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MGT560: Leading Organization  
Module Assignment: Leadership Critique

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# Table of Contents

Introduction.....	3
Describing an organization’s leadership practices .....	5
Discount.....	5
Integrity .....	5
Communication and motivation.....	5
Strategic thinking skills .....	6
Persuasion and influence skills.....	6
Flexibility and adaptability.....	6
Conflict management .....	6
Determine the future vision .....	7
Critique the leadership practice of that organization .....	8
Follow hierarchical leadership.....	8
Lack of encouragement .....	8
Dictatorship decision making .....	8
Communication chaos .....	9
Not focusing on the future .....	9
Evaluation leadership .....	10
Leadership style in the organization .....	11
Plan that utilizes 21st century technologies.....	12
Using the networks that exist in the organization to improve by the leadership in the future .....	13
Conclusion .....	14
References.....	15

## **Introduction**

Man lives in an accelerated world in which there are many difficulties that stand in the way of progress and success, so no one can proceed in it, unless he is distinguished by the strength that helps him to do so, this world does not recognize the weak and emaciated, but recognizes the strong and alert, and man must develop his skills, take care of himself, and have the qualities that make him a successful leader in his life, in order to go on his way to the top with high vigor.

The leader is the creative person who comes with new ways to improve work and change the course of results for the better, and a successful leader is one who shows his skills in developing and preparing the plan, and in the way it is implemented, and he is distinguished in spreading the spirit of enthusiasm and perseverance in others .

Situation of the countries of the world, we will see that it has gone through many different stages as the financial stage of u-side and then they will start and then produce it,

At any stage, the science of public finance has expanded its importance, and of course, it has been a reason for these countries to respond to most of the crises and economic problems that the countries of the world have gone through in a state of decline, whether in war or at peace. Make their financial system and law in a way that participates in solving the crises and limiting the use of mines and consequences.

Strategic leadership has many levels, starting from traditional leadership to reaching the most advanced leadership. Traditional strategic leadership means a set of activities that are concerned with planning, arranging, and coordinating the actions of individuals in order to achieve the desired goals. It can also be defined as one of the types of cooperation and coordination between human efforts. Various, in order to achieve a specific matter, and also it can be defined as arranging and directing human and material resources in achieving a goal, while the developed strategic leadership means that it is an arranged and coordinated achievement of all activities that concern different groups of people or that it is a way in which the individual can set coordinated goals. And plans that work to reach the required work after the implementation of those plans.

Strategic leadership refers to the person's ability to understand the basic elements of strategic thinking characterized by creativity, to evaluate the points of the constructive planning process and to achieve them, as well as to understand and record strategic planning, as strategic leadership plays a major and important role in strategic implementation through many leadership actions. These actions obligate the entity responsible for strategically leading the organization, as it can be said that

there are entities that bear responsibility for directing, coordinating and leading the organization in a strategic manner through the chief executive director and senior management.

Let's choose Star way, an Iraqi company whose main task is to present the game city inside and outside the management of the game city, and then open the park and tea of the unified games that have branches in Baghdad, Kirkuk and Mosul It is very rare to say that it is not.

Therefore, our work will be as a consultant working on a report that researches and reviews the organization's leadership strategy and needs. The organization expresses concern that they need to further develop a 21st century approach to leadership that better integrates faster communication between departments leveraging the network dynamics that exist within their organization.

## **Describing an organization's leadership practices**

Leadership skills help all aspects of professional life, starting from the job search process to the stage of career development, where leadership is one of the personal skills that employers value, and it is noteworthy that recognizing the definitions of leadership skills is especially useful when writing a resume, especially if the job seeker is applying to jobs that require him to be a leader, whether he is a manager or supervisor, as he must include the leadership skills he possesses in his CV, Among the most important leadership skills are the following:

### **Discount**

The role of an effective leader is characterized by his ability to make decisions quickly and with the information available to him, as the leader becomes able to make decisions effectively over time, due to his acquisition of more experience, which helps to complete projects faster and more efficiently, and it is worth noting that the effective decisiveness process requires many skills, such as: research, evaluation, problem solving, goal setting, and initiative, and the decision-maker must have the ability to take advantage of the previous tasks and employ them in decision-making regarding with the following works.

### **Integrity**

Integrity in the workplace means the ability to make ethical choices, and help the company maintain its positive image, as the leader's integrity imparts justice and sincerity at work, and his team seeks this through his skills in dealing, being a diplomatic person, a principled person, reliable, and a keeper.

