

Global and leadership change assignment



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All this is certainly true. But what are the adequate skills required for leadership in the 21st century? This assignment will explore some must-have skills for new leadership in 21st century. It will consider about entrepreneurial mindset, the role of telling story in engagement employee and the effective of online network. Group yeoman and reflection through lecture series will also mentioned.

Leadership in 21 SST century: new leadership Broached, 2014 in his speech ‘ Management in 21st century’ showed some statistics conducted by COM found that: 47% of workers have left due to bad management 49% would take a pay cut if they could work for a better manager 50% believe they can do a better job than their manager 68% are ‘ accidental’ not ‘ aspiration’ managers 63% had no management training Only 28% had a formal management qualification And he believes that managers and leaders will need to be retrained and developed with new skills and attitudes for 21 SST century.

Alvin Toffee also said that the illiterate of the 21 SST century will not be those who cannot read and write but those who cannot learn and unlearn and relearn (cited as Broached, 2014). The business environment today always changes rapidly which requires leaders have the development through learning. The most vital thing for 21 SST management is need to action learning to train themselves and develop the ability for questioning to study. Entrepreneurial Mindset in 21st The 21st Century world loves but has a dearth of great entrepreneurs.

Successful entrepreneurs like Henry Ford, Bill Gate, Steve Jobs, Richard Brannon, and Mark 2 Leadership in 21st century Seersucker are admired, envied, celebrated (Shah, 2012). But how can the business world have more of them in today? To survive and develop in this hard time, the company needs more creative and innovative employees. It is difficult to expect someone without an entrepreneurial mindset engaging in entrepreneurship activities. Moreover, Aspen Institute (2008) argued that the entrepreneurship mindset is needed for not only start-up business but also for existing businesses.

Although the fact is while the unemployment rate is high in the world, many employers implant that they cannot find qualified candidates they need (Capable, 2011 The number of skilled workers has declined, says the Manpower's, a global consulting firm with offices in over 80 countries (Manpower Group, 2012). These entrepreneurs have in common about the reason of their success not because of their university experiences but is their creativity (Shah, 2012). A successful entrepreneurs is creativity, imagination, risk-taking, and innovation.

The question for 21 SST leader is how the organization can attain and develop creativity of employees as an entrepreneur. This can undoubtedly lead to the role of leadership in the organization and how can they encourage employees to involve in the development of company. The role of telling story in employee engagement General speaking, it is important for leaders to cultivate an open atmosphere that in which people can be the best they can be, said by Taylor (2014) in “ Transformational 3 Leadership”.

Employees can bring a different perspective and be a goldmine of great ideas because they are younger and more up to date with new and current trends. In particular millennial can be a huge resource for initiatives (Lavabo, 2014). Any organization that wants to be successful needs to be able to raise the passion and skills of staffs. Thus it is vital to design an effective and efficient work motivation in the business to engage managers and employees.

According to Short (2014) in “ The Global Value and Tough Truths Of Employee Engagement” lecture, engagement and performance are directly connected and manager style plays important role to engage employees. He also shows some statistics that in global engagement level in 2013, 63% employees not engaged and 70% employees who do not trust their management. A relatively new and effective tool for global leadership in order to engage employees is storytelling, which has positive influence on employees’ emotions.

The manner of storytelling shapes our understanding of events said in ‘ Language as the interface between leadership dialogue and practice’ lecture (Plat’s Cafe dialogue, 2014). Broached (2014) in ‘ Management in 21 SST Century’ also mentions about the role of telling story, that leadership requires engaging heads and hearts to mobilize others in organization to act together purposefully to achieve a vision. Telling the Story will open a door to learn and understand the world. In the world of business, stories help employees understand the rich custom and history of an organization and shape the sense of belonging.

Corporate storytelling is the communication of the company's vision, mission and direction in narratives. By doing this, it is expected that employees will try to interconnect with the strategy and vision of the company. They have the opportunity to look for meaning in their work in relation to the 'big picture' of the organization and its goals (Dietz & Silverman, 2013). The effective of online network The rapid growth of social media has significantly effect on the way people monomaniac at work.

