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Introduction

The implementation of leadership initiatives is a major factor in increasing revenue and productivity. To guide an organization towards expansion and success, it requires great leadership. The financial performance of a business may be significantly impacted by leadership that encourages and inspires staff. A business may use a variety of leadership philosophies and practices to enhance its strategy, policy, and decision-making. The capacity to identify the most effective leadership philosophies and techniques is essential for encouraging and inspiring staff to meet organizational objectives. Furthermore, every company may create a morally and healthily conducive work atmosphere with the use of ethical management methods. By doing this, a business will be able to more effectively integrate its divisions and allocate its resources among them.

1. Organization's leadership practices adopted by the leaders of the organization

To accomplish its long-term objectives and motivate its staff to put in extra effort and accomplish their daily goals, a firm must use sound leadership methods. Atrizka & Pratama (2022) state that for organizations to grow and prosper, they must adhere to a number of crucial leadership principles. Any organization's future visionaries and goal-setters need to be able to make the connection between their daily job and their business knowledge. But determining which leadership techniques and tactics would be most beneficial in accomplishing the aims and objectives of

The business. Williams's views from 2021 state that leaders have an obligation to put policies and procedures in place that will enhance their capacity to act in a way that is compatible with the organization's values and to make choices. Furthermore, these kinds of procedures and approaches need strong leadership in order to motivate staff members to collaborate towards a common objective. The productivity and efficiency of each employee will increase, increasing

the team's total production.

The BHP group is renowned for using modern leadership principles that have aided in the growth of the business. Onyeador, Hudson, and Lewis Jr.'s research indicates that this kind of leadership focuses on building the organization as a whole through implementing strategies to enhance decision-making and problem-solving processes, creating open channels of communication, fortifying relationships with staff members, and encouraging a collaborative work environment. This company's management adheres to democratic philosophies of leadership, which has assisted the business in upholding its principles. Starting the decision-making process with managers and department heads is a crucial aspect of a democratic leadership style as it guarantees that all relevant viewpoints are heard. The ideas of Paais and Pattiruhu (2020) state that this style of leadership has given workers a say in decisions that affect the whole business and enabled the organization to take into account the views of all divisions. Democratic organization leaders are more suited to cultivate an environment that supports development and productivity. As a result, the business has increased productivity without compromising worker happiness.

Democratic leadership aims to increase cooperation and employee involvement. This encourages a collaborative culture inside the organization and allows the

Communication of knowledge is crucial between employees and management. When combined, these two elements reinforce internal corporate initiatives to promote creativity and cooperation. Additionally, it boosts employee engagement and morale inside the organization (Oreg & Berson, 2019). A drawback of this style of leadership is that it takes time to make decisions and follow procedures based on feedback from all managers.

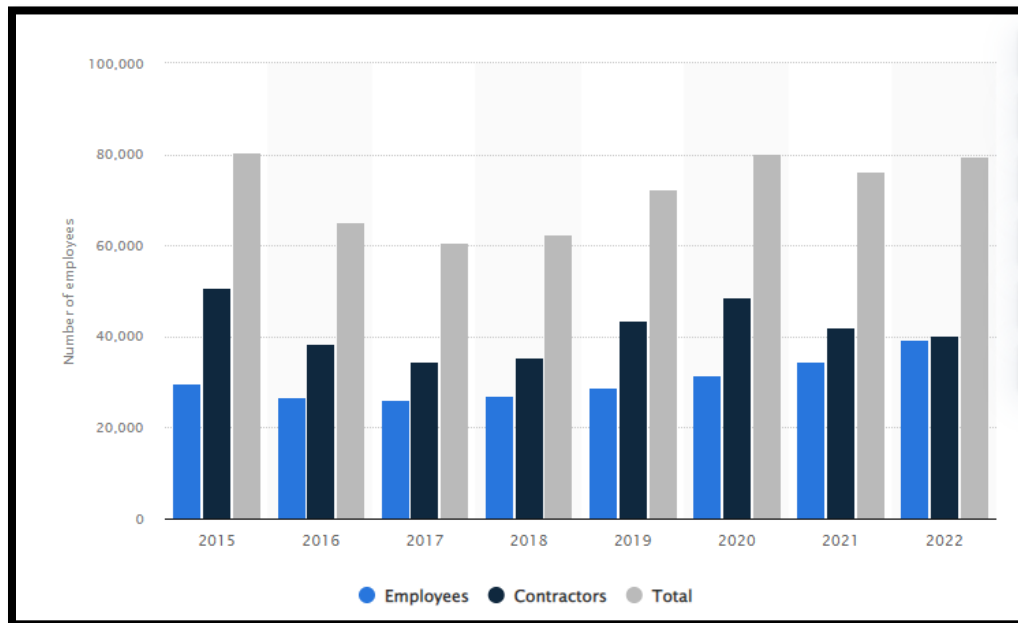


Figure 1: Number of employees in BHP

(Statista.com data; year: 2022)

