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Leadership and Management Theory and Practice of Sainsbury

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Leadership and Management Theory and Practice of Sainsbury

Introduction

An ability to motivate and encourage groups of individuals or an individual is defined as leadership. This process plays important role for an organisation irrespective of its size, structure, industry and sector. In order to have motivate and talented workforce it is essential for an organisation to focus on implementing advanced and effective leadership theories and practices. While, management is defined as process of organising and planning the activities and resources of business in order to fulfil business goals in an efficient and effective manner (Islam, 2023). Both management and leadership is a crucial aspect which allow business organisation to have skills and talented workforce through which they can perform business roles and responsibilities in a well define and effective manner. Addition, to this it has been underlined that, the importance of leadership and management within a company cannot be ignored. It not only allows companies to offer higher satisfaction to workers but also allow them to ensure effective performance and productivity in the industry. The present discussion is conducted on Sainsbury which is operating its roles and responsibilities in the retail sector and offer high quality services and facilities to customers.

Sainsbury is operating its roles and responsibilities as the second largest chain of supermarkets in the provinces of United Kingdom. The company was founded in the year 1869 and offer wide range of products and services to customers through superstore, forecourt shop, supermarket, hypermarket and more. The organisation is currently offering services and facilities to customers with having approximately 171,000 employees. This makes the company to implement various leadership and management models and theories.

1. Review of leadership and management theories and models.

Sainsbury offers wide range of products and services to customers with having highly skilled and talented workforce. During the time period of my working, I have analysed that leaders and managers within the organisation undertakes different leadership and management theories and models which helped them to manage large workforce effectively.

The Lewin Theory of Behavioural leadership:

As per this theory there are mainly three forms of leaders that are laissez-faire, autocratic and democratic. In context with autocratic leaders they undertake use of dictators practices without engaging employees (Muldoon, 2020). However, in this decision making is more fast as compared to other leadership styles and practices. While in context with democratic leaders, they seek for employees input which helps in enhancing motivation of employees (Dung and Hai, 2020). In addition to this, it has been underlined that in context with Laissez-faire leadership, leaders let employees to select as per the talented and excellence level.

Transformational Leadership:

This theory was coined by James MacGregor in related to political leadership in which two types of leaders exists .i.e. transactional and transformational leaders. In context with transactional leaders they undertake advantage of the carrot and stick technique in order to offer incentives and benefits to employees to maximise their motivation (Winston, 2022). While on the other hand, in terms with transformational leaders they undertake use of supportive behaviour in which employees respond with feelings of trust, loyalty and trust (Hussain and Khayat, 2021).

Hierarchy of Needs Theory

This theory allows leaders and managers within the company to undertake use of effective practices and policies in order to make sure that employees needs and requirements are highly satisfied (Crosby, 2021). It has been underlined that as per this theory, there are basically 5 needs within each individual these are, physiological, social needs, safety needs, self-actualization and esteem needs. In addition to this, it has been underlined that there are mainly different level of human need which is essential to be fulfilled. In context with the organisation it has been underlined that employees have various needs and demands. Additionally, it has been evaluated that according to physiological needs, safety and security, love and belonging, self-actualization and esteem employees have various forms of expectations. In addition to this, it has been underlined that it is essential for organisation to focus on fulfilling employees needs and demands in a well define and effective manner. With the help of this they cannot only manage performance and productivity of workers but can also retain them for longer period of time.

2. Application

The Lewin Theory of Behavioural leadership:

This theory stated that, there are 3 forms of leaders such as democratic, autocratic and Laissez-Fair (Khaola and Rambe, 2021). This the company I have analysed that leaders mostly undertake use of democratic form of leadership style in order to increase motivation among worker as to deliver excellent work. However, at certain time the leaders adopt autocratic leadership style in order to make decision-making fast.

Transformational Leadership:

In context with, Sainsbury leaders undertake use of transformational leadership style in order to encourage and influence employees in a well define and effective manner. It has been evaluated by me that, this leadership helped leaders within the company to promote motivation, maintain workplace integrity, encourage professional development and making improvement in loyalty. As per my analysis, this leadership provided significant advantages to employees in terms of performing their roles and responsibilities in a positive workplace culture.

