

Leadership

[Business](#), [Management](#)



Leadership Question The Army Crew team just as the suggests is a team of rowers the United s Military Academy. The organization lacks both coordination and teamwork. The organization has systematically developed a culture of non-commitment as every team member operates individually (Black, 2003). The poor performance of the Varsity team shows the numerous disgruntles in the team and their ability to perform despite the fact that the team comprises of the best rowers in the academy. The team members do not share team values. Instead, the team has numerous disruptors with most of the players having discouraging attitudes. The poor organizational culture is among the key factors that contribute to the consistent failure of the team. On the contrary, the junior varsity team shows commitment to excellence owing to the ability of every team member to commit to the aspiration of the team coupled with their discipline and respect for each other. The existence of two teams each with a set of unique yet contradictory values shows a disjointed organizational structure with an equally uncoordinated organizational culture. Lack of effective leadership and models of communication within the organization is responsible for such a culture (Schein, 2010).

Question 2

Coach P is not yet in the “ sweet pot” that Zenger and Folkman describe in their book. The two explain that in order for leaders to reach the sweet pot, they must enjoy success, have constant engagements, enjoy love from the firm and learn new skills happily from their daily experiences. Such are not the case at the Army Crew as the Varsity team does not enjoy and Coach P is always a frustrated coach owing to the team’s poor performance. Coach P

can reach the sweet spot in his current organization. However, he must work hard in order to achieve that. Firstly, coach P must align his core competencies to the dictates of his team. This will enhance efficiency since every undertaking will have a desirable result. Additionally, he must examine his passion and ensure that he stays happy at the organization. His attitude influences the outcome of the team (Zenger & Folkman, 2009).

References

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