

LCBB6003 Leadership and management, theory and practice.

Assessment 1: Essay

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Using Sainsbury as a case study, I will analyze the leadership I've seen, both in myself and in others, and propose changes I may do to improve my own leadership skills.

The foundation of my idea was the experience I gained as an apprentice administrator at Sainsbury Ltd. Sainsbury has a publicly traded corporation and one of the largest food retailers in the entire globe. This information pertains to Sainsbury as well as its management and leadership principles and practices (Kim and Hallsworth, 2015). Learning learnt from Sainsbury's leadership and management, in addition to the feasibility of putting these concepts and techniques into reality, are being analyzed. To do this, we relied on both primary and supplementary materials. Finally, this was a great opportunity for me to grow as an individual and as a manager.

Sainsbury, based in the United Kingdom, is a commerce behemoth and one of the world's biggest food wholesalers. Sainsbury has earned a stellar image as a premier provider of high-quality retail goods and amenities. Sainsbury has expanded their goods offering to include electronics, clothes, and other goods in addition to food. Effective management and management have been crucial to Sainsbury's performance. Sainsbury's outstanding management and foresight have made it an institution across the world. Consequently, a company's operational and leadership styles are highly associated with its stature. For example, in 2018 Sainsbury Ltd expects revenues between £55,000,000,000 and £60,000,000,000. Another issue is that the pandemic has completely wiped out sales projections for 2021 and 2022 (Samantara and Sharma, 2019). The new objectives of Sainsbury were affected by several changes in management style. It's probable they aren't going to be able to implement the same kind of strong leadership strategy that the UK has used in nations like China and Japan. Because of this, Sainsbury's management in other countries is not as efficient as it is in Britain. The diversity that exists in the world today is mostly due to the fact that a number of nations possess distinctive cultural norms and beliefs. (Kim and Hallsworth, 2015). And because Sainsbury has traditionally valued active management, any problem that occurred was quickly identified and addressed. The management principles and structure of Sainsbury Plc have been discussed.

McGregor's Concepts X and Y, which he established, are two of the most influential tenets of leadership. Managers that subscribe to Theorie X believe that employees will only perform hard if they are threatened. They have this preconceived notion that employees are

unmotivated slackers who prefer to have another person take care of everything for them. (Gannon and Boguszak, 2018). In regard to managerial theory, there is no comparison between Proposition X and Idea Y. Those who subscribe to the traditional Y management style think that workers take pride in their work and work hard because they consider it part of their everyday lives. This theory is beneficial since it simplifies the individual's condition. The way they are led by them likewise matters. However, the belief that all humans have the same core is unfounded. Contrary to common opinion, people may have different levels of both positive and negative work attitudes. Individuals who participated in the Ohio State Model Learning to appropriately guide employees in this circumstance are of utmost significance for supervisors in this setting. (Briscoe et al., 2015). This has resulted in leadership being more centralized and placing a premium on getting work done the way they want it done. Executives who thrive in an "authoritarian management" style place a premium on getting the job done and satisfying customers. This idea may be beneficial because it focuses on a desirable outcome that improves the efficiency of a company. This management style, however, is myopic since it puts productivity before people. (Woods, 2017).

Blake's five configurations represent the tension between task- and people-centred administration. (David and David, 2016). Management theorists Mouton & Blake first used the phrase "organizational matrix" (also known as "guiding matrices") in the early 1960s. The suggested Management Grid System consists of two parts: Managerial matrices can be utilized to improve productivity and effectiveness. A matrix programme may help managers evaluate their own management techniques. Data will be gathered by the matrix and used to make modifications. The organizational grid approach to leadership is not without its flaws. (Yashak et al., 2020). The method's effectiveness is diminished since it ignores both internal and external limitations.

The executives of Sainsbury's have decided to execute a company-wide hypothesis X approach. Given the typical size of a supervisor's staff, this particular tactic is unfeasible in the modern workplace. Jobs like identifying items on the sales floor, counting up transactions, and assisting clients may not need much specialist training as long as workers are friendly and willing to learn. Therefore, the administration must keep a tight watch on them and provide them with straightforward directions to ensure that they are all operating towards the same business purpose. (Yashak et al., 2020). The X idea is Sainsbury's preferred technique of operating its stores since it is the most efficient. Sainsbury's top brass has taken many steps to encourage employee development and advancement. (Briscoe et al., 2015).

Some of them are: keeping an eye on employees closely; putting an emphasis on supervision; introducing new elements into the working environment; praising excellent performances and disciplining bad; and so on.

modelled In the wake of Ohio State The approach takes into account human nature. Sainsbury's administration follows this approach as they value the store's bottom line more than its workers. (Samantara and Sharma, 2019). According to Sainsbury's leader, managers must provide the resources necessary to inspire and satisfy their teams so that individuals can carry out their duties and achieve their objectives. This means giving people opportunities to advance in their jobs, tough assignments, respect, and assistance when they face adversity. (Two Davids, 2016). Managers establish positions for subordinates, inform them of their responsibilities, and set deadlines and other constraints for their work.

