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Leadership and management, theory and practice

Assignment Title

Practical: Group Report & Presentation

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Jack Welch and General Electric

Case Study

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Introduction

- ❖ The following presentation will highlight management and leadership styles, the context will follow Jack Welch, CEO of the renowned company General Electric (GE).
- ❖ Further, the context will follow the leadership style of Jack Welch along with the importance of those leadership styles.
- ❖ Moving forward to the next part, the following context will discuss some leadership theories and practices of those theories.



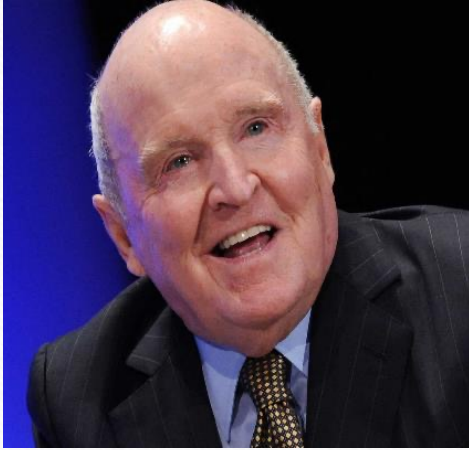
(McKenna, 2023)

Introduction

- ❑ The following presentation will demonstrate the leadership as well as management style of Jack Welch who was the CEO of a renowned company named General Electric.
- ❑ The context will explain his leadership style along with its importance as well.
- ❑ Leadership theories which had been followed by Welch will also explain in this context as well.



(McKenna, 2023)

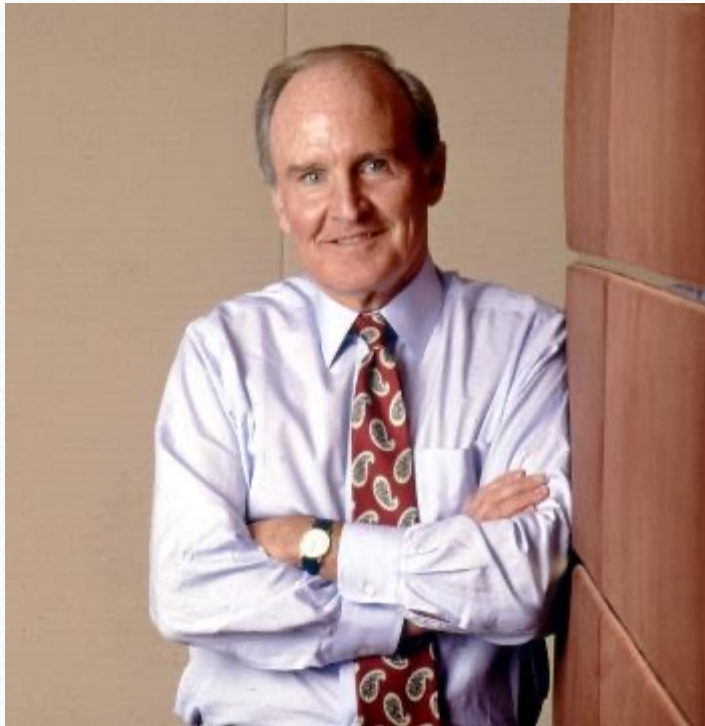


(Tarker, 2021)

Introduction

- The below-mentioned case study will shed light in elaborating the effective leadership style that was followed by Jack Welch, CEO of General Electric company from the year 1981 to 2001.
- The concept and the importance of his leadership style will be explained here in a good manner.

Introduction



(Walsh, 2020)

- The entire case study will aim to discuss the leadership style that is followed by Jack Welch.
- Therefore, the importance of that leadership style will be elaborated effectively in the below context.

Leadership style of Jack Welch



(Meijer et al., 2021).

- ❖ Jack Welch is known for his effective leadership style and believed in “boundaryless” organization, he worked in General Electric from 1981 to 2001.
- ❖ The respected company had grown its capitalization by over 4000% during Welch’s leadership time.
- ❖ Welch also implemented rigorous performance management in the strategy of his company.
- ❖ All management styles helped the respected company to reach the desired goal of the company.

Leadership styles of Jack Welch

- ❑ An effective leader, Jack Welch who had been working in a renowned company General Electric believed in organising his company without borders.
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(Robertson, 2019)

- ❑ He worked for General Electric from 1981 to 2001. Under Welch's leadership, this venerable company increased its capital by more than 4,000%.
- ❑ He was always helping his employees by encouraging them to achieve their expected business goals.
- ❑ "Rank and Yank" or "vitality curve" had been implemented by Welch for the success of his company.

Leadership style of Jack Welch

- Jack Welch was the former CEO of General Electric in the United Kingdom country.
- He followed the transformational leadership style as it can help to achieve success faster while working in a team.



(Root, 2019)

Leadership style of Jack Welch

- Jack Welch was the former chairman and the CEO of General Electric between the years 1981 to 2001.
- He was often referred to as "Neutron Jack", his leadership approach was characterised by the relentless drive for efficiency and effective performance.
- He was also very popular for his transformative leadership style which as very unique and also unorthodox.