The aforementioned graph shows how various BHP group employees' careers have benefited from strong leadership. This organization has had extremely strong personnel retention rates in the last several years. It employs more than 79,471 people worldwide at the moment. The established leadership style helps executives understand the foundations of the organization.

To create an environment in the workplace that values integrity and fair play, both employers and employees must meet certain standards. This advancement will also help the company's strategic objectives and policies, which have helped the business's sales and revenue grow. Effective leaders, according to Kivipld, Türk, and Kivipld (2020), should look for and apply creative solutions to the issues affecting the business in order to maximize productivity and profitability. These are just a few examples of the company's tried-and-true management techniques.

The ability to implement successful leadership techniques and strategies inside an organization may help staff to concentrate on critical choices and apply innovative approaches to accomplish long-term objectives, so transforming the organization. This aids in resolving democratic government's issues. According to Dhar & Mutalib (2020), leaders that embrace a transformational strategy are more adept at inspiring and motivating their people to increase output and efficiency. It assists senior management in the organization in developing a plan of action to address the difficulties encountered by certain divisions. The main aim of transformational leadership is to motivate and influence staff members to achieve the declared aims and objectives of the company. Employees are motivated to think creatively in order to accomplish organizational objectives. Adopting a transformational approach allows leaders to encourage and enable their staff to come up with innovative solutions to issues.

2. Critical analysis of the leadership practices adopted by the leaders of the organization

The enhancement of sales and profitability ought to be the ultimate objective of leadership in every organization. According to Newstead et al. (2020), a leader must possess strong leadership qualities in order to embrace the successful strategies and practices that would propel an organization to success. The democratic leadership style used by BHP Group executives may have both advantageous and disadvantageous consequences for company operations. The objectives and culture of the organization may influence leadership styles. By implementing a more democratic structure, the organization has enhanced communication with its staff and the leadership's capacity to guide the business towards its objectives. This helps to create a positive work atmosphere. The corporation generated \$137.97 billion in 2021 after converting to democratic management, according to Statista.com (2021). Due to this, the corporation is now among the top mining concerns in the world.

Sustaining favorable employee relations is critical to the growth and success of a business. Consumers are more inclined to stay with a business that values democratic leadership, where their opinions and suggestions are respected and acknowledged. According to Sunarsi et al. (2020), it contributes to a welcoming and comfortable work environment. An organization has to work at building stronger relationships among its staff members if it wants them to collaborate well on daily goals. Building a team is crucial to being a successful leader, and every business should place a high premium on it. Because of this environment's receptivity to fresh ideas and viewpoints, workers are more driven, inventive, and cooperative.

