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INTRODUCTION

The formulation of a vision, mission, and set of objectives, as well as the establishment of plans, policies, and strategies to effectively attain those objectives, are the primary responsibilities of leadership in an organization. Other responsibilities of leadership include the supervision and coordination of projects and the operations of the organization. The execution of the mission and realization of the vision, together with the ability to adapt to shifts in the external environment, are all dependent on the quality of the management. Problems associated with unethical behavior, excessive personnel turnover, poor economic performance, and other related issues are currently being faced by a variety of organizations. This could also be the outcome of ineffective leadership on the part of the leaders. In many businesses, the accomplishment of the goals they have set for themselves is the primary objective; as a consequence, competent leaders are essential to coordinate with the workforce. Fortunately, there are some companies whose managers never bother to publicly disclose the strategic course they have chosen for the company.

In today's harsh business world, every company that wants to delight its customers by creating and adding value to its goods and services while simultaneously increasing its profit must first define a clear direction for its firm and then set goals and plans. As a consequence of this, the concept of managing an organization is required to accomplish these aims.

The fundamental purpose of organizational leadership is to enlist the participation of a diverse group of individuals in the pursuit of a common goal through cooperative effort. As a result of the fact that each firm has its own set of agendas that are intended to be realized, leaders and managers must direct their attention towards the agendas of the corporation rather than their own goals and ideas. To make this a reality, companies need to cultivate talent, address issues with the quality of their decision-making, implement a shift that changes the game, and adapt their culture to the climate in such a manner that it helps the company establish credibility and stands out in society.

As part of this project, each of us will be responsible for writing a report that outlines the operations of the organization, provides background information on its history, and includes an executive summary. After that, we will conduct an assessment of the management approach taken by the company by determining both its positive and negative aspects. In conclusion, we will provide a strategic plan that utilizes a different style of leadership and calls for enhanced communication as well as more effective management of the company's resources by the demand structures

1. Report describing an organization's leadership practices

1.1. Executive summary

The current global corporate environment has a significant challenge, which is the cultivation of more capable leaders; nonetheless, a dearth of capable leaders is one of the most noticeable obstacles to development. According to Hogan, Curphy, Kaiser, and Chamorro-Premuzic (2018), good leadership development in a given organization affects both the organizational development and profitability of that organization. In this leadership assignment, we are putting into practice the essential three important leadership development strategies that have been developed by the Stryker industrial company.

1. What are the most recent trends that the organization is implementing in the process of leadership development?
2. What kinds of leadership abilities are necessary to be more productive and competitive in your sector?
3. How does the progression of leadership styles inside the firm affect the operation of the business?

The Stryker Company's primary objectives include extending the period of customer satisfaction achieved through product diversification, enhancing the efficiency with which it communicates with customers, speeding up the rate at which it sells products, increasing the workforce's capability and productivity, and preserving the rate at which the company expands. The association intends to keep up its level of competitiveness.

An advantage in the market in the contemporary climate of modern business is by utilizing management strategies that are both unique and successful.

According to the investigation that was carried out on the leadership activity of the Stryker employer (O'Shannassy 2018), the employer is still falling behind on analyzing and putting into effect the appropriate actions on these earnings and remarks on its leadership growth. Because the outcomes of management development are occasionally reviewed across all of the organization's branches, it is necessary to establish a relationship between individual efforts and organizational results in a

sizeable sector of the business. These initiatives are vital for leading a company since they help to emphasize the value of every aspect of the organization while also improving the abilities and attitudes of the leaders.

1.2. Background of the organization

Stryker Corp., also known simply as Stryker, is a company that produces a wide range of orthopedic, medical, and surgical goods, in addition to neurotechnology and spine-related organizations that are tied together. Amazing products offered by it include orthopedic implants, surgical tools, navigation systems, patient assistance, emergency medical gear, serious thought little items, endoscopic and communications systems, and so on and so on. In addition to this, it offers medical devices that may be utilized in a range of settings and also offers neurosurgical equipment, neurovascular devices, and spinal devices. Products manufactured by Stryker can be found at well-informed authorities' offices, emergency centers' offices, and the offices of other medical organizations. Through its subsidiaries, branches, exclusive dealers, and carriers, the corporation offers its products all over the world, including in the Americas, Europe, Asia-Pacific, the Middle East, and Africa. Kalamazoo, Michigan serves as the location of Stryker's headquarters in the United States.

