

Hrm innovation and change



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Synopsis ' The leadership of Change' taken from the book, Organizational Change by Barbara Senior and Jocelyn Fleming is a critical study of the importance of organizational leadership in propagating change. The authors have emphasized that the role of leaders, managers and the administrators of the organizations becomes more challenging when new strategy and changes are introduced in the organizations. The good leadership ensures effective communication with the employees with shared vision of the new strategy thus promoting better understanding among the employees for easy adaptability to change.

The chapter elaborates that the traditional role of managers were confined to the well defined parameters of organization's goals and management guidelines. Leadership, on the other hand, basically refers to people who have the capacity to bring about changes in other people. Indeed, leaders create visions and goals whereas the managers and administrators work towards achieving them. Hence, in the contemporary environment competitive business, managerial leadership has become the need of the hour. The examples of the dynamic leadership of Leahy of Tesco and O'Leary of Ryanair illustrates that to develop effectiveness in strategic change, flexible approach to managerial leadership that is more labor friendly needs to be adopted. It should also believe in developing joint goals and objectives that are mutually beneficial, thus fostering mutual beliefs and better understanding of each others value system.

Reflection

Project can broadly be defined as a specific time bound work with specific objectives and goals; budget; and resources. I believe that the successful completion of project therefore, requires teamwork that is defined by shared

leadership. Leadership helps to promote smooth functioning of the various processes within the parameters of project goals. The cut throat business environment demands dynamic leadership who strives to create value based mission and inculcates confidence amongst the various stakeholders. Indeed, the project management helps provide the tools to achieve project goals through well planned strategy. At the same time, the managerial leadership would not only facilitate an intangible stability among the team members but also provide impetus for improved performance that result in efficient and time bound completion of the projects.

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Reference

Senior, Barbara and Fleming Jocelyn. (1992). Organizational Change. Prentice Hall.