**LEADERSHIP – HOMEWORK: SESSION 6**

**Leadership: Enhancing the Lessons of Experience 8th Edition**

**Richard L. Hughes, Robert C. Ginnett, and Gordy J. Curphy, McGraw Hill Education, New York, NY 2015 – (ISBN: 978-0-07-786240-4)**

**Chapter Thirteen: Contingency Theories of Leadership**

Explain Contingency Theories of Leadership.

Explain the Leader-Member Exchange (LMX) Theory.

Compare and contrast In-Groups and Out-Groups.

Identify and explain the three Stages of Development relating to the LMX Theory.

According to the LMX Theory, what behaviors should a leader engage in to be more effective/successful?

Explain the Normative Decision Model.

Define the Autocratic Process.

Define the Consultative Process.

Define the Group Process.

Explain the role and importance of Decision Quality & Acceptance in judging the adequacy of a decision.

Should leaders be concerned about their followers’ acceptance of a decision? Why or why not?

What are some questions a leader should consider to protect quality and acceptance of a decision?

How does “Artful Procrastination” play into effective decision-making?

Explain the Situational Leadership Model.

Compare and contrast Task Behaviors and Relationship Behaviors.

How does the situation impact these behaviors?

Define Follower Readiness.

How can a leader increase a follower’s level of readiness?

**Chapter Fourteen: Leadership and Change**

What are some of the types of challenges that organizations face today?

What are some of things a leader can do, and some of the skills a leader can use, to facilitate change?

Explain Beer’s Rational Approach to organizational change.

What can leaders do to increase the amount of change?

How does a follower’s level of satisfaction play a role in a leader’s ability to drive change?

What are four key components to the model variable in the change formula? What is their significance?

Explain the Systems Thinking Approach.

How does the Process component impact the change model?

What role does the leader play in the change plan?

Explain the SARA Model.

What can a leader do to facilitate acceptance of change?

Compare and contrast Adaptive Leadership and Learning Agility. Why are these important?

Explain Force Field Analysis (FFA).

Define Charismatic Leadership.

Compare and contrast Transactional Leadership and Transformational Leadership.

Do you agree with the statement that “All transformational leaders are charismatic, but not all charismatic leaders are transformational.”? Explain your answer.

Compare and contrast Leader – Follower – Situational Characteristics in Charismatic Leadership.

How does transformational leadership impact organizational effectiveness?