

Organizational leadership assignment

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



Communication is key during these times of change, but many leaders do not take think about, or take into consideration how important relaying information about the change within the organization is. Unfortunately, leaders are quick to announce change surrounding the organization; however they seem to forget the impact that these changes will have on the business as a whole. The Genuine Company The Genuine Company is booming by leaps and bounds. Leadership for Genuine believes that it is time to get the word out about this company.

Before the company can go public, some changes will need to happen within the structure of Genuine. Senior leadership has a few different ideas on what should occur. A few members of the leadership team think that this is the perfect time to go public, while some feel that the company is not ready yet, and by going public would be a big mistake (Genuine Scenario, 2009). Some of the players in this scenario are Don Russ who is the Chief Executive Officer (CEO) of the Genuine Company. He realizes that the organization does not have any experience with Pop's.

He knows that before the Genuine Company goes public, it is vital to look into what is necessary for the company to go public. The Chief Financial Officer (GO) is Michelle. She thinks that going public with the company is a great idea, but she wonders if the timing is right. She is questioning if the Genuine Company will be able to prevail over recent bad publicity geared towards the industry. Don's niece, Tier, is Chief Technology Officer (COT) for Genuine. Tier appears opposed to the change, though has justifiable ideas on how the changes should take place.

The Marketing Officer is Charles. He is exceptional in marketing, but has troubles concentrating on details (Genuine Scenario, 2009). Investigating the Genuine scenario was intriguing. Team C brought up how this change could affect the team leaders and the question was raised on who would be better suited to lead the company. In the Genuine scenario, one employee quit just before the company was planning to go public. This should not come as a surprise. People handle change differently.

Some are able to embrace and accept change and there are those who resist change and will not accept anything new. To avoid this from happening, companies can make sure that communication is open, and consistent with their employees; and also asking for ideas and feedback from their workers so that they can feel a sense of ownership in the change. By doing this, it will make the employees feel like they are participating in the change. Having the employees kept informed and involved should lessen thoughts of insecurity within the company (Genuine scenario, 2009).

Changes Needed prior to Going public There are specific items that can be done to make Genuine ready to go public. Greg and Michelle are leads in the human resources department. They can take a look at the Sarbanes-Oxley Act (SOX Act). The SOX act is crucial to the organization going public. The act affects the Genuine company in countless ways. This act involves the PIP board, which consists of independent directors and at least one of the members of the PIP board has to have a SCOFF or CPA background. The Genuine Company is to give the SEC financial documents which will be their responsibility.

Michelle thinks that an external accounting firm will need to be hired to make sure all the numbers are accurate. From a human resources point of view, Greg felt that the executives and the board at Genuine would need to be making sure their ethos are on target, and is without any discrepancies. He also thought that the approach used to announcing the change to their workers about the organization going public would be important (Swallow. Com, 2009) (Genuine Scenario, 2009). Tier, the COT, is brilliant at creating new inventions, but she is opposed to change and expanding.

Her way of thinking could save the company money due to costly mistakes or this could restrain the company towards new innovations. With Michelle financial background and Titer's creativity, the Genuine Company could possibly achieve stability in financial ND creative responsibility. However, these two individuals do have their problems, but together they are quite productive in new ideas, and discussions (Genuine Scenario, 2009). The Situational Style of Leadership The situational style of leadership seems to be the best fit with the changes happening within Genuine.

Leadership and management will need to adapt to the changes and cooperate in the entire shifting taking place between management and staff. Making sure that employees are kept current on all changes taking place at the Genuine Company will help ease tension and crease the amount of staff lost during this time of transition. For this scenario, the Situational Leadership style was chosen to implement changes within Genuine. This type of leadership style includes a number of styles and creates a balance in the decision-making process.

A situational leader can adopt different styles of leadership depending upon the situation. It focuses on the situation at hand and how leaders manage change in the organization. Ken Blanchard and Paul Hershey were the first to introduce this concept of leadership (Chimaeras Consulting Limited, 1 999) (Genuine Scenario, 2009). Hershey and Blanchard noted in their retrospect of the Situational Leadership style that the name, and the theory had been inspired by the “ changing leadership style needed by parents as a child grows from infancy through adolescence to adulthood” (Changing’s. Erg, 2009). It is apparent that the company, Genuine, could be regarded in this way of thinking. In this scenario, the leaders of the company act like parents and their children are the company, Genuine. When the company changes and expands, the way the company is managed does as well; which creates a balance between legislation behaviors and task. This type of style is a great way to manage a company and lead employees. “ The Situational Leadership Model is about being more effective as a leader.

This involves matching your leader behaviors; behaviors you use when trying to influence someone else; with the performance needs of the individual or group that you work with. It is about adapting the directive and supportive behaviors you use to match the readiness of others to perform specific tasks or functions. The model is simple; it works, and achieves results” (moonshine. Com, 2007). It is important to have leaders who are effective and supportive. Behaviors need to be supported so that changes can be implemented so that the company can go forward with going public.

Genuine needs this type of leadership (Genuine Scenario, 2009). The End-Vision The end-vision for Genuine is to establish a new and improved product with a selection that can be capable of changing the existence of the population across the globe. The company's vision and mission is to make every effort to produce new and innovative technology that will lead to fresh, affordable, and healthy produce around the world. Genuine is dedicated and strives to do the right thing in making contributions to society and their stakeholders.

Hopefully, this declaration will create a sense Of balance towards the reaction from the public with the company going public. This organization will be committed to their stakeholders, but also to the employees, and the organization as a whole. The Genuine Company needs to attract the interest of the public and all the citizens of the world and do what is best for all.

Conclusion By implementing the changes above, the Genuine Company will ultimately hanged and improve the culture of the company and their products.