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Introduction

In an organisation, one of the main roles of leadership is to set up a vision, mission, purpose, and set of goals, as well as to make plans, policies, and strategies for achieving those goals, and to manage and direct projects and the organisation's operations. To reach the mission and goal and adapt to changes in the environment, you need top-notch management.

Currently, a lot of companies have to deal with problems like unethical oversight strategies, high staff turnover, and poor economic performance. This could also happen if the people in charge aren't doing their jobs well. Many businesses want to reach their goals, so they need strong leaders who can get their employees to work together to reach these goals. Sadly, many companies never say outright what their management's strategy was.

In today's competitive business world, a company that wants to please its customers by making and remaking its products and services and gaining an edge must set goals and plans for its business and give it a realistic direction. Management of an organisation is important if these goals are to be reached. The main goal of organisational leadership is to bring together a group of different people to work toward a common goal.

1. Report Describing an Organisation's Leadership Practices

1.1 Executive Summary

The current global business environment makes it hard to become a better leader, and one of the biggest problems is that there aren't enough skilled leaders. Successful leadership development in an organization can affect how the organization grows and how much money it makes. In this leadership assignment, we are using the Stryker industrial organization's three most important methods for developing leaders.

The main goals of the Stryker Company are to keep customers happy by offering a wide range of products, making interactions with customers more efficient, speeding up product sales, improving employee morale and productivity, and keeping up with technological changes. In the current economic climate for artists, the organization plans to keep its competitive edge by using new and effective management strategies.

As you can see from the finished request on the Stryker employer's leadership exercise, the employer is still not taking the necessary steps to evaluate and act on these earnings and comments. Since the results of management development are evaluated in different ways by each branch, a big part of the organization is building a link between individual efforts and organization-wide results.

These activities are important for getting a business to show how important each part of the organization is and for improving the skills and attitudes of the executives. For progress, the past, present, and future must all be taken into account. To study change in an environment where things depend on each other, you need a strong base. This understanding does this by showing how collaborative designs have helped people for a long time and how they can be the best way to figure out how helpfully future events will be made.

1.2 Background of the Organisation

Stryker is a company that makes a wide range of orthopedic, medical, and surgical products, as well as spine and orthopedic products. Its amazing products include endoscopic and communication systems, endoscopic and surgical instruments and equipment, patient support, emergency medical equipment, and orthopedic implants.

It also sells spinal devices, neurosurgical equipment, and medical gadgets that can be used in many different ways. With specific instructions, Stryker sends supplies to the offices of other medical organizations, crisis centers, and authorities. Equipment can be broken down into two large groups: standard and custom-assembled. Standard tools are easier to make and can be used in a lot of great businesses.

But it seems to get harder and harder to meet the basic needs of new factories. A tool that is made just for you will always cost more than one that is already in stock. For each event, more important assumptions must be made in order to figure out the buyer's required unique credits. So, there might be a place for industrial tools.

1.3 Leadership Practices of the Organisation

This request looks at the organization's plan for developing leaders by focusing on the three most important requests. Special management techniques are used in the business of making protective products. The process at the heart of this change is called "collaborative leadership" and "corresponding leadership." We think it's best not to rely on a definition or image of the "new leadership," since collaborative leadership is more adaptable and flexible and focuses on connections and people's needs.

It's important to help people understand what the goals and outcomes of the new leadership help are, and to show them how the ideas of collaborative leadership could help them in the setting where they want to lead. For progress, the past, the present, and the future must all work together. This understanding

gives a solid base for looking at change in a related environment by showing how collaborative designs have helped people for a long time and can be the best way to figure out how helpful future events will be (Hogan et al., 2018).

For progress, the past, present, and future must all be taken into account. To study change in an environment where things depend on each other, you need a strong base. This understanding does this by showing how collaborative designs have helped people for a long time and how they can be the best way to figure out how helpfully future events will be made.

In order to give a clear answer to this question, we need to evaluate each CEO in each business unit. To figure out which parts of the organization's continuous leadership practice are good and which are bad, we use interviews as a way to collect data and include repeated requests without a confirmed answer. The main goal of this study is to compare how each branch and unit has managed things in the past.

When looking at the company's current leadership practices, the only thing that makes sense is to look at how the leaders ride and make decisions differently. So, it is possible to train leaders and fill their positions after figuring out where the obvious gaps are. This can be done by giving them special hands-on training, setting them up to lead their branch, and giving them the tools they need to help the company reach its goals and objectives.

2. Leadership Practice of the Organisation

2.1 Positive Aspect

The study assessment of the Stryker at the firm level shows that there are two possible organizational leader transportation practices for the company. These situations could show that the company has good transportation leadership practices that make it more productive and competitive (Rosari, 2019). According to our analysis of the study, the vast majority of respondents said that the organization did a good job of moving leaders in a number of different ways. In the same way, the next section will talk about the study evaluation, which is seen as Stryker's good leadership practices.

