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Management

Q1

Some of the generational differences in my organization include people who have been in the service for a long time and those who are immediate graduates. The old people form the bulk of the executives with a few young people being incorporated (Nahavandi, 2009). The older generation in the workplace is largely conservatists while the young leaders are revolutionary. The older executives are more concerned with instilling discipline with maintenance of the status quo. The young leaders are risk takers and bring about new value systems into the organization according to the prevailing trends in the society (Nahavandi, 2009). Q2

Most of the managerial derailment has been experienced, especially like the US military. Case in point is the toxic military personnel. Other managerial derailment experienced is incompetence on the side of the leaders, personnel who are not guided by morals or whose value system is not up to standards (Murray, 2006). External factors like undue influence from outside forces that try to float in issues that are detrimental to the systems. Some of the managerial derailments could have been avoided by having people whose moral values are beyond reproach. Also important would be having people with high professionalism whose experience have been tried and tested. Sealing up loopholes to avoid infiltration of the system (Murray, 2006). Q3 One of the methods that do exist is having a focus on the institution of leadership other than a person. Secondly, is that the responsibilities that pertains to leadership are to be spread across the organization without restriction to a particular unit or individuals. Reviewing

the organization's capacity to handle leadership issues and lastly introducing leadership issues to match with the peoples work. The method I would recommend to an organization is spreading of leadership responsibilities across the organization. This would prepare every player in the organization to have some insights on what pertains to leadership (UOP Media).

Some methods have however been counter productive like introducing leadership skills to match peoples' work. There are some people who are not natural leaders and trying to embed leadership and work has sometimes ended to be destruction.

References:

Murray, P., Murray, P., Poole, D., & Jones, G. (2006). Contemporary issues in management and

organisational behavior. South Melbourne, Vic: Thomson Learning.

Nahavandi, A. (2009). The Art and science of leadership, Fifth edition: chapter 4: Individual

Differences and traits. Pearson Education Company. Prentice hall Inc.

External Perspective. Media clip.