Unit 5 Assignment: Contingency Theory and Global Leadership

Northouse (2012) explains that Contingency Theory emphasizes how important it is for a leader to match his/her style with the situational demands. One underlying problem for the leader in using Contingency Theory is that he or she may not be able to assess situational needs effectively when co-workers or direct reports work virtually or outside the geographic boundaries the leader is primarily located in. Using your Readings for this week, your work in Unit 4 on virtual team leadership, and at least three outside references from academically credible sources, write a 4–5 page APA compliant paper where you explore Contingency Theory and global leadership.

In this 4–5 page APA compliant paper you will:

1. Define the main problems that a leader encounters when attempting to assess the demands of a situation given a global role. You may also include information on whether the leader worked in a virtual or face-to-face situation.
2. Present the results of research and best practices you have completed which would resolve these problems.
3. Describe any personal examples you may have with a leader, including your role as a leader, who used or attempted to use Contingency Theory in a global role for problem resolution. You may also include information on whether the leader worked in a virtual or face-to-face situation.
4. Research examples of contemporary leaders who work in a global context that may have used Contingency Theory. You may also include information on whether the leader worked in a virtual or face-to-face situation.
5. Based on what you have discovered this week, what specific actions can you take to implement this style into your current leadership approach? Be as specific as you can when selecting an action and include how you will be able to measure the effectiveness of this new approach.

Directions for Submitting your Assignment

Compose your Assignment in a Microsoft® Word® document and save it as Username-GM502 Assignment-Unit#.doc (Example: TAllen-GM502 Assignment-Unit 5.doc). Submit your file by selecting the Unit 5: Assignment in the Dropbox by the end of Unit 5.

Reference:
### Unit 5 Assignment Grading Rubric

<table>
<thead>
<tr>
<th>GM502 Unit 5 Assignment- Leadership and You</th>
<th>Point Value</th>
<th>Your Score</th>
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</thead>
<tbody>
<tr>
<td><strong>Content (50 points)</strong></td>
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<tr>
<td>• Define the main problems that a leader encounters when attempting to assess the demands of a situation given a global role. You may also include information on whether the leader worked in a virtual or face-to-face situation.</td>
<td>25</td>
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<td>• Present the results of research and best practices you have completed which would resolve these problems.</td>
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<tr>
<td>• Describe any personal examples you may have with a leader, including your role as a leader who used or attempted to use Contingency Theory in a global role for problem resolution. You may also include information on whether the leader worked in a virtual or face-to-face situation</td>
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<td>• Research examples of contemporary leaders who work in a global context that may have used Contingency Theory. You may also include information on whether the leader worked in a virtual or face-to-face situation.</td>
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<td>• Based on what you have discovered this week, what specific actions can you take to implement this style into your current leadership approach? Be as specific as you can when selecting an action and include how you will be able to measure the effectiveness of this new approach.</td>
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<td><strong>Analysis (30 points)</strong></td>
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<td>Work demonstrates synthesis of concepts, research, and experience.</td>
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<td>Work demonstrates the student’s ability to tie relevant information to real life applications.</td>
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<td>Work demonstrates recognition of questions and problems. These are expressed precisely using relevant information and abstract ideas to support well-reasoned conclusions that can be tested against relevant criteria.</td>
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<td><strong>Writing (20 points)</strong></td>
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<td>Correct use of APA 6th edition format; all sources used to support the paper are referenced.</td>
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<td>Sentences are clear, concise, and direct; tone is appropriate; spelling, grammar, and punctuation are correct.</td>
<td>15</td>
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<td><strong>Total</strong></td>
<td>100</td>
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