Today's networked offices are full of technological development and people now live and work in the digital 21st century 'information age' (Broached, 2014). Not only have social media changed the way people communicate, but also these implications offer great opportunities for businesses in the areas of public relations, internal and external communications, building employee engagement, organizational learning and collaboration. These tools and groups turn social media into collaborative tools to increase productivity and workflow (Society of Humane resource Management, 201 2)

Most managers today understand the important role of online social network to build and enhance their networks. Linked Backbone, and Twitter can help managers to keep in touch with customers and colleagues and actively engage in corporate social media initiatives (Millions, Davenport, lyre & Davidson, 2012). The concern is how managers can use these networks to collect information and apply influence in an increasingly closely-knit, involving, and less-hierarchical in the office.

Other important question to leaders: Are they using online social media in your leader's role to create and evolve openness and transparency

organizational culture? Have they built their leadership skills through social network? 5 While it is hard to many leaders for connecting between different generations XX and Z (Plant, 2014) in the company, some companies deny to access to social networking sites. In fact, according to Dell, 2014 that 43% respondents to the survey reported that their organizations block the use of social media such as Backbone, Linked, and Twitter within the workplace.

Yet the ability to have profound conversations with constituents can ultimately contribute on the success of leaders. And in today's global world, leaders should pay more attention using the advantage of the technology and online network tools available to communicate and connect, in particular with the younger generation who spend a lot of time on social network. In addition, using social media have some challenges that leaders can face. For example, instead of more popular of social network, online network such as Backbone, Twitter are not welcome in (China Plant, 2014).

In term of employees, they are confused about how they should manage their social network. When our group discuss on the presentation, Way – one of the ember group raised a question: are you as an employee willing to be your manger's friend on Backbone (personal communication, October, 2014). Some colleague argue that they want to keep the professional life separate from personal life while some think that Backbone is a good way to get close relationship with their boss (personal communication, October, 2014).

And the better thing we can do is to create two Backbone accounts, one for family and friends, other one for work life and think carefully any status you post on Backbone. Group method 6 The Global Leadership and Change

module is unique as it is non-taught. Actually, when the group started learning, we were confused about what should we do and what we would have to do for the presentation. After got two consecutive D from tutors that made the morale of whole group was down, and we were uninterested with this subject. Then we discussed a lot and we needed to change.

Firstly, before the weekly lecture, each member needed to read and look for information around the topic. We used to have a group discussion the day before lecture to talk about the topic in advance. In this discussion each student had to raise at least two critical questions. Based n these question we tried to shape the context of our presentation. This solution was useful a lot when we can access easily the content of guest speaker' speech. For example, in topic “ The Rezone Crisis”, because of reading in advance we have a whole the picture of the crisis and can actively engage on the lecture.

However, sometimes we were failed because the topic was too huge with no limitations and we did not get clear meaning of the topic. However, we have already been familiar with the way to study this subject and could think critically, offer new things related to subject. In 20 minutes for preparing for the presentation, we raised the concern about the topic. Sometimes We had a lot Of ideas but sometime did not. That was really difficult for all group especially the leader.

Thanks the leader who always try to address the conflict in the group and implement the member's ideas effectively Refection 7 have got a lot benefits from this subject although have already struggled with this. Alongside the knowledge about global changing and leadership that are really useful to

become an effective leader in the future, will mention about the skills that I gained through the subject. First, it helps me and other members improve my presentation skill a lot. General speaking, I have had a lot of time to do presentation when I have worked in the company. However, I got different experience during that time.

I have learned time management and the way how to engage and attract audience in the presentation. Second, another experience is how to work as a part of team that combines diverse international students. This meant that we had different culture, different way of thinking and different age. We have worked together for a long time with a lot chaos but fun. By sharing thoughts, emotions and knowledge and accepting individual perspective we have become more understanding about each other and enjoy the time we worked together. At this time, can say that we are not only classmates but also close friends.

In addition, can understand more the learning style in the UK University. It is definitely different with the studying in my country university. I become more active, engaging in the group discussion and lecture. Fulfill myself from the lecture Conclusion adhering skills for the 21st century are not the same in the 20th. In a competitive world, leaders are required to take risks, inspiration and titivation, and create new strategic partnerships to deal with global challenges (Greenberg 2012. While there are literally dozens of traits that leadership scholars point out as must have, certain skills keep coming 8 up.

This new horizon to their role has required Leaders in 21 SST Century to continue learning and relearn themselves because everything will be changed quickly. Failure to learn can lead to be rejected on the global market today. Leaders also need to take care the working environment to encourage employees be creative and express their ideas. The role of telling story is also important implication for leadership skills. Telling story can involve employees and align their performance in the vision and mission of company. In addition, the development of technology can make influence on leadership skills.