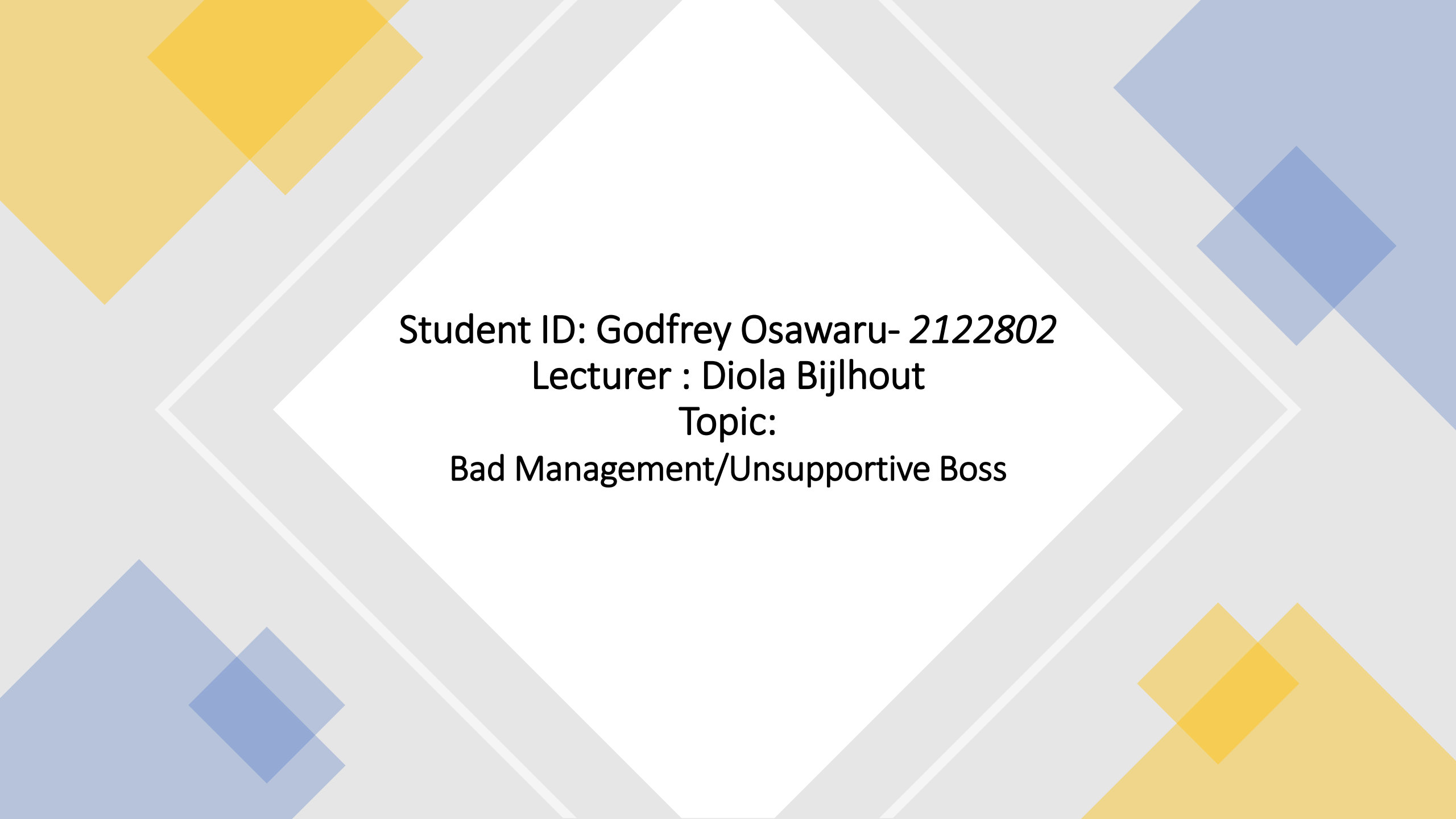




Student ID: Godfrey Osawaru- 2122802

Lecturer : Diola Bijlhout

Topic:

Bad Management/Unsupportive Boss

What is a Leader

- **A Leader:**

Leadership is the ability to guide individuals, groups, or companies to achieve their goals. It's vital in management , since it boosts efficiency and helps achieve corporate goals. A leader with good attributes can promote morale, provide advice, and improve the workplace (Erikson, T., 2021;Furnham, A.,2003).

The Quality of a Leader:

- Communicate effectively - Effective leaders know when to listen and speak. They address challenges and answers simply and concisely.
- Accountability - Leaders are responsible for their actions, including missteps. They empower, supports individual action while enforcing firm norms, structures, and procedures.
- Self-motivation- Leaders succeed by being self-motivated to keep pushing until they reach their goals. Outstanding leaders strive to grow, not just succeed.
- Confidence- All great leaders are confident. They display this by leading authoritatively and making tough decisions. Their confidence encourages free communication, inspires and reassures others, and promotes teamwork (Erikson, T., 2021;Furnham, A.,2003).

The effect of a bad leader

Poor leaders lack the expertise, ability, and overall attributes to lead effectively for example:

- They lack confidence - A bad leader or management lacks confidence in their daily operations , which does have effects on their employees' productivity, and confident leaders boost an organization's reputation.
- Poor leaders have trouble inspiring employees, business partners, colleagues, and other stakeholders, which can affect the company's success and they are unable to support their team.
- There is no collaborative environment - Poor leadership typically spreads outside of the team. A bad leader can undermine the workplace and outside partnerships (Erikson, T., 2021;Furnham, A.,2003).

Fish bone and PESTEL Analysis

Cause and effect analysis- Fishbone

- Using the technique of cause and effect analysis, help you can find all of the potential causes of a problem. This implies that the issue of bad leadership can be resolved once the root cause has been identified and fixed rather than continuing to persist(Ishikawa, K. 1968).

PESTLE Analysis

An organization's primary external influences—political, economic, sociological, technological, legal, and environmental—are examined through a PESTLE analysis. It can be applied in a variety of situations and aid senior managers and human resource experts in making strategic decisions. For example

- **Political Factor:** Unstable global political factor can also have effects on leadership operation and productivity (Yuksel,I.2012).
- **Legislative factor :** Various government legislations and policies have a direct impact on the performance of a company., mostly when they are not updated regularly by management (Yuksel,I.2012).

Solutions /Evaluation

Discussed Solutions /Evaluation

- It will be positive to use the Fish bone analysis as it helps to identified issues and managed, step the issues on time if carefully applied. While for the PESTEL you have to be good to be able to apply it professionally (Yüksel, I. 2012).

Discussed Implementation plan

- Fish bone analysis was applied in this case and it elements in managing the effects of bad management/Leadership, that people attitude can affects a team (Ishikawa, K. 1968).
- **Evaluation of the Outcomes:**
- It aids teams in comprehending the multiplicity of causes that influence an outcome.
- Finding opportunities for improvement is beneficial. The character and weakness of the leader was improved.

Conclusion

- It is obvious that bad leadership or management can have a significant impact on any organization's workforce and productivity. As a result, it is paramount that organisations make wise leadership choices and ensure that their leaders or managers are trained and qualified in their roles.
- Conclusively, management should be able to explore the management fish bone model in identifying the effects or causes and possible solutions swiftly in their management operations in motivating its employees.

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