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Group 1

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INTRODUCING THE MODERN WORKPLACE

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Group Report and Presentation

of

ASDA

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Introduction

Asda Stores Limited is recognized as the leading British Supermarket retailer that has started operating in the United Kingdom. The case study of the company has clearly denoted that ASDA's parent firm Wal-Mart has retreated from the UK as the business in order to shift its focus to competing with Amazon. It has been found that Wal-Mart has strategized to get itself competing against Amazon. It has become the primary weapon of Wal-Mart. The UK Company has set its primary focus on reducing negative environmental impact by providing effective services and products to its customers. Sustainability has taken into major consideration for this company by which it has become a reputed concern among its peers. The company has started stocks of green products and delivered them at an affordable price in order to make green environment and green production an achievable goal. The study will be developed based on the background history of ASDA and how the company has taken initiatives to expand through the global market. In the study it will be understood how motivation and leadership both play a crucial role in the advancement of business growth and development.

Background/outline of our project and related organization

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Background of ASDA

While coming up with the background of this company it is very necessary to illustrate the primary mission and vision that have been followed by it. While operating in the Global context the company has been founded as the associated firm by the year of 1949 in the UK. The adoption of the name ASDA has occurred in 1965 (Weiss *et al.* 2019)

It has been found that this company has taken advantage of the abolition of price maintenance for offering large-scale low-cost supermarkets for the products and services. While understanding the global expansion of the company, it has been found that this firm has set its primary mission and vision to incorporate green manufacturing and green production. The company has set its primary focus to be the most trusted retailer within the United Kingdom and among its peers. It has been

found that the company has its primary focus to be committed to reducing negative impact on the environment by providing sustainable goods and services to the customers.

Customers have become taken into primary consideration by the business owner of ASDA and the suppliers also become highly important and vital for this company. According to ASDA, the customers care about sustainability and by considering this notion this company has taken primary initiatives to make its manufacturing and production green. While coming up with the background history of this company it must be stated that it has incorporated different innovative programs such as packaging and plastic programs. The Company has focused on removing and never using plastic materials. Packaging is always a very crucial aspect of a product; therefore, the company has brought out innovative solutions that contain recycled contents and by using these products it can be recycled for another time. While adopting different innovative program the company has become able to bring 50% reduction in food waste, 20% energy cut in the stores and 38% reduced carbon footprint.

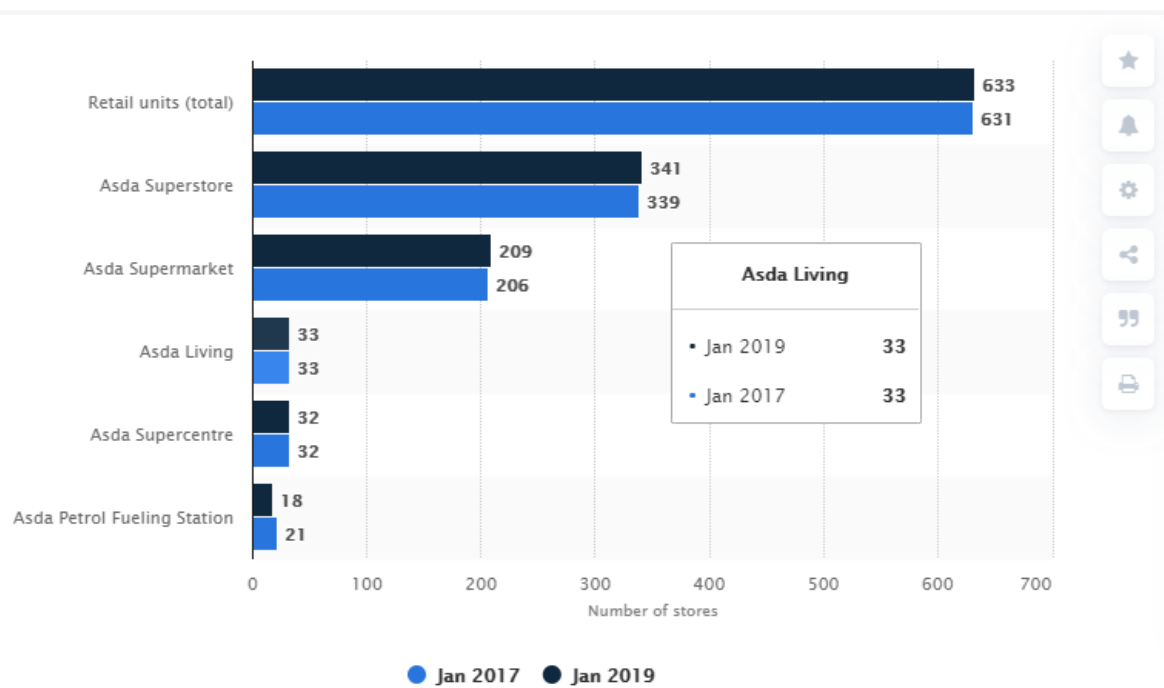


Figure 1: Business Stores in the United Kingdom

(Source: Golensky and Hager, 2020)

