

Case Study (Business and Management)

Memorandum:

To: Alexandria Marvel, CEO

From: Senior-level Leadership Consultant

Date: Sept 23, 2021

Subject: Proper Characteristics/Skills in the Soon-to-be Job Description

[Portion of text redacted]

According to an article, individuals practiced servant leadership in the mid-1990s. Robert Greenleaf established Servant Leadership. During this time job descriptions of this feature, comprising the quality to have empathy, foresight, and listening, have offered the companies greater favorable results. There is also transformative leadership in studies. James McGregor Burns originally founded transformative leadership. (Gandolfi, 2017) This means that a leader must be capable of being a role model, an inspiration, a stimulator, and an assistant leader for employees. With such characteristics, corporations have been able to pick leaders that would best transform people and the firm.

The leader today has been extremely special in the work itself. The leader's emphasis on the task would at times hurt the wellbeing of the staff from the prior leaders who also thought about their employee welfare. Leaders nowadays treat workers with varied education, perspectives, and interests that may lead to unjust treatment and conflict. Solutions in this type of circumstance exist. One leader has strong communication skills, such as the capacity of leaders to address and solve the problem when an employee expresses worry about anything that involves a failed job, rather than reprimands the employee. (Robbins, 2017) Furthermore, leaders who can ask for their workers' thoughts and comments might be very useful, for example, instead of being the only one who develops a business strategy, leaders should be receptive to others' perspectives. Such traits might bring together individuals and enhance the company's production and teamwork. Leaders should also be prepared to act to others like a teacher rather than explicitly order them, as the protection of employees must be one of the company's highest priorities. (Jhon, 2017)

Good leadership comes within a person. It is all about the intention and the capacity to have a really good effect on others. The inspiring staff has always been a key to successful leadership. On the other hand, management refers to control and authority that would achieve an objective. Awareness of these words would help HR personnel be aware of the traits they need in future recruitment. (Lee, 2020)

Works Cited

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Robbins, S. P. (2017). *Organizational Behaviour*. University of Minnesota Libraries Publishing edition, 2017.