Two vast groups can be created by dividing equipment into two distinct types: standard and custom-assembled. According to Tjosvold, Alfred, and CHEN (2019), standard tools are not only more cost-effective to produce but also have the potential to be utilized in an impressively broad range of industries. Despite this, we have a continual inability to fulfill the primary needs of the new factories. The price of a custom-made instrument will invariably be more than that of standard items.

to generate a greater profit. In any event, there is a requirement for more substantial speculation to be developed to incorporate the purchaser's required distinctive credits. Industrial tools can be broken down into seven distinct categories using this method.

1.3. Leadership procedures followed within the organization

This investigation focuses on the three most essential requests to investigate the method that the organization uses for developing its future leaders. The manufacturing of protective equipment uses its one-of-a-kind approach to business administration.

1. Does the organization make effective and consistent use of the leading trends exercise?
2. Are strong leadership habits and behaviors necessary for the success of these manufacturing sectors in general?
3. Does the organization look at the outcomes of the leadership development programs and evaluate them?

To provide a response that is accurate to this question, we need to conduct an evaluation of every executive in every business unit. To accomplish this, we make use of interviews as a technique for the collecting of data. These interviews consist of making multiple queries without receiving an adequate response to determine the positive and negative parts of the organization's existing leadership practice. The overriding objective of this research is to differentiate between the traditional management practices of each department and unit. When looking at the modern leadership practice of the company, all that can be done is look at the ride and decision differences that are there among the leaders. It is therefore possible to make the leaders sharp and fill their vacancies after detecting the evident gaps through the implementation of one-of-a-kind hands-on education. This places them in a position to lead their branch and devices for the greater completion of corporate aims and objectives.

2. Leadership practice of the organization.

2.1. Positive aspect

According to Stryker's firm-level study review, there are two possible outcomes regarding the company's transportation practice for organizational leaders. The company's existing good leader transportation practices that boost its competitiveness and productivity could be revealed by playing out these situations. We found that when asked about the company's leader transport in a variety of contexts, the vast majority of respondents said it was strong everywhere we looked (Kohntopp & McCann, 2019). Therefore, in this setting, the next topic of discussion is the research evaluation of Stryker's effective leadership techniques.

- **360-degree feedback and customized training for leaders**

It's a great way for managers to provide employees with honest feedback that stands out from that of their coworkers and superiors. Multi-rate assessment and management are crucial to foster unrivaled management leadership dominance inside the organization. Sixty-five percent of respondents to the survey believe that the company is actively seeking to identify and cultivate future leaders.

- **Participation of Top Executives**

Active support from senior leaders is the most critical and effective element of projects and attempts to establish leadership practices in any organization. Eighty-five percent of respondents agree that Stryker's senior executives guide and coach other employees as part of the company's leadership development program.

- **Leadership Skills Should Be the Focus of Training**

Leadership skills have been spreading throughout society and business. Any large corporation needs to present an image of leadership that inspires confidence and instills respect. In the case when a corporate strategy is a key support for management development, knowledge acts as the primary social event for knowledge, direction, and the incentives firms wish to instill in leaders. An internal company survey found that 90% of respondents did not agree with the organization's characterization of a set of management competencies used to guide attempts to improve firm management practices.

- **Compatibility with HR and Recruiting Software**

Without a question, leadership training should be integrated into the many management processes involved in identifying, recruiting, hiring, promoting, and compensating top executives. Ninety percent of the Ace business division responded, demonstrating that the connection between leadership training, the succession plan, and performance evaluation is real.

- **Dimensional Learning Environments**

In today's fast-paced corporate world, leaders must draw on their past successes and failures to effectively address the challenges they face in the office today. Leaders are those who invest themselves emotionally and physically in their work. Eighty-five percent of respondents in an Edelman 2019 survey of organizational units and departments reported that they recognize a multidimensional learning stage in the growth of company executives. Leaders nowadays must be multidimensional to succeed, encompassing not just one but several facets, including those of communication, decision-making, technology, leadership development, and learning. Findings indicate that e-learning and study components are used in relevant ways structure for the front and middle-level supervisors, but in general, the senior level in the top region is dependent on learning solely by experience and development.

2.2. Negative aspect

Based on the data, it appears that no one at the company values any of the leadership practices currently in place. Improved leadership performance in the company is recommended since this will help get the company closer to its goals. The following are the negative aspects of the organization's leadership style, as reported by various corporate departments.