360o Feedback and Making Leadership Development More Individual

It is a great way for managers and executives to get clear feedback from their peers, managers, and employees. Multi-rate evaluation and management are key to making sure that the company has unmatched management and leadership skills. The input from the research sample shows that 65% of the sample thinks the business is trying to develop a new leader.

This understanding makes a strong foundation for studying change in a similar environment by showing how collaborative designs have helped people for a long time and can give the best way to figure out how helpful future events will be (Edelmann et al., 2020). For growth or progression, the past, present, and future must all be taken into account.

To study change in an ecosystem where everything is connected, you need a strong base. This knowledge does this by showing that people have been helped by collaborative designs for a long time and that they can be the best way to predict how helpful future events will be.

Dynamic Senior Leadership Association

The most important and successful part of these practices is the dynamic support from senior leaders, who have a huge impact on initiatives and attempts to build leadership practices in any company. 85% of the people who answered the survey said that senior Stryker sector leaders actively take part in the company's leadership development program by setting up and coordinating the instructors.

Leadership Competencies as the Development Core

Leadership skills have spread from one person to the next and from one group to the next. Any business organization should have a convincing picture of leadership that serves as a source of inspiration, strength, and knowledge.

Knowledge is the most important social event for leadership, direction, and the incentives that companies need to give their leaders if company strategy is the main support for management growth. According to a study done by a business group, 90% of respondents disagree with how the group describes a set of management skills that are being used to guide efforts to update firm management practices.

Integration with Talent Management Systems

Leadership development should definitely include different management practices for choosing, hiring, promoting, and paying leaders. As shown by the answers, leadership development, the succession plan, and performance management all work well together. This is confirmed by the fact that 90% of the business division Ace answered.

The process at the heart of this change is called collaborative leadership or leadership that is hard to tell apart. Since collaborative leadership is more flexible and adaptable and focuses on connections and people's needs, we don't think the "new leadership" should be defined or pictured in a certain way. It's important to help people understand the goals and results of the new leadership help and to show them how collaborative leadership ideas could help them in the environment they want to lead in.

For growth or progress, the past, present, and future must all be taken into account. This understanding gives a solid place to start looking into change in an interdependent environment by showing how collaborative designs have helped people for a long time and can be the best way to keep an eye on how the future will be shaped in a way that is helpful.

Multi-Dimensional Learning Platforms

Leaders should look to their past experiences for ideas on how to deal with new problems at work, because the business world is changing so quickly. Since they care about their work and focus on it, leaders. According to the evaluation of the company's divisions and units, 85% of the people who answered the survey agreed that there is a multidimensional learning stage in the development of leaders in the company.

Leaders who are multidimensional can't do anything to avoid being leaders who are good at communicating, making decisions, moving up, developing their leadership skills, learning, and other things. Findings show that e-learning and study parts are used in the material plat structure for front and mid-level supervisors. However, the upper district senior level is 100% based on learning through experience and development.

2.2 Negative Aspects

In the organization, none of the things the company does to lead are seen as good leadership traits. It is suggested that these things be changed to improve leadership in the business, which is important for reaching the goals of the organization. Next, we'll talk about what people in different parts of the company think are the bad things about the organization's way of running things.

Leadership Curriculum Design

A Leadership Transport curriculum design is a set course of study that includes institutional goals and objectives, showing systems, assessment methods, and the sky's the limit from there. A good business leader plans the curriculum by coordinating the many organizational assessments and guesses, taking into account the most recent experiences and changing research-based leadership principles. Since 70% of

respondents said their company had a confirmed leadership program, it's clear that most of them agree that standard training should be supported instead of being asked for.

Driven by Business Strategy

One sign of stable leadership in a business is that there is a link between the leadership development plan and the company's goals. Since leadership development practices don't just appear out of nowhere in an organization, this means that the best leadership practice is a logical result of the business strategy in the firm. 65% of respondents in the Stryker sectors who took part in an evaluation agree that the company's business strategy is linked to leadership development (Alegbeleye & Kaufman, 2019). So, you can tell from the results that there is a reasonable link between starting the business and leadership development strategies, but that doesn't mean that the business is perfect.

Rotational Assignments

One of the most important parts of a top development strategy in an organization is making assignments that make sense. Its main effect is to give senior management the freedom to choose, strengthen their sense of community, gain knowledge and experience, rethink their personal and professional growth, and improve and solidify their own unique leadership qualities. After a reasonable evaluation, the organization's management can show how they are developing leaders in a quantitative way. Based on what the respondents said, it was seen that about 40% of the Stryker divisions include swapping assignments as a regular part of their organizational leadership development packets. Rotational assignments aren't as important for everyday leaders, according to the research, and the organization needs to build up its strengths in key areas to be ready for such challenges.

