

University of Wales Trinity Saint

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LEADERSHIP AND

MANAGEMENT

THEORY AND

PRACTICE

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INTRODUCTION

Leadership is mainly describing of the action and stimulating other for doing and completing task. Management is being defined as the process of managing various individual and activities as for achieving the objectives and the goals of the business. Leadership in life helps in directing and achieving the desirers objectives by guiding and improving the efficiency for working. This mainly helps in clarifying the purpose and main vision and directing helps in achieving the min objectives of businesses. As management is mainly defining about the set of actions taking as for accomplishing the goals. As a leader this role mainly helps in managing various individual for shaping the life and workings of th company. Selecting the Morrisons company, it is mainly recognized as the supermarket stores serving large number of costumers with food and non-food products. This report provide detail about the describing the two leadership experiences observed and in role. Further, describing th situation and evaluating the leadership theory and concepts. Also, reflecting on the leadership experiences and the own leadership style adapted. Lastly, Also analysing the areas of developments with designing the plan.

MAIN BODY

Briefly describing about the situation and evaluating the leadership process using relevant theory and concepts on leadership

Leadership and management is mainly describing about the directing and guiding as for achieving the goals of the business. Leadership and management mainly working together as for effective aligning the goals and communicating to all the personnels. As leaders mainly forms the mission and goal and communicating the management for identifying the issues mainly faced and taking measures for overcoming the processes (Ardi and et.al., 2020). Morrisons mainly forming and serving large number of consumers with producing the food and non food products for establishing and achieving success as by increasing sales.

As describing about the two real experiences of the leadership being observed as being in action in real life as, in the first experiences while pursuing education and working as a student with group of individuals. Describing about the whole situation, as When pursuing the studies in the finance and management in the classroom. Further when acquiring the knowledge and education in the classroom related to finance and accounting. Organizing the group project for completing the assignment assigned by teachers in a group for achieving the marks related to final exams, as working with various individual in higher education as in college. Always trying to step and work as a leader while working in group and completing the project while properly communicating and delegation various individual with assigning different task as for completing the project successfully.

With managing multiple task as for completing the assignment and working in group leads in developing various leadership skills (Akpoviroro Kadiri and Owotutu, 2018). As working and organizing all the team members for completing the task and assignments helps in properly Working and while motivating all the individual for completing the finance and accounting project. Further, with proper implying the practical knowledge and the formulas used for solving various problems. Working with motivating skills and positivity helped in encouraging all the students for applying proper aspects and knowledges for solving the problems of assignment. Lastly with leading the group of individual while completing the assignment of the colleges helped in achieving the highest marks and grades in the class related

to the assignments. As for this with the delegated working and arriving on time for working on this assignment helped in growing the leadership and results in effectively achieving the result by leading and guiding the team of students for completing the assignment. Thus, in this experience working with the participative style of leadership helped in achieving the task and goal for getting higher grades by taking opinions of all the students for completing and making the assignment with different opinions and creative ideas. Thus, using the participative leadership theory helped in achieving and combining all the contributions as for completing the project and helped in achieving success with getting higher grades (*The Major Leadership Theories*, 2022). With using this theory and taking opinions of all the students working in the group helped in involving students by more contributing into taking decisions for solving various problems of assignments.

Describing about the second experiences about working in the company at the position of HR management as and doing internship in the HR management, as working at intern in the retail company at Morrison and recruited at HR position. The main responsibility as assigned the position in the company is for maximizing the productivity and taking interviews for selecting the efficient employees at the right job which aids in increasing the company sales by employing efficiency employees for working and serving in the company (Stronge and Xu, 2021). Recruited and selected for working at the intern position in the retail company, as taking all the responsibility and working with positively, motivating and leading skilled helped in effectively working and completing all the daily working on time. Further, as by hiring new efficient employees and screening all the resume and scheduling interviews daily helped in leading and guiding the applicant with assessing their skills for acquiring the right job in the company while selecting the right skilled employees. As by listening and continuously learning from other help in achieving various knowledges and skills related to working in the company at the HR role. Also, while performing the intern role in the company and motivating the employees and encouraging for working better. Also, when organizing and taking initiative and motivating the potential applicant for bringing the change in the organizing and hiring individual for future success of the company. Moreover, this experience helped in acquiring and learning skilled as for hiring screening and scheduling all the new applicant which are suitable for working in the

company (*Transformational Leadership*, 2022). Furthermore, while taking initiative for voluntarily working and helping the HR manager helped in building intrapersonal skills. Thus, using the transformational leadership theory aids in supporting and guiding the employees and also hiring the potential employees for working and changing the company.

