**The Peoples Bank of Bradbury**

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Leadership is the ability to accomplish a goal through the direction of human assistants. A great leader can successfully influence his people to achieve particular tasks or goals (Northouse, 2016). Leadership is a vital instrument in the success of an organization. Poor leadership skills can cause an organization's downfall; thus, leaders should be upfront in their management skills for better results. From the People's Bank of Bradbury case, the leader had some loopholes in his leadership skills that led to its problems.

**Problems Experienced in People's Bank of Bradbury**

**Peoples Bank of Bradbury Leadership Style**

Mr. Henry was a narcissistic leader. A narcissistic leader is ready to take risks that other individuals are not happy taking (Maccoby, 2014). Shortly after, Henry, the leader, wanted to grow the bank to become more than just a feeder for other large institutions. Most of the board members did not agree with that move since it would cause bad relations with the different lending institutions. However, Henry was up for the challenge, and so most of the board members resigned because they didn't want to be associated with the bank if it would be competing with other local interests. As much as Mr. Henry was influential in creating change in the bank, he was viewed as uncaring and intimidating by the outside society, especially his competitors.

**Problems**

Mr. Henry worked at an extensive banking system, and as much as he knew how to lead the bank to gain profits, he did believe in micromanaging the team members. He built a strong-leadership team meant to make most decisions. The group, however, depended on his findings. Mr. Henry avoiding micromanagement shows that he was not involved in the organization's internal monitoring activities and couldn't foresee the impending predicament. He was physically detached from the office work, and that way, he couldn't learn about the fraud cases until it was too late.

When his employees asked for his advice, he always gave it to them. They even asked him not to retire when he wanted to, and he chose to work from home. These incidences show that the team he was working with always depended on him. They could not make decisions without involving him, and that way, the company failed to run when he was absent from work.

**Solutions To The Problems**

To avoid all the problems we have discussed, I would suggest that Mr. Henry could not have let his employees depend on him for all the organization's decisions. They should also have allowed him to retired when he wanted to. When employees can make their own decisions, they become more effective (DuBrin, 2015). They also learn from their mistakes and know better ways of handling situations.

Despite the need to grow and get ahead of its competitors, Henry should have created strategic partnerships with other organizations with similar interests. Strategic partnerships would help in ensuring positive competition rather than bad relations with other organizations. The partnerships also increase brand awareness, new working perspective, and better customer services (small business). These attributes could be useful to the bank.

Mr. Henry could also be interested in the internal running of the organization. Micromanagers are usually highly involved with their members, foresee and prevent impending disaster and cultivate empathy among their employees (John et al., 2011). This leadership style could help in avoiding the problems that the bank eventually faced. The leader could quickly note any cases tied to the bank and have ways to solve them.

In conclusion, leadership styles, and strategies that most leaders use affect the organization's success. Despite adding monetary values to the organization, leaders should seek to employ strategies that enhance their employees' and society's growth.

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