

Implementing leadership change



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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>.

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