

Reneta Sevdalinova Chomezova

Student number:1914973

**Module: Leadership and management,
theory and practice**

Module code: LCBB6003

Assessment 1

Table of Contents

[Introduction](#) [3](#)

[Chosen organisation](#) [4](#)

[Leadership theories and styles in Nokia](#) [5](#)

[Reflection of my own experience](#) [7](#)

[Conclusion](#) [9](#)

[References](#) [10](#)

[Appendix](#) [11](#)

Introduction

A business needs competent management if it wishes to maximise its available resources. The core of management consists of methodical planning and control that are used to accomplish predefined objectives. Autocracy is the term used to describe a system of government in which the person in charge issues commands to everyone else. When management is done democratically, everyone in the team, including subordinates, participates in decision-making. The foundation of the laissez-faire leadership style is the ability to put the faith in others to do the job without micromanaging or annoying them. To qualify as transformational leaders, a person must create a compelling vision and inspire their team to strive toward reaching that objective.

Chosen organisation

Finland marked the starting point of what would eventually grow into a global company known as Nokia in the year 1865. Nokia is a pioneer in the fields of telecommunications, information technology, and consumer electronics. Pirkanmaa, in the Tampere area, was Nokia's first home. The company's main offices are now in Espoo, Finland, a city that is a component of the larger Helsinki metropolitan region. Nokia began as a small paper mill in 1865, but since then, it has grown to include a variety of different businesses. Mobile phones, cable television, paper products, rubber boots, tyres, and TVs are some of these markets. Nokia made a determined effort in the 1990s to portray delivering telecommunications services and products as its core expertise.

Leadership theories and styles in Nokia

If businesses wish to maximise the use of their assets, they must apply quality management. The manager is responsible for ensuring that the company's material, human, financial, and ecological assets are utilised to their fullest potential. The art of management consists of strategically planning ahead, organising, and coordinating activities to accomplish specified goals.

Autocratic Leadership: An authoritarian organisation or group's leader has complete control over every member of the group or organisation. An autocratic organization's leader is the one who decides on all rules, practises, and general management strategies before enforcing them on the workforce (Sofiah and Aslami, 2022). Authoritarian leaders like to be in control of the situation and are not interested in interacting with or soliciting feedback from their followers.

Democratic Leadership: In democratic leadership, also known as participatory management, team members and subordinates are asked for their opinions and ideas to ensure that everyone has a chance to have their say on issues pertaining to the administration of the company. The democratic process offers those who support it a voice and a feeling of control over the outcome of the election, even though democratic leaders always have the last say in everything. To develop a project, it is important to get feedback from a wide range of individuals, and democratic leaders are especially skilled at achieving this.

Laissez-faire Leadership: The foundation of the laissez-faire leadership style is the ability to put the faith in others to do the job without micromanaging or annoying them. Laissez-faire managers are always there to provide advice, but they turn to their staff members for guidance when making decisions (Atmaja et al., 2022).

Transformational Leadership: To qualify as transformational leaders, a person must create a compelling vision and inspire their team to strive toward reaching that objective. The team members have made it a goal to develop and grow themselves in all facets of their lives and occupations in order to thrive in this manner (Joven, 2022). Members of teams led by transformational leaders are ready to commit their time, effort, and resources to achieving the objectives of the business.

Application of leadership styles in Nokia: Laissez-faire leadership is refraining from interfering with the work of Nokia employees or poking around too much. Instead, this leadership approach places a strong focus on giving individuals the freedom and chance to address issues for themselves. Nokia's management has a relaxed attitude toward business, and although they are constantly open to new ideas, they delegate most of the crucial choices to their staff. Important decisions at Nokia are only made after team members and subordinates have been consulted, according to the "Democratic Leadership" management style (Stradowski and Madeyski, 2022). Even while Nokia's democratic leadership is ultimately in charge of all decisions, their approach offers staff members the chance to be heard and gives them a feeling of ownership in the process. Fresh views and ideas are always valuable to teams working on projects, and Nokia's democratic management style is especially adept at encouraging creative thinking among its employees. Two characteristics of the transformational leadership that Nokia has cultivated are the creation of an inspiring long-term vision and the mobilisation of its employees. The team members have made it a goal to develop and grow themselves in all

facets of their lives and occupations in order to thrive in this manner (Joven, 2022). Teams led by transformational leaders are aligned with the organisation and its objectives, and its members are eager to invest a large amount of time, money, and effort in achieving those objectives.

