

Leading the Way

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Leading the Way “The most important single ingredient in the formula of success is knowing how to get along with people” Theodore Roosevelt Leadership is an essential part of management. Being one of the four universal functions of management, leading is arguably the most important function. In the twenty-first century, more businesses and companies required their workers to work more on team operations rather than individually. One of the most effective elements to those teams’ success is its leaders. Without the management of a strong leader, a team can only go so far. In a startling statistic found by USA Weekend, 40 percent of all new managers are out of a job within the first 18 months. However, beyond the obvious reasons mentioned in the article, such as termination or voluntary leave, the simple facts are that they were not prepared to work in partnerships and teamwork. Throughout this paper, I will be discussing the importance of practicing effective leadership. I will explore the Kohl’s Department Store way of leadership by giving detailed examples of what they do to ensure good teamwork and the type of leadership it takes to ensure a successful work team. Below is the Kohl’s Department Store Mission Statement. Our Mission Our mission is to be a... Value Oriented, Family focused Department Store Our goal is to.. Offer our customers the best value in any given market Our pricing strategy emphasizes value by.... Offering attractive prices, and Offering name brand merchandise In a Department Store atmosphere Before

successful teamwork can occur, effective planning, communication and motivation must be practiced by team leaders. Without effective communication, a team can not function successfully. Kohl's department store runs its operation as a team effort. Store manager, Audrey McCaskey, works with other employees and assistant managers of the store to come up with ways to improve their store's performance. As the leader, Audrey is a strong willed manager who fits every characteristic of a good store manager. Her approaches at times are fierce yet ethical, and with her team, she is determined to get the job done; proving that leadership is an essential part of a managers position. There are three basic types of leadership: transactional leaders, charismatic leaders, and transformational leaders. Transactional middle of paperthe most important factors in leading.THE TEN COMMANDMENTS OF LEADERSHIP (Manske 194)I. Treat everyone with respect and dignityII. Set the example for others to followIII. Be an active coachIV. Maintain the highest standards of honesty and integrityV. Insist on excellence and hold your people accountableVI. Build group cohesiveness and prideVII. Show confidence in your styleVIII. Maintain a strong sense of urgencyIX. Be available and visible to your staffX. Develop yourself to your highest potentialWORKS CITEDDaft, Richard L. Management Fifth Edition The Dryden Press. 1997.Goleman, Daniel. Leadership That Gets Results. Harvard Business ReviewMarch-April 2000.Leatherman, Dick Ph.D. Quality Leadership Through EmpowermentHRD Press, Inc. 1992Manske, F.A. Jr. Secrets of Effective Leadership Leadership Education andDevelopment, Inc. 1990Margerison, C; McCann D. Team Management: Practical New ApproachesMercury Books Division of WH Allen & Co. 1990McCafferty, Dennis. (2000). First Time Management Mistakes You Won't Make.USA Today Availablehttp://content.careers.msn.com/wl_ga_9912_mngmntmistakes.html

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