

# [Implementing leadership change](https://assignbuster.com/implementing-leadership-change/)

Implementing Leadership Change Table of Contents Problem ment 3 Objective 3 Strategies to Be Followed 3 Significance of the Strategy 5 References 6 Problem Statement Gene One became a part of the biotech industry in the year 1996 with the technology that assisted in eliminating the pests from tomatoes as well as potatoes. The company believes that for the purpose of meeting the demands and to meet the target of 40% growth, it needs to go public within three years. The requirement of IPO (Initial Public Offering) capital was identified. However, since the company does not have proper knowledge of IPO’s, therefore the company requires effective guidance for determining the steps that can be taken in the process of IPO issuance. Objective The main objective of the company is to remain competitive via product development and to focus on innovations. Strategies to Be Followed Two main strategies can be inculcated by Gene One. They are leadership strategy and the training strategy. Leadership has been a key component for determining the success of for-profit as well as non-profit organizations. Gene One has taken the decision of going public via IPO issuance; however lack of knowledge of effective implementation is becoming the challenge for the company. It is leadership strategies through which the company will effectively be able to implement the decisions that have been taken by the management. When such decisions are taken, it becomes important for the company to opt for effective leaders since they can make even the weak business plan a successful one. It is the leaders who will set a proper direction for the followers and thus help to visualize the goals to be achieved (Mills, 2005). The leaders at Gene One needs to have a proper vision of what is to be achieved. He further needs to assume the risk of loss as well as failure and thus formulate his strategies accordingly. The leader needs to make his followers work within the stipulated targets that have been decided by the higher authority. Performance measurement techniques should be set by the leaders so that the employees can understand the progress in their work. If the leaders are capable of managing his followers in a proper manner then it will assist the company to remain innovative (University of California, n. d.). The other strategy that needs to be instilled in Gene One is to provide training to the staffs regarding the steps that can be followed while issuing the IPOs. The leader who has the appropriate knowledge in the related field needs to play the roles of the advisor, the coach, the appraiser and that of the referral agent. It is further important to develop the skills as well as the knowledge of the workers so that it can be applied in the work as soon as possible. The most important aspect to keep into consideration is that the training as provided needs to be aligned with the business strategy. Training on change management along with the practical as well as theoretical knowledge on IPO’s need to be provided to the employees of Gene One (Sloman, 1999). Significance of the Strategy It is through training and leadership strategies that the company will be able to improve its human resources and thus can work together for the common goal and remain innovative. It will also help Gene One to maintain its leadership position in the market. References Mills, D. Q., (2005). The Importance of Leadership. Mindedgepress. Retrieved Online on July 05, 2011 from http://www. mindedgepress. com/PDFs/htlhtl. pdf Sloman, M., (1999). A Handbook For Training Strategy. Gower Publishing. University of California, (No Date). Chapter 11: Employee Development & Training. HRGuideArticle. Retrieved Online on July 05, 2011 from http://ucsfhr. ucsf. edu/index. php/pubs/hrguidearticle/chapter-11-employee-development-training/