Reflection of my own experience

Description: Giving up my own schedule in order to follow the process plan created by the team was one of the biggest mistakes I made as a team member. Here, I am sharing an experience of a group work where I had to carry out individual piece of task on Google Docx. One of the group's other members suggested that we all finish our individual pieces of the task within a week and upload them to the Google docx the team has made. I was unable to quit as the organization's leader since the large majority of my followers agreed with the concept. My study schedule was already full since in addition to the individual contribution I was required to make to the team project, I also had a test and another assignment that were due the following week. But I understood that as a leader, it was crucial that I put the needs of people around me ahead of my own in order for our group's combined efforts to have any chance of success. I used to be the sort of timid person who preferred to talk about her issues alone rather than with others. I so decided that I would execute my strategy on my own without seeking advice from anybody.

Feelings: I made this decision, which resulted in a jam-packed study schedule and poor results. I gave the writing assignment and the other sections of the test my very best effort, but I did not do as well as I had wanted. The prior editor spent a lot more time editing my part of the collaborative project than was typical. This incident affected me so deeply that I decided to examine how it had affected and altered my beliefs on the need of selflessness in leadership (Sherwood et al., 2022). This happened as a consequence of my incapacity, in my role as a leader, to strike an adequate balance between watching over and having faith in the people I was responsible for. The effectiveness of a leader's efforts depends on his or her capacity to keep an eye on every member of the team. I was too focused on trying to get the approval of others to see that if my colleagues had some input in how the work was split up and when it was due, they would be more driven to do it on time. I didn't realise how crucial it was to keep track of my team members' advancement as a consequence. I thus concluded that it was time for me to change the way I led.

Evaluation: According to the self-scarification theory of leadership, the discrepancy between my pessimistic forecasts and their actual fulfilment is what causes me to reflect on my effectiveness as a leader. Self-sacrificing leaders are prepared to put the needs of the group ahead of their own by restricting their own liberties and bearing a heavier burden of surviving misfortune than they would otherwise (Jennings et al., 2022). I took the decision to follow the advice given by a colleague even though it required me to work harder than usual to complete my own duties at the time. A prime illustration of this trait's utter absence is the corporation Nokia. Nokia hasn't consistently shown a strong ability to lead with innovation. They trusted the Laissez Fair strategy, which eventually fell short of their expectations. However, this behaviour affected not just the output that I created but also the level of work that our team as a whole performed. My disregard for my own responsibilities not only increased the workload for our team's final editor but also resulted in a lower-quality end product. This makes me rethink my original theory, which postulated a link between cooperation and self-scarification.

While a selfless leader's acts may encourage others to cooperate, they may also have a huge negative impact on the leader. They concluded that a leader shouldn't act in a manner that is wholly counter to their own self-interest (Halliwell et al., 2022). If I had used transformational leadership, which is the optimum approach in this case, I could have been more successful. Selflessness is not the same as being able to put the needs of others before the own. Because of this, leaders should possess the ability to put the needs of others above their own, which is different from being selfless. It is crucial for leaders to keep a respectful distance from the events while they are taking place. It is hard for a leader to treat every member of a team the same since every member has a different personality. In this case, having a flexible boss is quite helpful. Subordinates will be managed in a manner that satisfies the demands and preferences of the person doing the democratic management (Thompson and Thompson, 2022). As a result, I will take on this new role of learning about people's unique traits and the types of collaborative assistance they need before offering transformational and contingency philosophies that will be able to meet their needs in the most efficient way. Through consistent practise and reflective thought, I may be able to manage people more flexibly while still getting excellent outcomes. Therefore, the use of transformational leadership may greatly benefit both my position and Nokia's present one.

