

UWTSD

LCBB6003

**LEADERSHIP MANAGEMENT THEORY
AND PARCTICE**

TAYE OSADIYA

ID:1906675

Student name: Vanya Toleva

Term 2 Group 2

ASDA

Table of Contents

INTRODUCTION	4
TASK	4
Brief introduction about the chosen organisation	5
Theories of Leadership and management: -	5
Reflection	7
Action plan	8
CONCLUSION	9
REFERENCES	10

INTRODUCTION

Leadership may be defined as the procedure which is implemented by the management of the organisation in order to lead, direct, motivate and influence the employees' behaviour for attaining the set objectives and goals of the firm in a very effective and productive way. Leadership is being considered as the most important ability of an individual in order to persuade the employees of the firm to perform in a productive manner and contribute towards achieving the pre-defined objectives of the company effectively and efficiently (Gümüş, Arar and Oplatka, 2021). On the other hand, management may be defined as the activity of developing organisational planning, mission and goals of the firm, organise all the resources in proper manner and direct and control the employees for attaining the set goals. The concepts of leadership as well as management have been applied in the organisation in order to manage all functions of the company in a very effective manner and motivate the employees to perform with full productivity. The following report is based on the ASDA company which is a well-known British supermarket chain of the UK. The following report is going to cover the brief overview of the chosen organisation and the review of leadership and management theories and models in relation to the respective company. This report also covers the application of these theories and model and the impact of leadership on the organisation. Furthermore, reflection is done which covers the learning experience and development of the different types of skills while working in the organisation and the action plan.

TASK

Brief introduction about the chosen organisation

For the completion of this report ASDA stores Ltd. is selected, which is a well-known British super market chain of the UK. The respective company is a retail type company which was founded on 19 of February 1949 by merging of the Asquith family retail business with the Associated Dairies company of Yorkshire. The company was founded by Peter and Fred Asquith, Sir Noel Stockdale and the headquarter of the firm is situated in the Leeds, United Kingdom. The organisation deals in the grocery, general merchandise, financial services and various other services like ASDA mobile, ASDA money, ASDA living and George. It was the second largest supermarket chain of the UK in the year 2003 and 2014. The company provides their services all across the globe. Along with this, the number of employees working in the

ASDA stores all across the globe is more than 160000 and all the employees are well trained as well educated which provide quality of services to their consumers. The revenue of the firm in the year 2019 is £22.90 billion and the operating income of the firm is £584.2 million. The ASDA was acquire by the Issa brothers (Mohsin and Zuber) in the year 2021 along with this Walmart is also the board member of the ASDA stores Ltd. The company also provide the online services to their consumers which assist in increasing the loyal base of the consumer and profits of the company.

Theories of Leadership and management: -

Different types of leadership as well as management theories is applied by the management of the ASDA stores Ltd not only in motivating but also in inspiring the employees so that they can carry out all the assigned task in a very productive manner and contribute towards in achieving the set goals and objectives of the firm(Bekimbetova and Shaturaev, 2021). Different types of qualities are posses by the leaders like effective decision making, personality traits and many more which assist them in performing the functions in proper manner. Combination of different types of leadership styles are adopt by the leaders of the ASDA company that give assistance to the leaders in managing its employees. Different types of leadership styles as well as management theories in context to the ASDA store Ltd has been discussed below: -

The trait theory: -the trait leadership theory may be defined as a personality trait which develops different types of qualities in a leader which enable them to influence the leaders to perform in the best way. Focus has been paid by this theory on acquiring the different types of personality traits and other characteristics which is needed for the implementation of the effective leadership within the management. On the different types of personality trait like specific behaviour pattern and many more the whole concept of this theory is depend which assist them in dealing with the all the situations in a very effective manner. In context to the ASDA company, this theory can be applied by the management in the operational functions of the firm which states that having specific qualities doesn't means that leaders possess the effective and strong skill. Different type of training and development programme has been developed by the management of the respective company to their employees in improving their skills and make them competitive and enhance their personality.

An important role is played by the leaders of the firm in implementing this theory within the organisation. This theory states that leaders have some specific traits and characteristics which make them different from others. The quality of handling the situation effectively, adopting the new nature, motivates the employees, think out of the box and the emotionally stable assist them in directing and leading all the employees in gaining the desirable outcomes.

Situational theory: - situational leadership theory can also be adopted by the ASDA company in which they have opted the appropriate leadership theories in order to perform the action according to the specific situations which give them assistance in dealing with the critical situation effectively (Ingram and Salih, 2021). As the respective company operates their function at the global level, so leaders have to take out the solution after analysing the situation in proper manner so that they can handle the situation in the best possible way. If the leaders of the company are knowledgeable as well as have the experience then they can opt the authoritarian leadership style which allows them to take the decision as fast as possible and as per the situation. Whereas, if the employees of the organisation are skilled and have the ability to handle the situation in an effective manner then democratic leadership style has been opted by the management of the respective company. This style assists in taking the effective decision as per the situations.

