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Leadership in the Workplace

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Poster Presentation P47

LEADERSHIP IN THE WORKPLACE

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The strong influence of leaders on the effectiveness and success of their business is strongly supported by past events and research. The connection between subordinates and their leaders is very salient since their interaction creates a positive or negative workplace environment. The relationship between specific characteristics of the subordinate and how that influences their choice of ideal leader was studied; subordinates were predicted to share similar traits with their ideal leader. Ideal leadership behaviors were measured using the MLQ, including two major leadership styles: transformational and transactional. Participants were faculty and staff of IWU. One hypothesis was supported by the data: Individuals who are strongly committed to their organization prefer a transformational leader. All other hypotheses were not supported by the data. The conclusion proposed is that similarity between individual and ideal leader characteristics may not be as strong a factor in the choice of a leader as relying on past experience or another factor.