Hierarchy of Needs Theory

During my work period, within Sainsbury it has been observed by me that managers of the company by focusing of this theoretical aspects emphasise on satisfying requirements and needs of employees. Managers within company offer

various health benefits, job security, training and development opportunities and rewards and recognition in order to manage employees needs in a well define and effective manner.

From the above analysis, it has been underlined that with the help of undertaking use of these leadership and management theories and models leaders and managers within the organisation undertake use of effective leadership and management practices styles to influence and encourage employees. With the help of undertaking use of this leaders and managers within the Sainsbury encourages employees towards accomplishment of goals and objectives in a well define and effective manner. In addition to this, it has been underlined that Sainsbury management assures that they undertake use of effective and efficient form of leadership styles and practices as with the help of this they cannot only manage performance and productivity of workers but also maintains its competitive image in the industry.

3. Own experience of leadership and areas for your own development

I have performed my work under the guidance of skilled, passionate and talented leaders and managers within Sainsbury. In addition to this, it has been observed by me that leadership is an essential element for an organisation which helps in creating a positive environment where talented and skills of employees get praised in a well define and effective manner. As per my own leadership experience it has been observed by me that I am looking forward to become a successful leader in the future, for which I believe to develop my various skills such as communication, decision-making and time management. It is essential for me to work on these skills in order to fulfil my personal goals and objectives in the future. In addition to this, during me work period in the company I have engaged in many team working activities in which with the help of undertaking support and guidance of employees I have accomplished my work and duties in a well define and effective manner. In addition to this, I have also observed that leaders within the company offered proper guidance, motivation and inspiration when achieving goals. They help to create a vision and rally people around a common cause. Leaders possess the necessary skills and knowledge to make informed decisions and solve problems effectively. Without strong leadership, achieving success on both an individual and organizational level would be difficult. Therefore, healthy, effective leadership is essential for any business to reach its full potential. However, there were certain challenges which has affected my ability to perform my roles in effective manner. For instance, under the guidance of my leader I have allotted a task to perform within the group of members. However, during this task there were less involvement of my leaders, which somehow created various

challenges and issues such as conflict. This further caused delay in submitting the work in proper deadline. In this, to manage the team I have used my strong critical thinking ability to fulfil the group activities in effective manner. In addition to this, I have also utilized by strong time management abilities to make sure that team work get accomplished in appropriate deadline. During this time, I have realised that I have week communication skill, decision making skills and management ability. All these skills is needed by me to develop in the future, as I am looking forward to become a successful leader in the future.

CONCLUSION:

As per the above analysis, it has been underlined that leadership is an essential aspect for an organisation which not only allow them to manage skilled and talented workers but also facilitate them to enhance overall performance, productivity and efficiency of workers. The importance of leadership can be determined the fact that, it is an essential tool to maximise motivation among workers. Various leadership styles and practices such as democratic and transactional allow organisation to manage its employees which allow company to retain skilled and talented workers for longer period of time. In order to maximise performance and productivity of workers along with their ability to perform roles and responsibilities effectively it is essential to focus on embracing leadership styles in effective manner.

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Appendix

Leadership development plan

Leadership development plan is termed as a detailed plan which helps to set career towards effective and efficient leadership positions and roles (Casey, 2021). In addition to this, it has been underlined that this acts as an invaluable tool which allow individual to have a guidance throughout the career growth and aid in assuring professional development (McCauley and Palus, 2021). Furthermore, it has been underlined that this is basically a strategic plan which allow individual to have leadership competencies. Mentioned below the leadership development plan in order to

What are my Leadership development Objectives?	What leadership activities do I need to undertake to achieve my objectives?	Where will I develop my leadership to achieve my leadership objectives?	Target date for achieving my objectives
To make improvement in my communication skill	To fulfil this objective, it is essential for me to enhance my observation skills in order to learn from my leaders.	At the workplace	In next 2 months
To make significant improvement in my decision making skills	Manage my work by undertaking support of my leaders and undertake regular feedback from them.	At the workplace	In next 3 months
To develop conflict management ability	It is essential for me to develop my leadership skills with the help on my leader's support.	At the workplace	In next 2 months
To manage my time as per the activities	To advance in time management skill it is essential for me to undertake use of virtual technology.	At the workplace	In next 1 months