The effective implementation of the leadership style in the different operational functions of the organisation, assists the leaders in managing the actions as well as performance of the employees by motivating them and developing different types of training development opportunities. The situation is analysed by the leaders and then they guide the employees to work as per the situation. In order to execute the appropriate leadership style leaders must have to analyse the situation and then take the decision to appropriately handle the situation. The effective leadership style assists the organisation in achieving all the set goals in a very effective manner and before the deadline.

Transactional management theory: this theory of leadership and management assists the leaders of the company in paying focus on motivating the employees through appealing to their own interest (Northouse, 2021). The transactional leaders have the formal authority as well as the responsibility in order to lead the whole company towards attaining the common objectives. The direction which is provided by the leaders of the company has to be followed by the employees. In context to the ASDA company, in order to motivate the staff members the leaders provide the rewards as well as appreciation to their employees on the basis

of their performance. Transactional leadership style is opt by the leaders of the ASDA company in which an effective working structure has been created by them and they continuously communicate with their employees to make them aware about what the organisation exactly want. In addition to this, all the consequences which can be face or associates with attaining or not attaining the goals has been clearly covey by them.

An important role is played by the leaders of the company in effectively communicating the strategies, policies as well as expectations of the organisation to their employees. The performance of the workers is measures by the leaders on the basis of this reward as well as punishment has been give to them(JIBREAL, 2021). Effective benefits motivates the employees in order to complete the task in productive manner. So the motivation as well as the inspiration make the employees able to perform effectively and contribute as more as towards the organisation.

Reflection

I am working in the ASDA stores Ltd where, different types of opportunities as well as challenges has been faced by me which assist me learning new things. After one month while working in the organisation in the management give me an opportunity to lead project in which the higher authorities of the company assign me different types of responsibility. Seniors give me freedom to select the team in order to complete the project so I select the ten members with different skills and knowledge and all have the good communication skill. Before starting the task, I divide the whole work in my team according to their skill, knowledge, preferences and interest.

Democratic leadership style has been adopt by me in order to complete the task. This style provide freedom to each and every team member to present their opinion in front of each other which increasing the chances of successful completing the project. This make all the employees to actively participate the in the decision-making procedure of the firm. In order to complete the project, I give freedom to all my team members to freely express their views and thoughts. I feel very nervous as well as very responsible before starting the project and my seniors show faith in me and give me such big responsibility.

During this project, different types of skills like effective time management, excellent communication skill, good interpersonal skill, manage the load and many more has been

developed by me within me. A proper schedule has been made by me for each and every activity which assist me and my team members in completing the task before the deadline. Along with this, Belbin team model and situational leadership also adopt by me in completing the project in proper manner.

Due to the miscommunication a conflicts has been arises between the two team members which develops the problem for the other team members. They are not be able to concentrate on the working. In order to overcome from this problem first I meet both the team members and gave them an effective solution on which both are agreed, so that they can effectively concentrate on their working. In the end we completed the project on time and my seniors appreciate me for my excellent performance. Along with this, I also learned about the various leadership styles with their advantages and disadvantages which is associated with them and I also learned how to implement the these theories according to the situation.

Action plan

What I have to learn?	What I have to do?	How to measure success?	Target date
Communication skill	In order to improve this skill, I start communicating with my team members, family members and friends and share my opinion and thoughts with them. Along with this take participate in the group discussion which improves my communication skill.	The success of this measure is measured by my family members, seniors and team members.	18 May 2022
Decision making skill	In order to develop this skill I will take participation in the different workshops and internship in the company, so	The result of the workshops in which I take participation is used to measure	20 July 2022

	that I got the practical knowledge of dealing with the situation and take the appropriate decision.	the the success of improving this skill within me.	
--	---	--	--

CONCLUSION

From the above report it has been concluded that an important role is played by the leadership as well as management theories in guiding, directing and motivating the employees so that they can do the assigned task with full productivity and attain the organisational goals. This report conclude the different types of leadership style and their impact on the organisation. With the help of these models all the organisational function can be run in a very smooth manner.

REFERENCES

Books and Journals

- Gümüş, S., Arar, K. and Oplatka, I., 2021. Review of international research on school leadership for social justice, equity and diversity. *Journal of Educational Administration and History*, 53(1), pp.81-99.
- JIBREAL, S., 2021. A Theoretical Difference between Leadership and Management. *Sosyal Bilimler ve Eğitim Dergisi*, 4(2), pp.305-313.
- Northouse, P.G., 2021. *Leadership: Theory and practice*. Sage publications.
- Salih, A.M. and Ingram, B., 2021. Adaptive and sustainable leadership for event management. *Event project management—Principles, technology and innovation*, pp.152-170.
- Shaturaev, J. and Bekimbetova, G., 2021. THE DIFFERENCE BETWEEN EDUCATIONAL MANAGEMENT AND EDUCATIONAL LEADERSHIP AND THE IMPORTANCE OF EDUCATIONAL RESPONSIBILITY. *InterConf*.