Working with and leading people

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Working with and Leading People The recruitment, selection and retention procedures utilized in Jamie Oliver's organization have been formulated to make sure that the youths selected have equal opportunity as well as unprejudiced review. This is because, the applications are for non-academic positions and these procedures used would ensure that everybody involved is given equal chances to prove themselves. The intent of having these procedures is not to interfere with the selection of the candidates. Nevertheless, there is no surety of employment for the candidates if they do not take part in the recruitment steps. Taking into consideration the legal and ethical aspect of the selection process, I would use the screening procedure to find the right candidates. This is because; it would enable me to better know the passion of the candidates towards cooking (Dess, Lumpkin, and Eisner, 2006, pp. 21-25).

Leadership and motivation are imperative aspects for any kind of a job. This is because an individual's performance is affected by the leadership which exists as well as the motivation aspects. In this case, the best leadership and motivation theory supporting Oliver's leadership is the McClelland's theory. This is because; it relates to the personality that people acquire which remains unchanged. The candidates in this case have a strong desire to achieve their goals. Additionally, they have the need to establish affiliation and power and that is offered by the leadership style practiced by Oliver. The leadership style used in Oliver's organization is servant. This is because; despite Oliver being the founder of " fifteen" puts the need of the others before his own (Solansky, 2008, pp. 337-339). Every student is included in decision making as well as giving all the necessary tools for the work. The leadership style is best suited for this organization.

Team work is an important aspect in the performance of any organization. This is because by working collaboratively people are able to achieve the set goals with a lot of ease. The team under Oliver's leadership is active, but also enjoys their work immensely (Chen, and Barshes, 2000, p. 30). Because of the team's efficiency, the organization was able to get international recognition and also earn a lot of revenue. This is extremely beneficial to the organization's reputation and brand image. Nevertheless, there were challenges that were portrayed by the team members. For instance, some of the members were kicked out because they were violent. Some members also lost their temper easily but Oliver dealt with the issue amicably by showing the team members the importance of teamwork. Additionally, f a student made extra efforts or made some positive response, Oliver made sure to acknowledge him/her. Students also received warnings for their bad behaviour but also good remedies were made in order to solve the situation. In Oliver's organization, the factors involved in assessing work performance of the trainees was immense. First, the trainee had to be passionate about food. This is an important factor for cook because without passion one cannot become an excellent chef. Secondly, the student should have grasping power. This means that one can be able to observe and apply what one has learnt with ease. The assessment process was successful because the majority of the students left graduated to become prominent chefs in the country. For the students to be successful there was need to have essential motivation that will enhance their learning process. Oliver's involvement in every step during training was important because the students learnt a lot for him. Therefore, for any assessment process t be successful, there is need to have good performance monitoring tools to enhance feedback (Dess,

Lumpkin, and Eisner, 2006, pp. 32-37).

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