Background of the Case

While summing up with the case study it has been found that this company has revealed expansion plans after suffering a huge difficult year. It has been found that this company has taken initiatives for investing approximately 600 million for opening approximately 17 new Supermarkets within the country. Despite undergoing 12 months of declining profit and sales margin, the company has taken initiative to revise its revenue growth by making proper investment in opening new supermarkets. It has been found from the case study that the company has taken its expansion plan in sharp contrast with its rivals such as ALDI, Sainsbury's and Morrison's. It has been found from this case that these companies are going to shut their stores. The company has become initiated to open Super Stores at 36 petrol stations outlets in approximately 150 new locations where the customers and shoppers will easily be available and they can easily pick up groceries both offline and online. Considering this project initiative, further study has been developed. For the establishment of new stores, the company will be able to raise its total marketing sales after 0.5% for the year before January. Moreover, the profit margin will rise about the same. The leaders and managers will play a very crucial role in the development of marketing sales and growth in his firm (Golensky and Hager, 2020).

Goals and objectives

Goals of ASDA

The leading UK retail ASDA has its primary mission to achieve the position of best value retailer in Britain's competitive business culture by identifying individual needs and expectations of the customers. It has been found that the company has always said its primary approach to satisfy the customers' needs and go beyond the Expectations. It so that the organization is always there for finding out the individual requirements of the customers. The company is always taking initiatives for fulfilling the needs and it helps the firm to meet purpose, values and its corporate mission. Considering the recent years, it can be stated that there are various companies in the business culture of the United Kingdom who have equally contributed in a broader mane for the compliment of the mission and vision (Hallinger and Hammad, 2019).

Hence it has become fully completed in that which company goes beyond the customers' Expectations and adds something extra value to their products and services. This aspect has been clearly hatted by the leading retailer ASDA. This firm has acquired its second largest retailing position in the competitive business culture of the United Kingdom and it has become the largest subsidiary of Wal-Mart family since 1999. The company has started operating and it is appreciated by a number of stores that have been executed and run by the team members in different regions. For example, by making proper inclination of the corporate goals the firm has opened 321 stores across the United Kingdom and in Ireland approximately 148000 employees have been recruited by this company. While coming up with a global market share the diagram can be presented below that has clearly shown the competitive business between Tesco, ASDA, Sainsbury's and Morrison's based on their market shares of groceries in the United Kingdom.

