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introduction

One of the social sciences' most talked-about and contested subjects is leadership. Scholars in the fields of sociology and psychology have made numerous attempts to provide a specific definition of leadership. "Any act of influence on a matter of organizational relevance" is how Katz and Kahn defined leadership. On the other hand, Tannenbaum described it as "an interpersonal influence, exercised in situations and directed, through the communication process, toward the attainment of a specified goal or goals," focusing more on the "influence element" in their definition of leadership. The concept of leadership that I find most relatable was provided by Weathersby, G. in his Journal article "Leadership vs. Management" from 1999 states that "the creation of a common vision is the focus of leadership." It entails inspiring others to share the vision and pushing them to put the organization's interests ahead of their own. It refers to convincing rather than dictating. This subject has given me a great grasp of leadership theories and styles. It has also made me reflect on how well I understood the concepts and how they applied to my real-world experiences in comparison to the academic literature. Therefore, the goal of this essay is to evaluate the ideas of transformational leadership as well as trait approach leadership. Based on the information that is now accessible to me, I will examine the distinctions between the two theories to determine which course of action is most appropriate for aside from my personal principles, the industry climate and the culture of my organization.

Leadership Critique

I eventually was hired as a consultant by a McDonald's restaurant, but what happens next?

Life has taught me

Recall that your actions reflect your interests, who you are, and the successes you have entrusted to others. When you assume leadership, you will have made a stance for yourself on which to construct a better tomorrow. You must be specific and unambiguous about the things that are important to you. What risks are you willing to take in order to get longer-lasting outcomes?

What matters most to you should be the first question you respond to. For yourself, your family, your neighborhood, your organization, and your nation, what do you want and what can you do? You will have initiated the correct stages in the leadership journey as soon as you attempt to visualize a better future and start sharing this vision with people around you.

The specialty of the creative manager is coming up with novel and creative solutions to tackle established challenges in the workplace or project. Creative managers are able to look beyond the box, comprehend the project completely, and correctly identify any weaknesses and potential solutions. While an inventive manager can assist rectify errors and foster a creative environment within the organization, they also carry a significant degree of risk, which might cause certain business teams to struggle to come up with fresh solutions.

Leaning is the mark of true leadership. Driving involves taking chances in a place where you might be the first to travel. There won't be a road plan to help you along the way, but you might come across some right principles, routines, and behaviors that others followed before you encountered their light. Whether you are a general manager or a first-time manager, the road is full with obstacles, but there are also many gifts, treasures, and delights that lie in the bright future that you will construct with others.

In a rigorous system that is based on the hierarchy of jobs, a manager in a command and control system wishes to be viewed as an authoritative figure with the final say in all matters pertaining to the work. Teams that must adhere to stringent rules or meet deadlines would greatly benefit from the level of structure and discipline that this manager's style

promotes. On the one hand, this kind of system is thought to have the potential to impose limitations and hinder team members' capacity to grow as leaders.

Systems that prioritize providing services, where managers that implement this kind of system concentrate on managing customer service or the demands of clients and staff, promote a feeling of community involvement, and offer services that elevate the company's moral standards and enhance its reputation. These managers create a great corporate culture and boost team morale, which is why their companies are rated as the best places to work since they are models of excellence. On the other hand, this kind of manager is incapable of effectively handling disagreements that occur at work or making snap judgments.

Positive outlook

- McDonald's foreign restaurants must be discussed when discussing fast food and establishments that have defrauded customers and developed an addiction to them.
- Working for an international restaurant chain like McDonald's is both an amazing opportunity and a necessity for many. The restaurant values both the comfort of its patrons and attends to all of their needs. It also values its employees, providing them with the best training possible, respect for the laws and the ethics of the industry, and a commitment to consistently high-quality food in all of its locations. The company's yearly earnings are constantly rising.
- Based on my personal experience, I define a team as a collection of people who are connected through their work and who take shared accountability for the outcomes, whether favorable or unfavorable.
- A leadership paradigm with an emphasis on business is the McDonald's model. Through their passion, dedication, and capacity to spread enthusiasm among others and forge the team's development in order to achieve a shared goal, this model motivates others.
- Establishing objectives, creating and directing marketing campaigns, keeping track of finances, hiring, training, and motivating staff, and fostering and fortifying client connections are all beneficial tasks for a company's team leader.

