

In the movie *Elf*, Walter Hobbs begins as a transactional, profit-focused manager who is primarily concerned with his work at a large publishing company, often at the expense of personal relationships and employee well-being. Over the course of the movie, he undergoes a transformation in his leadership style, becoming more empathetic and connected with his employees, particularly with his son, Buddy.

**Essay Prompt:**

Discuss how Walter Hobbs' transformation in leadership style—from being a transactional leader to adopting more transformational leadership traits—could have a positive impact on both the profitability of his company and the motivation of his employees. In your essay, consider the following:

**1. Leadership Transformation:**

- Describe Walter's initial leadership style and its impact on his business and employees.
- How does his leadership evolve over the course of the film? What specific actions or behaviors reflect this transformation?

**2. Impact on Profitability:**

- Discuss how a shift to a more transformational leadership style might impact company profits. Consider aspects such as employee engagement, innovation, customer satisfaction, and long-term sustainability.
- How could Walter's new leadership approach drive positive business outcomes?

**3. Impact on Employee Motivation and Engagement:**

- How does Walter's transformation in leadership style affect employee morale and motivation?
- What lessons can be learned about the role of leadership in creating a positive organizational culture where employees feel valued and motivated to contribute to the company's success?

**4. Recommendations for Business Leaders:**

- Based on Walter's transformation, what recommendations would you make to business leaders who want to enhance employee motivation and boost profits by adopting a more transformational leadership style?

**Requirements:**

- Use specific examples from the movie to support your analysis.
- Relate the leadership transformation to concepts of management, motivation, and organizational behavior discussed in class.