

Example of research paper on leadership style of larry page

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



Larry Page, the present chief executive officer of Google Inc., was born in Lansing, Michigan on the 26th March, 1973. Larry founded Google Inc. in the year 1988 and has been the CEO since 4th April, 2011. He earlier served as Google Inc. CEO from 1988 to 2002. Larry served as the President of products within Google Inc. from 2001 to 2011, in addition, served as Assistant Secretary. Page served in Chips & Technologies, Inc and also served as the president of the UEKNHS and developed an inkjet printer and programmable plotter out of Legoš. Larry served as the Director of Google Inc. from its start in the year 1988. He works as a Trustee of X PRIZE Foundation. Larry is a member of NAC for the UMCE (University Of Michigan College Of Engineering). He has always been a speaker at forums like the Common Wealth Club, the World Economic Forum, the TEDC, and the WSJTS. He worked at NAE (National Academy of Engineering) from the year 2004. Page was named YIFWEFILT in the year 2002 by Technology Review magazine. Larry has been acknowledged as RDMI of the year. Moreover, Larry was honored by means of the Marconi Prize in the 2004. He was given an honorary Masters of Business Administration by Instituto De Empresa. Larry was the first beneficiary of the UMASREGA. Dr. Page has Masters Degree (Computer Science) from Stanford University as well as a BSC (Computer Science) degree from the University of Michigan.

The stupendous development of Google Inc. is credited to the extraordinary leadership style of Dr. Page. Larry has shown more leadership qualities beyond his intelligence. The leadership approach of Larry is clear and simple towards his workers, that is, to be humane, compassionate, co-operative and handle the organization as family. Larry cares for his workers by offering

gifts and rewards, free meals, travel assurance for workers and their families, free medical attention, legal assistance, leave for new dads and moms, maternity leaves, gym training, gaming, pension for beneficiaries of any deceased worker, and other services (Brezina, 2013). Moreover, Page has been flexible in making available the Company's products, for example Google Docs. All this manifests that Page is more than just a firm's head. The leadership style of Larry is a good example to anyone thinking of starting personal business venture.

Some of Larry's significant strategies include paying close commitment to asinine concepts and developing the best from them; Larry always insists his workers to work on their crazy concepts or ideas. He trusts that these ideas may bring some change in the world through attracting smart individuals which may work towards the achievement or success of the person.

Concepts like Google search engine, and AdWords by Larry and his group have made millions (Battelle, 2012). Dr. Page trusts that when none believes in crazy notion then no scope of competition exists and possibilities of success become higher.

Avoiding bureaucracy, and developing a team. Page insists on developing a team. He was engaged in the recruitment process at Google. Many of the hired workers were from Michigan or Stanford and had similar vision as Page. This is due to Larry's constant commitment to these people. Through this, he was able to avoid bureaucracy. Apart from this, Page dismisses individuals whom he believes are bureaucratic. Page dislikes old-style management and hence takes action to overcome it.

Persevere as much as practicable. It is through perseverance that Larry was

able to make project of Google's book digitization, Street views, and Google Maps. Larry constantly attempts to push his workers to pursue their dreams through sticking to it scrupulously. He continuously attempts to motivate his group by offering them personal real life illustrations where he remained focused to his ideas or dream and that dream resulted in his accomplishment.

Paying attention to small actions; Page insists his group to concentrate on small moves. Larry regularly remind his group to perform R&D in all company's products to add value to them. Larry does not fear failures.

Because of this, he keeps getting novel notifications from his group each day on his Android. Through this, things improve on daily basis. Moreover, Larry is linked to students via colleges by guiding them on how to use or apply AdWords. These actions are establishing a new workforce and user base for the organization which in long run improves the status of the Google Company (McPherson, 2011).

Becoming concise and quick as possible; Larry aims at establishing a working culture which is lively, quicker and concise. Page takes sixty words notifications from his workers on every project they are working on (Menke, 2011, p. 10). Besides Android, the practice has created string of flops, for instance Google Buzz, Google wave, and the Twitter clone; these are weekly services which enable employees to collaborate online. Through this, Larry creates an environment where decisions may be made faster with open minds and hearts. He persuades the top executives to meet at least once in a week to cooperate with one another in making quicker decisions. Larry also attempts to encourage immediate strategy in his workers.

The biggest strong point of Dr. Page Larry is that his workers have full confidence and trust in him. They love and respect him. Most of the workers confirm that Page is irrefutably a great thinker whose vision is above anyone else within the industry. Page has been described as an individual with extraordinary intelligence and mind. Larry is come what may, the most sincere person. He probably cannot lie. Page is a great thinker due to the achievement of his vision to establish search engine. His concepts and visions are remarkable and different.

Some of the weaknesses of Page include disliking personal meetings or schedules and being highly resistant to be pinned down by his time with others. Page is also said to be an introvert, who avoids public speaking. Larry is no front-man, and the deputies in the weekly Executive meeting fill this gap. The deputies become ambassadors of Google to the world.

Nevertheless, as co-founder and manager at Google Company, he concentrated almost entirely inwardly on the organization and could escape with this imperious style of management. He says that one of his aims or target is to take or apply decisive style of leadership shown in the product groups, share it across the organization, and implement it to key decisions. Larry has employed many leadership approaches and styles to run Google Company. His transformational style makes workers highly motivated to the point of always working harder to achieve the organization's objectives and goals (Auletta & Bond, 2009). Google appears to have got a moral approach to motivate workers. Aside from its motto: Do no evil. Larry's restructuring and discontinuation of insignificant offerings has enabled it to quickly implement and concentrate on issues that matter most.

Collaboration, communication, politics, and power are inextricably interlinked with the structure of a firm's life. Within any firm like Google, at any given time, individuals are seeking to acquire and use power in achieving their personal end. The search for power is political behavior. Institutional politics are the activities undertaken by people to gain, enhance as well as use power to obtain preferred outcomes in circumstance where uncertainty or disagreement exists. Politics is used to affect directions, goals and other organizational parameters. Decisions are never made in formal or rational way but instead through compromise bargaining and accommodation.

References

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