



LCBB6003

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Introduction

The purpose of this report is to analyze leadership and its suggested area of development for the organization Tesco by identifying the experiences of leadership in the organization and how the organization effectively manage this. In the development of leadership of the organization, this report will provide brief information about Tesco by reviewing the different types of leadership and management theories that have been used for effective leadership management. Based on the evaluated leadership and management theories this report will identify the leadership and management theory of the leader of Tesco with providing a critical evaluation of the impact of leadership in the organization. Concerning leadership theories, this report will provide the leadership experience from the style and area for the development wherein the last section of this report will develop a leadership development plan for the evaluation of leadership skills

Tesco overview

Tesco is a British international organization that provides its services in the retail industry across the world where the company was established in the year 1919 by its founder Jack Cohen (Tesco, 2022). The company has its headquarters in Hertfordshire, UK where the business of the company is conducted through mainly four segments which are as follows supermarket, hypermarket, superstore, and convenience shop and the primary brands which have been associated with the business of Tesco are Jack's, One-stop, Booker and Makro. Tesco is a popular brand in the industry and it is mainly known for the quality products and services provided by the company where the primary products the company are books, food items, clothing, home appliances, furniture, electronics, and many more. Currently, Tesco is a leading retail organization in the market of the UK and the third-largest retail organization in the world. In the year 2021 total revenue of Tesco is \$75.022 billion which is the highest in the industry the primary reason behind the success of the company are its effective management and leadership skills which make the right decision for the company to take advantage of the competitors (Macrotrends, 2022).

Effective management and leadership in Tesco help the organization to eliminate the various types of risk factors and gain an advantage over the competitors and it helps the business to grow smoothly and run smoothly whereas without this the survival of the organization is very

tough. The leadership in Tesco is based on the approach of developing, motivating, and influencing the employees, directors, and customers which will improve the performance of the company by improving the process of managerial decisions (Tesco plc, 2012).

Review of leadership and management theories

Leadership theories explain how the people become leaders and how this will be implemented in the success of the company whereas the management theory is a collection of ideas that recommends the general rules for that how organizations will effectively manage their system (Corporatefinanceinstitute, 2022).

Leadership theories

Leadership theory is seeking the management and leadership style of an individual through which an effective leader can manage the operations of the company where the primary types of leadership styles are as follows-

Democratic theory

Democratic leadership is one of the most effective leadership which is also known as the name of Autocratic leadership style in which a leader adopts a participative approach in the organization and makes employees part of the decision-making process (Verywellmind, 2022). Democratic leadership style in the organization improves diversified culture in the organization by improving the process of decision making.

Transformational theory

Transformational leadership is a type of leadership in which the leader believes in the approach of innovation and individual social system where the leaders motivate, encourage, and inspires their employees for encouraging innovation and change in the process of decision making. Transformational leaders can lead the organizations by micromanaging the team by finding innovative ways to deal with day-to-day operations in the organization (Cetin and Kinik, 2015).

Transactional theory

The transactional theory is a process in which the leader will be mainly known for the approach of managerial leadership with focusing on three major factors which are as follows-

- **Effective supervision**
- **Organization**
- **Group Performance**

This type of leadership style is mainly focused on achieving the short-term goals effectively instead of long tasks so the leadership will mainly focus on to focus on a specific task by using rewards and punishment for motivating the followers (Deichmann and Stam, 2015).

Autocratic leadership theory

Autocratic leadership theory is also known as Authoritarian leadership where they focus on involving taking charge of the group in the same way a dictator might take control of the country. In this type of leadership, the process of decision-making is under the control of the leaders, and the rest of the team just follows the instruction provided by the leader (Chukwusa, 2018). The role of input from team members in this leaderships style is very low and the final decision is in the hand of the leader.

Contingency leadership theory

Contingency leadership style is a modern approach in which a leadership supposes that the effectiveness of a leader is not contingent and permanent instead of this leadership style of a leader is changed according to a particular situation (Fiedler, 2015). According to this theory, a leader will be effective in one circumstance but ineffective in another circumstance.

Management theories

Management theories is a collection of the general rules and principles of an organization through which an organization will effectively manage its day-to-day operations where the primary types of management theories are as follows-

Scientific management theories

Scientific management theory is developed by Fredrick W. Taylor which is also called Taylorism theory where the theory adopts the scientific methods for analyzing the most efficient production process for effective management process in the organization (Huang, Tung and Chou, 2013). A scientific theory is based on its fundamental principles where the

primary factors are experiments, observation, analysis, and inference with creating the effect of leadership in the organization.

Bureaucratic management theory

The bureaucratic theory is a managerial approach in which the systematic formation of the organization is developed with designing to ensure efficiency and economic effectiveness in the organization (Anjali, 2019). It is an approach for the model of organizational power structure the focus.

Contingency management theory

Contingency management theory is a theory that is mainly based on the concept of that management effectiveness is contingent or dependent on the interplay between the application of different types of managerial behavior and specific situation (Regier and Redish, 2015). The concept of Contingency management theory is mainly based on three major factors which are as follows-

- Management is an externally situational approach.
- It is the situational approach.
- There is no possible approach for doing anything.