(Sime, 2019)

Importance of this leadership style

- ❖ Management structures which were followed by Jack Welch have specific importance in any workplace.
- ❖ While on the other hand bureaucratic management theory has helped any organisation to run smoothly.
- ❖ A good performance management system tends to increase effective decision-making.
- ❖ This system helps to get rid of underperformers and supports high-performing employees of any company.



(Schieltz, 2023).

Importance of this leadership style

- ✓ Jack Welch believed that structure is important in his workplace, moreover, it indicates career path and indicates responsibilities.
-

- ✓ Bureaucratic management theory has helped all organisations run smoothly.

- ✓ It will also be easier to manage and the process less confusing with the help of this type of this management style.

- ✓ This system helps find out low performers and supports high performers in all businesses.



(Welch and Byrne, 2001)

Importance of this leadership style



(Walsh, 2020)

- Focus on the performance and result
- Empowerment and Decentralization
- Employee development and talent management

Importance of this leadership style



(Root, 2019)

- Continuous Improvement
- Employee development
- Effective decision-making and problem-solving

Leadership Theories and Perspectives



(Forbes, 2022).

- ❖ Transformational leadership theory supports as well as inspires employees of any company.
- ❖ The concept of this theory was developed by James V. Downton.
- ❖ There are four elements which define this theory properly which helped any organisation in effective growth.

Leadership Theories and Perspectives

Transformational Leadership Theory



(Schieltz, 2023)

- ❑ Transformative leadership theory can support and inspire employees in any company and strengthen corporate culture and accountability.
- ❑ The concept of this theory was invented by James W. Downton. There are four elements that best define this theory and effectively help any organization grow.
- ❑ The theory of transformation helps in changing the members of any company along with the development of individual morality.

Leadership Theories and Perspectives

1. transformational leaders are very charismatic and always inspire others in their work.
2. transformational leaders always encourage creativity and innovation among their followers.
3. Transformational leaders act as role models for their followers.



(Tarker, 2021)

Leadership Theories and Perspectives

- *Mission and Vision*

Jack Welch was the CEO of GE who emphasises the significance of having a compelling and clear mission and vision for improving his business organisation.

- *Transformational leadership theory*

The people who are following transformational leadership theory highly exhibit a charismatic quality.



(Kwan, 2020)

Contd...

Democratic Leadership

- ❖ Democratic leadership helps any leader by getting or sharing knowledge.
- ❖ Evaluating their performance leaders helped the employee to motivate.



(forbes, 2022).

Contd...

Perspective



This kind of leadership can help to encourage the employees as well as foster their confidence and reward creativity, for this reason, Welch chose this to implement in his company.

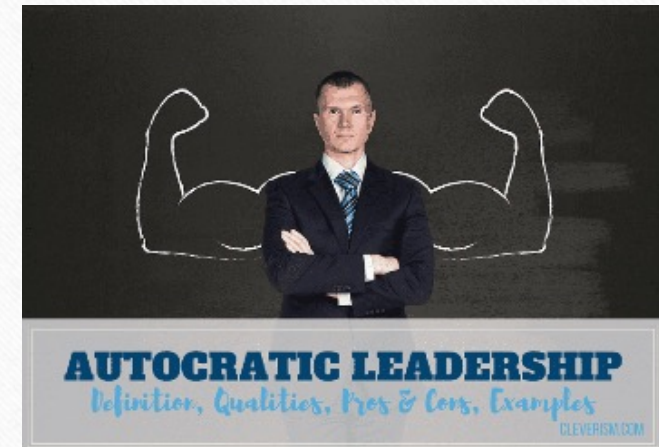
(Meijer et al., 2021)

Contd...

Autocratic Leadership Theory

One person controls the decision-making process of any company autocratic leaders make a decision on their own and do not believe to share their thoughts with others.

This leadership theory helps any organisation make quick decision-making in stressful situations.



(Robertson, 2019)

Contd...

Perspective



(Robertson, 2019)

- ☐ Jack Welch thought this type of leadership theory helped him make effective decisions in every situation.

- ☐ Being a powerful leader he could work well by implying this theory and also could offer clear chain command to his employee.

Conclusion

Focusing on the leadership styles followed by Jack Welch the context has heightened his styles along with their importance.



McKenna, C., (2023).

Moreover, the presentation has explained the leadership theories followed by Welch which are transformational and democratic along with some perspectives to implement them.

Conclusion

- ❑ Leadership as well as management theories implied by Jack Welch have been highlighted in this group presentation.
- ❑ Finally, the transformational and autocratic leadership theories have also been demonstrated here.



(Welch & Byrne, 2001)

Conclusion



(Tarker, 2021)

- The above-written case study has described an effective transformational leadership style that is followed by Jack Welch for his entire career of him at GE.
- The effective transformational leadership theory and some perspectives of this theory have been also evaluated here in the last.

Conclusion



(Sime, 2019)

- The following case study has aimed to discuss the transformational leadership style that is followed by Jack Welch.
- Finally, the transformational leadership theory and democratic leadership theory have been demonstrated here as well.

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