- Additionally, the emphasis is on advancing the team by boosting worker productivity and teamwork to enhance the business. as well as focus on sound motivation, conduct, and communication techniques. a duty in an effort to decrease employee discontent.
- Several elements impact the team's performance, which in turn affects the company's success. Members of the team must have the necessary abilities and dispositions, and they must also remember how important it is to foster an environment where everyone can work hard. Food preparation, hygiene, and customer service are the responsibilities of every crew member. Crew members may be assigned to any of these positions based on their personal inclinations. For instance, serving food to patrons at their tables and taking orders. Ensuring high levels of customer satisfaction is everyone's responsibility.
- The crew members' pay, daily lunch and transportation options, health insurance, and paid time off are what keep them motivated.
- Because of the company's dictatorial style, staff people are not involved in decision-making and their proposals are not accepted.
- The demands of self-esteem are not met by an autocratic leadership style. The management of the organization, however, is afraid that a democratic or persuasive leadership style won't deliver the goods or provide its patrons with high-quality food on time, so they won't embrace any other leadership style.

Criticism of leadership

- Some contend that since team leaders are only willing to make judgments from one perspective, authoritarian leadership is the only type appropriate for McDonald's restaurants. Team members, who are frequently quite cautious, are under a lot of strain from this leadership style. Employees in ergonomics find the field to be intriguing despite this disadvantage. When the team leaders gave instructions or commands, I

saw that the crew members obeyed them without complaint. It appears that they favor an authoritarian approach. because they are aware that McDonald's is not impacted by staff turnover due to the ease with which substitutes can be found. Team members have no comforts other than pay, benefits, and client pleasure. They are a part of a sizable, well-known business with a fantastic reputation and brand.

- It is evident that team leaders do not impose strict guidelines on how rapidly team members can advance.

Team members are offered the chance to become managers if they perform successfully.

- Better coordination results from the leader's tight control over the team and ability to constantly monitor daily activities.
- Because most crew members communicate informally, it may be claimed that most of them are unaware of the corporate plan. This is because they do not have access to this information.
- Younger crew members are more likely to be motivated if they receive timely payment and extra perks like lunch and transportation. To inspire them to take action in spite of the dictatorial leadership.
- The fact that the employees are young and work in these eateries during the summer months means they are unable to provide the leader any helpful suggestions.

Future vision

- Maybe the company's authoritarian leadership style is the best way to achieve its objectives of financial success and notoriety.
- In my opinion, the staff's psychological and human growth will have an impact on teamwork in the future. The finest methods, in my opinion, to adapt a team to a new circumstance are democracy and persuasion. Team members may naturally become excited by persuasion techniques, and some may even start to disagree with ideas or suggestions.
- I pledge to provide my full attention to every member of the team, including the takeaway cashier, cleaners, chefs, and accountants. Together, we will strive for the utmost perfection, working as a cohesive unit.
- Smiling, tact, cooperation, speed, quality, product cleanliness, place, personal hygiene, sincerity, commitment, honesty, integrity, and body language communication in the workplace, along with modern technology and good behavior during times of crisis, are the foundational elements of the work vision and principles that will enable everyone to work productively and achieve optimal results.
- When I observe motivated and engaged workers, they are more productive, don't hold back, and go above and beyond because they are inspired by what they do, have faith in the company, and have a connection to the goals I am attempting to accomplish. It sounds unreal to think that you work in a place where everyone is motivated and enjoys what they do on a daily basis. It is possible to create high-performing teams, though, as long as they have one thing in common: their leadership consistently inspires and motivates their team members. As a leader, it is my responsibility to foster an environment where people are inspired and motivated all the time.
- The organization's guiding principles are honesty, excellence, and morality. It also acts with the utmost credibility by developing a relationship of trust with each team member. This demonstrates our undying dedication to the team's and the business's growth.

- It is essential to uphold and apply accountability consistently. Keeping in mind that employees are people, they should be afforded a positive working relationship and the time they need to complete their tasks and get help from their teammates. Everyone is undoubtedly unique.
- assisting staff members in completely understanding their responsibilities is important because there may be a gap between the organization's declared objectives and the day-to-day experiences of its employees. A skilled leader is often needed to bridge this gap and assist staff members in finding purpose and value in their job. Craig (2018) As a consequence, I will explicitly state the goal of the task in an unambiguous and straightforward manner, encouraging them to try new things and share their experiences without placing blame. I will also continuously offer guidance and support, which will improve team member performance.
- Have a conversation with the team and the most successful clients to find out what kinds of settings stimulate their creativity and provide the finest results. Everyone in the firm will grow physically, spiritually, and emotionally as a result of the emphasis on flow, productivity, and enhancement, and we will experience significant success. (Koenigs, 2021)
- It takes time to earn trust, but I promise to be open to feedback, transparent, and to forge genuine relationships with the people I lead. I'll uphold my responsibilities to the people I serve.
- Upholding commitments and sustaining a culture of trust and consistency from the top down will keep workers inspired. And remember that as a manager, I am the company's spokesperson, thus the promises I make can directly affect employee engagement. Because employees frequently fail to discern between the company's and the manager's promises, losing faith in the manager might result in a loss of faith in the entire organization.
- A worker's psychological contract is violated when a promise is broken; this is the actual nature of the working relationship. This unspoken agreement is a two-way street in return for diligent labor. A promotion, educational possibilities, conference travel, or the chance to work on an

