 8**

1. Is John Mackey a transformational leader? Why/why not?

John Mackey is a transformational leader because he displays the 3 fundamental characteristics of being one. He increases his followers awareness through his hiring process, which involves efficient training. This process helps to maintain the mission and increase awareness of the mission. He also encourages employees to put the organization first by treating all employees as equls and by demonstrating his dedication to organizational success by taking a pay cut. Third, Mackey has raised the followers’ goals to develop and improve themselves for higher levels of accomplishment.

1. Based on contingency theories of leadership, what approach to leadership seems best for Whole Food’s team leaders?

The Path-Goal Leadership Theory appears to bet the best approach for the Whole Foods’ team. This theory relies on the ability of a leader to enhance the performance expectancies and valences of employees, and seems like a great strategy because of the great leadership qualities of John Mackey. Being a supportive leader shows concern for the well-being and success of each individual employee. An achievement-oriented leader encourages employees to be challenged and seek improvement. A participative leader encourages full transparency of information and emphasizes the importance of acting and thinking as a group. This style seems to fit the culture of Whole Foods very well.