**LEADERSHIP – HOMEWORK: SESSION 5**

**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 Eleven: Skills for Developing Others**

Why is setting goals and developing plans of action to attain them important?

What is the most important step in accomplishing a personal or group goal?

Explain the importance of setting specific rather than general goals.

What is the relationship between specific and observable goals?

Why should time limits be set for accomplishing goals?

Why is it important to set attainable, but challenging goals?

How does organizational commitment impact goal achievement?

Explain how feedback impacts performance.

Explain the process for providing constructive feedback.

Share some tips for improving feedback skills.

What types of criteria are used for evaluative feedback?

Why is it important to provide both positive and negative feedback?

Explain the importance of team-building for success in achieving team objectives.

Explain how the Rocket Model is used for team effectiveness. Identify and explain its components.

What is delegation? Why is it an important leadership skill?

What are some of the common reasons for avoiding delegation?

What are the key principles for effective delegation?

Describe coaching, explain how its implemented, and highlight its importance in organizational life.

What are the components of a GAPS Analysis?

What is the role/purpose of development and coaching plans? How can leaders assist with these plans?

**Chapter Twelve: The Situation**

What role does the situation play in leadership? Explain its importance.

Define Social Engineering.

Explain Role Theory.

Explain the Multiple-Influence Model.

Explain the impact of tasks on worker satisfaction and productivity.

Define Task Autonomy. What’s its impact on job satisfaction?

Define Task Feedback. What should a leader consider when providing this kind of feedback?

Compare and contrast a Structured vs. Unstructured Task. What’s the impact of each on a subordinate?

Define Task Interdependence. What is needed from a leader when there is high level of interdependence?

How does the Formal Organization impact leadership?

Define Organizational Culture.

Identify and explain the Four Key Organizational Culture Factors.

Compare and contrast Dependent – Independent – Interdependent Leadership Cultures

Define Hierarchy Culture.

Define Clan Culture.

Define Adhocracy Culture.

Define Market Culture.

Explain Societal Culture. What’s the implication for business leaders?

Define Implicit Leadership Theory.

Identify and define the Six Dimensions of Leadership.

What Positive Universal Leadership Attributes do you possess? What Negative ones need development?