

Leadership



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Torrent Cox Due week 9/ Date: June 17, 2013 Abstract This paper examines the leadership style of Ursula Burns and it describes what influences, values and behavior leadership has on an organization.

Leadership has been defined as the processor of influencing others and of facilitating individual and collective efforts to accomplish shared objectives. .

Provide a brief (one paragraph) background of the CEO. Born September 20, 1958 in New York City, New York Ursula Burns has been married to Lloyd Bean since 1988. Seen attend Columbus multiversity winner Seen earned near masters AT sciences degree in mechanical engineering, Polytechnic Institute of New York where she earned her bachelor degree in mechanical engineering and Cathedral High School. She was named CEO in July 2009.

Ursula Burns is the first woman to succeed another woman and the first African American woman to be the CEO of a fortune 500 company. She olds

the seat of Madam Chairman and CEO of Xerox. 2. Analyze the Coo's leadership style and philosophy, and how the Coo's leadership style aligns with the culture. Ursula Burns feels that you should adjust your leadership style in a way that makes it feel natural to you. Bringing people into an organization is an important role of a leader, Ursula believes they should fit into the organization and into the role you're hiring them for.

She says selecting the right people to create teams, a good strategy and the ability to communicate are all key parts of being a good leader. But he strongly believes that while accomplishing your leadership role you should remain true to yourself and feel natural. Her philosophy in life is " to succeed you must do something you love" a lesson she learned from her mother at an early age. Xerox has a famously strong culture for being nice everyone should feel part of a family, they say we are real people working with real people a team based company, it also a culture of possibility.

Xerox states sometimes things are hard to do and they feel if something is hard there is nobody better to do the job. 3. Examine the Coo's arsenal and organizational values. Ursula Burns believes you should lead with values and that you should never ever forget your family and friends. She feels you should seek the right person to spend the rest of your life with because that decision will determine 90% of your happiness or misery. Ursula says you should never live your life with regrets because your career took president over your family. Sees, work hard, and show education and commitment. " But you should always remember that you are human and connections to our families, friends and partner are some of the most important connections in our lives. She spoke at a Commencement Address and stated: All of us who

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work at Xerox share many values---a deep belief in the power of education to transform lives a passion for diversity and inclusion in all their forms, an assumption that technology is our servant and not our master, and an eagerness to shoulder the challenges of environmental stewardship. .

Evaluate how the values of the CEO are likely to influence ethical behavior within the organization. With her leadership style Mrs.. Burns could fall in the category of being ethical leadership. It shows that she has a strong sense of loyalty, education, and she respects the opinions of her employees. In her January 26, 2011 letter of address to her employees she emphasized that they should never compromise their values or integrity. She also expressed the fact that their core values is an important part of Xerox's heritage and defines them as a company.

Ursula Burns make them aware that she is counting on them to be the role model leaders in the ethical behavior by complying with the company policies and understanding the company's Code of Business Conduct. 5.

Determine the Coos three greatest strengths and three greatest weaknesses. Ursula Burns has gained the success, respect and many accomplishments by being strong in her beliefs, remaining fearless when it comes to decision making and believing that impatience is a virtue in life not as many others believe that patience is the virtue.

Top executives within the company as well as those with other organizations talk about her strong industry knowledge and her technical prowess. They also speak on her willingness to take risks, her sharp sense of humor and her frankness. Others feels she need to learn to a balance between micro-managing and understanding; learn better listening skills and to be seen

more by investors and others in the industry. But Mullahs once told the New Times, " Every weakness is one she can easily fix" None 1, 2003). 6.

Select the quality that you believe contributes most to this leader's success. Support your reasoning. The quality of Ursula Burns success to me is that is fearless in what she does and she has an open mind to diversity. She feels that failure and taking a chance are parts of the road to success. My reasoning on this is the fact that she took a struggling company with financial difficulties and turned it around to being the leader in sales in the industry. Ursula Burns has accomplished the things she has by being smart and fearless in goal setting.

According to a consultant quoted in the New York Times, " Even in her ass Burns was a smart, unconventional thinker who'd embrace new ideas while older executives at the table were rejecting them" None 1, 2003). 7. Assess how communication and collaboration, and power and politics influence group dynamics. Groups are made up of a number of individuals coming together to focus on a common goal. The groups have many influences on an organization. Lack of communication creates situations where errors can occur.

Collaboration is needed in the group for the common goal to be achieved among the group members. Power is the ability of the group or person in the group to influence others or the organization. It is the way of getting what you want done in the way that the group/person sees fit to get it done.

Politics in organizations have been described as the things people say ND do

to acquire and chance other resources to obtain different outcomes to their pleasing when there is uncertainly or disagreement.