

Failing because of lack of the leadership



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Introduction

Leadership is the one on any organization's success. There are more than thousands of organizations failing just because of lack of the leadership. And there are many organizations who are success having a good leader as head of their organization.

World's top organizations like WAL-MART, EXXON MOBIL, GENERAL MORTORS, SEARS HOLDINGS, and CITYGROUP Perform well and operate in a competitive environment and try to keep the sustainability each and every seconds passing by the needle of their clock. By investigating the reason behind this shows that it is almost a one man show. Organizations' main strength is the decisions taken by the big heads. It is the top management. Others work according to the decisions taken by them. This is all about leadership.

Doing a fabulous job with compared with the others. Their success is depend upon the workers is something that cannot be accepted directly. Because most companies do the same thing but few perform well. This gab exists due to the decisions taken by individuals. This assignment is all about the leadership and how it affects the organizations' success.

Also we have the opportunities to create a good quality leadership according to the business plan of the organization.

And also in this assignment we discuss the impact of the staff welfare of the organization and how affectively help that to develop and success of the business.

Here we discuss and try to understand the role of the leader in the organization and how it help to develop the values of the organization as well.

Effective managers are not always good leaders; they must be quality values that they should have to influence the others to become a good leader.

Every top level managers have many functions to handle day to day works, but even though they have done those responsibilities effectively, they may not be able to inspire others. The most important thing is that you must have the ability to make things differently and more inspirable.

Identify the Personal Skills to Achieve Strategic Ambition of an Organization.

Strategic Direction of an Organization.

Every organization has its unique plan to the success. There must be a strategic plan for every organization. This begins from the Vision and Mission statement of the organization. Every organization has Vision and Mission statements this will direct the organization. They must have objectives to follow as well. This shows us how the resources are allocating for peruse the strategies. Strategic directional plan is help to understand the organizational future course. We can have three main strategic questions to answer the future of the organization.

What do we do?

Whom do we do that?

How do we do that?

We can have answers for all these three questions by analyzing the Vision and Mission of the organization.

The Vision of an organization must include the following requirement, Vision is a very broad plan for the organization it indicate us the future of the organization. This is mainly shows us the worlds position of the organization or where we will be the in the industry in five years time.

Mission statement of the organization indicate us the clear picture or the short version of the Vision statement. An also it show us how we going to achieve the goals in the Vision statement.

And also it is necessary to have the Values of the organization. It helps us to know how to handle the stakeholders of our organization.

Simply we can summarize the vision and mission statements of an organization as follows, Vision statement is telling you the what the organization ant to be. And the mission statement is telling us the fundamental purpose of the organization. In some organizations has the same vision and mission statements. But any how the mission should be SMART- Specific, Measurable, Achievable, relevant and time bound.

It is vital important to have a strategic plan for an organization. Once we have a strategic plan we can have our action plan according to that. It is easy to convert the strategies in to action. We can have a directional planning by using few organizational concepts as follows.

Desires, Policies, Objectives, Tactics and action

Evaluate the strategic Skills

As we discussed in the above an organization must have a strategic plan.

And also it is important to know the skills that might need to implement the strategic plan.

We must understand the internal and external environment to identify the skills that we need to have a good strategic direction. Getting the internal and external environment SWOT analysis is so vital. We need to know the Strength and weaknesses of the organization as internal environment.

Strength - we can take consideration of the 4P's in here. And also this will reflect the financial, personal and manufacturing skills.

Weaknesses -Here we discussed the main drawbacks according to the industry and also the problems inside the organization.

We have to know the external environmental factors that affect the organizational sales and all. Here we have opportunities and threats analysis.

Opportunities - this shows the external chances to identify the company to be more success. Technological matters also can be an opportunity of an organization. We may know the ways that we can transfer in to an opportunity.

Threats - this is very important in the organization. The external environment factors such as socio cultural change, macroeconomic matters, change in the market place structure.

So these factors can be analyzed and take a clear picture of how the organization have to adjust the strategic direction. To analyze these factors e need t have a skills in the business sector thoroughly. Following are some of the skills need for creating better strategy:

Education System - this is so important to have as a skill, well educated person can easily adjust according to the environment. Higher and further education system can be lead on to the top level of the organization.

Accessible of the Finance - this is so important that most of the time workers are lack of accessible the finance and they have no idea how to control the finance. The grow industries does have many financial controlling system rather than micro businesses.

Empowerment of the workforce - everyone need high end knowledge of technology which will create a fine strategic plan all the time. Technological skills are needed to be there for successive strategic plan.