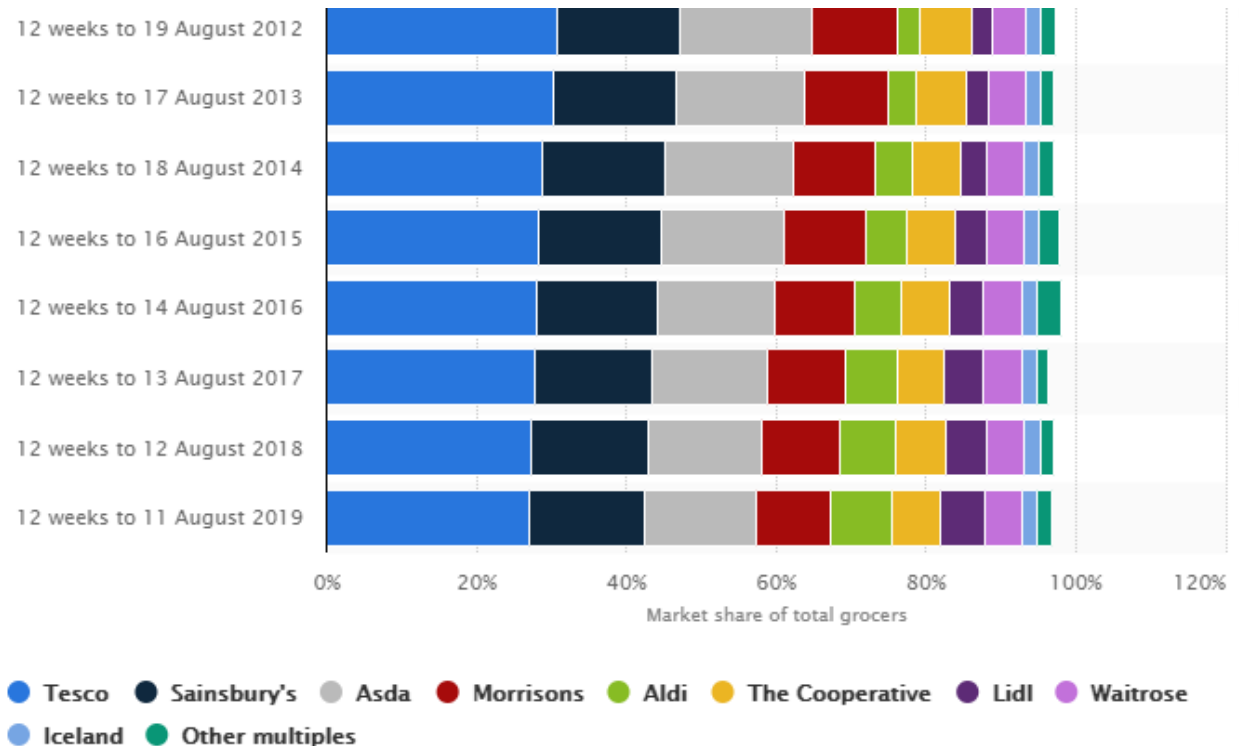


Figure 2: competition in Market Share in the United Kingdom

(Source: Golensky and Hager, 2020)

Perhaps it has been found Tesco has become the biggest Rival of operating in the United Kingdom. The supermarket sector has become more competitive for this company. The contest has appeared

between the retailers in the marketplace and it has made an influence upon the prices of the products as they have become bound to bring decline in the price matrix of the products. In order to sustain its position in the competitive market the company has adopted a cost leadership strategy in order to reduce the cost of production and minimize the prices of the product (The Guardian, 2020).

Objectives of ASDA

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Different objectives have been incorporated by this organization while operating in the Global markets. The primary objectives that have been adopted by ASDA are as follows,

- To achieve the position of most trustworthy retailer in the context of UK business culture
- Identify how motivation and leadership both can play a crucial role in the growth and development of the organization (Bolden, 2019)
- Giving a wide range of products and services to customers and check speed then needs
- Primary mission of the company is to enhance the sustainability within the Farm by adopting green manufacturing and green production

From the above objectives it can be stated that the company has taken various initiatives for making the objectives appropriately done and fulfilled for the company. It has taken initiatives to invest in opening new Super Stores. Moreover, the company has adopted sustainability and shown initiative towards corporate social responsibilities. In the concept of price competition, the company has adopted a cost leadership strategy in order to sustain its position in the competitive business culture. By this strategy it means the company has given opportunities to the customers to buy products at low prices and save money as the price has helped its consumers to link with the company's market place.

The low prices that are being offered by this firm, has become essential. Price matrices are really important but when it comes to the consumer it always makes their inclination towards quality products that are available at affordable prices. To meet this objective the company has adopted a clear business strategy that would assist the firm in distinguishing its stocks. This strategy has helped the company to gain competitive advantage to some great extent (Gümüş *et al.* 2020).

Importance of ASDA's Goals and objectives

It can be stated that the goals and objectives that have been saved by the company have enough importance as with the help of these goals and objectives this operation has become able to enhance its business to some considerable extent. With the help of price competition, the company has become a bill to retain the customer's interest, and it has assisted the firm in creating an evident business reputation and brand image in the minds of the customers. The goods that have been served by the business owner of ASDA all have been inclined with the mission, purpose and values of the company. The mission statement conveys in order to gain long-term business growth and direction the company has adopted this. On the other hands in order to help its stakeholders for understanding the significance of the business and value is subjective has become essential to stay in the price competition and provide the products at an affordable price to the customers. Primary model statements that have been taken into consideration as a central vision of Asda also have been inclined with the set objective. It has been taken into primary account as the model statement of this organisation has stated that to encapsulate the company's belief determination of the actions, and the authority has made the objectives within the Marketplace (Baker et al. 2019).

