

Strategic leadership by executives essay

[Technology](#), [Development](#)



Abstract

Change is an important part in the growth of an organization and executing change in an organization is an essential role of the executives in the organization. Leaders of an organization should be well equipped with skill and knowledge, so that they can be able to influence the organizational culture, develop a vision and goals, as well as encourage learning to ensure that change is implemented successfully. For change to be implemented successfully, certain approaches and procedures have to be followed. These are accompanied by various challenges and risks. This paper looks at challenges pertaining performance determinants, decision making in a changing business environment, as well as successful leadership. All these factors directly affect the implementation of change in a business environment and how well the leaders can handle the challenges.

What are the challenges in making judgments about performance determinants in a dynamic business environment?

When making judgments about performance determinants in a dynamic business environment, a number of challenges are likely to arise (Hamalainen, 2003, p. 17). A major challenge is ensuring efficiency, so as to be able to have a good position in the highly competitive market. The challenge here comes when trying to set prices that will set the organization on a competitive edge over other organizations (Hamalainen, 2003, p. 48). The other major challenge is ensuring that the organization is reliable in its processes of providing goods and services to its customers. Human resource reliability is the most essential aspect of this performance determinant.

Besides human resource reliability, the processes involved in production should be safe for the employees (Hamalainen, 2003, p. 57). Having safe working conditions for the employees reduces chances of incurring losses in the chance accidents. Again, reliability ensures production of high quality products. Adaptation is the least important of the major challenges. The management should be able to make decisions on how best the organization should adapt to the changes in the external environment. There are many uncertainties and to deal with them, the executives should have strategies that will enable them meet the changing demands and requirements of its customers.

Discuss the perils of sub units within an organization making decisions which are not compatible. What are the likely consequences?

The peril of sub units within an organization making decisions is that this may lead to sub-optimality. This is because each unit or department has got its own goals and objectives. When these units work independently in a bid to achieve their set goals, certain collisions may occur (Hamalainen, 2003, p. 179). Sub-optimality will occur when the goals of the various units differ with the general goals of the organization. One the major consequence of this is that a lot of delays are experienced when trying to integrate the individual efforts of each unit to achieve the goals and objectives of the organization as a whole.

Discuss the merits and pitfalls of case studies in understanding successful leadership

The merits in understanding successful leadership include having espoused values and visions (Yukl, 2009, p. 305). These are brought out when the subordinates see reliability and accountability of their leaders. More to that, if the leaders are able to articulate smart goals and objectives, and are able to steer through all activities to see to the achievement of the set goals, the subordinates get motivated and accept change more readily (Yukl, 2009, p. 305). One of the pitfalls is that when the leaders don't pay much attention to sensitive issues or aspects, or when the leaders do not set their priorities right, a wrong message may be sent to the subordinates (Yukl, 2009, p. 305).

In conclusion, leaders need to be well skilled and knowledgeable to ensure successful execution of change. They need to be prepared to deal with whatever challenges that may come up and set a good example to their subordinates.

References

Hamalainen, T. J. (2003). National Competitiveness and Economic Growth: The Changing Determinants of Economic Performance in the World Economy. Northampton: Edward Yukl, G. (2009). Leadership in Organizations (7th Ed). New York: Pearson