

Description:

INITIAL POST:

As we learned throughout this week, team leadership involves monitoring a team to help individuals achieve goals and to enhance performance. Please refer to the image below from Northouse (2022, pp. 464).

Jamal (a male) works for a technology firm in the KSA. He has been assigned as the team leader of a newly formed group of five engineers (three females, two males, and herself) from different countries, all working virtually, responsible for creating new phone technology. This organization favors the team leadership approach and has given Jamal the responsibility to monitor and act as

needed, to ensure the team is effectively performing.

During the first week of work, Jamal evaluates the overall situation in relation to the team's needs and he discovers that the team is not focusing on the goals, there is conflict between three of the engineers due to communication issues, and there is not enough sharing of information among several of the engineers due to professional competition and a fear of being left behind.

Thinking about the above situation, please discuss the following:

- Discuss the team leadership approach and how it impacts the decision-making process.

- Identify the current issues Jamal is encountering and discuss the best way to address these issues based on the team leadership approach.
- Discuss how a country's culture and the culture of each team member impacts the team leadership approach.
- Discuss how gender impacts the team; and how if a female was the head of the team, instead of Jamal, how things might be led differently.
- Integrate a discussion on Tuckman's model studied this week, touching on the stage the team is at today and how Jamal can plan for future stages.
- Specifically touch upon best practices for remote work that Jamal

- Please integrate and cite:

At least three of this week's course materials;

Leadership: Theory and Practice

Chapter 14 Gender and Leadership

Chapter 16 Team Leadership

Forbes Coaches Council. (2022, February). *15 Critical Aspects Of Remote Culture Leaders Should Focus On In 2022*. Forbes.

Tuschner, C., Krath, J., Bings, J., Schwenkmezger, M., Etzkorn, M., & von Korflesch, H. F. (2022). "Leading in the digital age: A systematic review on leader

traits in the context of e-leadership". *ECIS 2022 Research Papers. 63.*

West Chester University. (2020, October 30). *Tuckman's Stages of Group Development.*

Nagraj, D. (2022, July 13). *Virtual Leadership: Understanding The Communication Styles Needed For Leadership In A Virtual World.* Forbes.

McKinsey. (2021, September 27). *Women in the Workplace 2021*

Proctor, R. A. (2022, May 17). *Why positive change in Middle East starts with bringing women into the work force.* Arab News.

Al-Jaweini, N and Netti, G. (2022, July 29). *A new era of female leadership in*

Saudi business. Arab News.

- At least two concepts from previous weeks;
- And, at least two external contemporary, or scholarly, resources.



Source: Northouse, P. G. (2018). *Leadership: Theory and practice* (9th ed., pp. 464). Sage

Publications.

- Embed course material concepts, principles, and theories (including supporting citations) along with *at least seven (as specified above) current, scholarly, or contemporary, peer-reviewed journal articles.*
- You may find that your discussion of leadership characteristics is easily supported with such current scholarly research, while the information about how your chosen leader exhibits those leadership characteristics is supported by popular research.
- Keep in mind that current scholarly references can be found in the Saudi Digital Library by conducting an advanced search. Current research

means published in the last five years.