How the goals have been established

In order to achieve the goals and objectives, different Strategies initiatives have been taken into consideration by the firm. The most effective strategy that has been adopted by the company is cost leadership strategy with the help of the strategic company has become able to stay within the price competition with its rivals. All the products and services have been provided by the company at a low price, also Strategies and initiatives that have been adopted by the company. All the strategies have been inclined with the primary mission and vision. Sustainability has been taken in the primary consideration by which the company has become able to achieve its model statements of green manufacturing and green production (de et al. 2019).

Leadership and management behaviours

Methods

While coming up with different leadership styles, it can be stated that there are various methods that can be adopted in order to incorporate different leadership styles and Management effectively. It can be noted the most common and essential ways that must be taken into consideration by ASDA are Authoritarian, Democratic and Laissez-Faire methods. It can be stated the primary business initiative that has been adopted by the company is to achieve the most sustainable

position. It can be noted that with the help of authoritarian methods the company and it is, leaders will be able to retain both responsibility and authority in a clearly defined manner.



Figure 3: Management Performances

(Source: Golensky and Hager, 2020)

With the help of downward communication between the team members, the company will be able to display the primary initiative of expansion and its significance in front of the team members. Moreover, it can be stated that with the help of democratic leadership methods, the company will be able to involve each and individual members within the business decisions. While making effective decisions with the help of democratic leadership methods, the company will be able to incorporate personal responsibilities, and the author is among the team members. With the help of these methods, individual members will be able to communicate with each other. Another technique that is Laissez-Faire leadership style can be taken into consideration by ASDA while expanding globally internationally. With the help of this thought, the business owner assumes their individual needs and requirements are serving the responsibilities and power of the team members and them. By serving the group members, proper problem-solving support is derived from them. Considering this it can be stated that after incorporating different leadership thoughts it is essential to understand by the authority that opinions are going to be utilized and used excellently to reach the set objective and goals (Hallinger, 2019).

It can be stated that various Tools and techniques can be adopted for understanding the significant role of leadership and management behaviour in the firm. Strategic thinking, decision-making skills, team building, activities, valuation skills, mentorship programs, innovation, conflict, resolution skills can be recognized as the most effective. Tools and techniques that are profoundly influencing factors for leadership activities. It has been found that ASDA has adopted a business initiative to expand its market nationally and to open different new stores. Considering this business initiative, the company must incorporate the leadership and management practices within the organisation.

With the help of strategic thinking, the leaders of the company would be able to understand different strategic approaches that can be taken to receive the expected goal.

Decision-making skills will help to get any kind of solution to any adverse situation with the help of decision-making skills the leader and the managers will be able to make effective decisions regarding any consequences. Team building activities are basically essential aspects that all the leaders should pay ahead with the help of team building activities the leaders of the company will be able to build a strong team that will help in enhancing the growth and development of the company. By creating a team, the members will be able to take part equally within the advancement of the business text can be serious conflict resolution skills being a leader and a manager.

It is necessary to make a proper solution of internal context between the employees within the firm. With the help of conflict resolution skills, internet conflict between the members can be easily solved. Moreover, it can be stated that with the help of different leadership and techniques the company will be able to enhance the leadership criteria with the proper implementation of these tools and techniques the company will be able to understand and dividend and requirements of employees. With the help of Communication programs, the leaders will be able to understand different processes from entering and monitoring the individual performance of the employees.

With the help of innovation and innovative ideas, employees will be able to understand the significance of business objectives and goals. With the proper implementation and change, the leadership criteria of the company can also be influenced. To be a better leader, it is necessary to let the members form their strength and skills. Therefore, it can be stated that self-assessment is much needed. With the help of leadership assessment, the leaders can incorporate different useful strengths. For understanding individual strengths and weaknesses of the employees and after following the vulnerability, they can help the members to meet their uncertainties (Lopes, 2019).

Innovative Concepts

There can be different innovative concepts that can be used for the leadership and management criteria within the organization. It has been found from the given case that the company has taken initiative to expand its market globally and nationally. Therefore, innovative business ideas can be recognized as a fundamental ability for both influence and thinking of others for creating new and better ideas for moving accordingly. With the help of innovative leadership, the leader of the company will make the members able to think differently. With the help of innovative ideas, the members will be capable of creating something innovative and new. By thinking differently about innovative ideas, leadership will help to combine different leadership styles for influencing the employees and to enhance their productivity level in accordance with organizational development. It can be stated that the leadership and Management aspects of the company have enough influence on the advancement of Business expansion and growth. By making communication among the team members and by influencing the role of leadership the company will be able to enhance business growth and development (Bush, 2019).

