Implementing strategy and leadership ethics

Business

Implementing Strategy and Leadership Ethics Embedding culture into the organization Leadership and culture are two important concepts that are closely connected. Even though the two are conceptually different, organizational behaviorists believe that they are intertwined. Leaders in most organizations both embed and transit culture into their organizations. Therefore, leaders have the mandate of articulating the culture, making it real, and transferring it throughout the organization.

Any leader in any position, either a CEO or a departmental head, should not consider organizational culture as an external artifact. However, they should regard it as part and parcel of what they and doing in the organization. Culture is considered as a core element in the overall vision of any organization (Schein, 2010).

The first way of embedding culture into the organization is through avoiding cultural drift. Even though it is easier to follow some cultural practices, there is a tendency of ignoring them with time. A drift comes in and the main culture is supported by several gestures. There is a tendency to overlook the important cultures of the organization. Therefore, leadership should recognized and reward those who are consistent with following the core organization's culture.

Organizational midlife

In talking about organizational midlife, it means that the organizations have been in existence for a period of between 35 to 75 years. Such organizations are complex in terms or character of the employees and a fascinating folklore. They tend to be a bit resistant to change than the younger entities. Things tend to be more stabilized for these types of organizations and they have their own way of carrying out their daily duties. Additionally, they have

a culture that drives their success or failure in all their initiatives. This type of organizational soul-searching in most cases is triggered by a number of factors (Schein, 2010).

Importance of ethics in leadership

Ethical leadership basically needs ethical leaders. If an organization has ethical leaders, they will find it easy to ensure ethical practices are followed in the organization, right from the management to the subordinates. Naturally, leaders are in a position of power, either on or off-duty. Therefore, ethical leadership focuses on how leaders leverage their power in the decisions they make and ways they influence others (Schein, 2010).

By demonstrating ethics in leadership, leaders promote a high level of integrity. The integrity they promote stimulates trustworthiness and equally encourages the subordinates to accept and follow the organization's vision. Basically, integrity and character provides a better foundation and stronger foundation that will bring in other characteristics that will direct the ethical, decisions, and values.

Agreement and disagreement in business

Business people tend to agree on different matters related to business. Going to business with another person is like signing a contract. In a situation such as a partnership, the business partners have to agree on several issues. The partners need to be committed to working in harmony with one another to create a successful enterprise. Therefore, the partners will have to agree when it comes to verifying the different documents needed for the business.

On the other hand, there can cases of disagreement employees and the management in the organization. The disagreement may result from some

workers seeing that they are being neglected while others are being favored. Such cases can result into commotions among the employees therefore spoiling the organization's ethical reputation (Schein, 2010).

References

Schein, E. (2010). Organizational Culture and Leadership. New York: John Wiley & Sons.