THEORY AND CHANGE WITHIN POSITIVE LEADERSHIP

Positive leadership has been ascertained to create an immense impact to procedures undertaken in a company, which have been essential in improving organizational performance and effectiveness. There are diversities that exist between positive leadership roles and functions and management, which have been explained by researchers to create an impact to the success of a company.

Positive Leadership Theory

The theory of positive leadership illustrates the notion that leaders carry out their duties dynamically and powerfully, with an aim of attaining various organization goals. Positive leadership also entails creating an impact to organizational performance by committing oneself to values of the company as well as infusing the organization with the same values, which helps attain success in diverse activities carried out in various departments. Researchers explain the concept that positive leadership explains leaders who are proactive. Despite the challenges experienced in the company, the leaders will ensure that activities done by supervisors and managers have been carried out in an organization. The activities include establishing controls, planning, organizing, staffing, recruiting, evaluating outcome, setting objectives as well as making certain that all procedures are effective in attaining company goals and objectives. Positive leadership has been explained as a special leadership type, which brings out the best of individuals and the organizations established in a nation, which ensures that the right objectives, as well as the resources of the entity, have been cultivated to the optimum level (Allio, 2011).

How Positive Leadership Leads to Employee Engagement during Times of Change

Positive leadership has been ascertained to lead to employee engagement during times of change. The relationship cultivated by the employers with the employees help ensure that there are productive activities undertaken in the organization. Having the concept that employees can be determined to attain success in various projects, there are possibilities of working in different environments provided by the company managers. Therefore, whenever there are any changes, employees co-operation will depend on the relationship they have built with the management, as well as the determination they have on the company goals and objectives. Positive leadership has been aimed at creating rapport and strong relationship between the employees and employers, which creates a positive impact to organizational growth regardless of changes that might be experienced in the organization. Research illustrates that some conditions have been found to create adverse impacts to how activities are carried out in a company, but positive leadership has enhanced positive reaction from employees, and they accept changes and work with the new requirements of the organization (Leavy, 2011).

How Positive Leadership Reduces Employee Resistance to Change

Positive leadership helps in ensuring that employees are provided with adequate resources and a good environment to work, which helps in facilitating effectiveness in diverse activities undertaken. The processes involved in positive leadership also include provide promotion and motivation to employees, which include gifts, offs, leave, and organizing trips and parties among others. Motivation helps ensure that employees are provided with an environment that seem fit for their work, and incase of any problems; they can easily accept new changes in the company. Positive leadership also ensures that employees relate well with the company managers, which helps ensure that where there are problems within the departments, employees can explain to the head of departments, who in turn channel it to the top managers. The top management act of issues related to employees working conditions and provision of resources, which helps in building trust between the top managers, middle-level managers as well as the lower level management of the company (Allio, 2011).

Compare and Contrast Positive Change Leadership and Management

Positive change leadership applies a strategy aimed at meeting various requirements of customers as well as considering the working conditions of employees in various departments. Positive change leadership is aimed at enhancing effectiveness in an organization and introducing a change that does not create adverse impacts to procedures undertaken in a company. On the other hand, management aims at ensuring there are staffing, employment, recruitment, training and decision making, without basing the arguments developed on the impact on employees and customers. In most cases, research illustrates that management aims at achieving customer requirements without considering that employees also have an impact on the company success and operations (Leavy, 2011). Regardless of conditions created by the company, the managers expect that employees work within the environmental conditions provided, which in some cases has not been conducive for employees to work effectively to attain company goals and objectives.

Different Leadership and Management Roles and Functions

There are diverse leadership and management roles and functions in organizations, which are aimed at ensuring that companies perform effectively, and employees work to achieve the changing needs of customers in the society regardless of their diversities in the background and cultural requirements. The various leadership and management roles and functions including staffing, recruiting, training, decision making and firing among others. The other functions include developing strategies that help improve organizational performance and also ensuring that there are adequate resources in the company. Leaders and managers in a company are also tasked with developing laws and regulations to govern how activities are carried in various departments by employees. They also ensure that new employees have been introduced to the company rules and are monitored to work in accordance to the laid down regulations.

Similarity of the Roles

The similarities in various roles carried out by leaders and managers are based on the fact that they all aim at ensuring that there is a success in attaining customer requirements as well as company goals and objectives. The similarities include various roles, which include decision making, staffing, recruiting and employing among others. The company managers and leaders also ensure that standard operations are carried out, and various rules of the company have been followed by employees as well as the heads of departments.

Diversity of the Roles

There are differences that exist between the roles and functions of leaders and managers in an organization. The primary difference has been based on the strategies applied in motivating teams and individuals to attain various objectives. Research explain that managers direct and organize to attain diverse tasks, set boundaries of operation in an organization and also manage individuals and teams around the boundaries that have been established, conforms on various standards of the company and also maintain the status quo of the organization. On the other hand, leaders are explained to provide new direction and set goals, which in most cases challenge the status quo. Leaders are also known to spearhead the teams in a company, as they are visionaries, leading and motivating them to attain the new directions provided to govern operations undertaken in various departments.