Identify the essential nature of managerial work

Managerial department of ASDA has performed good goals-oriented work which will help to achieve the company success at the end of year. Thus, different Managerial work of ASDA has been discussed below.

Create a good relationship

Management has created good communication with workers and given attention to the workers and their family. Hence it will become effective for workers to give the best of knowledge as the workers have seen that management has given respect to them and their family. Management *to achieve the organizational goals, leadership has a very high importance. In ASDA leader lead the people or groups and take the responsibility. Through training they support the people and make a contribution in the development of their organizational objectives* should have preferred verbal communication instead of a written way of communication in the context of ASDA. Management has to play a role like a medium of internal and external resources in the workplace of ASDA (Timm and McLaren, 2019).

Interpersonal Skills

Management has kept them calm in a difficult situation and which will be effective for taking a decision in a difficult situation at ASDA. It became effective for achieving the desired goals of ASDA. Management of ASDA has explained the desired goals to the leaders of every team and motivates the leaders for helping out the team members to reach out the expected goal of ASDA

Combination of Business Aspects

There have been different kinds of aspects in ASDA such as employee engagement, motivation of employees, employee awareness etc. Management need to use the proper aspects for reaching the goals. However, if workers will not be efficient to do work by considering the aspects then management has been given the formal training to those employees and makes them efficient for ASDA. If the employees are not interested to act accordingly to the needs of the company then the management must provide them training facilities for letting them abide by the current changes (Dorji *et al.* 2019).

Expenses according to the budget

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Management should have the capabilities to make a budget before explaining it to the leaders. Management should not be only taking the responsibility for achieving the goals rather also is responsible for achieving it with minimum cost. Therefore, they have to prepare a budget for how much the fund resources can be available for reaching out the desired goals and must use those funds according to the situational demands and needs.

Communicate the role of leadership

Employees have been capable of reaching out the desired goals set by top level management with the help of leaders in a team or group. Employees must be motivated by the leaders for achieving success.

The different role of leadership has been discussed broadly under this head

Effective communication

Effective communication is the key of leadership in an organization. Leaders must clearly explain what they want and how they can reach out for success. Leaders have to motivate the workers. They must create a good relationship between the top-level management and the workers. It will help to understand the vision of ASDA by workers (Rumbley *et al.* 2019).

Setting for achieving the goals

Leaders must develop creative functions for reaching out to the success of ASDA. The corporate leader can determine by which way the organizational success can be achieved. Employees are getting more confidence for doing their work as leaders have developed a friendly atmosphere in the workplace and have given respect and have become focused on their individual career too.

Co-coordinating

Leaders must play a role for bringing coordination between management and employees. Leaders need to listen to all the problems which have been faced by employees during the working hours. It has been solved by leaders if it's not been possible then it will be focused by the management of ASDA. As a result, employees will become more satisfied and willing to give their best (Leithwood *et al.* 2020).

Direction and motivation

It is the vital functions of a leader, to help to guide the workers. Employees must be inspired and directed by the corporate leader. Leaders need to be
Create the trust issues and make the workers more confident about the work.

Explain the variables that determine leadership and effective management

Ability of team work, ability of solving problems and sharing of information and the internal and external connection skills are the factors which mainly determined the leadership of a company. ASDA is one of the biggest markets in the UK. To implement the plans, they take some strategies which will achieve their organizational objectives and develop the policies. Effective management and leadership are the two most important things which are very important to guide a business to reach their goals. To achieve the organizational goals, leadership has a very high importance. In ASDA, leader led the people or groups and takes the responsibility. Through training they support the people and make a contribution in the development of their organizational objectives (Moule *et al.* 2020).

Behavioural approach to management

Relations of human and the well beingness of employees are focused by the behaviour approaches to management. To increase the productivity management should approach with a positive behaviour. The behaviour of the manager will be beneficial for the employees in the workplace. To relate to their employees and take their talents and skills in business behavioural approach to management is the most effective way. It has been seen that by focusing on the human dimensions

and relations in the workplace behavioural approach in management can take a great place in businesses' helps the leaders of company to manage the expectations, understand the people during the time of conflict and motivate them. There are so many behavioural approaches in management like approach based on task, approach based on their needs and the approach based on the goal of future parts.

Approach based on their task- It is a most important behavioural approach because it is spaced on the specific performance of the employees. To achieve the high productivity this approach is the needed one. By focusing on assigning, coordinating and planning, we can easily approach management.

Approach based on their needs- By managing the primary needs of the employees, this approach makes a great deal of success. By this approach the accounts which are needed by their employees must be judged by their managers which help to designate the safety, esteem, psychological needs (Ruttoh *et al.* 2019).

