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EIU Paris City Campus

Address: 59 Rue Lamarck, 75018 Paris, France | **Tel:** +33 144 857 317 | **Mobile/WhatsApp:** +33607591197 | **Email:** paris@eiu.ac

EIU Corporate Strategy & Operations Headquarter

Address: 12th Fl. Amarin Tower, 496-502 Ploenchit Rd., Bangkok 10330, Thailand | **Tel:** +66(2)256923 & +66(2)2569908 | **Mobile/WhatsApp:** +33607591197 | **Email:** info@eiu.ac

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Introduction:

Epochs are marked in the annals of business history by crucial periods when innovation and adaptability intersect, propelling firms into new worlds of prosperity. BMC (Building Material Company), a venerable institution, finds itself at such a crossroads, set to embark on a transition that goes beyond the ordinary. This research launches an in-depth investigation that goes beyond surface-level analyses, digging into the core DNA of BMC's leadership processes. It seeks to unearth the complexities that underlying the organization's decision-making, communication, and overall culture, with the goal of finally offering a precisely constructed blueprint for a new era of leadership excellence.

This report is, at its core, a siren cry to review established standards, question the status quo, and embrace a new mode of operation that resonates with the demands of the twenty-first century. The rising winds of globalization, technology, and cultural change necessitate a fundamental recalibration of leadership techniques, which BMC is willing to champion.

BMC's tale is not one of simple adaptation; it is one of bold reinvention. As the globe accelerates at an unprecedented rate, spurred by interconnected economies, digital revolutions, and an increased hunger for innovation, BMC's ability to negotiate this terrain is dependent on its commitment to pioneer change from within.

The following chapters conduct a thorough examination of BMC's current leadership paradigm, painstakingly analyzing its strengths and flaws. They establish the groundwork for a visionary leadership strategy that breaks free from convention and leads BMC into an era defined by agility, collaboration, and holistic growth. The transformation blueprint is meticulously designed, taking into account every aspect of the organization's operations, culture, and objectives.

The following sections of this report describe the proposed transformational leadership approach, explain its profound impact on organizational culture, present a comprehensive communication plan for the interconnected age, and reveal untapped potential within BMC's intricate network dynamics.

Remember that what lies ahead is more than a strategy; it's an ideology - a belief in BMC's limitless potential to shape its destiny, harness its collective brilliance, and emerge not just as an industry leader, but as a beacon of 21st century leadership excellence.

Current Leadership Practices :

Leadership practices are the compass that leads decisions, develops culture, and propels an entity forward in any organizational structure. In the case of BMC, existing leadership techniques are heavily ingrained in a classic hierarchical style, a relic from a time when stability and structure were vital. This paradigm involves decision-making being concentrated at the top of the company and then trickling down through a precisely delineated chain of command.

A leadership structure steeped in history sits at the center of BMC's operations, a model that has evolved over time to create a feeling of stability and order. While reflecting an age when top-down decision-making was crucial, this hierarchical approach has influenced the organization's course thus far. In this approach, upper layers exercise leadership and power by issuing orders and providing direction to lower tiers.

However, flaws have appeared beneath the veneer of stability, necessitating further investigation. While appealing to expertise, the intricate web of departments and specialized units has unintentionally generated isolated silos.

These silos obstruct the free flow of information, resulting in communication bottlenecks, delayed reaction times, and a fragmented knowledge of BMC's ultimate aims. The structure that was created to maximize performance now ironically hinders adaptability, limiting the organization's ability to prosper in today's rapidly changing world.

A command-and-control attitude is embedded within this framework, which aims to maintain congruence but may mistakenly restrict creativity and initiative. Employees sometimes become passive recipients of directives rather than active contributors to BMC's growth because they are restricted to the limitations of their allocated duties. The traditional model's emphasis on conformity and adherence may unwittingly discourage risk-taking, inhibiting the very creativity required to thrive in a world dominated by disruption.

Furthermore, this traditional method may fail to successfully tap into the numerous talents and viewpoints that BMC's team possesses. Employees are robbed of the ability to shape the organization's destiny since decision-making stays centralized at the top. This isolation from strategic talks can foster a sense of detachedness and impede the development of a culture that values collaboration and collective problem-solving.

