

Company mission and vision

[Business](#), [Company](#)



The 1995 Auto Sales Inc managed to progress through the years from its actual beginning year. Most likely, this is because of the fact that the mission and vision of the organization supported its people towards the major idealism of helping the entire group in the industry progress towards development. To make the discussion much better understood, the following breakdown of the mission and vision of the organization shall be shown herein.

MISSION

As a selling agent of second hand automobiles, the 1995 Auto Sales aim to serve the clients with the best deals available in the industry. To accomplish this particular mission, it is expected that leaders be able to apply their best strategies in creating much more creative approach in marketing as well as checking the quality of the products of the company that are disposed for the consumers. Such task requires a more comprehensive understanding of leadership and its effective application in the group.

Leadership is a serious task that has to be taken by those who are able to understand the society in an objective way. Certainly, the idea of becoming a leader requires serious thinking. Becoming a leader requires efforts that start with personal development and adjustments. There are numerous theories and practices that help the hopeful leaders in becoming the person that they want to be. In the paper to follow, a reflection on one's ability and self-improving processes would be discussed in the view of the author of this paper.

Being a leader is a serious task that requires serious effort and determination to adjust on the part of the person who wants to pursue on being a leader in his or her own field of interest. As Peter Northouse refer to leadership as a “change that would affect the whole personality of an individual”(2006, 16). It is not true that leaders are born, they are made. Through self-restructuring of themselves, the leaders of today have sprung out from actually being nothing to becoming influential personalities in the human society.

How? Because of their determination to make a change to the society that rooted out from the changes that they had to make on themselves in the first place. This is the reason why in this paper, a self-examination process shall be utilized to learn the importance of self-adjustment in becoming a leader. Leadership is one of the most common practices that is found and applied on the different organizations around the world. The need for governance has mainly increased the pressure on institutions specializing in educating aspiring leaders with the needed skills that they are expected to have when they are already working on their own fields of interest.

Leadership for many is a virtue learned through the experience of becoming great followers. It requires effort and ample time before it could be said to be the perfect way of showing leadership. It could be obviously seen how much the people who are considered leaders in the world are viewed as exemplary people and not as people who knows only to command and drives other to work.

When it comes to the business industry, the character involving refined leadership is a must to be possessed by everyone. Yes, as leadership itself has strongly affected the lives of many people in the business industry, it

indeed is an important character. The idea of being a leader itself is never that easy. Though, through careful and patient learning in adjusting one's self to be able to adapt to the necessary needed characters of a leader, a refined leadership is never that impossible to acquire.

When it comes to the definition of leadership, many groups or organizations have their own view of the characters and responsibilities involved in being a leader. As for example, House defines " leadership" organizationally and narrowly as " the ability of an individual to influence, motivate, and enable others to contribute toward the effectiveness and success of the organizations of which they are members" (House, R. J. 2004: page 15).

Indeed, the success of the leader would naturally determine the success of the organization he or she is acquainted with. This is the main reason why many people tend to really deeply learn the art of leadership. Mainly aiming to alleviate the effectiveness of one's leadership skills, leadership schools and courses were opened especially regarding the business industries.

Certainly, with this thought and leadership implications considered within the process, the organization aims to develop as a more solid team that tries to deal with the challenges of the industry in a more strategic and comprehensive manner that would be best for the clients as well as for the organizational staff themselves.

This is an obvious call for everyone to change towards the better and faster progress of the company aimed to help the organization in setting a better reputation among its clients in the market. With this mission statement stratified, it could be notes that the weight of the progress is relied upon the

leaders of the different sectors of the organization and the cooperation of the entire team towards the progress procedures implemented by the said leaders.

VISION

With the effective application of strategic leadership and implicative approaches to the organization's business operations, it is then expected that the performance of the entire team would be increased in terms of client satisfaction and personal job satisfaction as well. Everyone is rather hoped to have a strong trust within the new approach that would be used towards the aims of progress of the entire business in its concerned industry.