Different factors that affect behavioural differences

Some personal, physical, religion and the experience challenges make a great difference in behavioural approach, which affects the company or organizations. To stop the factors, which affect badly, managers should determine the tasks, analyse the skills and manage to form a team, which can easily solve this difference. Personal factors are one of the factors which affects vigorously in the behaviour of an organisation. It influences in the changed behaviour. On the other hand, factors like characteristics of biography of an employee make a great change in the management. As every person have a different character which are inherited or genetic', affects the organization. Some time their physical characteristics like skin, complexion, height creates an impact on the behavioural difference. Some time it has been seen though there is no relation between the body structure and the sense of dress up with business, they have to dress properly and be a welled- dressed up person. Sometime age is one of the biggest problems. Young person's get more chance than other old people as they have a great energetic behaviour, innovative ideas and a high ambition. It may discriminate and make a difference in management. Sometime experience is a big problem which creates a basic difference and a lot of speculations about experience and misconceptions also play an effective role in the behavioural difference.

Attributes in Professional Practice

There are various attributes in the professional practices. It can be stated that professional attributes are very essential as these are considered as the non-clinical knowledge attitude skills and judgments that are fundamental for gaining success and for any role professional attributes are necessary. It is identified that the company has taken initiatives to make expansion in its business. For making Business expansion the company has taken measures for making massive investment in the business. For business growth and development professional attributes are very necessary. Some professional attributes that cannot be overlooked by any employee are as follows,

- Communication skills
- Honesty
- Technical Competency
- Work Ethics
- Determination and Persistence
- Flexibility
- Proper Harmony with the employees
- Willing to give proper assistance to them

Based on the above identified attitude status that while working at any organization it is quite necessary for the employees to incorporate these professional attitudes and practices for getting success. With the help of communication skills, the employees can develop their internal relation with the seniors and the peers. Honesty is one of the very crucial factors that need to be taken into consideration. With the help of honesty, the employees can achieve their sustainable position. Moreover, it can be stated work ethics are important while working at any organization ethical consideration must be taken into consideration by each and individual workers. While walking the rules and regulations of the organization must be followed by them. Flexibility is another crucial factor. While working the employees must not be rigid. While taking any kind of decision, determination plays a vital role.

Individual and Collaborative Working

Management practices are essential in this context and it can be stated that in order to gain corporate growth and development it is necessary for any firm to incorporate both collaborative and individual working. Individual working can be defined as the individual participation of the team members for the proper development and growth of the company. In these criteria each and individual team members make their proper contribution in the enhancement of business growth. On its contrary collaborative working is equally important as it can be stated that in order to gain sustainable competitive advantage and growth collaborative working plays a vital role. It has been found that the company has determined to expand its business and open new stores in different regions. In this criterion collaborative working is essential by making proper collaboration among the team members the entire business system of ASDA can grow successfully.

Deployment of Appropriate Media

In this concern it can be stated that social media sites play a vital role. With the proper deployment of social media sites ASDA could enhance its taken initiatives to some great extent. It has been found from the case study that the company has taken initiatives to expand its business. The primary aspect behind business expansion is to raise profit margin. Considering this it can be stated with the help of social media sites this company would be able to bring awareness among the customers. While promoting its business in different regions social media would play a vital role. With the help of social media sites, the company would be able to understand the individual customers' needs and change perceptions. Moreover, whether their taken initiatives would be beneficial or not also can be understood with the help of social media sites.

Group involvement and presentation

It can be stated that in order to make any planning successful group involvement and presentation both are very necessary. While making business expansion the whole team and all the employees regardless of their role are closely involved with the company and its growth. It can be stated that by making proper collaboration among the team members the entire business system can be developed in a well manner.

Motivation and perception

Theories

Motivation plays a vital role as it helps to reach the set objectives and goals of any company. It has been found from the case study that the UK retailer ASDA has taken various initiatives to explore its business opportunities by making proper intervention with the employees. Different new stores are going to be opened by the company and the business owner of the company has determined to make investments. In this concern motivation among the employees is very necessary. The primary motivational theories that must be taken into consideration in this concern are as follows,

Maslow's Hierarchy of Needs

It can be stated that while making business intervention in different regions it will be necessary for the company to implement Maslow's hierarchy of needs theory. In accordance with this theory while making business intervention it is very necessary to motivate the employees. One person only can be motivated by proper accomplishment of their needs. The individual needs and requirements of the employees must be prioritized from the lowest level basic needs to lower level basic needs. The primary needs of different employees are physiological needs, safety, social needs, self-esteem and self-actualization. It can be stated that it has become necessary for the company owner to accomplish these individual needs in order to make the employees realize their importance.



