# COVER PAGE AND DECLARATION

| | **Master of Business Administration (M.B.A.)** |
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| **Affiliated Center:** | |
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**Introduction**

Leading Organizations identifies the most challenging organizational issues leaders face and each one is followed by a set of extremely useful "how to" stages that include hard data, major ideas, and solutions.

In order to create and implement working conditions that promote productivity, senior and middle management must identify extra requirements. This encompasses the processes of work and organizational structure that promote efficient management leadership. The formulation of a corporate plan is also included. The capacity to guide teams of people toward accomplishing a task is known as organizational leadership. It includes the following abilities: Knowing how to align one's strengths with an organization's mission, putting together a strategic plan that supports that purpose, putting goals into action and holding teams responsible for completing those goals within a given time frame and in accordance with the strategic plan, recognizing potential obstacles on the way to a destination, advancing to overcome those difficulties, effectively adjusting as circumstances change, being composed in the face of uncertainty, having efficient communication, motivating teams of people to put forth their best efforts and cooperate in pursuit of a common goal, addressing the community's and internal stakeholders' worries (Burkhardt, Hohn, & Wigley, 2019).

Compared to traditional management, organizational leadership involves a wider range of responsibilities. Organizational leadership articulates the mission and vision of the organization, develops the strategic plan, and motivates employees to use their skills to achieve the objectives outlined in the plan and, ultimately, the leader's vision.

Traditional management only partially carries out the broad goal. The manager's responsibility traditionally has been to convey the leadership's direction, establish expectations, allocate duties, resolve conflicts, and accomplish the objectives set for that particular group.

In recent years, traditional management has been criticized for merely "maintaining" the status quo. Management cannot continue to operate in the same manner given the rapid pace of innovation and change. Every level of the organization needs leadership to think about how to enhance or modify present procedures to suit future requirements. Leadership within an organization is crucial since it: inspires teammates, Team members reciprocate the leader's actions; they'll be inspired to model the growth mentality for their teams and themselves and to think about how they can directly help the organization move forward, enables a problem-solving and judgment-based approach, Great ideas can arise in a psychologically secure environment where people are not frightened to speak up (Nadim & Singh, 2019).

Exponential development is feasible when a leader gives the people hired into their roles the freedom to create solutions and make choices, encourages respect, inclusivity, integrity, and communication. Every employee's contributions are valued since they are essential to the organization's progress as a whole, the

highly emotionally savvy organizational leader says. The leader upholds the principles of the company and exemplifies the respect, inclusion, and communication that are expected of every person. It enables organizational leaders to continue to have goals in mind. When people are given the freedom to carry out their responsibilities and come up with novel ideas, the organizational leader can concentrate on the bigger picture: advancing the purpose while preparing for the challenges that lie ahead (Malone, Groth, & Glazer, 2021).

## United Metal Company

United Metal Company produces metals and machinery for a variety of SME businesses around the world. It is a manufacturing company with 1,500 people. One of the main issues facing the organization that has an impact on the market's supply chain is employee retention. In order to assist the company grow and flourish in the best way possible, our research aims to examine the firm's existing leadership and potential remedies. As a manufacturing company, there are many modifications and styles that must be revamped as a result of the pandemic and new invention to enhance the productivity and workforce of the organization.

## Current Leadership Style of United Metal Company

Authoritarian (Autocratic) Leadership

This leadership style is Top-down management with one-way boss-to-employee contact. This is the most domineering management style, where management has total control over all business-related decisions. Employees are viewed as drones that must be closely watched as they work within predetermined parameters. Asking questions is discouraged among employees. In this way, directors give clear instructions on what they expect their subordinates to perform and reprimand those who don't. Employees are expected to follow instructions, avoid addressing the specialist in administration, and carry out their tasks consistently. Managers continuously monitor the work of their employees and micromanage it, but they do not have confidence in their staff's ability to complete tasks without coordination and constant monitoring. These types of managers are aware that their representatives need supervision in order to function effectively (Harms, Wood, Landay, Lester, & Lester, 2018).

Advantages: This management style enables quick decision-making and creates clearly defined components and desires. Setting strong and definite goals can help specialists work with untrained workers or large groups without doubt. Productivity will rise, but just so far as the supervisor is concerned.

Disadvantages: The drawbacks of authoritative administration style include a rise in employees' dissatisfaction, which causes a higher rate of turnover. A leader may feel overpowered if they are the one person within the organization who, in a figurative sense, makes decisions and determines the company's strategy. Burnout will result from this.

The remainder of the group is frequently unprepared to step in and assume the lead when a tyrannical pioneer becomes exhausted and unable to fulfill their commitments since they have never been in that situation before. A workplace where management makes all decisions can be perceived by representation as being typically moo push. The employee doesn't have to worry about anything other than carrying out their duties properly, which for many representatives is frequently considerably less burdensome than a situation where they are expected to offer opinions and weigh in on business strategies. Administration may manifest itself in a variety of ways (Chukwusa, 2018).

