

MGMT1101: Leadership Management Profile Assignment

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Assignment Overview:

The objective of this assignment is to analyze and apply a variety of leadership approaches in order to connect theory to practical application.

Learning Outcomes:

- Identify key functions and skills required of management within an organization.
- Identify and analyze leadership approaches in a variety of situations.
- Develop a personal management profile through introspection and reflection.

Academic Honesty

Ensure you are aware of the College policies on Academic Honesty and also Plagiarism. Academic dishonesty and plagiarism are taken very seriously at the College even if the dishonesty or plagiarism is unintentional. Please also know that taking credit for work you did not contribute to as it is also considered Academic Dishonesty and will be reported.

Turnitin

This assignment will be submitted to Turnitin. Turnitin is a web-based service that checks the assignment against its database of materials that contain other learner's work as well as electronic academic materials.

Learners find the Turnitin report useful for editing papers. The report will include incorrect use of referencing, too many quotes, and paraphrases. If the Turnitin report, for your first draft, shows a high percentage of matching text, this will give you an opportunity to review and edit your assignment for proper citations and more original analysis. Once you make your edits, it is possible to submit your work to Turnitin again. Turnitin will know not to match the text in your second draft with text in your first draft, and so on. It is advisable to wait at least 24 hours before you submit the second draft.

Turnitin results must be LESS than 15%.

Faculty finds Turnitin useful as a tool to teach learners proper citation practices and highlight the need for more learner originality. Faculty can also use Turnitin as a tool to detect possible instances of plagiarism and academic dishonesty.

Academic dishonesty can lead to a zero for this. Ensure you have read the Chiu School of Business Learner Handbook for more information about the Academic Honesty Policy. If you have any questions, contact your instructor.

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You may use the following resources:

1. Your textbook.
2. Course Content.
3. The academic databases may be helpful to you. The databases can be accessed online through Bow Valley College`s Website: <https://bowvalleycollege.ca/student-resources/rgo-library-learning-commons>.

The paper must meet the following guidelines:

1. Be 1,500 – 1,750 words in length (approximately 6-7 pages, this count does **NOT** include the title page or reference page).
2. Content should be written using full sentence/paragraph format.
3. Be formatted in accordance with APA guidelines. You must include a separate reference page listing your sources as well as a title page (these are not included in the 6-7-page requirement for the body of the paper). Please refer to Bow Valley College`s Learning Resource, APA Formatting Guide <http://bowvalleycollege.libguides.com/apa-style>.
4. Be typed in 12 point Times New Roman Font.
5. Use 2.0 (double) line spacing.
6. **Organization and structure of your assignment: Organize your paper into sections using the bold headings provided in the assignment instructions and be sure to number your questions accordingly. Headings should be bold and clearly identify the various sections of the assignment.**
7. You must cite ALL of your sources using APA formatting (please refer to Bow Valley College`s Learning Resource Services Page on citations: <http://bowvalleycollege.libguides.com/apa-style/citation> for further information).
8. All submissions must be run through Turnitin, which is anti-plagiarism software used by Bow Valley College (**once the instructor enables the Turnitin function, all assignments which are submitted through the dropbox will automatically be run through the Turnitin program**).
Note: For this assignment, student Turnitin results must be 15% or less. Instructors: refer to instructor resources, `Turnitin requirements` doc, in D2L.
9. **You are permitted to submit up to three times in the dropbox folder (two drafts and one final assignment) as this enables you see your Turnitin score and revise your assignment accordingly.**
10. Please review the *Academic Honesty Module* with respect to academic honesty and plagiarism. This information is located on Brightspace/D2L within the Program pages. (Location: <https://d2l.bowvalleycollege.ca/d2l/home> > Select your Program of Study under the heading My Programs > Select the Academic Honesty Module under the Content Browser)
11. **You will receive a mark of zero if your work is copied or plagiarized** and further disciplinary action will be taken in accordance with the academic honesty policy.
12. Your paper will be marked in accordance with the Rubric attached to this assignment.

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13. Submit your assignment to the Brightspace/D2L dropbox provided.

Trait Theory (17 marks)

1. Identify three leadership traits from the Trait Theory you feel you *do* OR do *not* possess. E.g. you may identify three that you do possess, or three that you do not possess, or one you possess and two you do not possess, etc. It is up to you. Be sure to justify your responses. Provide specific examples from your life for each trait you identify. (9 marks – 3 for each trait)
2. Identify one trait, characteristic, or personality trait which does NOT belong to the Trait Theory that you feel you possess which would help you become an effective leader. (3 marks)
3. Based on your analysis, do you feel you would be (are) an effective leader? Why or why not? Explain. (5 marks)

Situational, Transformational, and Servant Leadership (17 marks)