Figure 4: Maslow's Hierarchy of Needs

(Source: Golensky and Hager, 2020)

Hertzberg's Two Factor Theory

Another theoretical approach that can be taken into consideration is Hertzberg's Two Factor Theory. There can be two types of factors. Achievement, recognition, working efficiency, responsibility, growth and advancement are the primary aspects that may lead to job satisfaction among the employees. On the other hand, there can be various aspects that might create job dissatisfaction among the employees such as strict rules and regulations of the company, working conditions, low salary, less security and working status along with ineffective interpersonal relations. In order to motivate the employees towards working efficiency it is necessary to enhance their level of motivation. This theoretical approach can be implemented in order to influence their motivational level.

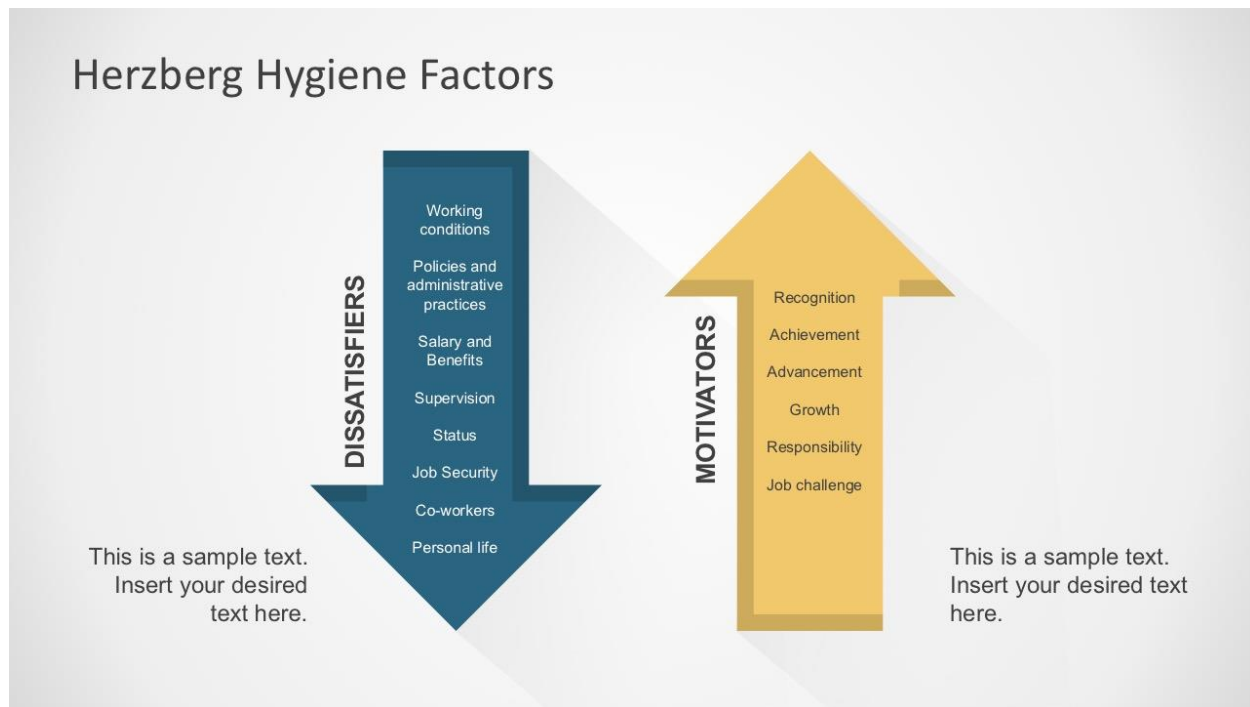


Figure 5: Hertzberg's Two Factor Theory
(Source: Golensky and Hager, 2020)

Conclusion

The above section has encompassed different goals and objectives of ASDA that are very necessary to be discussed in order to identify whether the strategies and business initiatives have become able to meet the objectives or not. While analysing the leadership management within the company different methods, tools and techniques and practices have critically identified and analysed in this section. Different aspects of the role of leadership and different variables that help to determine effective management between the goals and the behaviour approaches in management have been critically elaborated in the section. Apart from these aspects, attributes of professional practices and how team behaviour can influence the business growth have also been critically analysed and illustrated in the study.