In the following sections of this report, it is imperative to acknowledge that the assessment of these existing practices is not a critique of their historical significance. Rather, it is a recognition

that, in the crucible of the 21st century's dynamic business environment, a new approach is required. BMC's evolution hinges on its ability to leverage its strengths while adapting to emerging imperatives.

The transformational leadership approach that will be disclosed later in this report is a synthesis of the organization's historical underpinnings with the demands of the present and future. BMC is set to utilize its rich past as it forges a path towards visionary leadership, navigates challenges, and achieves exceptional success in the modern day by embracing a leadership style that empowers, engages, and catalyzes cross-functional collaboration.

Critique of Current Leadership Practices:

The present leadership techniques of BMC have played an important part in the organization's history, providing stability and order in an often volatile commercial environment. A more extensive examination, however, indicates numerous areas where these approaches may fall short of satisfying the demands of the twenty-first century.

a. Hierarchical Structure and Siloed Departments:

While the hierarchical system offered clear lines of power and accountability, it also unintentionally created departmental silos. These silos obstruct the flow of information and collaboration across the organization. Top-level decisions can take a long time to reach the front lines, impeding BMC's agility and responsiveness.

b. Command-and-Control Leadership:

The dominant leadership style is one of command and control, with decisions made at the top and cascaded down through the company. While this method may have been efficient in maintaining conformity and consistency, it has the potential to impede creativity, innovation, and employee engagement. Employees may feel disempowered and unmotivated to provide ideas or take responsibility for their work.

c. Limited Employee Involvement in Decision-Making:

Decision-making in the current leadership paradigm is mostly centralized within a chosen few at the highest levels of the business. This inhibits employees' ability to influence BMC's direction. It can lead to missed opportunities to tap into the workforce's different skills and perspectives, limiting the organization's capacity to adapt to changing market conditions and innovate effectively.

d. Reduced Adaptability and Innovation:

BMC's capacity to respond to quick changes in the business landscape may be hampered by its hierarchical and command-and-control leadership style. Employees may be hesitant to suggest new ideas or take calculated risks within the limits of this inflexible framework, which may impede innovation. These constraints represent considerable hurdles in an era where innovation and adaptation are essential drivers of success.

e. Employee Engagement and Job Satisfaction:

Current leadership methods may not fully support an employee engagement and work satisfaction culture. Employees who feel excluded from decision-making processes or who believe there are little possibilities for personal and professional development may become disengaged and less committed to BMC's long-term success.

In conclusion, while BMC's current leadership techniques have served the organization well in the past, they are limited in their ability to adapt to the needs of the twenty-first century business landscape. These constraints include hampered communication and collaboration, less adaptability and creativity, and potential issues with employee engagement and job satisfaction. BMC must contemplate a revolutionary adjustment in its leadership approach to solve these crucial concerns in order to thrive in the current day.

New Leadership Style Strategy Plan:

In response to BMC's need for a more modernized leadership approach, we suggest a complete strategy plan that not only satisfies the organization's demand for better communication but also taps into the potential of its internal networks. A transformational leadership style that promotes collaboration, creativity, and adaptation underpins this plan.

a. Evaluation and Revision of Current Leadership Style:

1. Current Leadership Style Assessment:

Analysis of Leadership Styles: Begin by doing a detailed examination of BMC's current leadership practices. Analyzing how choices are made, authority is dispersed, and communication flows across the organization are all part of this.

Employee input: Collect input from employees at all levels and across departments. To get honest comments on the current leadership style, anonymous surveys, one-on-one interviews, and focus groups can be used. This feedback is invaluable in understanding the existing approach's strengths and limitations.

Benchmarking: Contrast BMC's leadership methods with best practices in the sector and with successful organizations that have adopted transformational leadership. This benchmarking exercise will aid in identifying areas where BMC may be falling short, as well as providing insights into strong leadership approaches.

2. Transformational Leadership Framework:

Leadership Development Programs: Design and implement leadership development programs that introduce leaders at all levels to the principles of transformational leadership. These programs should include modules on communication, coaching, emotional intelligence, and empowerment.