exciting project could all be awarded to the staff member. The payer will not be the only one who loses out if the employee puts in a lot of effort but does not receive the promised compensation. Additionally, it may give rise to betrayal and resentment sentiments, which will undoubtedly raise employee turnover.

- I make every effort to instill in the team a feeling of community belonging and to offer services that enhance the company's ethics and reputation, making it one of the best companies in the world because it is ideal, followed by the fact that it fosters a positive culture and boosts team morale.

- Retaining equilibrium through positive relationships with teammates and attending to personal needs will assist me in upholding the team and, as a result, accomplishing all responsibilities flawlessly—none of which should be overlooked.

- Some examples:

- utilizing contemporary technology to create a touch screen that displays how satisfied clients are with the service by having them click a button (such as an applause sound) when they leave.

- Given the significance of financial motivation for all individuals, a monthly incentive in the form of money is offered to the ideal employee.

- Weekly team building activity: eat lunch outside in the neighboring garden.

- Play music while working.

- Everyone will feel supported and united when a unique wall including quotes or group images of occasions from work is added to the break area.

- Putting a diffuser in the break room can show the team how much you appreciate them.

- Offering ice cream or coffee, celebrating each team member's birthday with unexpected Christmas music, and granting the event organizer an additional half-hour break boost morale and strengthen employee bonds.

- There is nothing wrong with one of them suddenly singing for two minutes if he has a beautiful voice; everyone has a duty to be creative in breaking up the daily routine and renewing it with something like ours, and they can do it in a way that suits their personalities as long as they don't break any laws or go beyond reasonable bounds.
- It is crucial to listen to the team's ideas, embrace their special talents, support self-learning, let the team members take responsibility for their work, and create a safe environment where failure is viewed as a chance to grow in order to cultivate a culture of full encouragement for it. (2019, Skilbeck)
- holding regular meetings to go over the necessary objective, the significance of a shared commitment, and the creation of a cooperative environment. I will never forget the significance and function of the task board in elucidating and facilitating new issues, as well as the rights of all administrative parties or the team, and the motivational pictures that invigorate and break up monotony.
- Everyone ought to be legally informed of their rights and obligations, from A to Z, and prepared to face consequences for mistakes or defaults as well as rewards for accomplishments.
- The team should be transparent about the fact that each member has distinct, defined tasks and needs to know what is expected of them. In this manner, each team member will exhibit professional responsibility.

Communication

- Setting up a WhatsApp group chat is a great method for all team members to support each other's social lives, work-related issues, and unique challenges. It can also help with indirect development and facilitate the sharing of thought-provoking, thought-provoking, and creatively produced video clips showcasing the team's ideas.
- Giving insightful or commendable input is always appreciated, but it has greater impact when it is accompanied by specific instances.

- (My friend, you got yourself a terrific client.)

The cleaning staff said in a kind manner, "The place smells wonderful. You give your hands over. Maintaining this will increase our customers' loyalty to us."

You will do a great deal to give him a sense of significance, inspiration to keep going in the right direction, and credibility as a valuable member of the team by offering detailed and helpful criticism on areas that need work. These will be candid and useful remarks. Give someone five stars instead of one unfavorable review, and they won't be overtaken by the negativity. Giving regular, timely feedback is essential to fostering the growth and development of employees. It also communicates to your team that you are paying attention and are grateful for their contributions.

- Facilitating education and problem-solving while establishing a safe environment for everyone to do so. I can help and advise, but it's crucial to let staff members take the lead when coming up with ideas and solutions so they can feel that I genuinely value their opinions and skill sets.

- I am aware of all the obvious and hidden aims, I can hear with all my senses, I can see the team members' and customers' body language, I

grasp all the words and the metaphysics of speech, and my heart is prepared for appropriate handling and intelligent responses in every circumstance. (Amer, 2021)

- Intuition, experience, concrete evidence, trustworthy information, and accepting the consequences of one's actions all play a role in decision-making. Both I and everyone else are accountable for it. My aim is for each employee to feel valued, to be a leader in their area, to be accountable for their actions, and for all of us to succeed in achieving our shared objectives. Promotions, pay raises, and other forms of compensation will therefore help the motivated team.