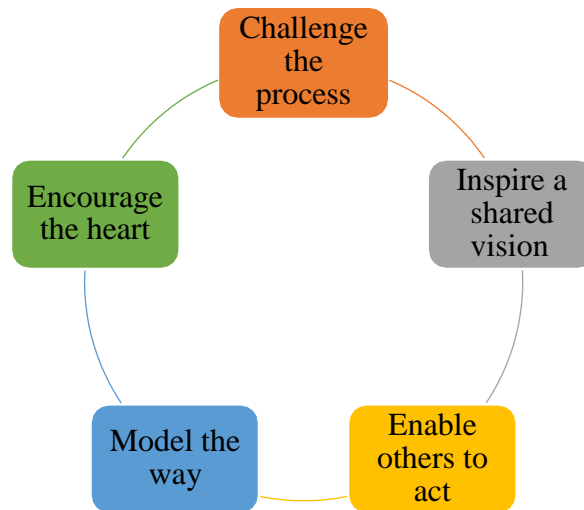


Figure 2: Leadership practices and policies

Democratic leadership has many advantages, but it also has certain disadvantages that might negatively impact daily operations and the company's ability to turn a profit. The decision-making process is slower with this style of leadership since it requires taking into account all the factors and conditions that rely on the leaders of various organizations, according to Waruwu et al. (2020). This might have an impact on laws and policies that need quick action. Additionally, it's possible that the employees won't be able to give it their all, which will affect their productivity. It might be overwhelming for leaders to put in the extra work necessary to research and assess the viewpoints and ideas of other departments. The organization's top brass will need to put in place new policies and procedures that are based on an alternative leadership style in order to overcome the shortcomings of the current leadership style. The sales ratio and profitability of a business are closely linked to the management style of the organization's upper management.

To reach their maximum potential, leaders in an organization need transformational leadership just as the rest of the workforce does. This leadership style's main goals are to motivate staff members and change their minds about performance-based compensation. The goal of this style of management is to inspire team members to give it their all. Oreg & Berson (2019) suggest

that a transformative leadership style enables leaders to perform their responsibilities while enabling employees to contribute their utmost. By exhibiting transformative leadership, leaders may be able to win over their colleagues' respect, loyalty, and trust. Employee motivation has increased as a result, which has helped BHP Groups maintain a high rate of client retention. Under this kind of leader, workers may be granted wage raises, bonuses, and promotions based on their performance. In a similar spirit, subpar work may have an impact on an employee's standing inside the organization. Motivating their staff to reach their greatest potential is the goal of transformative leaders.

Transformational leaders aim to inspire their staff to collaborate in order to achieve the objectives of the company. The organization's leaders were able to express the organization's goals and objectives with clarity as a result of their leadership. One other tactic and approach to increase sales and profitability is to incentivize staff members to give their all. Leaders propel firms forward by motivating and guiding staff members towards common objectives. Furthermore, it motivates employees to surpass expectations in their job for the sake of the company as a whole. It is well known that this style of management encourages teams to put their own success ahead of the needs of others. But there are some shortcomings to this leadership.

viewpoint that considers the whole picture. This shows that the leadership approach prioritizes formal policies and guidelines above the incentives that motivate employees to do their jobs. Furthermore, pushing workers above their boundaries might result in a sense of overwork. The business must consider the shortcomings of this style of leadership and devise solutions.

3. New Leadership Style Proposal

The Australian mining corporation BHP has its headquarters there. The new dual listing system structure has helped BHP better analyses customers, staff behaviors, and management adjustments. At the moment, BHP is a collaboration between two prestigious Australian and British businesses. The "Australian Securities Exchange (ASX)" and the "London Stock Exchange (LSE)" have announced their intention to merge into a new company named "BHP," the massive Australian mining company. The novel idea of combining such massive companies from two distinct organizations brings a number of challenges, concerning employees as well as clients. Since BHP is in the mining industry, it obtains metals, ores, and minerals using a variety of techniques. According to Da Veiga et al. (2020), this approach was chosen at the time of the most recent business merger.

Although the new strategy has severely damaged the majority of the current policies, it has brought in enormous profits for the company. Businesses have come before us amassed a broad variety of market resources using comparable techniques. Still, there are a few issues with the current regulations.

The inadequacies and backlogs of the existing policies were impeding the generation of significant earnings. BHP will need to alter its current strategy if it is to increase earnings. As a result, they have put some fresh tactics into practice to encourage consumer interest and market development. These adjustments were also necessary since the corporation was entering a new phase that called for the merger of two sizable, unrelated organizations that had the same objective. Numerous subjects are covered in this examination, such as the future of the company, the policies that have been put in place, and the new leadership style. The company's current policies have been assessed. The importance of the selected leadership style is assessed at the conclusion of the research in light of the current policies (Kory & Kanne, 2020). Extensive

research has also been done on the impact of leadership style on a company's financial performance.

a. Evaluation of the existing leadership style and its importance on the future aspects of the company

Formerly, BHP was a family-run business. However, there was a noticeable increase in the quality of leadership after the merger of the two significant Australian and British corporations. Compared to its previous approach, the organization is now using a more democratic leadership style. Despite stark differences in how their management decide to divide the company's resources, the two largest corporations in Australia and the UK have merged. A range of strategies are used in an effort to reconcile divergent opinions in support of the organization's main objective of continuous growth. According to Alzoubi & Ahmed (2019), these modifications have provided the organization more flexibility and brought in a more democratic management style. This management approach has allowed the business to being a significant participant in the mining sector has been made possible by the company via a number of management strategies.