1. In your own words, explain Situational, Transformational, and Servant Leadership. Do NOT simply provide a brief textbook definition. Be thorough and explain the overall philosophy behind each approach. Although you may refer to the textbook, I am also looking for your own thoughts and perspectives for each of these leadership approaches (9 marks -3 each)
2. Of these three approaches, do you feel one is more effective than the others? Justify your response. (3 marks)
3. Reflect on your own experiences (personal and/ or professional) and provide one example of a time in your life where you, or someone you know, has illustrated any one of these leadership approaches, whether it be in a workplace setting or in some other setting. Describe your experience and clearly illustrate the relevance and application of the leadership approach that was used. (5 marks)

Identify a Leader – Power (6 marks)

1. Identify a leader that has used power and influence in a ***harmful way***. Identify an additional leader who has used power and influence in a ***positive way***. For both of these leaders, identify where they received their power (e.g. expert power, coercive power, etc. Refer to your textbook) and provide examples to support your response. In addition, state your thoughts on their motives for the use of power - in other words...what drove them/ motivated them to use their influence in this way? Be sure to justify your responses. (6 marks – 3 each)

Leadership Scenarios (15 marks)

1. For each of the five leadership scenarios listed in the table below entitled, *Leadership Scenarios*, identify the leadership style (within the model which is provided) that would work best in the given situation. Be sure to justify your responses. (3 marks for each scenario)

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Personal Leadership/ Management Profile (20 Marks)

1. Based on your newfound knowledge and insights of leadership and management, create your own leadership/ management profile. In other words, describe what you would be like as a potential future leader/ manager. Are there any leadership theories you feel you would like to incorporate into your own practice? What would your core values be/ what would be important to you as a leader/ manager? Etc. In this section, you will identify insights gained and/ or significant learning moments from the leadership assignment. Discuss how these new learnings will help to inform your future professional practice, regardless of whether or not your path leads to a formal leadership or management role. Critical reflection is the foundation for this assignment.
2. **What is critical reflection?** The ability to view key concepts through a critical lens and to challenge your current views, ideas, beliefs, etc.; to explore them from a variety of different contexts thus enabling us to be open to “new” insights and perspectives. Do **NOT** simply submit a list of definitions. Assignments focussing on definitions/ chapter summaries will not receive marks.
3. This section should be 2-3 pages in length..

Writing, English, and Grammar (3 marks)

- Writing is clear, concise, and well organized with excellent sentence/paragraph construction. Thoughts are expressed in a coherent and logical manner.

APA Formatting (3 marks)

- Be formatted in accordance with APA guidelines. You must include a separate reference page listing your sources as well as a title page (these are not included in the 6-7-page requirement for the body of the paper). Please refer to Bow Valley College’s Learning Resource, APA Formatting Guide <http://bowvalleycollege.libguides.com/apa-style>.
- You must cite ALL of your sources using APA formatting (please refer to Bow Valley College’s Learning Resource Services Page on citations: <http://bowvalleycollege.libguides.com/apa-style/citation> for further information).

Organizing Your Assignment

- **Organize your paper into the sections outline in your assignment instructions using the bold headings provided and be sure to number your questions in each section accordingly.**
- Times Roman font, 12-point font size, formatting is consistent throughout (e.g. headings, font style/ size, spacing, margins, etc.).
- Title page is provided (contains student's first and last name, instructor first and last name, course name, due date, title), assignment looks professional, and illustrates evidence of pride taken.

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Leadership Scenarios

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| <p>1. Using the Hershey Blanchard Model, which leadership style do you feel would be most appropriate for this scenario? Justify your response.</p> <ul style="list-style-type: none">You have recently been promoted to lead a team that were previously left to their own. The group interrelations are good, the people are competent, and motivation is high. |
| <p>2. Using the Path-Goal Model, which leadership style do you feel would be most appropriate for this scenario? Justify your response. Which level of employee readiness is this employee at?</p> <ul style="list-style-type: none">You have recently been made head of a new department. In getting to know your team, you have noticed that one of your inexperienced employees is not following through on assigned tasks, even though she is excited to learn about her job. |
| <p>3. Using the Trait Theory, identify 3 traits that you feel would be most important for a leader to have in this scenario? Justify your response.</p> <ul style="list-style-type: none">You've just been hired as the General Manager of a restaurant/ bar which is not doing very well. When you are hired, you are told sales are low, staff morale is low, and lately it's been difficult for the managers to retain staff because staff are unhappy. |
| <p>4. Using the Path-Goal Model, which leadership style do you feel would be most appropriate for this scenario? Justify your response.</p> <ul style="list-style-type: none">You notice that one of your employees is under performing and seems to lack confidence. |
| <p>5. Using the Path-Goal Model, which leadership style do you feel would be most appropriate for this scenario? Justify your response.</p> <ul style="list-style-type: none">You are overseeing one of your teams as they work on a project. One of the employees from the team explains that there is a lot of conflict among team members. No one is clear regarding what their tasks are or what the overall goal of the team is. As a result, there is constant arguing and everyone ends up doing their own thing. |