Leadership Role Redefinition: Clearly define the roles and responsibilities of leaders within the transformational leadership framework. Leaders should understand their role as mentors, motivators, and facilitators of collective decision-making.

Continuous Feedback Mechanism: Establish a feedback mechanism that encourages ongoing evaluation and improvement of leadership practices. This could involve regular leadership team meetings to discuss challenges, share successes, and refine leadership strategies.

3. Training and Development:

Leadership Training Workshops: Plan workshops and training sessions to empower leaders with the skills necessary for transformative leadership. This could include active listening training, dispute resolution, and promoting a culture of continual learning.

Implement mentorship programs in which experienced leaders mentor developing leaders. This enhances information transfer and helps leaders understand how to effectively apply transformational leadership ideas.

Key performance indicators (KPIs) for leaders that align with the transformational leadership paradigm should be developed. As markers of successful leadership, these KPIs should stress employee involvement, creativity, and collaboration.

Feedback Loops: Establish systems for employees to submit feedback on the efficacy of leadership. To ensure honest input without fear of retaliation, anonymous feedback channels can be developed.

BMC may establish the groundwork for a leadership style that supports empowerment, collaboration, and creativity by undertaking a full examination of the current leadership style, implementing a transformational leadership framework, and investing in training and development. This reform of the leadership policy is a culture shift that will enable BMC to traverse the difficulties of the twenty-first century business landscape with agility and resilience.

b. Influence on Company Culture:

1. Communication and Transparency:

Open Communication Channels: Transformational leaders will actively promote open and transparent communication within BMC. This requires regular communication sessions, feedback methods, and fostering an environment in which employees feel comfortable sharing their ideas and concerns.

Leadership Accessibility: Leaders will be available to employees at all levels, breaking down traditional hierarchical boundaries. Open-door policy, regular town hall meetings, and one-on-one contacts can all be used to guarantee that employees have direct access to leadership.

Transformational leaders will actively convey and reinforce the organization's vision, highlighting how each employee's function contributes to the greater objective. This alignment develops a common sense of purpose and goals.

2. Empowerment and Innovation:

Delegation of Responsibility: When appropriate, transformational leaders will distribute decision-making authority to staff, allowing them to take ownership of their job. This delegation promotes creativity and allows employees to share their distinct perspectives.

Support for Calculated Risk-Taking: The new leadership style will foster a culture that encourages calculated risk-taking. Leaders will push staff to try new things, learn from their mistakes, and see setbacks as chances for progress.

Contribution Recognition: Transformational leaders will actively acknowledge and appreciate their employees' contributions and inventive initiatives. This acknowledgement can take the shape of rewards, public acknowledgements, or other forms of gratitude.

3. Employee Engagement and Job Satisfaction:

Opportunities for growth: Transformational leaders will prioritize the growth of their team members. This includes providing opportunities for skill development, career promotion, and mentoring, all of which contribute to increased job satisfaction.

Employee Involvement in Decision-Making: Employees will actively participate in decision-making processes that affect their work. This participation fosters a sense of ownership and boosts engagement.

Feedback Culture: The new leadership strategy will develop a culture of constant feedback, in which leaders and employees share constructive feedback. To ensure that staff feel valued and supported, regular performance reviews and check-ins will be undertaken.

Work-Life Balance: Transformational leaders will place a premium on work-life balance and employee well-being, realizing that a healthy and well-balanced workforce is more engaged and productive.

4. Cultural Transformation:

Leadership Modeling: Leaders will set a good example by demonstrating the values and behaviors that are anticipated in the new culture. Their actions and decisions will be guided by transformational leadership ideals.

Implement a change management strategy to guide the organization through the cultural shift. To assist employees in adapting to the new culture, this plan should contain clear communication, training, and support methods.

Continuous Monitoring: Assess the organization's progress in building the ideal culture on a regular basis. Surveys, focus groups, and feedback loops may be used to ensure that the transformational leadership style is fully established in BMC's culture.