However, according to Nan Langowitz, a Babson Teacher of Administration and the head of the Center for Locked in Learning and Teaching, the most effective technique to project authority is through focusing on constructive agreements. We frequently hear lawyers state they will "lead by example," but Langowitz argues that it is important to consider what that example should be. "In the 'brand me' social media environment of today, authority must remain focused on reaching agreements that produce real financial and social respect. Not the leader should be important, but the arrangement.

She continues, "A true sign of management is the organization's or team's capacity for consistent high execution, even after the founding leader has left." "If there has actually been a venture among the group's members and motivation, they ought to be well-equipped to go successfully. These skills and methods have been integrated into high-performance cultures in organizations, but leaders must be established and strengthened. Taillard concurs that nothing is illogical with the right kind of leadership and management skills. That eventually changes how you respond to the question, "Why is leadership important?" According to Taillard "with superb administration, you'll build a vision and can inspire people to produce it a reality." "A strong leader can inspire everyone in a company to attain their greatest best." In the modern knowledge-based economy, human capital is THE differentiator. Therefore, effective leadership should attract, inspire, and ultimately retain as much talent as possible. "If you can inspire people and create the right circumstances, you'll be able to extract far more out of people and do marvels."

**United Metal Company Critique for the Leadership Practice**

<u>The effect of Authoritative Management in the Company</u>

Accepting the four categories of dictatorial pioneers' standard behavior affects worker performance.

First off, dictator pioneers favour a top-down communication style, a rigid pecking order, and a refusal to share information with followers. All of these actions divide and cause doubt between leaders and followers, leading to hapless representational implementation.

Second, authoritarian leaders frequently fail to honour the promises made to supporters and disillusion supporters. These actions seriously impair subordinates' ability to evaluate their own performance and harm the advancement of worker execution.

Thirdly, it is typical for innovators with authoritarian leadership styles to manage and control facts in order to maintain the benefit of control apart and create and maintain a strong impression. Such actions leave a poor impression on subordinates and are not helpful for improving worker performance.

Fourth, pioneers with an extremely autocratic style of governance place a strong emphasis on the unparalleled importance of execution. It is expected of subordinates to pursue high performance and outperform rivals. In the event that subordinates are unable to complete the assigned task, pioneers would severely rebuke and reprimand them. By emphasizing difficult tasks and potentially disastrous outcomes, leaders increase their followers' sense of fear, which inhibits change in how things are done.

In conclusion, we established that the execution of representatives is negatively correlated with dictator administration. On the effectiveness of the group, autocratic leadership can have both positive and negative effects. Experts must carefully assess the circumstances under which this kind of administration is appropriate. Dictatorial rule can improve group performance by boosting group mental stability when group members accept the advancement demanded by despotic authority. Absolutist authority, however, has a negative impact on group execution when the line of command is questioned by group members.

**New Leadership Style Proposal for United Metal Company**

One of the finest ways to maintain employee retention for the mutual benefit of the firm and its employees is to implement new leadership styles.

<u>A. Evaluation of the current leadership style in the organization and a revision of the current leadership policy</u>

One of the firm leadership's effects is staff retention, which has an impact on the company's output and results in delays and demand in the supply chain. In order to maintain continuous output, management

must constantly examine every aspect of the company. The supply and demand are impacted by the amount of resignations that is brought on by authoritative leadership on a monthly basis. Employees don't have a voice to share their ideas and suggestions with the company; they are just a number and can't participate in decision-making; the effects are severe if retention issues can't be resolved; and studies have shown that authoritative management is negatively correlated with workplace outcomes like collaboration, organizational commitment, assignment execution, and decision-making.

B. New Management Approach to Promote Staff Retention

The Persuasive management style, in this style of management, managers uses their persuasive skills to persuade staff members that the lopsided decisions they make are in the best interests of the team, office, or company. Directors using this management would welcome questioning and would discuss the decision-making process and rationale for methods rather than just telling representatives what to do.

This will help employees feel like a more valued and trusted part of the team and involved in important business decisions, which will reduce hostility or pressure between management and personnel. In this style of management, managers use their persuasive skills to persuade staff members that the lopsided decisions they make are in the best interests of the team, office, or company. Directors using this management would welcome questioning and would discuss the decision-making process and rationale for methods rather than just telling representatives what to do. This will help employees feel like a more valued and trusted part of the team and involved in important business decisions, which will reduce hostility or pressure between management and personnel. The use of persuasive management techniques will assist the business achieve more favourable results and improve relations between the management and its staff. group assurance should be raised. Each group member has a say thanks to participatory pioneers. Representatives are more convinced and committed to their profession since they play a vital role in the success of the organization. Encourage cooperation. Representatives are allowed the flexibility to collaborate in order to achieve goals, establish plans, and support one another. Collaboration improves communication between group members and results in increased certainty (Akanji, Mordi, Ituma, Adisa, & Ajonbadi, 2019).

Find imaginative solutions. Because delegates are encouraged to work together, there is an open exchange of ideas that frequently results in original solutions. Teams recognize decisions more quickly. Employees are more confident in the decision's conclusion since they know that each group member contributed to it. Enhance representative upkeep. Participant-driven managers foster a culture where people feel highly valued. They give employees several options for promotion.