This creative leadership quality has made it possible for the management structure to expand in flexibility. The company's flexibility has allowed it to better satisfy consumer needs, which has increased its market value. Two distinct companies with enormous titans merged to become one in 2001. Following the market merger, revenue collection increased astronomically fast. Based on information gathered by Statista.com, BHP's income in 2021 exceeded the previous record set in 2008 by more than 60,8 US dollars. The 2008 record high was \$59 at the time. According to Schiuma et al. (2022), a "democratic leadership style" might support the upkeep of solid internal relationships and a positive work atmosphere. Positive employee feedback attests to BHP's

success in fostering a happy workplace. This increases the company's trust with its employees and helps it draw in and keep top talent. Building credibility is a must for capturing a large portion of the market and generating enormous profits.

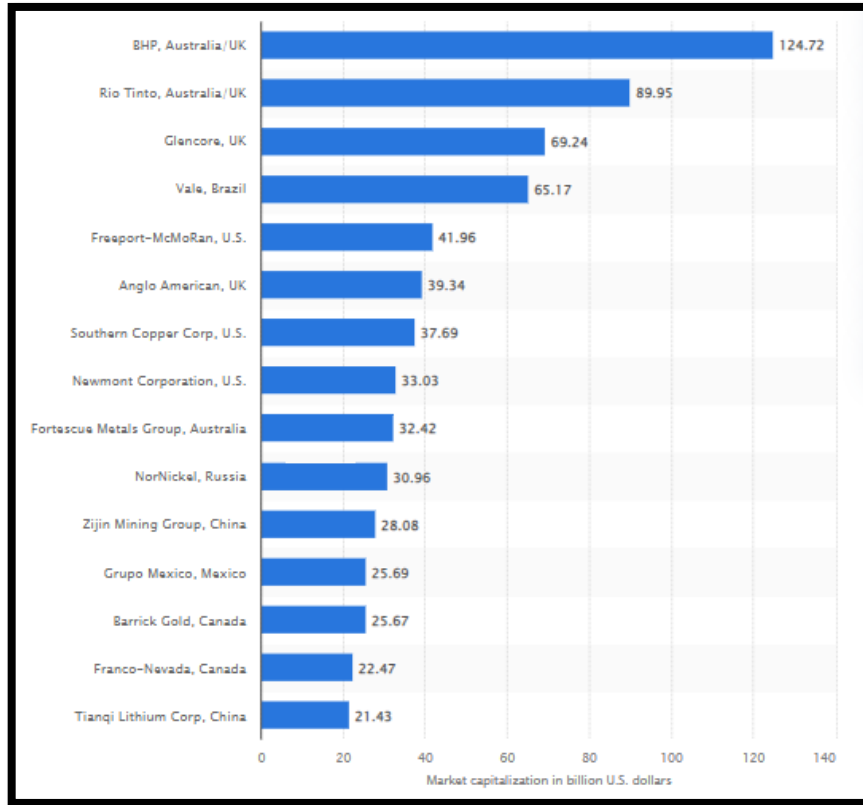


Figure 3: Worldwide leading mining companies

(Source: Statista.com, 2022)

All of this suggests that the company has an efficient management structure, which has surely aided in its success in the global mining sector. In order to effectively compete in the global mining industry, a more democratic approach is needed. Building a significant market presence requires a strong working relationship between the employee base and the hierarchy, claim Kory & Kanne (2020). More than any other kind of leadership, this one is essential to the company's future success in this area. However, the corporation is now running at a little loss due to considerable technical developments. If steady growth is to be maintained, this lost margin has to be examined.

b. Influence of the chosen leadership

Recent technology advancements need the corporation to amend a number of its current regulations. Technological improvements need changes to some of the present policy implementations. Technology must be included into the new leadership paradigm. According to Lloyd and Payne (2019), the new leadership paradigm demands that technology approaches be included into management processes. Corporate behavior is impacted by these tendencies to embrace cutting-edge technology. BHP has made a name for itself as the biggest mining business in the world. Following their merger in 2001, the management of the merged business had to adjust to working with staff members from two quite different cultural backgrounds. This organization supports a "transformational leadership style" in particular. This organization may benefit from a transformational leadership style for a variety of reasons.

