

BA Business Management

LCBB6003- Leadership and management, theory and practice

Individual Report

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The impact of Jack Welch leadership style on employee's morale

I found talking on Jack Welch as well as General Electric to be eye-opening. I was both attracted and frightened by Welch's charismatic as well as demanding method of leadership since I believe in ethical leadership. Although it appeared to be successful in motivating employees and generating outstanding outcomes for GE, I couldn't help but wonder about its possible effects on workplace morale and climate. It helped me to see how crucial it is to strike the right balance between performance management as well as moral judgement. In particular, the topic of the "Rank and Yank" system provoked reflection and prompted ethical questions. I was concerned about the possible repercussions for individuals who were rated at the bottom, even though it may have helped recognize outstanding achievers and encourage a competitive atmosphere. Such a system would make workers feel uneasy, afraid, and less motivated, which would eventually harm their efficiency and general well-being. As a supporter of moral leadership, I fully think that a company's success shouldn't come at the price of the mental and emotional well-being of its workers. Leaders should consider how their actions will affect the people they are responsible for, working to create a positive and empowering atmosphere at work (Mutonyi et al., 2020).

I connected with Welch's emphasis on destroying organizational boundaries and encouraging a boundaryless workplace as a leadership trait. It was quite inspirational to think about encouraging creativity and teamwork in various company areas. I want to build a diverse workplace where workers feel appreciated and free to express their thoughts as future leaders. I think that leveraging employee diversity and collective intelligence may result in game-changing innovations and improved organizational success.

Welch's strategic vision as well as portfolio optimization decisions were also discussed in the presentation. His leadership was forward-thinking and imaginative, as seen by his capacity to modify GE's portfolio in response to shifting market conditions. This emphasized how important it is to match long-term vision with the organizational situation. As a leader, I am aware of how critical it is to consistently analyze market trends and proactively modify tactics to maintain the company's successful and sustainable growth.

In summary, the lecture on Jack Welch and General Electric had a profound effect on me. It served as a reminder of how intricate and varied leadership is. While Welch's charismatic as

well as demanding management style helped GE achieve great success, it also created moral questions regarding the welfare of employees. I want to be a leader that prioritizes moral considerations while still being flexible and visionary like Jack Welch (hbr.org, 2020). I will make an effort to establish a cooperative, welcoming workplace that recognizes the contributions of each worker while encouraging innovation and developing a positive corporate culture. In the end, I think that good leadership entails looking out for the overall well-being of workers as well as guaranteeing the organization's long-term viability and success.

References:

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- Mutonyi, B.R., Slåtten, T. and Lien, G., 2020. Empowering leadership, work group cohesiveness, individual learning orientation and individual innovative behaviour in the public sector: empirical evidence from Norway. *International Journal of Public Leadership*, 16(2), pp.175-197.