It's safe to assume that Sainsbury's top brass are autocratic executives, and the company's structure fits the mould of other autocratic enterprises. (Kukreja and Gupta, 2016). At Sainsbury, the customer is the boss and gets the final say on all the important decisions. Sainsbury workers rarely have a say in company-wide policy. This strategy places a premium on production and efficiency but disregards people. The demands of the job are put ahead with the help of those below them in handling these situations. Sainsbury is a driven missions organization, thus it puts the demands of the job ahead for all of its people. They force employees to carry out the job at their own expense, and they offer every single component, working equipment, and other assets required for production. (Samantara and Sharma, 2019). This method, which is similar to the X idea, has proven to be profitable as well as effective for Sainsbury because of the large number of employees with lesser levels of competence.

At the time, I was gaining experience in the business world while working for Sainsbury. I made an attempt to maintain communication with the company's top decision-makers and to develop a working relationship with them. Due to the fact that I have poor people skills, it is difficult for me to engage with the top five executives of the organisation. I decided to take some classes and participate in some case studies in order to improve my ability to communicate with others. In addition to that, I investigated other strategies that would assist me in rapidly improving my interpersonal abilities. I intended to make friends among the employees of the firm not only because it would be beneficial to me in the not-too-distant future, but also because doing so would enable me to comprehend those individuals as well as the strategies that they use in order to be successful in their employment. The material that

was shared in this presentation will be very helpful to me as I plot out the path that my future profession will take. In addition, I was responsible for supervising and directing the everyday business operations of the company. My previous employment has taught me that human resource management is one of the most difficult fields to get into the workforce. My ability to make decisions and think rapidly on my feet in the face of ambiguity were both improved as a result of this challenging experience. In order to have a better understanding of what motivates employees, I felt it would be beneficial to conduct a poll. Having finished your survey, I now have a much better notion of how to approach this individual. Thank you for taking the time to answer my questions! However, since conducting polls is such a difficult task, it may be difficult to get genuine data. After that, I sent the survey to the appropriate personnel; this assists the firm in gaining a deeper understanding of the personalities and driving forces behind its workforce. When workers are made to feel appreciated and respected by their employer, they are more likely to create work that is highly productive and profitable for the business. In addition to this, I urged my teammates to perform swiftly and properly in the duties that were assigned to them.

My experience in business management and leadership looks like this, for example. Because I have been through such an unbelievable experience, I am certain that I have obtained the power that is associated with those who bring about change. Because of this, I now have a higher level of self-assurance while delivering speeches in public, and my career has benefitted from my interactions with some of the best workers. As a result of this, I was able to further improve my ability to solve problems and my leadership abilities. I have been able to successfully carry out each and every one of the responsibilities that were outlined above since the personnel here at the firm has provided me with the help and support that I have needed. This experience has equipped me with the skills necessary to maintain composure and patience under pressure, to delegate tasks to others in an efficient manner, and to communicate well with my coworkers. My role as an administrator requires me to make a significant number of life-or-death choices, and as a result, I feel compelled to improve my capacity for critical thinking. And in order to have successful relationships with other people, I need to further my education and cultivate more common sense. My self-assurance is low, and I want to do all in my power to improve it.

The management style and organisational structure of Sainsbury's company may be partially responsible for the company's phenomenal success. There is very little room for debate that the strategy outlined in Method X, as well as rule by authority from on high, are both

effective management strategies. It is necessary for Sainsbury to reevaluate its management and control practises if the company is serious about expanding its operations into countries other than those in Asia. It will be challenging for the firm to modify the course it has been on and the style of management it has used in the past since both have been so fruitful for the company. since of this, it is imperative that the company embrace a new strategy.

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Appendix: Career Action Plan

Leadership Objectives for the Future	Why is it important for me to set this goal, and what steps must I take to realize it?	Where can I develop into the kind of leader I want to be?	Date by which we may expect to have accomplished our aims
In order to improve my strategic thinking skills	Explanations: Therefore, I am going to be ready to ascertain the source of the problem and provide a viable answer to enhance the decision-making processes inside the firm. Strategy for Advancement: I need a broader perspective to see what's happening. Another aim is to make an educated prediction about the big picture. Put aside the "when" as well as "how" issues and focus on the "once" issue instead.	With Loved Ones and Acquaintances Present	May 01, 2023

In an effort to improve my listening abilities,	Explanations: The ability to hear clearly and accurately lays the groundwork for making good decisions. In addition, I will become a better manager as a consequence of my enhanced capacity to combine information. Possibilities for Expansion: Considering the opinions of everyone concerned. listening to what they speak rather than judging them by their appearance or behaviour.	In the lecture hall at the college	July 01, 2023
Improve leadership	Explanations: This skill will make me a better manager by allowing me to accurately appraise situations and be ready for anything that may arise. Strategies for Advancement: I plan to be an activist on this topic full-time. I'll be able to make and	Within the framework of an ordinary workday	June 01, 2023

	keep adjustments at work more smoothly with aid.		
Skills in working together	Explanations: An individual's interpersonal skills provide the groundwork for a pleasant workplace and are useful for constructing and leading productive teams. Strategies for Advancement: Required to get along well with coworkers. Improve your relationships with others by getting to know them better and helping them get involved in the things they care about.	Wherever one may be working	August 01, 2023
Strengthen my	Explanations: As a	At the workplace	July 01, 2023

talent administration abilities.	consequence, I will be better able to prepare for the future and devise strategies which will lead to a focused accumulation of resources, including the right individuals and fair recompense for them. Ways to Make Advances: The opportunity to take an active role in the hiring process as a candidate or employee. Having a smooth process for replacing underachievers with high-performers is essential.		
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