- **Programs for Developing Leaders**

Integrating institutional goals and objectives, showcasing systems, evaluation methodologies, and more, a leadership transport curriculum design provides a whole educational experience. The curriculum of any successful company is designed by a leader who has mastered the art of coordination, has taken into account the most recent experiences, and is guided by the ever-evolving principles of leadership gleaned from academic research. The vast majority of respondents (70%) agree that formal education should be promoted rather than mandated, as evidenced by the fact that 70% of them said that their organization had a formal leadership program.

- **Motivated by Corporate Objectives**

One sign of strong leadership in any organization is the alignment between leadership training and the company's overall objectives. Since excellent leadership practices do not just spring out of nowhere, a company's business strategy must play a significant role in shaping them. Sixty-five

percent of respondents in the Stryker industries think that the company makes an effort to connect leadership training and corporate goals. Therefore, it is possible to deduce from the data that there is a reasonable connection between the establishment of the company and leadership development plans, however, this does not guarantee that the company is without flaws.

- **Rotating Duties**

One of the most important parts of an effective organizational growth strategy is making reasonable assignments. Its principal effect is to provide upper-level management more autonomy in decision-making, fortify their feeling of community, broaden their horizons intellectually, accelerate their professional and personal development, and reinforce and blend their individual leadership qualities. After conducting a thorough analysis, the company's management is ready to present concrete plans for leadership growth. Respondents said that rotational assignments are a standard feature of Stryker sectors' organizational leadership development packages in around 40% of divisions. Research shows that common leaders should focus less on rotational tasks and more on building key strengths to prepare the organization for epic challenges.

3. New leadership style strategy plan

3.1. The importance of the new leadership style

The corporation needs to alter its current leadership practice or establish a new leadership culture if it expects standard performance and organizational procedures. When a business adopts a new method of leadership, it also adapts to the new environment and strives to do better in the same areas.

- ❖ Leadership: - People in authoritative positions within an organization should value and contribute to the development of their subordinates.

- ❖ **Accountability:** Taking into consideration their planned, assisted, and organized specialists, each employee and management member of the firm should be responsible for carrying out their obligations.

- ❖ **Capabilities:** The company's capabilities are a major source of its problems. This indicates that it is common sense that to achieve our organizational goals and comprehend the current state of the business, each office and unit's dispatched workers and management staff must be able to work within the confines of their current positions.

- ❖ **Motivation:** One of the company's new leadership techniques focuses on making workers feel at home and inspiring them to go above and beyond in their work.

- ❖ **Work environment:** To make the most of the existing circumstances and establish a rational and amazing working environment in every unit and workplace, the planned leadership practice should be maintained to the maximum extent practical.

- ❖ **Creativity and education:** - It is recommended that to make the firm more savage, each employee provides the organization with key plans, as doing so aids the other employees in delegating with detail (Qing, Asif, Hussain, & Jameel, 2020). Thus, the firm is aiming to have the expert base as much of their run-off on the company's on-work and off-work seasons.

3.2. Contents of the new leadership style

a) Analyzing the state of the art in transportation

Here are the most widely endorsed changes that have influenced the firm's choice to alter its current leadership techniques at each juncture.

Try your best to keep track of key processes and outcomes. Research suggests strongly rethinking

currently limiting perspectives.

The modeler recommends starting the process of influencing leaders as soon as possible. Initiate bottom-tier leadership change by encouraging introspection and reflection.

Incorporate the necessary adjustments into the individual processes ahead of time.

b) How the novel approach to leadership has changed things

Similar adjectives to "shared" are "participatory," "complete," "obliging," "bewildering," "breadth based," "fluid," "clearing," "wandering," "wrapped," "social," and "post striking." There is a growing consensus that the examples of diverse balanced leadership that have served us up to this point do not accurately reflect the overall trademark, rapid change, interdependence, and multifaceted problems depicted honestly early, but nobody has yet agreed on what to call this "new leadership" (Alegbeleye & Kaufman, 2020).

As interest in this new leadership rises, the proposing and controlling leaders at the bottom of the pyramid are attempting to adapt. They should not only learn to lead but also be facilitators, stewards, coaches, designers, and educators. They're working on being leaders by example, motivating their teams, delegating tasks, and serving the greater good. Convincing leaders to know that every person has leadership qualities that can and should be used. So, the new leadership perspective is trying to question both

our current understanding of leadership and our enthusiasm for the work of ethical leaders. It's disturbing that "followers" are managed in a way that sabotages efforts to update institutions for the twenty-first century.

