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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

Leadership is commonly regarded as an essential component in achieving company success within the business community. Leadership is a crucial element in various domains, including sports, politics, civil societies, governments, families, and educational institutions. The role of leadership is widely recognized as a crucial factor in determining the performance of an organization. Leadership can be conceptualized as the exertion of influence, including the art or systematic approach of influencing individuals in a manner that motivates them to willingly and enthusiastically achieve a set of shared goals. The notion of persuasion can be understood in elementary terms as the act of influencing others to follow one's directives or actions happily. Contemporary organizations face an ongoing problem in effectively turning quality gains into an ongoing competitive edge. Similar to individuals, organizations must engage in learning in order to adapt to the dynamic nature of the business world effectively. The basic objective of organizational leadership is to effectively gather diverse individuals with the aim of collectively achieving a common goal. Leaders and managers must put corporate agendas over personal ambitions and ideas, as each organization has its specific agendas that are meant to be accomplished. Businesses can do this by focusing on talent development, addressing poor decision-making, introducing a paradigm change, and adapting company culture to the environment. The purpose of this paper is to provide basic information and a brief description of Stryker's operations. The analysis will then evaluate the Stryker Corporation's leadership style, bringing out its strengths and improvement. This paper will conclude with a proposed strategic plan for a new kind of leadership focusing on open lines of communication and the proper distribution of company resources in response to evolving demand dynamics.

Stryker Corporation's Leadership Practices

Stryker Corp., an essential organization in the industry focuses on the production of various orthopedic, medical, surgical, neuro-technology, and spine products while also engaging in collaborative partnerships with other businesses. The products encompass orthopedic implants, surgery instruments and navigation systems, patient assistance devices, emergency medical equipment, carefully considered small-scale goods, endoscopic tools, and systems for communication. In addition, it offers neurosurgical tools, neurovascular implants, and spinal implants for use in a wide range of treatments (Mohammed & Kadhem, 2020). Stryker's clients include hospitals, urgent care facilities, and government agencies with a need for medical supplies. With its subsidiaries, branches, exclusive dealers, and transporters, the company offers its wares across the Americas, Europe, Asia-Pacific, the Middle East, and Africa. Stryker is headquartered in Kalamazoo, Michigan, in the United States.

The primary objective of Stryker is to establish itself as the foremost provider of sustainable solutions within the global healthcare industry. The organization prioritizes and places importance on delivering financial sustainability, patient care sustainability, and sustainable development to its clients in order to fulfill its objective. One of the primary challenges experienced in the current global corporate environment refers to the development of leadership capabilities (Minja, 2010). A visible barrier to growth lies in the absence of proficient leaders. The benefit of effective leadership development within a company extends to both its organizational development and profitability.

The Stryker industrial company employs three essential leadership development tactics that are crucial for this leadership assignment. The core goals of the Stryker Company primarily revolve around the preservation of customer satisfaction by means of product diversification,

enhancing effective customer communication, expediting product sales, enhancing employee capacity and productivity, and sustaining business development (Stryker, 2022). The association anticipates sustaining its competitive advantage in the contemporary company landscape through the utilization of inventive and efficacious management strategies. Based on the conducted research into the leadership exercises of the Stryker employer. It has been noticed that there is still a lack of care in reviewing and executing the necessary criteria related to earnings and feedback, as well as in addressing concerns regarding leadership development within the organization. The measurement of management development outcomes takes place in an essential part of the organization, including all branches. This requires the formation of a connection between one's efforts and the overall outcomes of the business. As a leader, it's crucial to take these steps to improve the own leadership abilities and to help the firm see the value in all of its parts.

Leadership Style

Stryker's leadership style is defined by many essential characteristics that contribute to the company's success as a medical technology leader. Stryker's leaders use a transformational strategy. They encourage and motivate employees to reach their maximum potential and to view change as a chance for advancement. This style of leadership promotes creativity and never-ending progress. Stryker's leaders encourage employees to make decisions and take charge of their jobs. Employees will be happier and more productive as a result of their increased sense of responsibility and autonomy (Singh, 2011).

Stryker's leaders focus on client needs in their decision-making process. They actively connect with patients and other healthcare providers to learn about what they want and need, which helps to shape product development and service offers. Stryker works in a dynamic and

ever-changing sector. Its leaders are flexible and attentive to changes in the healthcare environment. They promote an agile culture and the flexibility to pivot when necessary in order to stay one step ahead of the competition. Stryker Corporation's leadership methods are firmly founded in the company's fundamental values of innovation, quality, customer-centricity, ethical behavior, and inclusiveness and diversity (Edelmann et al., 2020). Stryker has grown to importance in the medical technology business as a result of these values, paired with a leadership style that stresses transformation, empowerment, cooperation, and flexibility.