### **Communication and motivation**

The leader must have the ability to explain and clarify to the team members everything related to work, from job goals to the tasks required of them, so the leader must master all forms of communication, including; Individual, group, and administrative meetings, conversations by phone, e-mail, and the use of social media, in addition to the importance of establishing a permanent field of communication either through an open-door policy or regular conversations, and it is worth noting that a large part of communication is based on listening.

The employee needs motivation and inspiration to make a double effort for the sake of the organization, as paying a monthly salary is not considered inspiring enough, so the leader must know his team well and realize what can motivate them to increase their productivity and passion, and here are a number of ways to motivate employees:

- Build employee self-esteem through recognition and rewards.
- Giving employees new responsibilities to increase their investment in the company.

### **Strategic thinking skills**

Strategic thinking is one of the most important skills a leader possesses, as it is what distinguishes him from being a manager only, as it means setting a goal or a vision of what he wants to become in the future, and trying to reach his goal ignoring the small details.

### **Persuasion and influence skills**

The skill of persuasion and influence is one of the communication skills required by the leader, in addition to the skill of emotional intelligence, as the leader needs to understand the way others behave and create positive interactions, and this is done by using tools to help such as the analysis of the dealing pattern, and the Myers-Briggs indicator of patterns.

In the past, the concept of emotional intelligence was referred to as soft skills or communication skills, but later it was considered a human talent that deals with understanding the feelings of the individual himself and the feelings of others, and the ability to manage them to create strong relationships, which contributes to understanding the point of view of others, and it is indicated that controlling emotions and organizing Behavior is one of the important leadership skills, as it enables the leader to withstand frustration and tension and not show an intense emotional reaction.

### **Flexibility and adaptability**

The ability to keep pace with and adapt to the continuous changes in the work environment is one of the most prominent qualities of effective leadership, as leadership must be flexible in order to survive and develop, and this adds a competitive advantage to companies, and paves the way for innovation and creativity, and in a study conducted by an international consulting firm Dimensions Development Authority in 2008, through which it found that the ability to keep pace with change and flexibility were among the highest important leadership qualities, at a rate of 32%.

### **Conflict management**

According to the American Management Association, the manager spends no less than 24% of his time managing conflicts, as a crisis or conflict means any problem that occurs between two or more people and may disrupt work, as sometimes crises go beyond the workplace as they include customers, suppliers, and competitors. Hence, the role of the leader comes to overcome the crisis and tries to solve it or mitigate its impact on the work in a rational manner, and sometimes when the crisis is properly resolved, it turns into an additional positive point for the organization.

**Determine the future vision**

One of the most important characteristics of good leadership is the future vision, and that is by setting expectations and possibilities for future events based on well-studied foundations and events. And developing plans that fit these expectations to act appropriately when they occur, and this is a characteristic that distinguishes the leader from other people and makes him more successful than others. Successful leaders can make the organization in which they work more prosperous and successful.

Finally, we must have a leader in Star Way Company, not a manager, to take steps to take the company to a better stage by following the steps mentioned above.

Therefore, the difference between a leader and a manager is that the duties of a leader and a manager may be similar, but each has its own characteristics that distinguish them. Therefore, not every leader is a manager and not every manager is a leader.



## **Critique the leadership practice of that organization**

Driving is really dangerous. Leaders' daily actions and decisions lead the team to more success or more failure. Therefore, smart leaders are keen to learn more good lessons through the biggest mistakes that other leaders make, so that they do not fall into them.

### **Follow hierarchical leadership**

The worst leaders in history are those who see themselves at the top of the pyramid, and everyone below them works to serve and raise them. Those who put themselves in a higher position than their team, often exercise arbitrary power, do not listen, make decisions dictatorially, love to grab all the strings of power themselves, spread an atmosphere of tension, and produce a destructive second class, and a deplorable team.

Competent leaders: they see themselves as facilitators and motivators of the team, not as peers, they listen a lot, they make decisions as a team, and they create a second row of leaders, they realize that their presence in this position is to serve the members of their teams to achieve your common vision

### **Lack of encouragement**

All the people who work with you “without one exception” need encouragement (in different colors and amounts). Some may get encouragement if you take the time to listen with interest and sympathy to them, or by being present with them in their joys and sorrows, or by praising certain actions or qualities in them... Nothing can replace the sincere encouragement that comes from a leader. Encouragement alone - and not the monthly salary - is what spreads an atmosphere of mutual gratitude in the organization, loyalty to the vision and the team, and fills the members with enthusiasm and the desire to repeat the work for which they were praised.