Aligning the company's commercial activities with the demands of growing markets is its main objective. According to Kirchner, Ipsen, and Hansen (2021), any organization may benefit from transformative leadership. Any administration may create policies that satisfy the demands of the market by using this style of leadership. As we go into the next stage of technological progress, many various products will need to have their technology improved scientifically. This kind of leadership is very beneficial since it is flexible enough to identify areas that need to be improved in order to provide better service to clients. BHP is a global mining corporation. They must therefore mine the market for ores, minerals, and metals. Using technology to regularly check on the status of all shipments, completed items, and raw materials is essential to reducing concerns throughout the manufacturing line. It will assist the business in completing its necessary tasks. Better

Furthermore, dialogue is crucial since it makes it easier to resolve issues that could arise inside the organizational hierarchy.

The transformational leadership style is highly dependent on openness and truthfulness. In the business sector, integrity is crucial. Every company needs integrity in the workplace, and BHP is no exception. According to Alzoubi and Ahmed (2019), a company's management structure has to be both rigid and flexible for the transformational technique to be most effective. This strategy is beneficial since it enables the quick introduction of any improvements.

c. Better communication to utilize technologies

All sizes of organizations need to prioritize communication. In order to enhance the communication system, implementation is required. As soon as we improve our communication skills, the door to success will swing wide open. Whysall, Owtram, and Britani (2019) contend that problem-solving via dialogue is the simplest and most efficient approach. In the case of BHP, there has to be more communication among the whole organization. Furthermore, it is essential to improve interdepartmental communication in order to more precisely and efficiently target concerns. We shall closely monitor any difficulties and problems that emerge during the department-by-department implementation of the proposed regulations. The several departments that make up BHP need to communicate with each other more appropriately and effectively. Ineffective departmental communication reduces supply chain efficiency.

This kind of leadership is very beneficial since it is flexible enough to identify areas that need to be improved in order to provide better service to clients. BHP is a global mining corporation. They must therefore mine the market for ores, minerals, and metals. To allay concerns about the supply chain, technology has to be used to regularly track the status of completed items, raw materials, and exports (Lin et al., 2020). It will assist the business in completing its necessary tasks. Since the organization's administrative structure is prone to issues, better communication is also necessary. The best mining firm in the world is BHP. Improved team communication may

lead to a greater understanding of the team's problem-solving capabilities. Since logistics is the most crucial process, BHP need an internal communication system that is dependable.

d. Summary of the existing network and its outcome on the future aspects

With the help of its current strategies, BHP has been able to solidify its position as the leading mining firm in the world. However, in order to optimize profitability, many deployments are necessary. It is necessary to develop methodologies and processes to meet market expectations. Every piece of technology has to be used. According to Kory and Kanne (2020), these technological applications will aid in illuminating a variety of business trends. Both the number of workers and the amount of money produced have increased recently.

Following the market merger, revenue collection increased astronomically fast. Based on information gathered by Statista.com, BHP's income in 2021 exceeded the previous record set in 2008 by more than 60,8 US dollars. The

The 2008 record high was \$59 at the time. The effective management system makes it feasible for these significant outcomes. According to Whysall, Owtram, and Brittain's (2019) analysis, BHP would need to make several changes to its current practices in order to keep its standing as the leading mining corporation in the world. Even though these changes are quite little, they are crucial and unique. The management of the organization must use these implementation strategies.

The organization needs to update its antiquated logistical systems with state-of-the-art technologies. Both freight monitoring and inventory management will be enhanced by this

system.

There won't be any problems with the way the products are distributed. The communication infrastructure has to be adjusted in other ways as well. Thanks to new technology, the company's many departments will be able to connect with each other more effectively. It is possible to improve the tracking system, improve customer satisfaction via improved communication, and improve the logistics system..

Conclusion

In summary, effective leadership is a crucial component of every successful business. By using the best practices and strategies, company leaders may guide the organization towards its short- and long-term goals and objectives. The company's objective of growing its client base and income stream has encountered fewer obstacles thanks to the executives' use of transformational and democratic leadership styles. By encouraging excellent leadership practices and creating effective communication networks, putting the suggested leadership style plan into practice will aid in the success and advancement of the selected organization.

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