Critique the Leadership Practice

Strength

Based on the research assessment of Stryker at the organizational level, two distinct scenarios emerge about the company's transportation practices implemented by its organizational leaders. These scenarios have the potential to determine the currently effective transportation processes employed by the organization, hence enhancing its market position and productivity. (Kohntopp & McCann 2019). As a result, in this environment, the following research appraisal is deemed to be Stryker's positive leadership practices.

- **Active Senior Leadership Involvement:** The engagement of senior leaders plays a crucial role in the implementation of leadership practices inside an organization, as their active support serves as the primary and most influential element in these efforts. The leadership development program within the Stryker industries is characterized by the active involvement of renowned leaders who assume the role of mentors and instructors, providing guidance and coaching to fellow employees (Yanney, 2014).
- **Leadership Competencies as the Development Core:** Leadership skills have been expanding throughout society and business. A company or other organization must

demonstrate its leadership in a way that generates confidence in its competence to make wise choices. Knowledge plays a crucial role in the social dynamics of organizations, providing guidance and serving as a motivating force for leaders. This is especially apparent when corporate strategy acts as the foundation for supporting managerial development.

- **Multi-Dimensional Learning Platforms:** Since the business environment today is so dynamic, leaders should draw on their past experiences to help them deal with the challenges they face in the workplace today. Leaders are those who invest themselves emotionally and physically in their work.

Areas for Improvement

1. **Leadership Succession Planning:** Stryker has been profitable in many ways, but the company might do better in terms of planning for the next generation of leaders. The healthcare sector is rapidly evolving. Therefore, it's essential to have an effective plan for training and promoting from the inside. Maintaining the company's forward momentum in terms of growth and innovation requires an effortless leadership transition.
2. **Environmental Sustainability:** A bigger focus on environmental sustainability could help Stryker's leadership methods. Given the supply of resources and materials necessary for manufacturing, the medical technology business can have a significant environmental impact. Implementing practices that are environmentally friendly and researching ways in which to minimize waste and energy usage would be in line with current environmental practices as well as contribute to a more responsible business image.
3. **Employee Wellbeing:** Since Stryker supports an empowering culture, it is critical to ensure that employees' well-being is given priority alongside production. Employees in

the healthcare industry may experience burnout or stress. Offering complete support services that include mental health resources can help to create a happier, stronger, and more resilient staff.

Stryker's commitment to recognizing these areas for development and making aggressive efforts to solve them will be critical in assuring its continuing success and capacity to fulfill the changing healthcare sector standards.

New Leadership Style Strategy Plan

Evaluation of the Current Leadership Style

Stryker Corporation has traditionally used a transformational leadership style that focuses on empowering and inspiring workers to reach their greatest potential, supporting innovation, and encouraging flexibility. While this leadership approach has had an impact on Stryker's success, it is critical to analyze and adjust leadership practices to suit the ever-evolving demands of the healthcare technology business and workforce demographics (Alegbeleye & Kaufman, 2020). In order to adhere to established norms and protocols, the organization needs to undertake a redesign of its existing leadership practices or, instead, introduce a new leadership culture. When an organization transitions from an outdated leadership approach to a more modern one, it concurrently transforms and tries to enhance its performance in the appropriate environment.

Revised Leadership Policy: Agile Leadership for Healthcare Innovation

Agile leadership is a crucial managerial function that emphasizes the significance of responsiveness and innovation as fundamental components for the sustained growth and achievement of any organization. In the contemporary business landscape, companies have a responsibility to enhance their competitive resilience and strive for excellence in meeting

customer requirements. In order to effectively apply agility principles and practices, businesses require the presence of agile leaders. Health managers in the health sector are required to possess agility due to the different characteristics associated with health services (Thomas & Suresh, 2023). Given the ever-changing landscape of the healthcare technology industry and the imperative for fast innovation, it is recommended that Stryker Corporation adopt an Agile Leadership approach. Agile leadership places significant emphasis on the qualities of adaptability, teamwork, and customer-centricity, which are in strong alignment with Stryker's fundamental values. The updated leadership policy will prioritize the following key principles:

- 1. Adaptability:** Leaders will be advised to look at change as an opportunity for growth. They will evaluate market trends, feedback from customers, and technology breakthroughs on a regular basis in order to adjust plans and product development activities properly.
- 2. Customer-Centricity:** The modified policy will emphasize understanding and addressing the demands of customers, particularly healthcare providers and patients. Leaders will proactively seek and use consumer feedback to inform their decision-making processes (Swanson, 2023).
- 3. Empowerment and Collaboration:** Agile leadership promotes empowerment at all organizational levels. Leaders will encourage their teams to take responsibility for their projects and choices, promoting an open and transparent culture. To capitalize on various knowledge, collaboration between departments and teams will be promoted (Akkaya et al., 2022).