In conclusion, the chosen transformational leadership style will have a significant impact on BMC's organizational culture. It will promote open communication, empowerment, creativity, and a higher level of employee engagement and job satisfaction. This culture transition will not only align BMC with 21st-century objectives, but will also position it as an organization where employees are motivated, committed, and inspired to achieve excellence.

c. Better Departmental Communication Plan with 21st Century Technologies:

1. Utilizing 21st Century Technologies:

Platforms for Collaboration: Use powerful collaboration services like Microsoft Teams, Slack, or similar solutions. These platforms allow for real-time communication, file sharing, and the construction of virtual workplaces in which teams can easily collaborate.

Adopt modern video conferencing technologies such as Zoom or Cisco Webex to enable face-to-face conversations even in virtual environments. By providing visual clues and building a more intimate connection among team members, video conferencing improves communication quality.

Instant Messaging Apps: For rapid and casual conversation, use instant messaging apps such as Slack or Microsoft Teams. These apps allow team members to communicate in real time, share updates, and seek clarification.

2. Virtual Town Hall Meetings:

Implement a schedule of regular virtual town hall meetings that bring staff from all departments together. These sessions provide a forum for senior management to discuss important updates, share strategic ideas, and answer issues or concerns.

Enhance town hall meetings with interactive features that allow employees to ask questions and share comments in real time. This promotes inclusion and guarantees that employees' perspectives are heard.

Recording and archiving: Record town hall meetings and store them in an archive. Employees who were unable to attend the live sessions can now catch up at their leisure, enhancing transparency and information distribution.

3. Cross-Functional Teams:

Establish cross-functional project teams or task forces that bring together personnel from several departments to collaborate on specific initiatives or tackle complicated challenges. These groups foster collaboration, broaden viewpoints, and encourage creativity.

Project Management platforms: Use project management platforms like Asana, Trello, or Monday.com to help cross-functional teams collaborate. In a centralized digital environment, these technologies enable task tracking, project timelines, and document sharing.

Check-Ins on a Regular Basis: Establish regular check-in meetings among cross-functional teams to monitor progress, discuss obstacles, and celebrate successes. These gatherings foster a sense of community and shared responsibility.

4. Information Sharing and Knowledge Management:

Implement knowledge sharing platforms or intranet portals so that employees have access to a consolidated library of information, best practices, and resources. This promotes a culture of lifelong learning and knowledge exchange.

Document Management Systems: For effective document storage, version control, and collaborative editing, use document management systems such as SharePoint or Google Drive. This guarantees that teams have access to the most current information.

Onboarding and training: Provide employees with training on how to use communication and collaboration tools efficiently. Include material on communication best practices in the onboarding process for new hires as well.

5. Crisis Communication Plan:

Develop a solid crisis communication plan that takes advantage of technology to ensure the immediate broadcast of essential information during catastrophes or unforeseen events. Contact lists, escalation procedures, and clear communication channels should all be included in this plan.

Testing and simulation: Hold crisis communication drills on a regular basis to ensure that workers are familiar with emergency processes and technology resources. These drills improve readiness and reactivity.

In summary, BMC's improved departmental communication strategy leverages the potential of 21st-century technologies to enable seamless communication, collaboration, and information sharing across departments. This strategy encourages transparency, agility, and innovation, allowing BMC to succeed in a quickly changing business landscape.

d. Detailed Summary of Organizational Networks and Utilization by Leadership:

1. Network Identification:

Existing Network Analysis: Conduct a thorough investigation to identify and map the many networks that occur organically inside BMC. Informal groups, communities of practice, professional interest groups, and affinity groups are examples of these networks.

Determine Network Contributors: Individuals who perform critical roles in these networks should be recognized and acknowledged. These contributors may not occupy official leadership positions, but they have a significant impact on information exchange and collaboration.

2. Types of Networks within BMC:

Communities of Practice: Identify communities of practice where employees with similar expertise or interests share knowledge and best practices on a regular basis. Technical professionals, project managers, and sustainability activists are some examples.

Informal Social Networks: Recognize informal social networks formed by personal ties and shared interests. These networks are frequently used to disseminate information and develop trust among employees.

Identify affinity groups based on shared qualities such as age, gender, culture, or hobbies. These organizations may not be directly tied to job activities, but they can help to foster a sense of belonging and diversity within BMC.

