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Evaluate Mexican Cartel leaders and assess them as examples of good or bad leaders? Explain what leadership theories or management principals they demonstrate to support your answer.

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Mexican Cartel leaders are all GOOD leaders (in the world without law)

by Shuowen Wei - Wednesday, July 26, 2017, 12:53 AM

The TED video is pretty interesting to me as I never imagined those Mexican drug Cartels could be so well organized and effective in terms of operating such a complicated distribution network. I think all those Cartel leaders are GOOD leaders (if not considering they are breaking the law) and have their own styles and strategies, they can all be considered successful because they managed to grow and expand their businesses if not taking laws into account, they all have an integrated strategy that includes one or more of attributes: a good organized structure, good incentives, a solid identity and good brand management.

The video highlighted three major Cartels: Los Zetas, Knight Templar and Sinaloa Federation.

Los Zetas' leaders' leadership style is more like autocratic. Based on the military origin (originally an unite of paratroops from the Army), Los Zetas is perfectly structured chain of command with a very clear hierarchy and a very clear promotion path, that allows them to supervise and operating across many markets very effectively. They focus exclusively recruiting from the Army and thus running like a Army, thus they can effectively expand their businesses to other criminal areas, so effectively that just like soldiers execute their orders. Their brand strategy is based on a careful stage of fear, that they believe that they have total authority and control when they enters a city, very autocratic style.

While in contrast, Knight Templar's leaders' leadership style is more like Charismatic. They developed a strategy as social enterprise because they cannot face Los Zetas' violence along. They brand themselves as local "government" by providing local services and protecting people from other criminal organizations,they made local people trust them, rely on them and follow them/their lead. When they perform violence, they provide very careful narratives and descriptions for their behaviors (killing people) to make themselves look good guys trying to protect people from bad guys. They even have moral codes and strict recruiting standards.

The third organization, which is also the largest, the more successful and the most integrated one, is Sinaloa Federation. It's actually hard to tell what're Sinaloa Federation's leaders' most unique leadership style since it's such a multinational organization that has international partnership all over the world, it must require different leadership styles in different regions under different situations. I think their leaders are very open minded since they are so innovated in designing new products and developing creative distribution methods. Their leadership style is probably more closer to Democratic, since they rely heavily on family ties for controlling, so I guess they make business decisions based on all district leaders' opinions while a senior member of the family may have the final say. Their huge success are mainly because of team("family") involvement and very likely highly developed people skills, thus each team/family member is each market region may feel very empowered.