- 4. Innovation:** Leaders will strongly encourage a culture of creativity and trial and error, with innovation remaining a basic concept. Leaders will provide opportunities for staff to submit and investigate new ideas, and they will offer resources for innovation efforts.

Chosen Leadership Style Influence the Company's Culture

The adoption of Agile Leadership inside Stryker Corporation is expected to have a substantial influence on the organization's corporate culture. Here's how the new leadership style will affect the culture of the company:

- 1. Innovation Culture:** The value given to innovation will be further highlighted, creating an environment in which people are motivated to engage in creative thinking and explore novel concepts. This phenomenon will create a culture characterized by an ongoing dedication to enhancing performance and a readiness to adopt transformative changes.
- 2. Customer-Centricity:** Stryker is going to be more customer-centric as a company as a result of its employees' increased efforts to identify and satisfy their demands. By doing this, relationships and trust with customers will strengthen on all levels of the organization (Şahin & Alp, 2020).
- 3. Empowerment and Collaboration:** The ideas of empowerment and collaboration within the framework of agile leadership are expected to contribute to a culture that is more inclusive and collaborative. Employees will have a sense of empowerment that enables them to exercise autonomy in decision-making, assume responsibility for their tasks, and engage in collaborative efforts that cross-team and departmental boundaries (Arisman, 2022). It will facilitate the breakdown of organizational silos and promote cooperation across different functions.

- 4. Adaptability:** The prioritization of adaptability will result in an organizational atmosphere that is better equipped to address market fluctuations and external obstacles effectively. Employees are likely to show more readiness to accept change, while leaders will show adaptability by being open to receiving criticism and making appropriate modifications as required.
- 5. Continuous Learning and Improvement:** The focus of agile leadership on continual improvement will create an environment favorable to knowledge acquisition and personal development. The drive of employees to take advantage of possibilities for skill development and innovation is expected to have a positive impact on the overall success of the company.

21st Century Technologies used by Departmental Communication Plan

Digital communication has grown into the norm rather than the exception in this age of modernism and technical growth. Technology has permanently transformed various aspects of our lives, including our lifestyle, social interactions, and economic practices. The effective utilization of diverse digital communication platforms is vital for the success of a firm. The use of modern communication software can enhance the effectiveness and efficiency of all types of companies in achieving their objectives (Nguyen et al., 2021). In order to strengthen Agile Leadership and optimize collaboration between departments, it is recommended that Stryker Corporation adopt a communication strategy that effectively utilizes contemporary technology of the 21st century. The following is a proposed plan:

- 1. Digital Communication Platforms:** To enhance department and team communication, it is recommended to use digital communication tools like Slack or Microsoft Teams. These platforms enable real-time communication, promoting efficient and effective

collaboration among different units within an organization. These platforms facilitate real-time communication through instant messaging, enable the exchange of files, and provide the ability to establish dedicated channels for focused collaboration on particular projects or topics.

- 2. Video Conferencing:** Utilize video conferencing platforms such as Zoom or Microsoft Teams to facilitate virtual meetings, hence facilitating communication among teams regardless of their geographical distribution. This has particular significance for a multinational corporation such as Stryker.
- 3. Intranet Portal:** Design and implement an intranet portal that facilitates employee access to critical organizational information, documents, and updates. Ensuring a high level of user-friendliness and maintaining consistent updates with relevant content are crucial aspects to consider for the optimal functioning of the portal (Yew, 2015).
- 4. Collaboration Tools:** Incorporate working software solutions, like Google Workspace or Microsoft 365, into the organizational framework to facilitate immediate communication among teams. These software platforms enable simultaneous and cooperative editing of spreadsheets, files, and presentations. These technologies enhance operational effectiveness and enhance the level of awareness in duties related to projects.
- 5. Mobile Apps:** The objective is to create a mobile application that enhances internal communication within an organization, facilitating workers' easy access to company data, updates, and means of communication using their mobile devices such as cell phones or tablets. Mobile applications provide individuals with the ability to conveniently access messaging services while in motion (Lacarcel & Huete, 2023).

- 6. Social Intranet:** The emergence of social intranets has had a significant impact on employee communication globally. The prevalence of remote working, hybrid workforces, and mobile computing has positioned social intranet software as a fundamental component of the digital workplace.
- 7. Feedback Mechanisms:** In order to optimize the effectiveness of communication and identify possible areas for enhancement, it is advisable to integrate digital feedback systems into the organizational structure. The employee feedback system holds great importance due to its ability to facilitate performance improvement among employees, ultimately leading to organizational benefits in terms of financial and temporal resources. In view of the circumstances, it is imperative to guarantee that the collection of feedback is conducted in an objective and equitable manner.
- 8. Training and Support:** Providing complete instruction and continuous assistance to employees is crucial for augmenting their expertise in using digital communication platforms (Lacarcel & Huete, 2023). Establishing a sense of ease among staff with respect to the technology at hand is of paramount importance, while increasing their awareness of the benefits it offers.