Reflecting on what the leadership experience and about the own leadership style and areas of development

With reflecting on the leadership experiences, the first experiences faced during pursuing the educating while acquiring the higher education, in the first situation. While organizing the project as of completing the assignments as I was always leading the classroom students with monitoring all the activities. As when I was organising the project related to the assignment when it was allotted by the teacher as for completing and achieving markers related to the final examination. I have always tried to set and as a leader whenever it is possible because it helped me in acquiring and achieving the skills that is necessary for grasping better position and career option in the future. As working on the assignment with using the good communication skill helped me in allotting and leading skill assists in guiding and distributing the task to all the students in different manner. As it was the finance and accounting project disturbing the complex problems with group of five members consisting 10 questions, each individual needs to solve 2 questions as of one complex problem and one simple question (Lonati, 2020). As using the participative leadership styles has helped me to initiate the opinions of all the students in appraising and solving the assignment properly and taking innovative views of them in completing the assignment on time. As I was motivating each and every member working in the project as of achieving the higher grades among all, with the motivation helped our team in successfully completing the project on time and resulted in achieving the higher grades among all in the classroom with making the finance and accounting project in proper and correct manner. But with the lack of innovative skills hinders my process as of solving the questions in creative way in initial manner (Goestjahjanti and et.al., 2020). As I was using the participative styles helped me in taking opinion and views of different individual and each and every member in solving and appearing the assignment results. Thus, the main areas of improvement in this th

innovative skills and thinking strategically as by moulding my ways of solving the questions with brainstorming the ideas and suggestion obtained for the solution.

As reflecting about the second experience while recruited and working on the internship at the HR position in the retail company. When I was selected as working for the HR intern position. Various role being assigned as for performing and supporting the HR department of the company as for scheduling interviewees, recruiting potential employees for working in the company as for achieving the greater sales and working efficiently. With my responsibility skills it helped me in working positively and achieving all the daily targets as for working in the HR department and helping for recruiting for the vacant position (Podsakoff and Podsakoff, 2019). As with my leading and motivation skills has helped me in better organizing interviewees with properly communicating with the applicants. As being the intern in the retail company assisted me in leading my job responsibility and by organize the proper interviewees and completing all the working on the timely manner. Further by assessing and making the employee payrolls by scheduling the data of the company helped me in leading and giving personal feedback to employees for efficient working and achieving the other benefits. Also, when I was working voluntary by taking initiative as for helping the HR manager in the company aids in potential hiring and scheduling the data of employees and leading the employees for further workings in better way (Bonsu and Twum-Danso, 2018). Thus, in this experience with lack of adapting changes easily and taking decision quickly as or organising interviews and training sessions for employees hinders the process and future leading capabilities.

The main Areas for development by focusing on skills or attributes for development based on analysis of the experience are as follows: mainly developing th better strategic thinking skills as for improving the decisions. As this lacking areas helped in providing opportunity as for taking decisions by thinking strategically (Karagianni and Jude Montgomery, 2018). Also, the decision-making skills and innovative skills must be developed this is the improvement areas as it helps in providing innovative solutions to the problems and issues arises. Also, the change management skills are required to be developed as for improving the processes and properly communicating the goals while working in future for achieving the change with achieving the innovativeness in working .

CONCLUSION

From the above report it can be concluded that leadership is the main ability for influencing and inducing various individual by guiding. This activity mainly helps in achieving the objectives of business. With possessing good leadership skills mainly helped in motivating and delegation working effectively which helps in achieving success in the future. The two experiences related to leadership is mainly involving about firstly organizing and leading the group project as an assignment about the finance and accounting project. And secondly explaining about the recruited at an intern position at the HR in the retail company. These two experiences help in developing essential and lacking leadership skills which aids in supporting and better leading in future also the lacking areas are mainly the lack of innovation and strategically thinking. also, improving the adaptability for changes and taking various decisions quickly.

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Appendix

Leadership development plan

Areas for improvements (objectives)	Activities for improving areas	location	Target date
Improving strategic thinking skills	For improving these skills aids in thinking by observing all the necessary areas and constantly optimising efforts for solving the problems and brainstorming about thinking strategically and having detail information, these help in making strategies for leading the company .	At the working place	15/05/22

Improving innovation skills	By engaging more creativity and practising the problems solving and thinking in better manner. Also by commonly researching about the solution for the problems faced.	At the working location	25/05/22
Adapting changes and taking decision quickly	By continuously observing changes in the processes as working at intern HR, relating all the processes adapted for managing the HR working and being open minded and practising mindfulness helped in adapting changes easily and helps in effective making decisions related to all the issues for leading change.	At the location of the workplace	05/06/22