Assess the relationship between existing, required and future skills to achieve the strategic ambitions

Existing Skills

Future required skills

Motivation- every human need appreciation on his other life. They like to have awarded what they have done.

Successfully Motivated - As a leader one must know the compliance o the employees. According to the strategic ambition we must have a clear and well defined recognition and reward system.

Employment - there may be people in the organization who are fewer skills in education and experience.

Hire the best - leading by example is the most suitable concept in this regards. We need to get the best people in the recruitment.

Good leader - you must have some good quality to lead the people in the organization.

Be a great example - you need to have more dedicated than normal on this regards. Peoples are looking at you all the time and they need good examples.

Be creative - try to do whatever you need to do new things according to the goals in strategic plan.

Learn to inspire - as great leader you need to create some works which inspire others and they think you as a real leader, you need to convince them for doing things forget the fullest output.

Message delivering system - you need to have a clear and well defined massaging system to spread the information.

Practice good communication system - this is beyond the message delivering system you need t build a good communication network among the employees.

We can compare the existing skills of a Manager and a Leader as follows,

A Successful Manager

A Successful Leader

Create Vision According to the strategy

Allocate resources Successfully

Can Create the change needed

Always Control the Complexity

Empower Processors, people and power

Control the processes, People and the Power

Align the workforce

Organize the Workforce and staff

Set the strategic direction

Develop and implement the Plans

Always promote positive Outcomes

Always prevent the negative outcomes

Personal Leadership Development.

Opportunities to support leadership development

There are so many opportunities we can offer for developing the leadership.

Following are some of the supportive to development of the leadership.

Integrate - this refers as the reflection of the experience you have gain, the more you have gain the more you can deliver. You may have gained a self monitoring system and also you can have assessed our ok of done.

Self efficiency - a right coaching and the right training may lead the one to evaluate self efficiency by him. This is a good opportunity to cover up the leadership experience.

Experiential learning - this is very important to have, observation and reflection is one major part of this learning, we have an opportunity to observe the works and al we have a chance to reflection on the works to correct those. We can have a solid experience that will help the leadership development. We also can make concept to testing new situations.

When we develop the leadership it will support us to achieve the following opportunities,

Developing life purposes

We can stat the actions immediately

Always focus on gaining

And also we can develop achievable dreams and effective workloads do

Personal development plan to direct leadership development and the implementation process

Every leader must have a special character that he will never do the same mistake or wrong in twice. So there he need to have continues assessment

or monitoring system to defend him. There we can have a cyclic system to make the development plan as follows.

We need to have a reflection system. And also we need to have conveyed our plans to the other for implementation. And after practicing the plan we need to have a proper assessment and get the feedback for redevelop the plan.

Assessment

Develop the Plan

Practice and Reflect

Give to the Works to Implement

Before we make a development plan we need to identify the development plan tools first,

Classes/ Education materials- we need to identify the and collect the educational materials we need to make the plan.

Mentor or Supportive - we need to have little resource personal to create the goals.

Events - we must understand the relevant events before making the plan.

Finally we can have the personal development plan here we have a sketch of that plan.

Goal Area

One year

Three Year

Five Year

Ten Year

Physical/ Body

Finance

Career

Social

Personal

For each and every goal must have a good understanding about how you achieve the goals and what exactly do I need to accomplish those.

According to the strategic directional plan we can justify the implementation process by directing the correct strategies for each.

Simplify the system and free up the resources - we need to have a clear vision on how the system will work and need to redirect the strategies according to free up the resources.

Enhance the Skills of the employees - the most important part of the implementation plan is the workers, we need to focus in good attention the workers skill level uplifting programs.

Build the strength of the work place

Utilizing the resources more efficient and effectively

Enhance revenue generation

Link the plan and the main budget of the company - this is the most wanted part of the strategic plan implementation, we need to align the budget according to the strategic plan.

Effectiveness of the leadership development plan

We need to assess the outcomes of the strategic plan, there are basic terms of the plans we can list down all those in below

Goals - goals are specific so that we need to assess the goals according to the plan outcome.

Objectives - to achieve the plan we need to have clear objectives to assess.

Strategic Activities - there are some activities that come under the strategic plan call strategic activities.

Tasks and resources - we need to assess the task in the strategic action plan.

Each of these basic terms we have outcomes to assess. And also we have the achievements of those outcomes.

We need to asses achievement of the Mission and vision according to the overall purpose of the organization. We need to critically analyse whether the mission and vision statements are reference by the plan.

