Leadership journal

Module 4: Globalization and Leadership

Nature of Strategic Leadership

Organizational leaders need to rejuvenate their thinking processes to collect, interpret, evaluate strategic information and thereby generate adequate inferences based on such. These inferences in turn help in enhancing the competitive base of the business concerns that helps in earning an advantageous position in regards to its competitors (Hughes and Beatty, 2008, p. 44).

Conducting SWOT Analysis

The organizational leader is required to conduct a mapping of the internal strengths and weakness of the company so as to design and plan effective

strategies. Enhancing the strengths and reducing the weaknesses would help the company in gaining advantage of the external opportunities and in countering external threats effectively and thereby improves the position of the company in the perceptual map (Morrill, 2010, p. 162-163).

Knowledge Management

Strategic business leadership in global organizations earns success through cultivation of both self and organizational knowledge that in turn enhances productivity. Global organizations take into account people belonging to different cultural and national diversities. These organizations through enhancing their knowledge resources need to understand the ethos of the different cultural groups and thereby to enhance communication to generate productivity (Harris, 2005, p. 43).

Module 5: Diversity and Leadership

Advantages of Managing Diversity

Managing a diverse cultural base of workers in the organization focuses on linking the needs and understandings of the employees to the policies, rules and regulations of the company. This policy helps in safeguarding the interests of the workers which in turn enhances the productivity of the concern (UCSF, n. d.).

Cultural Sensitivity

Organizational leaders often tend to manage the different cultural groups without reflecting sensitivity to the level of perception changes in the different individuals belonging to varied cultures. This fact tends to excite conflict. Some organizational leaders tend to respect the different cultural understandings and thus tend to modify and revise the rules and procedures in that respect (Morschett, Klein and Zentes, 2010, p. 143).

Global Leadership Skills

An individual to cope up as a global leader must reflect different types of skills like maintaining integrated relationships with people belonging to different cultures, having a stronger business acumen pertaining to offshore business and strategic endeavors, and possessing signified potential of organizing a strategic workforce. Further the business leader must reflect a potential vision and a cognitive understanding of the change movement (Mendenhall, 2008, p. 54).

Leadership Endeavors for meeting Cultural Diversity

The organizational leaders must make the managers feel accountable in managing the diverse cultural groups. Other than recruitment of minority group special training program must be developed in managing such diverse groups. The people must be encouraged to widely interrelate with each other (Dubrin, 2008, p. 446).

Module 6: Inspirational and powerful communication

Listening as a Leadership Skill

Organizational leaders need to be active listeners. They need to pay ear to the problems and needs of the subordinate teams and also to the potential feedbacks obtained from them in redesigning the organizational processes (Corey, 2011, p. 23-24).

Over-coming cross cultural communication barriers

Organisational leaders managing a global workforce need to recruit managers pertaining to different cultural backgrounds to help in managing the workforce recruited from such regions. This helps in reducing communication barriers (Bhattacharya, 2010, p. 41-42).

Module 7: Sources and Types of Power

Styles for Transforming into an Empowering Leader

The organizational leader must first endeavor to understand the nature of empowerment needed in the concern. Further the leader while focusing on the cultural differences must empower the individuals to perform their delegated roles (Bubrin, 2008, p. 198).

Organizational Politics and Ways of Countering Such

The birth of organizational politics owes to the manipulative activities concerning power and authority by the different superiors. This tug of power war can be handled by effective delegation of responsibilities and standardization of roles in the concern. Further the different groups must be encouraged to interrelate and intercommunicate with each other to find solution to problems (Moore and Sonsino, 2003, p. 108-109).

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