- Keep an eye on things closely enough to take in even the smallest facts about the workplace, such as employee conduct, morale issues, and areas where business operations could be improved. A wise saying that goes something like this: "Listen a lot and talk a little." (Amer, 2021)

- Exercise caution and swift action when dealing with individuals who lack the necessary skills for their jobs and who persistently cause issues, as the democratic approach is not suitable in every circumstance. (Sunday, 2021)

Emergency cases

- I ask myself this question all the time: How much do I trust the company? Can workers be trusted with decision-making? Do they think that people value what they have to say? Do they have faith that their superiors will consistently assess their work? Do they believe that the people in charge are sincere, real, and open?

- By consistently assisting colleagues in broadening their skill sets, adding new challenges and responsibilities to their work, expanding their knowledge of their profession practically, and improving their abilities in academic and practical courses. Maybe it has to do with retraining several staff members to enable them to switch between departments when they want a fresh challenge and a revitalized relationship with management. Very High. (Craig, 2018) For instance, if a cleaning employee needs help during rush hour, they can join a chef team or an accounting fund, as all members of these teams have the training required to handle most tasks during an emergency.

- Due to external orders and home delivery during the current Corona pandemic and closed seating conditions in restaurants, everyone must always be prepared to handle emergencies and act quickly, cooperatively, and wisely for the benefit of the business (all under my observation, appreciation, and future reward for everyone on the team). It will consider all of the above for the employee's comfort and the avoidance of mistakes thereafter, taking into account the personalities of each team member, his interests, and his talents in his temporary assignment at the time of emergency.

- peak period The team as a whole is qualified and fully aware that we are all ready to fill in any gaps that may arise because everyone is aware of what will happen in the event of a default at any time (in this case, acting is urgent and necessary, and changing job titles in times of crisis is inevitable). Upon the resolution of the problem, everyone will experience my gratitude for them based on the outcomes.

- It's critical to provide reports on a regular basis in order to stay informed about the state of affairs, the degree of achievement and progress, the pace at which previous issues are being resolved, and the early detection and understanding of potential future issues.

- My primary focus and initial objective is to provide clients with a unique and sophisticated experience. In addition, I will support each worker regardless of their position and recognize how their contributions advance the larger goal.

- The mutual trust between me and the team will be strengthened by the team's credibility and sense of responsibility, as well as by accepting someone's admission of error and working to find a solution with the least amount of blame and damage. (In 2021 on Eid)

The human side

- Undoubtedly, each person utilizes language and communication methods in a unique way.

Requirements include a strong vocabulary, an awareness of encouraging language, and constructive criticism. However, I also need to think outside of the work. I'm grinning at someone in the hallway. When my

team members vent grievances, I am always "emotionally available" to listen, offer recommendations, or just engage in passive conversation. I am in the forefront, and everyone is experiencing this lovely experience. Although I want to be treated simply and with respect, formal settings are sometimes necessary.

- The heart is where? If you don't like and cultivate more positive relationships with the people you spend a significant amount of time with every day, what good is it to work on any project? And I'll never forget how the staff interacted with one other—they had a great energy, a great sense of humor, and happy recollections of working through the night to fix a customer's problem—but they will also remember the hot doughnut that was delivered at two in the morning. My second family is them.

- There isn't a one-size-fits-all secret to maintaining staff motivation. Maintaining employee motivation is a continuous process that offers plenty of opportunity to test new ideas and determine what works and doesn't work for the team. It should be kept in mind when searching for more effective strategies to maintain the team's happiness, engagement, and energy. This will reflect positively on the atmosphere of the workplace and, ultimately, on customer satisfaction all the way up to the top management.

Conclusion

- I anticipate that in the future, every team member will have the tenacity and sincere dedication to move toward the intended goal even in the face of difficult circumstances and ongoing work pressures. Everyone will also work to achieve the necessary results, and the customer's response will demonstrate this.

- Everyone understands in all seriousness that everyone is important and that any default will have a negative impact on everyone. This includes

the chefs and the quality of the meals, the cashier, the kind greeting and patience with the customers, the cleaning staff and the cleanliness of the tables and all of the facilities and the games room, the store official and maintenance, the delivery staff and the timely arrival of the meals. With the help of my amazing team and unwavering perseverance, we can make our McDonald's restaurant branch one of the greatest in the world in the shortest amount of time, setting a great example for all other restaurants worldwide.

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