

Human Resource Management

Assignment 2 Group Presentation Individual Contribution

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11.3 Strategic Thinking and Execution

According to (Adair 2018), strategic thinking is a long-term thinking process to achieve a successful group or business. This means predictability, rigor to prepare now and the ability to position yourself to compete and win in the future. New leaders at all levels must know how to mobilize and focus resources and energy on priorities that will ensure the future success of the company. Problems that leaders face to be more strategic is the society. Strategic thinking is important for leaders as a leader can consider strategic thinking, as it is an important skill. They can work through unfamiliar situations, and gain the ability to reason, learn, and make decisions that enable employees to move forward in the face of setbacks. When a leader can save time plan, they can think more fully about the future of their long-term goals, as well as of their team. It means creating time to reflect on the future. To view business from different perspective is to change your view. We can better determine the company's true competitive advantages of a business. It requires a strategic thinking in leadership on how to optimize the investment of time, energy and

Resources. To collect intelligence data on an ongoing basis as a leader, it is essential to find reliable sources to gather intelligence data, whether online via blogs, reviews or even internally, this important activity allows leaders to understand what is changing in the business world. Opposing forces are those currently standing between you and your future success. By looking at how to think strategically like leadership, strategic leaders can mobilize people, drive efforts, and sustain progress, and when the plan is in place, they keep their employees linked and informed.

11.4 Action-Centred Leadership (ACL)

According to (Olivia 2018), ACL is a practical, relevant, and very effective methodological approach to build leadership skills. ACL is a simple leadership style that facilitates memorize, apply, and adapt to your situation. Action-centred leadership is a business leadership model that managers and leaders can use to oversee teams, team, or an organization. It allows management to apply, adjust and remember the job situations tasks. The actions you take to achieve a goal are the actions you take to achieve a goal at the team level, to promote effective teamwork and team cohesion.

12.0 LEADERSHIP MATURITY MODEL

According to CMEQ (2015), system leadership is the ability and willingness to receive responsibility for the work of the organization and its ultimate impact on

people and related things. From people to environment, industry, economy, and society he seeks to serve. Experience exposure and education to take risks in leadership encouraged the knowledge that is appreciated and activated, leadership model that is well communicated, Strong leader system for key positions.

12.1 Scalable leadership

Scalable leadership is about ensuring that employees share the same goals and work together to achieve these goals. The best way to arrange people on the common goal is to use co-creation methods. For exposure experience and education that is required for Leadership development, risk taking and knowledge sharing become important steps to convey the leadership model and make existing leadership system for key positions.

12.2 Integrated leadership

Integrated leadership is an integrated solutions approach to leadership development that uses leadership history to set the development context. The story that tells the organization why leadership is important and how leaders will be trained. Experience and training for leaders' development is risky and less knowledge is shared, leadership models exist but do not communicate weak leadership resources for key positions.

12.3 Foundational leadership

Foundational leadership is essentially a management structure in which the leader plays a role stable foundation of the team. If your team is visualised as a pyramid, then the leader will serve basis. From there, you support and empower every part of your team. It is a fundamental approach to leadership development. Risky, intolerant, no knowledge sharing, does not support a leadership model and no leadership resources for the key positions.

13.0 Organizational leadership development goals

13.1 Development goals for better leadership

According to (sky Schooley, 2022), every business leader can improve his or her leadership skill. You need to set achievable leadership development goals that you can follow. Most of the Leadership development goals focus on improving communication.

13.2 Adapt to change and development

Instead of assumption that you know everything, you should set a goal which is adaptable and willing to learn. Being open to change can put you in a better position to run your business successfully.

13.3 Improve your emotional intelligence

The five main components of EQ are self-perception, self-regulation, social awareness, social regulation, and motivation.

13.4 Become more efficient

Business leaders have to manage many conflicting responsibilities, so time management is very important.

13.5 Dynamic team building

The best organizations are diverse and inclusive, consisting of unique individuals. Business leaders must be good at assessment. If a person is right to satisfy the outcomes or vision of the business and he fits the culture, then more good and fast teams can be built. A company's culture and foundation begin with its leadership. If you are a facilitator of open communication and teamwork, you must exhibit these traits.

13.6 Be a mentor

Good leaders are also mentors. Your team looks to you for coaching, advice and guidance, so effective mentorship should be given priority when setting the goals for your company. You should create a development plan that helps each team member to grow as an individual and in their role.

13.7 Show appreciation, recognition, and empathy to your team

Every great leader realizes that a company's greatest asset is its people. As a leader, you should express gratitude and appreciation to your team, especially when it comes to achieving an important step. If you have a happy staff, it can increase productivity and decrease the revenue rate.

13.8 Honesty, transparency, and responsibility

Every business leader should be honest and transparent with their team and always responsible for their actions. Being an honest, transparent, and accountable leader requires modest.

References

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