3. New Leadership Style Strategy Plan

3.1 The Significance of the New Leadership Style

The company needs to redesign its continuous leadership practice or start a new leadership culture in order to get standard results and organizational procedures. When a company changes from an old leadership style to a new one, it also changes and works to improve its performance in the same way.

3.2 Contents of the New Leadership Style

As interest in this new leadership grows, the people at the bottom of the pyramid who make plans and run things are trying to change. They should be leaders as well as facilitators, stewards, coaches, designers, and teachers. They are trying to make leaders who "do what they say" and show the way, motivating others, giving them jobs, and serving. Every person has traits that make them a leader that can be seen and used, and persuading leaders know this (Barnes & Spangenburg, 2018). So, the new leadership perspective tries to challenge both our ideas about what moral leaders should do and how we currently think about what leadership is.

It's upsetting how the "followers" are controlled, and it's going to mess up how organizations are run in the 21st century. Collaboration and corresponding leadership are two ways to talk about the process at the heart of this change. Since collaborative leadership is more flexible and adaptable and focuses on connections and people's needs, we don't think the "new leadership" should be defined or pictured in advance.

It is important to help people understand the goals and outcomes of the new leadership help and to show them how collaborative leadership ideas could help them lead in the environment they choose. For growth or progress, the past, present, and future must all be taken into account. This understanding gives a solid place to start looking into change in an environment where people depend on each other. It does this by showing how collaborative designs have helped people for a long time and can give the best way to keep an eye on how future events will be shaped in a way that is helpful.

3.3 Proposed Departmental Communication Plan that Used 21st-Century Technology

A strategy that lets people share their knowledge is one of the many things that helps leadership and lets everyone act. When using these ideas, it's important to keep in mind that everyone can use their knowledge and creativity to solve problems. So, we can see that they encourage collaborative development that takes into account a shared vision, goal, and core values in order to help this business grow.

These five core principles can be used to counteract the positive effect that this departmental communication strategy for the new leadership practice in the company has on the traditional leadership practices in the commercial sectors that ensure public safety.

Sorting out a Learning Environment

A group or organization that puts students first helps them get better at themselves and look better. Focusing, explaining things clearly, looking for constructive criticism, sharing ideas, and seeing a disagreement as a chance to grow are all habits that come naturally. Prospective parts that are getting closer to the assistant or creative systems are found, and Stryker employees who are closest to the problem are recognized. As the group or party learns together, open communication, deep trust, a shared sense of being important, and a sense of belonging all grow.

Esteeming Diversity and Inclusiveness

People in a company should treat each other with respect, build trust, and boost each other up. They should also think of a clever way to see and appreciate the different parts. Respecting diversity is the ground that makes it possible to form ties, coalitions, and networks that work well (Low & Ayoko, 2020). Evidence shows that variety boosts the importance of an organization and stimulates the frontal creative lobe. The company's ability to stay in business would be affected if the boss boat practices were looked at in light of these ideas about collaborative leadership.

Moving a Collective Leadership Process

This acknowledgement is based on the idea that anyone can be a leader and that different people in the organization may choose to take on different leadership roles depending on the situation, needs, and needs. It is used for our new ways of being leaders. When strong work cultures are created that value each person's connections and encourage new ideas and the sharing of information, it goes above and beyond what the leaders had in mind. People are getting closer to developing their leadership skills while

this is going on. Most of the time, good leadership means giving people the freedom to choose and understand their options while also motivating them to help the company reach its goals and objectives.

Empowering Shared Power

The new approach to leadership also calls for a style of leadership that is collaborative and shared. This is done so that each representative can share and show how happy they are. So, the shared power model means that each employee is responsible for making a choice, taking the lead, and making progress. Of course, it's the job of every worker at the company to look at how they act.

3.4 Supporting Networks of Relationships and Interconnectedness

Employees must have a game plan, a vision, and common goals in order to increase their own self-interest and make powerful districts for goliath and epic between works. These things might make it possible for workers to handle their own problems without interference or orders, and they might also help them stay in control without having to be closely watched by their bosses and without a constant organisational perspective. So, for the company's representatives to be honest with each other and grow as individuals and as a group, this new style of leadership requires them to build relationships and connections with each other.

Conclusion

The research showed that the first step in making a culture of collaborative leadership is to set a corporate goal that goes against a lot of stated values or traits. Any company that wants to carry out its vision and goals effectively must take into account the most basic conditions for the systems of executing talented leadership. The technology of the twenty-first century has shown that people can share leadership without their leaders having to give them direct orders. It is normal for leaders to share their power in order to get people and groups to work together and take more responsibility for their work, goals, and actions.

To make sure that the business of the company is built on the necessary length, it is also absurdly recommended that the company spread confusing leadership techniques and define and even improve them, no matter what. Organisations could then see what the normal response is to problems in the economic, social, political, technological, and environmental sectors as they dealt with big business problems. So, a company could keep track of its growth this way.

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