

7-27-2018

Effective Leadership Strategies, Employee Performance, and Organizational Sustainability in the Boxing Industry

Rita Ali

Walden University, fali3636@aol.com

Follow this and additional works at: <https://scholarworks.waldenu.edu/symposium2018>

Recommended Citation

Ali, Rita, "Effective Leadership Strategies, Employee Performance, and Organizational Sustainability in the Boxing Industry" (2018). *2018 Program & Posters*. 29.

<https://scholarworks.waldenu.edu/symposium2018/29>

This Book is brought to you for free and open access by the Research Symposium at ScholarWorks. It has been accepted for inclusion in 2018 Program & Posters by an authorized administrator of ScholarWorks. For more information, please contact ScholarWorks@waldenu.edu.

Effective Leadership Strategies, Employee Performance, and Organizational Sustainability in the Boxing Industry

Rita Ali, DBA

Problem

The **general business problem** was that some organizations do not provide adequate training and implementation of leadership strategies to enable their leaders to enhance employee performance.

The **specific business problem** was that some leaders in the boxing promotion industry lack leadership strategies to improve employee performance.

Purpose

The purpose of this qualitative, single case study was to explore leadership strategies that leaders in the boxing promotion industry use to improve employee performance.

Significance

Leadership development is essential to expanding a leader's knowledge and the ability to increase workforce performance.

Observation and exploration of effective leadership, employee performance, and organizational sustainability for small businesses, specifically in the boxing promotion industry, can provide these companies with a greater understanding of such situations and strategies for improvements.

Social Change Implications

The boxing promotion industry both directly and indirectly affects the lives of youth in impoverished neighborhoods, where revenue from boxing events may benefit members of the community.

When organizational performance succeed local economies and communities benefit. Local spending and use of community resources increase and stimulate local economies.

Theoretical Frameworks

Transformational leadership (Bass, 1985; Burns, 1978) and **charismatic leadership** (Weber, 1947) theories. (assume we all know these, because we do!

Relevant Scholarship

The major events, sports, and organizations now command extremely high **revenues**. Top **sport** performers have become major global celebrities with matching earning power. The new **revenue** sources challenged and then usurped the traditional authority of **sport** governing ... Effective leadership motivates workers, increases employee morale, and supports organizational sustainability (Parvadavardini, Vivek, & Devadasan, 2016). 75% of employees identify their immediate supervisor as the primary reason for reduced workplace performance (Leary et al., 2013).

By 2015, \$15 billion had been spent by organizations to implement strategies for promoting job performance, organizational sustainability, and effective leadership (Winsborough, 2015).

Effective leadership can motivate employees, increase morale, and support the sustainability of an organization (Schaap, 2012).

A general lack of leadership can be blamed for dysfunctional organizational behavior (Orlando, 2014), which can have negative consequences for long-term organizational stability.

An understanding of strategic leadership and management principles and their application to sport are imperative to future sport management (Hoye (2015) .

Despite this positive association between effective leadership and job performance and organizational sustainability (Epstein & Roy, 2001), **ineffective leadership** continues to impede employee job performance and organizational sustainability (Dunn, Dastoor, & Sims, 2012; Muthuveloo, Kathamuthu, & Ping, 2014; Vidyarthi, Anand, & Linen, 2014).

Research Question
What strategies do leaders in the boxing promotion industry use to improve employee performance?

Acknowledgements

Chair: Dr. Kelly Chermack

SCM: Dr. Tim Truitt

URR: Dr. Al C. Endres

Participants

The participants included 4 leaders and 4 subordinates from one organization.

Procedures and Analysis

Semistructured interviews

- Interviews were 15-30 minutes, face to face
- Member checking

Document review

- Employee handbook

Data were coded for emergent codes and themes

Findings

Strategy 1: Leading by example

- Hands-on/proactive leadership
- Aligns with concept of "idealized influence" in transformational leadership

Strategy 2: Inspiring and Fostering Teamwork

- Proper communication
- Honesty
- Aligns with transformational concepts of honesty and inclusion

Strategy 3: People-Driven Actions

- Value, recognize, hear, and respect subordinates
- Correct employees' mistakes in order to help them/the company grow
- Aligns with transformational concept of "individualized consideration"

Strategy 4: Implementing Innovating and Adaptive Organizational Changes

- Focused on growth and progress
- Allows subordinates to grow with company
- Need to adapt to the changing landscape of the boxing business
- Aligns with the transformational concept of "intellectual stimulation"

Strategy 5: Providing Rewards

- Reinforce positive behaviors and motivation
- Associated with transactional leadership style

Interpretation

Effective leadership contributes to employee performance and organizational sustainability. Constructive communication between leaders and subordinates advance corporate objectives. Employees perform better when they feel valued and appreciated. Promotions, awards, bonuses and recognition are incentives that increase employee satisfaction. Such produce successful corporate outcomes which position organizations to support meaningful social change.

Limitations

The geographical location of this study focuses on a single successful boxing promotion company located in Las Vegas, Nevada, Researcher was the data collection instrument.

An additional potential limitation is that I was the only responsible person collecting, analyzing, and interpreting the data collection.

Recommendations

Leaders should lead by example, demonstrating how to improve communications, teamwork.

Rewards should be given for consistent and outstanding work, and incentives should be regularly offered.

Leaders should emotionally support their employees, and actively listen.

Leaders should explore innovative approaches to increasing employee morale and efficiency, which can positively affect both employees' and organizations' performance.