3. Network Utilization:

Encourage leaders at all levels to be active participants in these networks. Leaders can promote collaboration and knowledge sharing by participating in network activities, attending pertinent meetings, and acting as sponsors.

Knowledge Transfer: Encourage the exchange of information and best practices throughout networks and departments. For example, if a community of practice discovers an innovative solution, leadership can help it spread to relevant teams.

Empower the leaders of these networks to take on leadership responsibilities inside BMC's larger decision-making processes. Their opinions and ideas can help with strategic planning and problem resolution.

4. Network Nurturing:

Allocation of Resources: Provide resources and support for the establishment and growth of these networks. This includes budgeting for network activities, hosting networking events, and providing training or workshops.

Recognition and Rewards: Implement recognition programs that recognize network members' contributions. Recognizing their efforts publicly or through incentives can encourage them to stay active.

Facilitated Network Collaboration: Promote collaboration among various networks. For example, if a community of practice in one department produces a solution, leadership can help other departments experiencing similar issues to adopt it.

5. Technology Facilitation:

Platforms for Digital Collaboration: Provide platforms for digital collaboration that promote network communication and knowledge sharing. Dedicated online forums, discussion boards, or social collaboration tools could be included.

Create a centralized knowledge repository that all network members can access. This repository can store documentation, best practices, and resources related to the network's goals.

Host virtual network activities, such as webinars or video conferences, to encourage greater engagement and knowledge exchange within and between networks.

6. Feedback Loops:

Consistent Feedback Collection: Create feedback loops to assess the effectiveness of network utilization and leadership participation. Inquire about network members' experiences and suggestions for improvement.

Continuous Improvement: Iteratively enhance network utilization using feedback collected. Leadership might modify their strategy in response to network dynamics and evolving needs.

BMC's leadership can harness the collective wisdom and expertise within the company by recognizing, engaging with, developing, and encouraging the utilization of existing organizational networks. This approach encourages information sharing, cross-functional collaboration, and innovation, ultimately boosting BMC's market position and ability to respond to the dynamic challenges of the twenty-first century business landscape.

Conclusion:

Finally, BMC is on the verge of a transformative journey, one that bears the possibility of not merely adapting to, but thriving within, the challenges of the twenty-first century. The leadership strategy plan offered here is a template for this change, based on thorough review, cultural evolution, sophisticated communication, and network exploitation.

Embracing Transformational Leadership: The adoption of transformational leadership is at the heart of this strategy. This break from the standard command-and-control style emphasizes empowerment, collaboration, and innovation. Transformational leaders will motivate, engage, and empower BMC's employees, building a culture of shared accountability and continuous learning.

Cultural Renaissance: The repercussions of this transition will be felt throughout BMC's culture. Open communication and openness will become the norm, allowing employees to freely express their thoughts and concerns. As people take ownership of their responsibilities and provide new ideas, empowerment and creativity will grow. This cultural revitalization will generate a sense of common purpose and catapult BMC to new heights.

Improved Communication: A stronger departmental communication strategy, integrated with 21st-century technologies, will break down silos and allow for seamless collaboration across departments. Collaboration platforms, video conferencing, and instant messaging apps will help to establish a dynamic communication ecosystem that encourages real-time information exchange and quick decision-making.

Leveraging Existing Organizational Networks: Using existing organizational networks is an underutilized resource for BMC. By recognizing and cultivating these networks, leaders can tap into the pooled knowledge and expertise of people across the organization. This approach encourages cross-functional collaboration, accelerates innovation, and improves BMC's capacity to react to changing problems.

Continuous progress: BMC's journey toward transformational leadership and improved communication is a continuous commitment to progress. The organization must constantly

analyze its progress, solicit employee feedback, and change its tactics to meet changing needs. This iterative strategy will keep BMC nimble and responsive in a changing business scenario.

In the face of rapid technology breakthroughs, industry upheavals, and changing customer expectations, BMC's adoption of this leadership strategy plan is more than just a reaction to change; it is a proactive position to build its future. BMC is prepared to establish a workplace where every person is empowered, engaged, and inspired to contribute their best as it continues on this transformative path. As a result, BMC will be positioned as an industry leader, capable of handling the complexity and opportunities of the twenty-first century with confidence and resilience.

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