**LEADERSHIP – HOMEWORK: SESSION 4**

**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 Nine: Motivation, Satisfaction, and Performance**

Why is the ability to motivate others a fundamental leadership skill? Explain impact and importance.

Define Motivation.

Define Performance.

Define Job Satisfaction. Explain its importance.

Explain Maslow’s Hierarchy of Needs. Identify types of needs and importance of satisfying them.

Explain Achievement Orientation. How does this relate to personality dimensions?

Explain Goal Setting. What does the research tell us about it?

Explain Operant Approach. Compare and contrasts rewards & punishment relative to motivation.

Explain Empowerment. Identify key components. Compare and Contrast macro & micro view.

What can leaders do to reduce resistance to change?

Why is it important for leaders to understand the interplay between emotions and motivation?

What is the impact of follower satisfaction?

How can leaders ensure job satisfaction?

Explain the impact of job satisfaction on life satisfaction. Do you agree or disagree? Why?

**Chapter Ten: Groups, Teams, and Their Leadership**

How are groups distinguished from teams?

Identify concepts important to group perspective.

How does the size of a group impact leaders and followers?

Define Social Loafing. Describe a time when you have seen this behavior in action.

Define Social Facilitation. Describe a time when you have seen this behavior in action.

Identify and explain the four states of Group Development.

Explain the potential impact/outcome of recognizing the stages of Group Development.

Define Group Roles.

Compare and contrast Task-Oriented and Relationship-Oriented leadership behavior.

Identify and explain the common denominator in Dysfunctional Roles.

What is Role Conflict and how does it occur?

Define Role Ambiguity.

Explain overall impact of Dysfunctional Roles – Role Conflict – Role Ambiguity on organizational life.

Define Group Norms. How are they learned?

Explain Group Cohesion. What is the benefit of a highly cohesive group?

Define Groupthink. Identify symptoms. Share suggestions to reduce it.

Identify and explain the four variables needed for Effective Teams.

Explain the Team Leadership Model (TLM). How do its components relate to a metaphorical iceberg?

Explain the Leadership Prescriptions of the Model.