CURRENT FILE
Midterm
Edu602
EFFORT BY ASHAM + MAAH WARRIORS

1. Monitoring of students 10

In the effective school, student academic progress is measured frequently using a variety of assessment procedures. Results are used to improve both individual student performance and instruction. Students who are regularly tested on their academic progress are more successful than those who are not. - Frequent teacher-written evaluations give teachers the information they needed to make changes if some or all students were not mastering class material.

2. Vision of a great leader 14

- There are very few natural visionary leaders in the world.
- The good news is that this is a skill that can be learned.
- It is probably the most powerful tool in a leader's toolbox

3. Classical school management? 33

- Application of science to practice of management
- Development of basic management functions. - Articulation and application of specific principles of management
- Evolved in response to the shift from handicraft to industrial production
- Emphasis is on economic rationality of people and organizations. Motivated by economic incentives, they make choices that yield the greatest monetary benefits.

4. Neo classical thought. 37

The Neo-classical thought emerged in reaction against the Scientific Theory of Management, which stressed upon "Standardization" of jobs, processes and technologies to maximize economic yield. - Focus shifted to the human side of organizations.

5. Focus of human relations theory 39

"The Human Problems of an industrial Civilization"

People are social beings and are motivated by the social needs. People drive a sense of identity from inter-personal relationships. Workers are more receptive to social force of peer groups than monetary incentives and management controls. Workers respond positively to attention from management, co-workers and customers

6. Motivation and personality management 41

Developed one of the most widely recognized need theories, a theory of motivation based upon a consideration of human needs has three assumptions:

- Human needs are never completely satisfied.
- Human behaviour is purposeful and is motivated by the ned for satisfaction.
- Needs can be arranged in a hierarchy of importance from the lowest to highest

7. Why neo classical thought is necessary in management 42

Behavioural school is a logical extension of the human resource school. - They are mainly concerned with motivation of workers. - Workers are diverse in their needs and want challenging work, participative decision-making, self-direction and control. - Mangers must help workers

deal with situational constraints and social aspects of organizational and environmental changes. - Behavioural school believes that there must be a union between human needs and organizational goals. - Every worker must understand that when an organizational goal is achieved it leads to fulfilment of their personal needs.

8. Behavioral theory 57

Given the flaws of early state studies, researchers turned to examining the actions, behaviours or that separated the effective leaders from ineffective leaders. Behavioural theories are considered as being universally applicable. Leaders can be made rather than being born. Successful leadership is based in definable, learnable behaviour

9. Democratic leadership 58

- Involves the groups in decision making
- Let's workers decide on the work method
- Makes the overall goals known
- Uses feedback for coaching

10.Differ trait and behavior theory 62

The failure of trait and behavioural theories to have consistency in their predictions of leader effectiveness made it very clear that leadership involves more personal traits or behaviours. - Researchers therefore turned to examine how leadership is affected as the situation varies. - These contingency theories of leadership also known as situational theories of leadership, suggest that effective leadership is dependent on (or contingent on) the specific variables in each situation. - Context is important.

11.Write a note on leadership style? 67

A leadership style is a leader's style of providing direction, implementing plans and motivating people. It includes pattern of explicit and implicit actions performed by the leader. (Newstrom, Davis, 1993)

1. Delivery Of Vision 87

A vision is of no use on its own: it needs to become reality - For delivery of vision, combine effective project management with sensitive change management. - Communicate each person's roles and responsibilities clearly - Connect these to the plans - Set SMART goals for everyone - Including some short term goals that will help people achieve quick wins and stay motivated - Use management by objectives (MBO) to link short term achievements to the planned long term goals - Stay visible by practicing management by walking around

2. Importance of transformational leadership 92

Transformational leadership plays an important role in education organization. - It helps the organization with teaching and learning and decision making. - In addition, professional development, transforming schooling and reforming the education system are also empowered by transformational leadership. - Transformational leadership is needed in educational institution on which a moral foundation of legitimate values must rest (BASS, 1999).

3. Effective leader 98

Catalyzes commitment to and vigorous pursuit of a clear and compelling vision, stimulating higher performance standards

4. Sides of level 5 leadership 100

- Professional Will

Creates superb results, a clear catalyst in the transition from good to great. - Demonstrates an unwavering resolve to do whatever must be done to produce the best long term results no matter

how difficult. - Sets the standards of building and enduring great company; will settle for nothing less.

- Personal Humility

Demonstrates a compelling modesty, shunning public adulation; never boastful. - Acts with quiet, calm determination. - Relies principally on inspired standards not inspiring charisma, to motivate. - Channels ambitions to company not to self.

“Humility is not thinking less of yourself, its thinking of yourself less”

5. Elements of planning? 111

- Plan
- Goal
- Objectives
- Planning
- Action
- Resources
- Implementation

6. Discuss Strategic plans? 112

The means used to achieve long-term, strategic goals

- Made by top managers
- Allow resource allocation
- Define a broad scope of long-term organizational actions to attain strategic goals
- Carry significant impact on the organization

7. What is Cognitive plan? 117

The individual’s thinking patterns based on his/ her observations and conclusions that may sometimes lead to false assumptions, wrong judgments, and faulty reasoning.

8. Pathway to level 5 leadership 103

Level 5 leadership is a necessary element for taking an organization from good to great – but it’s not the only one. - There are other “diverse”, combined with level 5 – the combined package – which takes the organization beyond ordinary. The drivers are: - First Who - Stockdale Paradox - The Flywheel - The Hedgehog Concept - A Culture of Discipline

9. Quality of a 5 level leadership 98

- Trustworthy:

A 5-level leader is trusted by their team members and stakeholders. They consistently act with integrity, keep their promises, and maintain confidentiality when necessary.

- Visionary:

They have a clear vision for the future and effectively communicate it to their team. They inspire and motivate others by sharing a compelling and inspiring vision that aligns with the organization's goals.

- Empowering:

A 5-level leader empowers their team members by delegating authority and providing them with the necessary resources and support to succeed. They foster a culture of autonomy and encourage their team to take ownership of their work.

- Collaborative:

They promote collaboration and teamwork within their organization. They value diverse perspectives and actively seek input from others. They encourage open communication, foster a positive working environment, and ensure everyone's contributions are recognized and valued.

- Development-oriented:

A 5-level leader focuses on developing the potential of their team members. They provide coaching, mentoring, and continuous learning opportunities to enhance the skills and capabilities of their team. They invest in their team's growth and create a culture of continuous improvement.

10.Approaches and Characteristics of Leader