The use of persuasive administration is frequently excluded from the conversation entirely and isn't as widely appropriate as other administration techniques.

However, in the two following circumstances, effective management can be quite persuasive. When used in situations where you are more knowledgeable than the audience you are addressing, persuasive communication is at its most effective. As the initiator and leader, it's crucial that you are able to effectively express your ideas, your plan, and why this is a fantastic and invigorating concept. As the leader, you are probably in charge of the team or extend, but you cannot complete all the necessary tasks without the aid of your team. Getting your group to agree that your ideas are sound can give them motivation to work harder and produce far better results. Effective approach to managing upwards.

You will be asked to contribute your professional expertise and judgment as an authority in your industry, which might be intimidating if you are unsure of the best course of action. In these situations, you want to convince those who are more experienced than you that they can trust your judgment. The entire process will be lot less demanding if you develop your persuasive administration skills, and you'll stand the best chance of gaining the reaction you need from your more senior colleagues (Bush, 2020).

C. A better departmental communication plan for 21st century technologies

People in the 21st century live in an environment that is heavily influenced by innovation and media, marked by access to a wealth of information, rapid advancements in innovation tools, and the ability to collaborate and fulfill individual responsibilities on an astounding scale. As we enter the third decade of the twenty-first century, many large organizations still haven't properly rebuilt their communications teams to handle the difficulties of the following decade, let alone the one that hasn't yet arrived.

I acknowledge that a 21st-century strategy needs a framework that takes into account the media landscape of today, how people access and use data, how they evaluate and think about companies, how they make purchasing decisions, and how they share suggestions. It's important to dissect the historic communications division demonstration before moving on to the contemporary structure.

In case you think this is routine, ask yourself: You have a sizable item PR team and a smaller corporate team. In contrast to the corporate group, the larger group supports governmental and emergency communications. While many still operate this work out division and choose to, or perhaps lock in, it as a marketing work, some communications divisions do include employee communications.

When social media is structured in this fashion, its core is frequently more geared toward marketing considerations than the thought-leadership bowed of communications staff. This show made sense in a command-and-control society where information flowed primarily in one direction, businesses controlled the data stream, and traditional news sources dominated the media landscape. It's been more than 20 years since that planet existed. It's no secret that over the past 20 years, the media landscape has undergone substantial transformation. Many of the breakthroughs that transformed our lives in the 2010s were listed in the first piece by renowned tech researcher Tim Bajarin in his arrangement on the long term of innovation. One of the biggest shifts brought on by these advancements may be an emotional shift in how

most people consume information from their HR departments. Fewer businesses integrate social media into their communications strategy when it comes to it. In order to sustain the company's output and staff retention rate on a bigger scale, determine the goal of implementing the new leadership style and the benefits and drawbacks of each decision. Keep the customer and the staff in mind. Develop the finest teamwork possible. Create every tool and demand that employees need in order to maintain the company's productivity. Encourage and involve staff members in using all digital platforms. Take part in team-building activities and events that will strengthen the company's basic values and promote business expansion. If the leadership maintains the right flow or objective of the business in order to match the expectations of the employees and Management Company, progress will follow (Bush, Bell, & Middlewood, 2019).

D. the summary of the networks that exist within the United Metal Company

Employees are just as vital as the business itself. They serve as the foundation of the business and enable the achievement of all objectives. Because of this, employee retention is just as crucial as a company's output. We can claim that we can hire people as quickly as employees leave the company, but what we neglected to consider is that the time spent in training results in a total loss of output of between 30 and 50 percent every year. To maintain the right supply and demand in the market, we advise switching to persuasive management from authoritative management. Although it may be a significant change for the leaders, we must constantly take a step back in order to advance toward a greater objective for the business.

Although it can happen, authority is not inherently natural. By authority advancement programmes, where administration aptitudes are developed and improved through rigorous teaching and hone, authority may be learned. These skills can help explain the significance of administration.

"Best administration is typically associated with leadership, although authority can occur everywhere. It is engaging in activity, displaying interest, and looking for a mission to further a more salient cause or significant good. Being an entrepreneurial pioneer who is able to notice, confront, and help unravel complicated situations with empathy requires a thorough understanding of entrepreneurial authority and the development of key authority skills.

**Conclusion**

All industries—business corporations, technology, healthcare, government, education, and non-profit organizations—need organizational leaders. At different levels of an organization, there are positions for organizational leadership. The title, though, won't probably be "organizational leader." It's harder than ever to be a leader in a company because doing so requires fostering the success of both teams and enterprises. In order to effectively define direction, engage colleagues, make decisions, and address workplace difficulties, leaders must possess certain mindsets and leadership skills. Setting a vision and inspiring, encouraging, and praising teams are effective ways to lead a business. The company's mission or vision statement serves as the beginning point for leaders. They constantly maintain the vision in their sights and inspire the team to do the same. Organizational leadership articulates the mission and vision of the organization, develops the strategic plan, and motivates employees to use their skills to achieve the objectives outlined in the plan and, ultimately, the leader's vision.

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