

# [Leadership and organizational creativity](https://assignbuster.com/leadership-and-organizational-creativity/)

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Case Questions What are Spiers-Lopez’s key individual characteristics? Spiers-Lopez’s key individual characteristics include self-awareness, hard work, confidence, having strong personal values, friendliness, and a caring nature.   
What are the factors that contribute to her effectiveness?   
Spiers-Lopez has adopted a unique approach to draw a balance between personal life and professional life. Understanding the fact that she needs to put in a lot of time and effort to take the company where it stands today, Spiers-Lopez developed a family like environment at the workplace. Rather than believing that her family is limited to her two teens and other people at home, Spiers-Lopez has developed a family at the workplace. This deterred her from getting the feeling that she is away from her home while she is at work and she is thus able to take care of the organizational personnel just the way she takes care of her own family. Every employee makes part of this family. Getting to work in such an environment inculcates a strong sense of belongingness and high self-esteem in the workers. They can relate to the environment at the workplace just like they can relate to their respective families at home. The employee-centered culture that prevails at the workplace is one of the most important and influential factors that make Spiers-Lopez effective. Employees in such a culture feel empowered and satisfied. Developing such an environment at the workplace is not easy. It takes a lot of dedication, hard work, and most importantly, self-awareness. Awareness of the self and a belief in her personal values has given Spiers-Lopez the confidence that she requires to make informed decisions and have an impact on the team at the workplace so profound that workers feel obliged to let such a culture nurture and grow.