Leadership theory's implication in Tesco

Leadership in Tesco is an organizational approach that helps the organization to make the managerial approach more effective wherein Tesco leadership motivates to achieve higher performance in the organization by developing strong human relations in the organization which is an important factor because it provides a roadmap for the organization to work with pre-determined activities. The management of Tesco adopted the democratic style of leadership which is the most appropriate leadership style for retail organizations where the leadership style is also called the participative leadership style (Circlebizz, 2022).

Currently, Ken Murphy is the leader and CEO of Tesco and the role of Murphy is very important in the success of the organization because of the leadership skills and managerial approach in the management of the organization where the leadership style of Tesco leader is a mix combination of democratic and transformational leadership (Ey.com, 2022). Tesco

leaders and managers adopt a democratic leadership style where the voice and suggestions of employees are a very important factor for the organization. Leadership in Tesco is based on the active participation of the employees of the organization in process of decision making which helps in improving the effectiveness of decision-making management takes positive feedback from the employees and heard the opinion of the employees in the process of decision making (Sengupta, 2022). The leadership in Tesco aims on motivating the employees and due to this, the organization continues to provide good service to its customers. The management and leadership of Tesco take advice from the employees of the company because they directly interact with the external forces of the organization which influences the organizational process of the organization and assistance from the team and employees to develop diversity in the decision-making process which helps in solving complex issues in the organization. The management of the company gives emphasizes the importance of appointing leaders for coordinating the different types of departments in the organization.

Another approach in the leadership style of leaders in Tesco is based on the transformational leadership style where this style of leadership in Tesco believes that the organizational success mainly depends on the approach of innovation through which the decision and organizational process in the organization are executed through an innovational and adaptive approach instead of traditional approach which helps in eliminating the different types of risk from Tesco and makes leadership approach of the organization more effective (Destination-innovation, 2022).

The role of leadership is very important in the organizational process of Tesco because it helps in motivating the employees of the company and because of this Tesco is continuously able to provide quality products and services in the market where it is clearly defined that the management of Tesco gives equal emphasis to appointing the leaders in different types of departments in the organization. The leadership in Tesco integrates the direct and in-direct resources of the company which includes various factors such as turnover, sales, human resource, revenue, productivity and many more elements with improving the employee engagement in the organization and the effective leadership in Tesco is leads the customer loyalty, innovation, and profits for the company (Circlebizz, 2022).

Own leadership skills

My experience in leadership is related with holistic approach that has been used for providing direction to the team members through eliminating different types of risk and providing a roadmap for the common goals achieved by the team. My experience of leadership is that I work in a marketing organization as a head marketing manager where my primary responsibility is to improve the sales of the company through improving the marketing activities where my approach is to make innovative changes in the organization and encouraged the sales team to share their insights and this approach assist in increasing the revenue of the company by 15%. I focus on developing an effective communication process between the team members so the organizational conflicts can be managed effectively.

My areas of development are in leadership develops different types of individual skills which have been as follows-

- It improves the skill and process of decision-making duties that directly affect the operative decisions taken by me.
- It improves the communication skills approach to effectively communicate with team members.
- My leadership skills promote diversity in the organization by improving the performance of the company.
- I develop my problem-solving skills and how to manage conflicts effectively in the organization with managing them effectively.

Conclusion

Based on the above study it is concluded that effective leadership is the foundation of managing the regular activities of the organization where the major type of leadership theories are contingency, autocratic, transformational, and democratic theories, and management theories are bureaucratic theory, scientific theory and contingency management theory where they all have their functions for leadership. The leadership in Tesco is based on the combination of democratic and transformational leadership which aims to adopt innovation in the organization and take the participative role of the employees in the process of decision making. The leadership development plan aims to develop leadership skills such

as decision making, innovation, critical thinking, and communication skills where the skills are achieved through the organizing participative activities and lesson learning from effective leaders in a fixed time period.

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Appendix

Leadership Development Plan

L e a d e r s h i p d e v e l o p m e n t o b j e c t i v e s	L e a d e r s h i p a c t i v i t i e s n e e d t o a c h i e v e t h e o b j e c t i v e s	W h e r e I d e v e l o p m y l e a d e r s h i p t o a c h i e v e l e a d e r s h i p o b j e c t i v e s	T h e t a r g e t t i m e f o r a c h i e v i n g t h e o b j e c t i v e s
Critical thinking	The objective is developed by breaking down the task into similar parts and thinking with an open approach based on experience through the process of decision making.	Organization	1 month
I n n o v a t i v e a p p r o a c h	The skill is developed by encouraging embrace creativity. For the development of this skill, my approach is based on learning from effective leaders who adopt an innovative approach.	Organization	2 months

Decision-making skill	The decision-making skills are developed through improvement in the critical thinking approach where I focus on the approach of problem-solving skills. I focus to attend and organize improvement programs for developing the skill more effectively.	Organization	1 month
Communication and interpersonal skills	The communication and interpersonal skills have been developed by practicing the skill constantly and attending the group activities at the workplace which improves the interaction with team members and eliminates the different types of risk factors in the organization.	Organization	1 month