

LEADERSHIP AND MANAGEMENT, THEORY AND PRACTICE

Module: LCBB6003 Leadership and management, theory and practice

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Assessment 2 Task 2: Individual Task

Speaker notes on the presentation slides

There are several cultural restrictions that should be taken into account while coaching and mentoring. Finding these constraints will be very beneficial for organizations like "Jack Welch." There are several coaching and mentoring approaches that may be applied when it comes to employee development. The particular requirements of the staff person being coached or mentored should be taken into account in order to choose the strategy that would be most effective. The individual's learning preferences, growth objectives, and past experiences are some considerations. The following are some coaching and mentoring methods that have been proven effective: (Haslam et al, 2021)

Setting the organization's course while pushing staff members to work toward the organization's objectives is what it means to be a leader. The goal of management is to make sure that the resources of the organization are utilized effectively and efficiently, and that procedures are in place to guarantee quality and compliance an organization should always work to improve its leadership capabilities. To successfully lead and manage their teams, leaders must possess the necessary knowledge and abilities. Additionally, they must have the ability to modify their leadership style to meet the organization's shifting needs (Haslam et al, 2021)

Leadership requires a strong sense of accountability. It is important to hold leaders responsible for their choices, actions, and the outcomes of their teams. The performance of employees must also be held responsible. In order to foster a high-performance workplace culture, leadership must also set expectations for empowerment and authority. Employees need to be empowered by their leaders to take responsibility for their job and make choices. Additionally, they must make sure that staff is aware of the rules and expectations (Hanna, 2021)

It might be challenging to choose the leadership and management theory that is best for you and your company out of the many that are available. Self-actualization theory and self-determination theory are both prevalent ideas that may be used to coaching and mentoring On the other side, self-actualization theory focuses on assisting individuals in realizing their full potential. According to this belief, it is each person's responsibility to maximize their potential in order to grow and develop. (Heckman et al, 2022)

Jack Welch was known for his ability to connect with people on a personal level and to create a sense of excitement and commitment around his vision for the future of GE. Jack Welch was willing to take risks and invest in new technologies and businesses that had the potential to drive growth. Jack Welch made a number of strategic acquisitions and divestitures during his tenure, and he was able to build a diverse portfolio of businesses that positioned GE for continued growth and success.

Jack Welch was willing to take bold action to achieve his goals, and he was not afraid to make tough decisions, such as divesting underperforming businesses. Employees have the chance to engage on personal development initiatives that will help them realize their full potential, for example, as part of "Jack Welch" coaching and mentoring program. For instance, "Jack Welch" trains its employees via one-on-one coaching (Hanna, 2021)

References

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