

BECOMING AN EFFECTIVE LEADER

Competency 3005.1.4: Motivation, Development, and Innovation - The graduate selects appropriate leadership strategies to enhance motivation, development, and achievement of others.

Task 2: Leadership Evaluation

Introduction:

Great leaders understand the perspectives of their followers. From your experience as a follower in the real world, you will evaluate your leader's effectiveness using leadership theories, as well as their use of motivational techniques and power and influence to ensure and improve follower achievement. You will then justify recommendations for leadership improvement.

Requirements:

Your submission must be your original work. No more than a combined total of 30% of the submission and no more than a 10% match to any one individual source can be directly quoted or closely paraphrased from sources, even if cited correctly. Use the Turnitin Originality Report available in Taskstream as a guide for this measure of originality.

You must use the rubric to direct the creation of your submission because it provides detailed criteria that will be used to evaluate your work. Each requirement below may be evaluated by more than one rubric aspect. The rubric aspect titles may contain hyperlinks to relevant portions of the course.

- A. Consider a scenario from your past experience as a follower and do the following:
 1. Evaluate the effectiveness of the leader within your example using either expectancy or equity theory.
 - a. Describe one example of how the leader might have improved upon their own performance.
 2. Describe how **three** motivational techniques (e.g., recognition, praise, goal setting, encouraging creativity, innovation) were used by the leader and how the techniques affected followers.
 - a. Recommend an additional feedback, coaching, or executive coaching technique that could have been used by the leader to improve performance.
 3. Describe how power and influence were used to accomplish organizational goals.
 - a. Describe how the power and influence techniques were either appropriate or inappropriate.
 - b. Recommend an additional power or influence technique the leader could have used to improve leader performance and the performance of **one** other person.
- B. Acknowledge sources, using APA-formatted in-text citations and references, for content that is quoted, paraphrased, or summarized.
- C. Demonstrate professional communication in the content and presentation of your submission.

Web Links:

1. [JTP Task 2 Rubric](#)
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