Stock outside and inside of the company: we need to have an assessment of the environmental scan. We need to identify the driving forces of inside and outside of the organization.

Establishing the goals - according to the overall mission of the organization we need to establish the goals. We can assess the outcomes of the company by analysing the goals achievements.

Analysing the situation- we need to assess the plan by analysing the situations thoroughly. So we can have the outcomes of the different situations.

The entire outcome should be SMATER so we need not to have complicated outcomes. We need to understand the impact of the effective strategic plan; if we can get the information on the achievement of the objectives we can update and review the strategic plan very easily.

These are the impact of the achievement on objectives

Develop effective strategic, leadership and management at all the levels

We can offer well customized service and prioritise all.

Provide a self improvement programmes to create more leadership in the organization.

Creating a good network connection among the sector.

To update the leadership development plan we can identify few key areas to change and to develop.

Encourage innovation through the leadership

Continuously assess the workers to identify the innovation creations.

Conducting training programmes to encourage the employees through the leadership.

Plan Change

After having continuous monitoring scheme we can identify drawbacks that we need to have cure immediate. Plan change is the most effective one for this kind of mates. We need to have a plan B all the time.

Lead Change

One the company does not go according to the mission and vision we need to change the leader. This can be identifying from the employee unsatisfactory and low productivity.

Implement change

We can change the implementation plan according to the changes we need to have in the strategic plan.

We can have steps of the review and update of leadership development plan.

Following are some of the steps that we can take in to consideration.

Step 1: Analyze Your Skills

This analyse tells the areas that you need to organize and develop. This will update the skills of you leadership skills.

Step 2: Goals development

You need to have a self examine the leadership plan of yours. And you also can have ore chance to develop and update you current goals at any stage.

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Step 3: Refine Your Personal Intent Statement

You need to refer the development goals according to your personal ambition.

Step 4: Specific Ways to Reach Goals

You must have some specific and unique understanding ways that can reach the goals easily. You may grab the leadership tools according to the update you plan to implement.

There are various ways that you can teach your leadership goals such as Non-Classroom/Team Experiences, Campus Activities, and Mentoring Programs. The activities you choose should bond directly with your goals.

Step 5: Anticipated Outcomes

You need to have SMART goals that can anticipate the outcome.

Staff welfare environment that support organizational values

Values fo an organization

There are various values in an organization, we can list down so many values in different kinds of organizations.

Few examples of values are listed as following,

competency, equality, integrity, service, individuality, responsibility, accuracy, respect, dedication, improvement, loyalty, credibility, honesty, diversity, innovativeness, teamwork, excellence, accountability, empowerment, quality, efficiency, dignity, collaboration are few of those

values. We need to assess the corporate commitment o those values according to the staff welfare.

Let's find out the staff welfare and how it commits the organization values. There are many aspects related staff welfare, most of the time it balance the life and work of a worker, and it create the flexible work environment of the staff. And also the most important thing in staff welfare is the reduction of the work stress.

Staff welfare also depends on the leadership styles of the organization as well. We can have variety of leadership styles which support to have good commitment in the staff welfare. And also it affects the values of an organization as well. In this matter there are ethics going according to this leadership styles.

The human resources department should transformational, supportive and directive. According to the sample data here the human resources department shows all above leadership style moderately. The above mentioned leadership styles should be uplifted trough out a proper guidance. The logistic and solutions department carries out various types of activities. So the people in this department should have high level of transactional, directive, supportive and achievement oriented style. Event they show the high level of transactional leadership style have the other styles moderately. So some steps should be taken to uplift the directive, supportive and achievement oriented styles.

Most of the leadership development plans include the staff welfare accordance to the needs and wants of the staff.

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Conclusion

This study covers a wide range of leadership development. It enables us to identify the strategies we need to implement for successful business development plan. And also it shows us about the strategic development direction, and how it works. What is the component of the strategic directional plans also shows us in the assignment. And also we can learn the strategies that will help s to be a god leader.

Using a leadership style that encourages high levels of member transformational leadership style in decision-making processes may certainly be effective in improving organization, but other leadership plans may work equally well if one is to believe the indications of this study and if management theories from industry can be applied to diversified company.

Leading a diversified company is complex, and the strategies used can be difficult to classify. Effective leadership in a diversified company setting cannot be packaged neatly and is almost impossible to explain to those looking for easy answers. Effective leadership requires leaders to understand people, to “ read” situational dynamics and to exercise the leadership strategies that fit the situation. Therefore, telling leaders that being a good leader always means using multiple leadership strategies and developing inclusive leader/follower relationships may be overstating the case.