Conclusions and action plan: Given how crucial transformational leadership is to my performance as a team leader, I want to make sure that I never lose this crucial quality. I am a selfless person, thus I will make decisions keeping the group's interests in mind while also taking into account the opinions of my co-workers (Sherwood et al., 2022). I want to modify how I react in circumstances when the demands of the organisation and the work I perform on my own collide. I've chosen to take on the assignment despite the fact that it will increase my stress level if I feel I will be able to manage both sides and assure the quality of the delivery after assessing the pros and downsides of doing so. Alternatively, if I think it will be difficult for me to bring them together, I will try to be open and honest with my colleagues about my situation. The laissez-faire approach could benefit me in the long run. I think that by using this strategy, I will be able to motivate my workers more effectively. Building a trustworthy team requires keeping lines of communication open and being open to constructive feedback (Thompson and Thompson, 2022). This experience taught me that remaining quiet when I'm given the option to choose my own start date and finish time for a piece of work might have serious negative effects on both myself and my team. The suggestions should be discussed with the other team members, and we should decide how best to implement them so that we may avoid repeating the unfavourable results and increase the effectiveness of the job that our team completes.

Conclusion

Giving up my own schedule in order to follow the process plan created by the team was one of the biggest blunders I made as a team member. I made this decision, which resulted in a jam-packed study schedule and poor results. I gave the writing assignment and the other sections of the test my very best effort, but I did not do as well as I had wanted. According to the self-scarification theory of leadership, the discrepancy between my pessimistic forecasts and their actual fulfilment is what causes me to reflect on my effectiveness as a leader. Given how crucial it is to my performance as a team leader, I want to make sure that I never lose this crucial quality. I am a selfless person, thus I will make decisions keeping the group's interests in mind while also taking into account the opinions of my co-workers.

References

- Atmaja, H. S., Supriyati, Y., and Santoso, B. (2022). The Effect of Leadership, Knowledge Management, and Organizational Culture on Business Effectiveness in Telecommunication Company. *Review of International Geographical Education Online*, 12(1), 218-230.
- Halliwell, P. R., Mitchell, R. J., and Boyle, B. (2022). Leadership coaching's efficacy and effect mechanisms—a mixed-methods study. *Coaching: An International Journal of Theory, Research and Practice*, 15(1), 43-59.
- Jennings, R. E., Lanaj, K., Koopman, J., and McNamara, G. (2022). Reflecting on one's best possible self as a leader: implications for professional employees at work. *Personnel Psychology*, 75(1), 69-90.
- Joven, N. F. E. (2022). The Fall of Nokia's Strategic Decisions on Its Loss of Market Dominance.
- Sherwood, G., Cherian, U. K., Horton-Deutsch, S., Kitzmiller, R., and Smith-Miller, C. (2022). Reflective practices: meaningful recognition for healthy work environments. *Nursing Management*, 29(4).
- Sofiah, M., and Aslami, N. (2022). Analysis of the importance of change management and company leadership in the era of change (case study of Nokia Company). *International Journal of Economics, Business, and Entrepreneurship*, 5(1), 27-36.
- Stradowski, S., and Madeyski, L. (2022). Challenges in improving the quality and minimising the cost of software testing of the 5G system at Nokia: A Survey. *Inf. Softw. Technol.*
- Thompson, S., and Thompson, N. (2022). *The critically reflective practitioner*. Bloomsbury Publishing.

Appendix

Objectives	Activities	Place of development	Time taken
To improve the quality of leadership reactions	When I'm working with a situation, it's my responsibility to verify that the answers make sense and fit together seamlessly. Then I'll be able to carry out according to the plans and meet the	In my workplace.	3 years.

	standards established by the higher-ups.		
To handle the stress effectively	I have to test Nokia's leader's mettle by putting them in a tough situation.	In my workplace.	2 years.
To improve the skills of empowering team members	Leader growth requires figuring out how to help my team benefit from my education.	In my workplace.	1 years.
To improve the leadership communications	As a leader, it is my responsibility to establish rapport with my team members and adjust my approach to communication based on the unique circumstances of each situation.	In my workplace.	3.5 years.