Moreover, understanding of such issue in terms of company leadership is viewed as a huge step that would bring a great reputation of strength and loyalty to its clients in the market. The system concerned in the said manner of progression is indeed expected to increase the knowledge of everyone with regards effective leadership and team work. With this in sight, the company is certainly ready for the approaching changes it needs to face as it approaches the new age of car and auto sales competition in the market.

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PART 2: POWERPOINT

PART 3: Management and Its role in the Company

(A Detailed Job Description for the Line of Management)

Management of a diverse workforce has been one of the biggest problems that concern the human resources department of any type of company present in the business industries. Hence, it is just reasonable to say that at some points, some management teams may find it a difficult task as well. However, the author, John Riddle says otherwise.

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According to him, “ these are all factors of management that should be considered by good managers even before entering an organization” (113). Hence, this definitely means that avoiding diversity in the workforce may be impossible but giving a resolution to it is not that impossible. After all, there is still a common ground among the working force of each company no matter how diverse they may be it is that they are humans, which makes them capable of being dealt with and managed well.

In this regard, John Riddle has suggested several points of consideration when dealing with such business problems. In general terms, he summarized the ways by which a good manager could handle the difficulties of dealing with a diverse workforce.

The said suggestions are as follows:

- Concentrate on the strengths of the employees. When a manager discovers the tasks where the employees usually excel in, they should be assigned to them as they are expected to be more productive on those fields of the job.
- Understand the abilities and the potential of each employee present in the organization. These potential assets of the employees could as well be used by the company itself in aiming for the goal that it has set up for the future.
- Allow communication lines to be open at all times. It is very important for managers to be good listeners. The ability of hearing what the employees want from the company as well as to how they could be of bigger help to the organization could be used as a resource of ideas for the company as well.
- Make the employees feel that they too have a sense of authority in the company. However, this type of authority should not overstep that of the

administration's. It should be clear that this authority could only be exercised at specific times and places when it is permitted. This may often refer to an 'open door' policy that deals with an easier type of agreement between the employees, which could give them a chance to affect how the organization is being managed. They are then allowed to give suggestions; however, no suggestions are implemented unless approved by the administration.

- Make sure that all employees understand the business goals and objectives. It should always be remembered that a well-informed employee, whether young or old, is a productive employee.

- A manager should always remember that he is supervising people with feelings who are valuable members of the organization, hence, treating them with great respect at all times no matter what culture they come from is one of the most important virtue any manager could post as an example for his colleagues.

- Treating everyone fairly and sensitively is the key to creating a fine working environment. It should be remembered that because of the different cultures of the people, they all have different preferences; they have different personal obligations and other more. Considering the fact that dealing with multicultural workforce also involve dealing with their differences of belief, a manager could as well consider fairness at all times to be able to set a common ground for everyone else in the organization.

- Keep everyone else busy and going all the time. Feeling one's worth is usually measured on the things they are able to do for the organization in a day. In this manner, it could be said that regardless of one's difference from

the others, being able to do something for the company and being of worth to the organization makes an employee feel that even though there are differences, he still belongs to the organization he is working for.

- Keep employees informed of the ins and outs of the organization. Keeping employees in the dark when some changes within the organization arise may give them the notion that they are not given importance by the administration of the company.
- Acknowledge the employees' efforts, years of work, talent, creativity and good job attributes. Doing so would help everyone else strive for the best while they are working in the company.

It could be noticed that the suggestions listed in here are general. Putting these

suggestions into good use have mostly caused several companies to achieve unity beyond diversity in their own much diverse workforces. Hence, as Jones commented in his book "Contemporary Management", "diversity is a normal part of modern management. Being globally distinct, it could not be avoided that dealing with different people everyday is a challenge to the modern managers today" (180). With these principles applied, it is expected that each manager be able to complete the necessary points of appointment they are given to be able to keep good employees for the company's betterment in the future.

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