Below, we use the phrases collaborative leadership and reciprocal leadership to characterize the process at the center of this shift. We don't think it's helpful to try to pin down a precise description of the "new leadership" or create a stereotypical image of its practitioners because collaborative leadership is more malleable and relational, putting greater emphasis on relationships and people's needs.

It is essential to show people how collaborative leadership concepts can help them in the contexts in which they choose to lead and to help them comprehend the consequences and goals of the new leadership support. Progress requires consideration of the past, the present, and the future (Kovalenko & Kovalenko, 2020). By showing how collaborative designs have benefited people for a very long time and can give the most effective strategy for managing how future events will be jointly

fashioned, this knowledge provides a stable foundation for navigating change in an interdependent environment.

c) Proposed method of internal departmental communication based on state-of-the-art tools

One of the many factors that support leadership and give everyone agency is a process that facilitates the emergence of collective knowledge. When using these concepts, keep in mind that people have the information and ingenuity at their disposal to solve the difficulties they face. In this way, it is made clear that they contribute to the expansion of this business by encouraging coordinated growth according to shared principles. These five principles may help to moderate the impact of this department's communication strategy for the organization's new leadership practice on the established leadership practice in the industrial sectors that guarantee public safety.

❖ **Setting Up a Productive Classroom**

When planning their activities, groups that put students first consider how they might best use their time for personal growth and introspection. Attentiveness, moving explanations, seeking out constructive criticism, exchanging ideas, and seeing conflict as an opportunity for progress are all embedded in the culture. Stryker employees who are in the thick of things are recognized and encouraged to relocate closer to the company's auxiliary and creative systems to increase their chances of discovering useful solutions. Together, the team or organization learns, which fosters trust, open dialogue, a sense of shared purpose, and a feeling of unity.

❖ **Respecting and Celebrating Differences**

Individuals inside a company should treat one another with dignity, build trust with one another, and publicly acknowledge one another, as this concept suggests. A clever system for identifying and appreciating parts should also be developed. Relationships, alliances, and cooperative networks all flourish in an atmosphere that values diversity. According to research (Barnes & Spangenburg, 2018), variety revitalizes not just an organization's relevance but also its creative frontal brain. Therefore, it is generally expected that the company's current management practices will be

reassessed in light of these collaborative leadership notions, which could have a significant effect on the company's capacity to go forward.

❖ **Advancing the Group's Leadership Method**

Our new leadership practices are based on the principle that anyone can become a leader and that different people within the organization will take on varying degrees of responsibility as leaders depending on context. Executives' expectations are exceeded when they implement stable work cultures that recognize employees' contributions and encourage new beginnings and information exchange. The potential for leadership in individuals is being nurtured throughout this time. Most forms of effective leadership revolve around instilling confidence and competence in subordinates and inspiring them to work toward the common good.

❖ **Facilitating Collective Agency**

Unfortunately, the new norm in leadership teaches us to share power and work together. This is so because it is meant to communicate the excitement of success felt by each representative. According to the shared power paradigm, all workers should actively seek out decisions, take initiative, and continue their education. However, each employee must consider matters of trust and honesty within the workplace.

❖ **Fostering Connections and Relationships**

Employees need to have a game arrangement, share a vision, and represent common aims to increase their self-interest (Saputra 2021). This will allow them to build and produce strong districts for Goliath for epic between works. These elements may give workers the freedom and authority to deal with their current situation as they see fit, as well as the self-discipline to succeed in their roles without constant oversight from above. This new approach to leadership, therefore, necessitates training in the

links and bonds among employees of the organization, allowing them to respect one another with

honesty and grow both personally and collectively.

Conclusion

Our research revealed that the first step in establishing a culture of collaborative leadership is to establish a shared corporate vision that is continuously kept in mind by a multitude of expressed traits or values. To effectively execute its vision and objectives, a business must consider the most essential requirements for systems of executing competent leadership. People who engage in shared leadership have demonstrated, as evidenced by technology from the twenty-first century, that they can do so without the need for their leaders to exert direct control over them. As a result, it is expected of leaders to share their authority to increase the accountability of individuals and groups for their work, plans, and actions and to develop their capacity.

To ensure that the business of the organization is centered on the fundamental length, it is strongly recommended that the organization implement complex leadership strategies, as well as specify and strengthen them. By doing so, organizations can address significant corporate challenges and determine the standard response to issues in the economic, social, political, technical, and environmental spheres. Thus, an organization could continue to be aware of its growth.

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