

# Managerial and Leadership Styles and Corporate Culture

**SUBMITTED BY:** Nina Hoe, University of Pennsylvania

**SUBJECT(S):** Management

**GRADE LEVEL(S):** 9, 10, 11, 12

## ≡ OVERVIEW:

In this lesson, students are introduced to the idea of different managerial styles. They read three different Knowledge@Wharton articles that illustrate three distinct approaches to leadership. Students are asked to analyze these approaches, compare and contrast and then within the context of a fictitious company, determine their own leadership style/approach.

## ≡ RELATED ARTICLES:

- [“Ten Ways to Judge a President: Leadership Lessons from History”](#)
- [“Teamwork with a Marshmallow on Top”](#)
- [“Revealing Secrets of Magic, Leadership and Life”](#)
- [“Research Strategies for New Investors”](#)
- [“President Trump and Reflections from First-time Voters”](#)
- [“Mountain Guides Teach Us About Leadership”](#)
- [“MLK Day Tribute: Student Lessons in Leadership”](#)
- [“Leadership Secrets from a School that Turned Out Some Top CEOs”](#)
- [“Leadership Lessons from the Thailand Cave Rescue”](#)
- [“How Dungeons & Dragons Sparks Business Insight”](#)
- [“Great Leaders Recognize and Value the Power of Emotions”](#)
- [“Educator Toolkit: The Chief Executive Officer”](#)
- [“Educator Toolkit: Leadership and Resilience”](#)
- [“Educator Toolkit: Effective Communications”](#)

- “Disney CEO Bob Iger Lets Us In on the ‘Magic’ of His Corporate Leadership”
- “Discussing Corporate America’s Commitment to Racial Justice”
- “CEO David Pottruck on How to Be a Great Leader”
- “Career Insight: The First Woman to Coach in the NFL on Teamwork and the Power of Relationships”
- “Career Insight: Saif Saeed Ghobash on Why Great Leaders Study History”
- “Career Insight: Sachin Rekhi on Why You Shouldn’t Fear Rejection”

**Standards:**

Leadership – Building Team and Culture

**NBEA Standard(s):**

Management – Management Theories

**Common Core Standard(s):**

RI.9-10.1. Cite strong and thorough textual evidence to support analysis of what the text says explicitly as well as inferences drawn from the text.

SL.9-10.1. Initiate and participate effectively in a range of collaborative discussions (one-on-one, in groups, and teacher-led) with diverse partners on grades 9–10 topics, texts, and issues, building on others’ ideas and expressing their own clearly and persuasively.

**Objectives/Purposes:**

- Students are introduced to three different types of leadership.
- Students investigate the relationship leadership styles and corporate culture.
- Students create a framework for their own leadership style as CEO of a fictitious company.

**Knowledge@Wharton Articles:**

- “Life-Friendly Managers With a Win-Win Philosophy”
- “Wipro: Leadership in the Midst of Rapid Growth”
- “Philippe de Montebello: The Art of Managing the Met”

## Other Resources/Materials:

Poster paper

Markers

### Whole Class Discussion (10 mins)

1. What makes a good manager or boss?
2. Have you held any jobs?
3. What were your managers like?
4. Did you feel that they were effective? Why or why not?
5. As jobs become more and more competitive, people seem to have to invest more in terms of time and energy into their jobs. What are different possible “work-life” relationships?
6. What do you think is the ideal work vs. personal life relationship?
7. What should be the relationship between a boss and employees?

### Small Group/Pair Activity

#### Student Worksheet

Read the Knowledge@Wharton articles “[Life-Friendly Managers With a Win-Win Philosophy](#),”

“[Wipro: Leadership in the Midst of Rapid Growth](#)” and “[Philippe de Montebello: The Art of Managing the Met.](#)” (10 mins)

- As you read, think about the leadership and management styles presented in the different articles. What are the advantages and disadvantages of each?

(20 mins)

1. Describe the leadership and management style outlined in the “Life-Friendly Managers” article. What does this mean?
2. What are the benefits of this model?
3. What might be some disadvantages?
4. Describe the leadership and management style outlined in the Wipro article.

5. What are the benefits of this model?
6. What might be some disadvantages?
7. Describe the leadership and management style outlined in the Met article.
8. What are the benefits of this model?
9. What might be some disadvantages?
10. What are the similarities between these styles?
11. What are the differences?
12. How do different leadership styles foster different types of corporate cultures?
13. Draw a visual model of these three different leadership styles and the corporate cultures that they create.
14. Scenario: You are the CEO of a corporation. (Be prepared to present to the class.)
  - a. Define the company's goals and objectives.
  - b. Select an appropriate leadership style. Justify this decision.
    - i. What do you hope to achieve?
    - ii. How will you relate to and interact with your employees?
  - c. How will your leadership style reflect and support your company culture?

**Typing It All Together: (10 mins)**

1. Have students present on each of the leadership/managerial styles described in the articles.
2. Have students present their fictitious leadership/managerial styles of the corporations.
3. What are the advantages and disadvantages of different managerial styles?
4. How would/does a managerial style affect company culture?

**Practice Outside of the Classroom:** Ask friends and family about their company's managerial styles. Have they worked effectively?

**What Worked and What I Would Do Differently:**