

Larry page

[Business](#), [Leadership](#)



He was born into a family of computer experts. His father was a pioneer in artificial intelligence and computer science and his mother a computer programming teacher. He grew up in a house where technology was the norm, computers parts and Popular Mechanics magazines were everywhere.

His older brother taught him from early on how to disarm artifacts in order to find out how they worked, this fueled his knowledge and motivation greatly to begin inventing, he once built a working inkjet printer out of LEGOS, at age twelve Page already knew he was going to have a company eventually. Page was first attended the University of Michigan for a bachelor's degree in Engineering and then decided to pursue a master's degree in computer science at the Stanford University, here is where he met Sergey Brin and started the project that would change his life forever.

The idea began while searching a dissertation theme about exploring the mathematical properties of the World Wide Web. According to John Battelle, founder of "Wired" magazine Page assumed that web links were just citations so his project named "Backrub" was about classifying and counting all the backlinks of the World Wide Web and according to Page it would make it a more valuable place. At the beginning of "Backrub" the World Wide Web could be sought as a giant book without an index, so the goal of the project was to gather data and index it using what is called a web crawler, a bot programmed to perform this specific task.

Then Page and Brin created their first product called "Pagerank" which was an algorithm that assigned numerical weighting to the hyperlinks already indexed by the web crawler and measure its importance, from here he created a search engine that was far more effective than the ones that

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already existed. This newGooglesearch engine made its first debut at the Stanford University webpage in 1996. Together with is partner Brin in 1998 he founded Google Inc. at the time he hired Eric Schmidt as a CEO.

The company's mission was " To organize the World's Information and to make it universally useful and accessible. " In 2006 the company was already made public and had its main quarter in Mountain view, California. Google Inc. grew very quickly and began to add more products and services such as email, advertising services, location services, productivity software andphotoediting software and much more other breakthrough and innovative services and products just as the Android mobile operating system and Google Chrome Browser. Today Google. om is listed as the internet most visited website in the U. S according to Alexa Traffic Rank. And many of its famous brands are in the top hundred most visited sites such as YouTube and Blogger. According to an article by thesocial mediaonline magazine Mashable, Google reported earnings of 50 billion dollars in January 2013 and is still expanding. Decoding Larry PageLeadershipStyle Because of his decision of hiring Eric Schmidt as CEO back in 2001 Larry Page was often cataloged as an introvert leader and when he took back the title of CEO in 2011 he didn't hold any big meetings, interviews.

What matters the most to Page is innovating this can be appreciated by the fact that he spends \$1 billion on patents to help the company grow, this was sought to emulate Steve Job's leadership but the truth is that this is most likely shaped by his engineering background. According to an article by CNNMoneyhe still remains an enigma and his leadership style can be

appreciated during commencement speeches and talks to coworkers and Google executives.

During these talks he focuses about the future, as stated before Page is all about innovations and he firmly believes that by tackling audacious ideas that can eventually change the world would attract incredibly smart people that can achieve something worthwhile as he expressed at the Google Faculty Summit in 2009. Page's supportive leadership style can be proved by his proficiency at building networks and expertise building and leading teams. He insisted on being very closely involved in the hiring process at Google always looking for university graduates to join the company.

It is widely known that he dislikes the traditional bureaucracy and management styles and is always cutting or reassigning middle management positions. This can be seen by the company's reorganization tendencies. While studying the company's website it can be seen that all the description and pertinent information is compressed to no more than one paragraph, this is because Page encourages faster and concise decision making. According to wall Street Journal he would ask managers to e-mail him updates of their projects in 60 words or less.

Also he encouraged them to have a session in the afternoon where top executives had to work on a public area of the building in order to make them more accessible to employees and facilitate communication among each other. This shows very strong supportive and participative leadership styles. Because the company is not organized with the typical management styles and is more focused on projects a team environment is the rule here which

encourages involvement of followers in every aspect of decision making processes.

Although he involves the team when it comes to decision making within a project he displays directive leadership traits when it comes to organizing the company. According to Google board member Mr. Ram Shriram he has a very clear idea of how the company should be organized therefore he personally picked the people that could run large areas of the company and set their objectives. Page would set very clear-short term and long-term goals for his managers. After further research it is very clear that Larry Page's strongest leadership styles are participative and supportive.