Perhaps you will be amazed at the great impact that can happen if you devote the last 15 minutes at the end of each working day to expressing to those around you the beautiful things in them. Or to write short thank-you notes to those who gave you most of their day, or whose opinions had an important impact during a particular meeting.

### **Dictatorship decision making**

Autocratic leaders operate in an atmosphere of uncertainty, and tend to make decisions in isolation and with an atmosphere of secrecy. As dictatorial leaders believe in their hearts that only they know the facts and possess the wisdom that no one else realizes. And they surprise the workers with non-arguable or debatable frames.

Therefore, it is not surprising that the team does not own its institution, and no one seeks to do more than is required, and intellectuals and leaders flee, and these institutions collapse in the long run, even if they succeeded for some years.

While great leaders make decisions stem from workers, and involve them “honestly” in decision-making, and view human beings as the greatest resource of ideas, and leave officials to determine “how to perform their tasks.” When a great job is done, people say, "We sold it ourselves. We succeeded."

### **Communication chaos**

The team members are in a “constant” need to know what is going on in the mind and heart of the leaders, and everything related to their work and the goals and steps of the organization. The communication problem stems from the leaders' belief that everything is known to all. With the expansion of the team and work, confusion and confusion increase, resulting in chaos in communications. In this atmosphere, rumors and cancerous conversations are spreading, which are difficult to treat.

Here are quick tips for successful communication: Be known for candid, honest communication, and high transparency. Make your followers always aware of what you expect from them, make your ads as brief as possible, use the most appropriate technological means to share developments and news, make the vision and goals written and announced to everyone, practice management by roaming among employees and listening to them.

### **Not focusing on the future**

Leaders who do not prepare and prepare their institutions today for the progress of tomorrow are inevitably among the extinct companies - whatever their size or success today -. Dinosaurs became extinct despite their strength and size for one reason: they could not adapt to the change in the Earth's climate around them.

You can focus on the future if you take these steps: Set aside a specific time to think about the future (away from the quagmire of work, and try to solve current problems and difficulties), examine the vision. Perhaps through a questionnaire in which you ask employees inside and outside the organization how they really feel about the strengths and weaknesses of the organization. Set short and long term goals with your team. Learn to say “no” to a lot of things in favor of focusing on the things that are most important to the future and vision of the organization. Follow some of the sites interested in the latest technology, innovations, and the future. (Ahmed Bin Abdul mohsen, 2019)

Finally, what is currently seen in Star Way as the leader of this company is that there is an irregular growth in Iraq, there is a dispersion that makes the vision of the company is not clear to itself and its employees.

Therefore, the leader must reverse the above mistakes and give a clear vision to everyone.

## **Evaluation leadership**

Leadership is crucial to the success of an organization. Therefore, a robust leadership assessment is critical to help identify the best individuals for leadership job roles and to support their continued development. Selecting and developing high-quality leader's helps move the organization forward, improve competencies, align efforts and energy, and engage employees.

Leadership skills assessment is an objective process used to measure

- Talents or strengths of individuals
- Deficiencies or opportunities for their development based on the requirements of the job role.

The measurement process can include a single assessment (eg a personality questionnaire or a 360 survey), or a combination of different assessments, and can be used for a range of purposes including recruitment/selection, development (of performance or potential), restructuring, and succession planning.

The process typically begins with identifying the core competencies or characteristics that best predict leadership success within an organization by analyzing jobs, reviewing the competency model, conducting a personality questionnaire, and/or using exercises that simulate the nature of the job or job role (for example: business analysis presentations or simulating a meeting with employees, direct subordinates, or clients). The assessment process is then designed to reflect and measure those particular competencies and/or characteristics most associated with success. Insights gained from reviewing the leadership role in context help organizations (as well as their leaders) understand what it takes to be successful, how to best build strength, and how to improve performance—both for the leadership team and the organization. (Dr. Muhammad Omer 2019)

## **Leadership style in the organization**

- The leader's style

Task or relationship motivation measured by the LPC scale (Dr. Hesham Abdel Hamid, 2020)

