

# Two questions

Business, Human Resources



Two Questions Q Leading by example and by not command is one of the most inspiring ways of leadership, this is based on the fact that the juniors are likely to listen to their seniors as they act as their role models. In this case, employees are probable to follow their leader in his presence and as well as in his absence (Lee & Terrence 274).

At Nation Media Group where I did my internship, the personnel applied a specialized language in the running of the media house, the results were a culture that was improved and shaped in a positive manner. This was because the team members communicated easily and thus were able to understand each other effectively thus providing a comfortable working culture. In the three-week stay at the media house, I discovered that soul is a major secret of success and has seen the growth of many working cultures. This is due to the fact the mentality of team member is the one that drives the progress of their work and the organization in general.

Q2,

In most organizations, the performance appraisal is basically the center of performance; most firms apply personal appraisals as a strategy of their performance management programmes. Appraisals aid progress individuals, progress organizational performance, and nourish into business planning. Prescribed performance appraisals are usually conducted yearly for all staff in the association. Every staff associate is appraised by their line supervisor. Performance appraisals are also important for career and succession development for persons, critical jobs, and for the business as a whole entity.

Symbolic management is an organization activity that applied by CMC

motors, a company that I worked at for 6 months. Symbolic management is a term that is used to obtain resources for new ventures. Four symbolic management actions classes that enable acquisition of resources entail, passing on the entrepreneurs personal reliability, organizational achievement, professional organizing and the value of shareholder relationships.

#### Work cited

Lee Bolman and Terrence Deal. Reframing Organizations: Artistry, Choice, and Leadership. New York: Diane Publishers: 2013. Print