According to an interview by The Fortune magazine the wellbeing and lifestyle of the company's employees is top priority to him as he says " My job as a leader is to make sure everybody in the company has great opportunities, and that they feel they're having a meaningful impact and are contributing to the good of society. " Google is known for its innovative work space that are far from looking like a typical office, he feels that the company is like a family and therefore he treats them like one.

This has boosted employee satisfaction, productivity and even improved their health to the point that their healthcare costs grow less compared to other companies. As stated before Page is regarded as an introvert, which might contradict the traditional belief that a leader should be outgoing and charismatic in order to be successful but the fact that he is an introvert supplies him with other set of traits and skills that make him successful and ultimately explain his supportive and participative tendencies.

Traits that characterize introverts are that they are very good at listening; therefore they are not going to dominate a social situation which will allow them to hear about other people's innovative ideas. This will also explain Page's tendency to want to attract people qualified as intelligent. A person that has an engineering and technologic mindset would rather hear from a smart person than a charismatic one. In addition Page has a strong directive approach when it comes to setting the company's main goals but he is willing to let his followers choose their path to reach those goals.

Nevertheless Larry Page has been a CEO for a relatively short amount of time so there is still a lot to see from this leader. During his short time as a CEO he has definitely demonstrated strong organizational skills and has brought back cohesion and focus as well as decisiveness to a company that was becoming scattered within its many diverse projects. Larry Page's Leadership Style Applied to Hospitality Industry Google's innovative approach can bring great success for someone working in the hospitality industry.

The hospitality environment is all about communication and team work, this is a people's business therefore it is imperative to have a supportive approach when leading followers. There are many levels of work in this industry that range from skilled labor to management and business work. Page's supportive approach can be very beneficial for hotel managers because they are leading people that come from all sorts of backgrounds, by providing an environment where the employees feel comforted and supported by their company it will increase employee's satisfaction and productivity at their workplace.

For example a manager can display this kind of behavior if a front desk employee becomes frustrated with a hard situation involving a difficult guest or is having some kind of hardship in their personal life a manager can encourage communication with the employee and provide an understanding attitude as well as build a better relationship with the employee that will allow that employee to feel comfortable within his workplace augmenting their feelings of empowerment and therefore excelling at their duties.

The hospitality industry environment requires critical thinking skills, our industries workspaces are the same but a day and a situation is never the same, a hospitality employee have new experiences and new interactions everyday with customers. Participative behavior from managers is extremely important; a manager cannot be in every place at the same time. Every employee has different experience at the workplace due to the nature of the Hospitality industry, for example a front desk agent that does the A.

M. shift has a completely different experience and needs than the one doing the P. M. shift. Therefore is necessary that the manager gathers input from his employees in order to improve the processes and procedures necessary to solve a particular problem or to improve the workplace experience. Delegatory leadership is also needed in the hospitality industry because it often involves critical decisions to be made from the followers that directly affect the customers.

For example when at the front desk an employee needs to be empowered to make decisions and resolve certain type of problems that might rise like room changes or extra amenities to compensate for an dissatisfactory experience a customer might have. How Larry Page's Leadership Styles
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relate to my mine After analyzing Page's leadership traits I found myself very related to his style. As a leader I see myself revolutionizing the workplace, giving a lot of importance to the way an employee is treated and feels after analyzing Page's leadership traits I found myself very related to his style.

As a leader I see myself revolutionizing the workplace, giving a lot of importance to the way an employee is treated and feels while doing his work. The challenges that might be found applying his style to the type of career I am doing would be overcoming an industry that is already established and has a bureaucratic management style, it would be a groundbreaking task to apply a more relaxed and creative work environment and involve the employees in the decisions of the company.

I strongly believe that innovation and technology can be brought to this industry and can be encompassed with customer experience and this can be achieved if the bureaucratic lines in the current management styles can be blurred somewhat and projects that come from employees ideas instead of only owners of stake holders of a company would take place. Page's management does not think about money being spent, this is the same vision I have for the hospitality industry.

In order to revolutionize the industry and the customer's experience whether it is by creating new amenities at the already existing facilities or creating new futuristic lodging concepts can only be achieved if the mindset of making business for money can be put as a second priority. Conclusion My research about Larry Page's leadership style has been very moving and eye opening. I strongly believe that this should be the management style of the

future because he was able to prove that the old bureaucratic style is not necessary in order to make company thrive.

The world is constantly changing and therefore the structure of our companies need to change as well and become more proficient and team based in order to reach our full potential as well as innovating and creating new concepts that can be easily achieved by participative leadership and groundbreaking projects.

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