- Situational control
  - Leader-member relations
  - Task structure
  - Position power
- Task motivated (Low-LPC)
  - Draws self-esteem from task completion
  - Focuses on task first
  - Can be harsh with failing followers
  - Considers competence a key follower trait
  - Enjoys details
- Relationship motivated (High-LPC)
  - Draws self-esteem from interpersonal relationships
  - Focuses on people first
  - Likes to please others
  - Considers loyalty to be key follower trait
  - Gets bored with details
- The leader's decision style
  - Autocratic
  - Consultative
  - Group/delegation
- Situational contingency factors
  - Quality of the decision
  - Acceptance of decision by subordinates

Finally, the leader in Star Way Company should follow these points for his style

- Flexible structure
- Open organizational culture
- Questioning attitude
- Tolerating mistakes

## **Plan that utilizes 21st century technologies**

Using technology in the present era is an important task that must be done in order for the leader of Star Way to keep pace with the progress of the 21st century.

Employee relationship barriers can have a significant (and negative) impact on your work. When barriers are created between teams, they often prevent communication within your entire organization. But that's not all. Let's take a look at the wider impact that having barriers to communication between employees in your company can have.

1- Providing the meetings in the form of video communication and voice

2- Don't forget does not prohibit regular visits by employees to each other to improve office relations except for the traditional mode of e-mails, phones

In the end, it is possible to take advantage of the logistics to contact employees today, especially because of the over-understanding of the field of communication, but it is not possible to ignore any face to face visit.

In order to ensure the benefits of logic, the following basic rules must be applied:

1. be safe so employees can use it with confidence.
2. be compatible to help upgrade the task.
3. be special to be used for internal interaction between sections.
4. Quick to save time and help access content to increase production.
5. To be developed properly so that the information available is the latest information (Dr. Aso Ali 2021)

## **Using the networks that exist in the organization to improve by the leadership in the future**

Stairway's leadership needs to adopt a new strategy to achieve greater market success. This method can be based on a transformational leadership strategy. The change approach is among the most appropriate management approaches. Change managers usually motivate their teams through great teamwork and communication, setting the stage for achievement. They create ambitious tasks and higher standards for each worker, resulting in better outcomes .

The goal of change is to inspire and motivate their workforce without trying to manage; They trust qualified people to choose in their assigned responsibilities. It's a management structure that pushes employees to be creative, look ahead, and find new solutions to old problems. Professionals on the management track are coached and taught to become transformational leaders.

Leaders are extremely bright, passionate and ambitious. Not only are they strong leaders they are not only enthusiastic and involved in the operation, but they are determined to make sure each team member gets done.

Effective leaders not only to challenge the status quo, but also to enable their people to be more creative . A leader motivates followers to strive for new experiences and benefit from new opportunities for learning. Delivering guidance and assistance to individual team members is also part of transformational leadership. To establish productive communication, effective managers keep channels of communication open for followers to freely share their ideas and managers can immediately appreciate meaningful contributions from each supporter Revolutionary leaders have a clear vision they can share with their teams.

These leaders may also encourage their ongoing relationships for the same passions and desire to achieve their ambitions. A transformational leader acts as a guide for others who come after him. Because supporters like and appreciate the leader, they imitate and assimilate his or her ideals.

The notion that this transition calls for the deployment of a new company and the codification of process improvements underscores the need for competent leadership in the transition process. Even without question, a manager's behaviors and management style have a significant impact on employee needs categories and awareness.

Organizational members' reactions and dispositions to organizational change, as well as their efforts to choose support for a candidate for organizational change, are greatly influenced by a president's effective leadership as a template for their long-term behavior.

## **Conclusion**

The current task discusses the current leadership style of Star Way under the new leadership. Leadership has traditionally been viewed as one of the key aspects affecting organizational wins and losses, and several studies have been conducted in this area. Effective leaders have received much attention in recent decades. In this assignment, we have proposed a new leadership style (ie, transformational leadership) for Star Way that uses the latest technology and requires effective communication. Transformational leaders use their personal characteristics to enhance the values of others and elevate others to a greater degree of competence. Transformational leaders are vital to organizational effectiveness. In other words, whatever transformational leadership traits are visible, employees will be more motivated to improve organizational performance because revolutionary leaders inspire others. It is evident that when leaders have strong character, pay attention to the unique differences and high needs of individuals, and provide cognitive stimulation, membership engagement and their tendency to work harder to achieve and produce high performance in the company

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