

Research article analysis

Business



Research Article Analysis Research Article Analysis This essay will analyze Brown's Leading complex change with post-conventional consciousness in an attempt to understand the course concept on leading and managing organizations. This title is appropriate for the study as it explains how leaders can create change in their organizations if they embrace a leadership system that allows for sustainability initiatives.

The problem stated in the research relates to how innovative leaders can come up with approaches that can lead to the organizations engage in sustainable initiatives. The problem statement is not clearly stated. This problem statement is crucial in the research as it relates to how managers can be on the frontline to instill change especially once they are sensitized. This problem is linked with the sustainability leadership theory that focus on ethical, courageous and strong leadership (Brown, 2012).

The article involves a review of the literature that follows after the introduction, though the review has not been compiled on its own section. The literature review gives a deep insight on the different ways of designing meaning and how these meanings impact the leadership of organizations. The review also gives details of different forms of theories that relate to leadership and their assumptions (Brown, 2012).

The researchers embraced a qualitative approach that employed the use of semi-structured as well as open-ended interviews. The interviews were used to get details on the experiences of the leaders in coming up with designs that touch on sustainability initiatives (Brown, 2012). The instruments in question were the interview schedules that were used to conduct the interviews.

The sample consisted of 32 leaders and change agents who had already
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designed and executed sustainability initiatives in the organization in the last two years (Brown, 2012). The sample was selected through a nomination procedure where the leaders and change agents were selected based on their successful execution of sustainability initiatives in their organizations. The objectives of the research were not clearly stated. However, the research was aimed at determining why leaders with high levels of consciousness are better placed to come up with effective system designs as well as employ activities that are sustainable in their organizations. No possible sources of inaccuracy were detected.

The researchers used thematic analysis to analyze and develop their findings. I do not think the analysis was appropriate. The researchers would have used statistical analysis such as SPSS, ANOVA amongst others. The results that were clearly stated indicated that leaders design from deep thoughts and insights, they transform the designs internally and finally manage the designs (Brown, 2012). The researchers argue that the limitations of the study the findings of the research cannot be generalized. The researchers conclude that the ability of the leaders to deduce meanings and build frameworks that allow sustainability is the best strategy for present day organizations (Brown, 2012). The conclusions are presented clearly with the support of the data in the findings. The researches do not over generalize the findings. The results and summaries presented in the research can be applied in my business setting by motivating the leaders to design strategies that can lead to positive change in their organizations.

Reference

Brown, B. C. (2012). Leading complex change with post-conventional

consciousness. *Journal of Organizational Change Management*, 25(4), 560 – 575.