

# Leadership in the contemporary business environment



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Today, the role of leadership in the contemporary business environment can hardly be underestimated. In this respect, it is possible to refer to the experience of John Walsh, the human resource manager of Norton Pistons, who has managed to lead the company out of the ongoing crisis and made it the industry leader. His experienced and effective leadership approaches to the company contributed to the consistent, qualitative change in the development of the company and relationships between managers and employees within the company. In this regard, it is worth mentioning the fact that the development of effective leadership style depends on the personal and professional skills and inclinations of the leader and his or her ability to take the lead and create conditions favorable for the effective development of the entire company.

Please describe your leadership style in some detail. (Ask for examples of this style)

The leadership style of John Walsh can be characterized as the transformational leadership. The transformational leadership style, according to the leader, is viewed as the introduction of changes and the involvement of the leader in the development and introduction of the change. In fact, the leader prepares subordinates to the change and encourages them to change their workplace environment and style of work. Ideally, the transformational leadership style creates valuable and positive change in the followers with the end goal of developing followers into leaders.

Do you consider yourself a charismatic leader? Why or why not?

The leader considers himself to be a charismatic leader, who attempts to breed leaders in his subordinates to create an effective team. At the same time, the leader aims at the creation of the team to maintain the growth of the organization and to unite subordinates, who follow his lead and are capable to take effective decisions and make other people follow their lead. At this point, it is worth mentioning the fact that the leader pays a lot of attention to the loyalty of his subordinates. On the other hand, he is always ready to assist to other employees and his subordinates. In such a way, he attempts to develop leadership in his subordinates and enhance the effectiveness of the performance of the organization.

How did you become a leader in your organization?

John Walsh became the leader after seven years of work in the company. At this point, it is worth mentioning the fact that he worked for the company and started as the human resource manager. He worked for five years in other companies. However, as he started to work in our company, he has proved to be quite successful and revealed the leadership inclinations fast. As a result, he has started to progress since the beginning of his career. In the course of seven years he had become the leader of the company. In this regard, the leader points out that leadership skills were extremely important to reach a tremendous success in the company. At the same time, he pointed out that the development of organizational and communication skills were also essential for his professional developed. On the other hand, his charisma was also extremely important because due to his charisma he had managed to gain the support of employees and respect of other managers that contributed to his fast career progress.

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How does your organization develop leaders (or leadership skills)?

The organization provides successful managers opportunities for training to develop their leadership skills. In this regard, the company provides its managers with special training courses. In addition, the company develops knowledge sharing management to develop leadership skills in its managers. Through the close cooperation with each other, managers could share experience and develop their leadership skills. In such a way, the development of leadership skills is effective and does not need substantial investments.

Connections to organizational behavior

The leadership is very important in the contemporary organizations and the organizational behavior depends on the effective leadership style. In this respect, the transformational leadership style is particularly effective, when organizations need changes. In the contemporary business environment, organizations should come prepared to changes because the fast development of technologies and changes in the business environment contributes to the fast development of business and raises the problem of adaptation of changes within the organization. At this point, it is worth mentioning the fact that the experience of John Walsh is quite useful in terms of the improvement of the organizational performance. In addition, the charismatic leadership contributes to the fast development of organizations because the charisma of a leader unites people and helps the organization to reach strategic goals effectively.

Conclusion

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Thus, taking into account all above mentioned, it is important to place emphasis on the fact that the leadership style is very important in the contemporary business environment. The experience of John Welch is very important and helps to reveal effective strategies to reach positive outcomes in the organizational development.