The utilization of digital communication technology is widely advantageous, provided that the process of gathering information is protected and the privacy of the customer data is maintained. Prioritizing learners means considering their own personal growth and reflection in a variety of contexts. Attentiveness, moving explanations, seeking out helpful feedback, sharing ideas, and seeing conflict as an opportunity for progress are all embedded in the culture. Stryker employees who are on the front lines of solving the problem are recognized, and promising new

components are located by relocating them closer to the company's supplementary and creative systems.

Summary of the Networks

The method of strategic networking cannot be limited to the establishment of new connections exclusively outside the organizational context. While establishing external connections is of significant importance, professionals must build strong ties within their firms. Leaders can achieve various aims by developing a solid internal network. There is a vast internal resource network at Stryker Corporation that the company's future leaders can better utilize.

These networks include:

- 1. Professional Networks:** Promote the development of internal professional networks so workers with comparable responsibilities or interests may meet up, exchange ideas, and work together. For instance, members of different occupations often get together for lunch and other social activities to network with one another. Meeting new individuals at conventions or trade shows might be just as beneficial. Digital platforms or regular in-person get-togethers can both help facilitate these networks.
- 2. Cross-Functional Teams:** Encourage the setting up of collaborative teams to tackle challenging problems and propel creative thinking. The goal of a cross-functional team is to pool the knowledge and experience of members from other departments. When departments work inside their own "vertical," they tend to lose sight of the big picture in favor of meeting their objectives (Organ & Bottorff, 2021). If the sales team is busy with gaining prospective customers, they may overlook the challenges posed by their existing overloaded staff.

- 3. Mentorship Programs:** Implement mentorship initiatives that facilitate the connection between experienced employees and individuals who are new to the organization or seeking professional growth opportunities. This process enables the transfer of knowledge and promotes professional advancement.
- 4. Innovation Hubs:** Establishing specialized innovation hubs or centers inside the organizational framework can provide employees with an optimal setting to engage in the development of novel projects and ideas. These hubs have the potential to function as drivers for the generation of novel ideas and the establishment of collaborative partnerships.
- 5. Global Collaboration:** Utilize the global reach of the organization to facilitate cross-border cooperation. Promote cross-regional collaboration across teams to encourage project cooperation, facilitate the exchange of optimal methodologies, and customize solutions to cater to specific local markets. In today's business climate, many companies rely significantly on a globally dispersed workforce, effectively leveraging their diverse backgrounds and specialized knowledge to get a distinct advantage over competitors.
- 6. Supplier and Customer Networks:** Enhance the quality of connections with suppliers and consumers through the establishment of networks that promote effective communication and encourage collaborative efforts. These networks have the potential to offer valuable insights and facilitate co-innovation (Eckenhofner, 2011). Promote the development of a corporate environment centered on proactive communication, transparency, consistency, and knowledge sharing, with the aim of enhancing and solidifying long-term collaborative relationships.

7. Alumni Networks: Sustain professional relationships with past employees by utilizing alumni networks. Former employees have the potential to provide ongoing relevant insights and skills subsequent to their departure from the organization. Employers are utilizing the concept of alumni to create a positive impact on their prospective and former employees, thereby leaving a lasting impression on them (Tucker & Tucker, 2018). That is why forward-thinking employers are allocating additional resources and effort towards facilitating the departure of employees to ensure a smoother transition.

Conclusion

It is concluded that establishing a common corporate vision that is reflected in many visibly shown attributes or values is the first stage in creating a culture of collaborative leadership. Every company needs to think about the most essential criteria for the systems of executing talented leadership if it wants to realize its vision and achieve its goals. Stryker Corporation will be better able to adapt to the ever-changing healthcare technology market if it adopts an Agile Leadership approach. This new leadership style will have an impact on the company's culture by encouraging innovation, a focus on customer satisfaction, autonomy, cooperation, adaptability, and a dedication to continual development. Creating a departmental communication plan that makes use of modern technology will improve interdepartmental communication as well as productivity. In addition, the use of organizational networks will free up hitherto untapped resources within the company and encourage the transfer of information and the development of new collaborations. By accepting these mentioned changes, Stryker can effectively position itself as a leader in the healthcare technology sector and sustain its commitment to delivering innovative solutions aimed at enhancing patient care.

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