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Appendix:
Group presentation

Introducing the Modern Workplace



Introduction



- ❧ Asda Stores Limited is recognized as the leading British Supermarket retailer
- ❧ that has started operating in the United Kingdom.
- ❧ The case study of the company has clearly denoted that ASDA's parent firm Wal-Mart has retreated from the UK as the business in order to shift
- ❧ its focus to competing with Amazon



Background of the Case



- ❧ While summing up with the case study it has been found that this company has revealed expansion plans after suffering a huge difficult year.
- ❧ It has been found that this company has taken initiatives for investing approximately 600 million for opening approximately 17 new Supermarkets within the country.
- ❧ Despite undergoing 12 months of declining profit and sales margin, the company has taken initiative to revise its revenue growth by making proper investment in opening new supermarkets.



Goals of ASDA



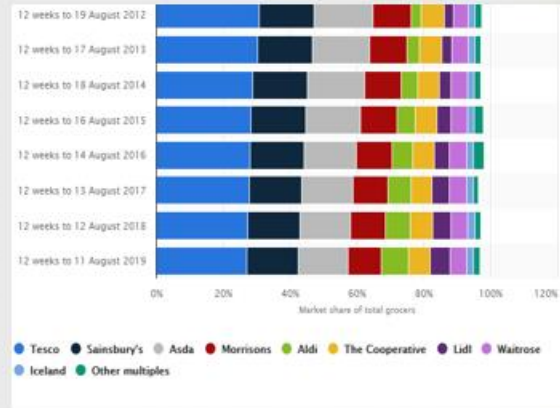
- ❧ It has been found that the company has always said its primary approach to satisfy the customers' needs and go beyond the Expectations.
- ❧ It so that the organization is always there for finding out the individual requirements of the customers.
- ❧ The company is always taking initiatives for fulfilling the needs and it helps the firm to meet purpose, values and its corporate mission.
- ❧ Considering the recent years it can be stated that there are various companies in the business culture of the United Kingdom who have equally contributed in a broader mane for the compliment of the mission and vision (Hallinger and Hammad, 2019).



Objectives of ASDA



- ❧ To achieve the position of most trustworthy retailer in the context of UK business culture
- ❧ Identify how motivation and leadership both can play a crucial role in the growth and development of the organization (Bolden, 2019)
- ❧ Giving a wide range of products and services to customers and check speed then needs
- ❧ Primary mission of the company is to enhance the sustainability within the Farm by adopting green manufacturing and green production



Importance of ASDA's Goals and objectives

- ❧ It can be stated that the goals and objectives that have been saved by the company have enough importance as
- ❧ with the help of these goals and objectives this operation has become able to enhance its business to some great extent.
- ❧ With the help of price competition the company has become a bill to retain the customer's interest and it has assisted the firm to create a clear business reputation and brand image in the minds of the customers.
- ❧ The goods that have been served by the business owner of ASDA all have been inclined with the mission, purpose and values of the company.



How the goals have been established

- ❧ In order to achieve the goals and objectives different Strategies initiatives have been taken into consideration by the firm.
- ❧ The most effective strategy that has been adopted by the company is cost leadership strategy with the help of the strategic company has become able to stay within the price competition with its rivals.

Leadership and management behaviours

While coming up with different leadership styles, it can be stated that there are various methods that can be adopted in order to effectively incorporate different leadership styles and Management.

It can be stated the most common and essential methods that must be taken into consideration by ASDA are Authoritarian, Democratic and Laissez Faire methods.



Identify the essential nature of managerial work

- ❧ *Create a good relationship*
- ❧ Management has created good communication with workers and given attention to the workers and their family.
- ❧ Hence it will become effective for workers to give the best of knowledge as the workers have seen that management has given respect to them and their family.



Explain the variables that determine leadership and effective management



- ❧ Ability of team work, ability of solving problems and sharing of information and the internal and external connection skills are the factors which mainly determined the leadership of a company.
- ❧ ASDA is one of the biggest markets in the UK.
- ❧ To implement the plans they take some strategies which will achieve their organizational objectives and develop the policies.
- ❧ Effective management and leadership are the two most important things which are very important to guide a business to reach their goals.

Conclusion



- ❧ The above section has encompassed different goals and objectives of ASDA that are very necessary to be discussed in order to identify whether the strategies and business initiatives have become able to meet the objectives or not.
- ❧ While analyzing the leadership management within the company different methods, tools and techniques and practices have critically identified and analyzed in this section.

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