**Leadership Theories Providing Successful Businesses**

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To be successful in a business we all know you have to have a strong chain of leadership. This chain consists of passionate team building within each link. In this essay I am going to discuss a few of these links that go into a strong team. First of all, you can’t have a strong team without the right people to share the passion. Secondly, I will discuss the Great Man theory about having natural leadership. A third link consists of how the leaders educate their people. Lastly, how the people stay motivated once they have mastered the position effects the morale of a company. There are endless amounts of links for each company to succeed but having the people as a priority will get you success.

**People and Growth**

The hiring and training process is the base foundation for your company. If you have the right people to sell your products, create effective production, and exceed in customer happiness, your business will accomplish its purpose. In class we discussed the performance zones in three sections:

* High Performance: performance is discretionary and personal initiative begins.
* Average Performance: works in the safe zone and works the minimum level to be accepted.
* Low Performance: dangerous for company and employee.

It is up to leadership to hire the right people for a positive contribution to the team who will hopefully want to stay in the high and average performance zones. Priorities to set in place before the interview process for any company are to be easily trainable, experience in well accomplished performance zones, responsibility, self motivation, and understanding of each of the links that create a successful business. These are just a few to go along with many other characteristics that each person carries but these listed will lead to growth. Keeping these characteristics as a focus in the hiring process I see to be a natural desire in people worth investing in.

**Natural Leadership**

The Great Man theory taught that a great leader will arise when in need and that the Great Man is born not made. The theory also teaches that leadership comes natural to all our leaders today. This theory goes as far back as religious leaders of Jesus, Mohammed, Moses and Buddha and as recent as Eisenhower and Churchill. Through my whole life when deciding what I want to do with the rest of my life the popular question of always being a natural leader in every situation you get put into arises. When I was young and quiet I would have always said no, but now that I have confidence and desire for team building, my natural ability for leadership becomes stronger and more necessary in all the workplaces I have been a part of. I believe everyone has a leadership desire inside of them if it is in their interests. Therefore, finding those people who are interested in the purpose and culture of your company will make a huge difference on their performance level they are willing to reach.

**Training for the Long Run**

Most of my experience in my work environments has been with training. I have seen and been a part of very successful and not so successful training programs. The status comes completely from the leadership and how many resources and how much time they are willing to invest. A quality trainer consists of creativity for all types of people who learn differently, being open to meeting people’s learning styles, patience, optimism, and most importantly, feedback! Everyone who is in the team must understand that the training can’t stop once someone has mastered their position, it’s everyone’s responsibility to self teach and to positively encourage their coworkers. Leadership will be held accountable once again for they are to lead by example which will be contagious to those who take initiative.

The most effective culture of training I have experienced is in my current workplace because they expect everyone to have a self motivating/learning characteristic. They also push towards a social learning theory which I researched to follow these standards:

* We all learn from watching other people. “Although we learn by our own trial and error […] it is safer to let others make the mistakes [and] when the behavior makes sense, we go through it in our minds then try it for ourselves” (Bandura).
* As we interrelate with our environment, it becomes reciprocal to interrelate with us.
* “Learning is [built] from watching, thinking, and trying” (Bandura).
* Learning is from people who we recognize. For example, our parents, peers, or maybe attractive/famous people who are effective and in authority.
* When we are successful we aim for a higher, more challenging goal, but when we fail, we set our goals lower.

I think it takes a great deal of strength and confidence to be patient with these standards because you have to be willing to progress but you also have to have leadership give recognition to each individual.



**Goal Setting and Motivation**

*“A man’s mind is like a garden, which can be cultivated or allowed to run wild; but whether cultivated or neglected, IT MUST AND WILL BRING FORTH.” -Anonymous*

The core of the quote above is motivation! We discussed a lot about how results of a situation don’t just occur; there were steps to lead to that point. Values and beliefs of an individual will result to the direction of their thought, behavior, then results and an end result of success or failure. In the results model it displayed that if the situation came to a failing point then feedback would help start the process over to lead to success. However, when I look at the results model I see feedback on both ends for success and failure. Knowing what steps accelerated the success and which ones maybe slowed the process or are still issues with the end result is crucial for personal growth. Nothing done is ever done to perfection without realization of a better route for positive improvement!

The only way one is going to make it to the successful end of results is to set their own goals. With the pathway to success or failure it starts with the thoughts that only come from one individual. If others your goals without your input and planning, then you won’t be as motivated to work hard at your challenge as if you would set and guide yourself to your own goals. Having leadership support your goals is very important still. Leadership has the power to remove obstacles and make positive changes to help you succeed. It is also very encouraging to have direction from authority to make sure your goals are clear, challenging, and achievable. If this direction stays organized and is also used on leadership on a regular schedule, then the morale will always be growing and changing for the best.

In conclusion, every business is aware of these challenges but it takes the right hands to feed. To have that direction it takes recognition on the importance of balance on leadership theories. The people you chose to invest in and watch grow is completely rewarding when they succeed. To witness natural leadership come out of someone’s personality is gratifying which could lead to mentoring back to another person. Education and training is overlooked in many businesses that I have had experience with, but to value what resources training can provide has been proven to make a business more successful. Finally, rewarding motivation to achieve goals can create brilliant experience for anyone!

**Works Cited Page**

1. Bandura. (1971). *Social Learning Theory.* Retrieved April 19, 2010 from

http://changingminds.org/explanations/theories/social\_learning.htm