C200 Task 2 Organization & Leadership

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**Section A Organization Description Introduction**

Section A focuses on Organization description briefly describing six areas of history, background, vision, mission, purpose, and objectives for analysis of the organization. Section A1 discusses three leadership practices of the organization. And Section A2 discusses two effects of the current leader on culture of the organization.

In organization description discussion will be made on the division called Asset Management within Organization A in six areas of history, background, vision, mission, purpose, and objectives. **History**: Organization A has provided electricity for City A since 1910. On April 1, 1910, the city council for City A created a separate lighting department named Organization A. During the mid-1900’s Organization A had several dams shaped by modernization and expansion with Organization A focusing on generating electricity upon building new substations with improved power distribution system. **Background:** Organization A as a public municipally owned utility incorporated with first streetlights in 1905 with: 131 square miles service area, 750,000 population serving 383,000 customers, 1600 employees, several million operating revenues, 7 hydroelectric plants, 7 dams, 7 generation stations, and 26 powerhouse transformers. **Vision:** Asset Management division of Organization A vision to provide positive experiences to their employees with leadership behaviors contribution to the culture of Asset Management division of Organization A strives for needs of customers and protect well-being and safety of the public. Thusly aspire the nation’s greenish utility by fulfilling their mission through environment and socially responsible manner. **Mission:** Asset Management division of Organization A has made a dedication to deliver to customers affordable, reliable, and environmental electric services. **Purpose:** The Asset Management division of Organization A investigates and develops policies with practices for Asset Stewardship. Asset Stewardship focuses on preserving, protecting, prioritizing, and forecasting the timely replacement of assets of Organization A ensuring economic sustainability for future generations ensuring the continuation of providing cost-effective clean power to customers. Asset Management division of Organization A **objectives** are the following: 1) prioritizing their capital in asset review, 2) delivering the projects through project charters, projects plan, project status reports, and 3) improvement on processes with tools utilized by streetlight and joint use groups. Therefore, discussions were made on the Asset Management division of Organization A in history, background, vision, mission, purpose, and objectives.

**Section A1 Three Leadership Practices**

In this section discussions will be made on three descriptions of leadership practices of the manager for Asset Management division of Organization A. The leader manager’s name is Diego. Diego is an Engineer/Manager of the Asset Management division of Organization A for the past two years. Overall, Diego has worked for Organization A for a total of thirteen years.

Diego’s first leadership practice is providing project controls oversight for the Asset Management division of Organization A the leadership practice includes the implementation and enforcement of policy and procedures for budget development and reporting procurement, and contracts execution, and project controls reporting. Diego would provide spreadsheet to the director of the division in the form of Budget Summary and Contract Management Summary for project controls for budgets, contracts, and project controls reporting.

The second leadership practice Diego as manager would be to review, challenge, approve, and prioritize CIP Projects (Construction in Progress). He works with a committee to develop project assessment and prioritization criteria. Assessments were made determining assets remaining useful life, analysis of repair with repair recommendations of asset, and defining required maintenance and replacement strategies for Asset Management.

Diego in the third leadership practice would attend employee development workshops. The workshops entailed conversations about roles and responsibilities, accountability, adaptive skills, and growth opportunities. Diego is encouraged to talk to his team members about personal 5-year plans. In another workshop Diego attended entailed the difference of a coach/mentor versus the traditional management. Diego was encouraged in leadership practice on how he can affect work morale by understanding the power differential exerted in teams. Then Diego learned how to recognize coaching opportunities with support of team members’ 5-year personal plans.

**Section A2 Two effects of current leader on culture**

In Organization A’s culture the division Director of Asset Management of Organization A is provided insights by Diego as manager of project controls oversight for his division. In the organizational culture it is therefore necessary for communication between the division Director, manager Diego, and Diego’s team members. Furthermore, Diego as discussed in the above previous example leadership practice in providing project controls, oversight for the Asset Management division. Diego has positive tremendous impact on the organizational culture by setting the agenda, prioritizing work, managing, leading, and delegating the workload in his team. Diego influences the positive division’s culture by demonstrating leadership practice implementation and enforcement of policy and procedures.

Organizational culture of Organization A should have strong leadership providing a sense of vision, purpose, mentorship, and inspiration. Lastly, Diego as discussed in the above previous example leadership practice example of attending employee development workshops reenforces his skills in roles, responsibilities, and adaptive skills as a leader reenforced his strong organizational cultural sense of vision, purpose, mentorship with inspiration to his team. In a cultural sense Diego in attending workshop learned how he can affect positive work morale by understanding the power of differential exerted in teams.

**Section B SWOT Analysis Introduction**

In this section of SWOT analysis discussions will be in two current strengths, two current weaknesses, two current opportunities, and two current threats of Organization A.

**Section B1 Two Current Strengths**

Strength 1 for Organization A: Organization A, an established entity with a good credit rating capable of handling long-term financing for projects. Therefore, Organization A capable of managing long-term investments with position to managing increases in infrastructure in positive matter.

Strength 2 for Organization A: Organization A noted for providing services to customers of City A. City A community responding in favor to possibly to a new Organization A offering such as broadband services reflective in positive matter.

**Section B2 Two Current Weaknesses**

Weakness 1 for Organization A: City A as part of Organization A currently provides diverse services through its offices and departments noting a monopoly for many of these. Organization A does not compete to provide its services, likewise, unaccustomed to a competitive marketing environment. Organization A in non-competitive marketing environment has negative impact to overall status in the market of electric power.

Weakness 2 for Organization A: Organization A does not provide always on service like an FTTP network. Therefore, 24/7 service network management can be challenging. Organization A will struggle with adjusting to market conditions without constantly responsive to customers. Therefore, Organization A without continuous network has negative impact on serviceability to customers.

**Section B3 Two Current Opportunities**

Opportunity 1 for Organization A: There is an opportunity for collaboration between City A with its various departments along with collaboration with Organization A. Such a collaboration would be in networking such as adding a Broadband Utility within Organization A. A Broadband Utility service would be a potential benefit or improvement for the City A and Asset Management division of Organization A.

Opportunity 2 for Organization A: Organization A has a unique opportunity not only to provide electrical power to its community but to provide social responsibility to support educational, economic, and environmental development, and protection. Such social responsibility opportunity would benefit assisting customers and promote social justice ensuring equity in programs and business.

**Section B4 Two Current Threats**

Threat 1 for Organization A: Possible threat for Organization A is considering expanding electrical service with possible network broadband connectivity would be not being able to be competitive in the marketplace. This threat of non-competitiveness in the market would be opposition from existing private-sectors providers’ opposition to public provider. The threat would be simply questioning need for public connectivity services.

Threat 2 for Organization A: Possible threat for Organization A would be impacts of climate change to operations. Climate change would have an impact on hydroelectric project operations and electricity demand. The ultimate threat of climate change would be delivering services to customers.

**Section C Leadership Evaluation Introduction**

In the following paragraphs discussions will be on Diego, Asset Management division manager of Organization A. Discussions on Diego would involve three leadership strengths, three leadership weaknesses, and three recommendations for improvements on leadership effectiveness. All three sections will apply the Transactional Leadership Theory.

**Section C1 Three Leadership Strengths of current leader**

Diego’s first leadership strength in Transactional Leadership Theory would be motivation by encouragement of others. An example of Diego using motivation by having meetings both in a group and individualized team member meetings. By Diego having these meetings which he gives reassurances to physiological safety needs such as personal security in the organization and well-being leveraged by communications. In Transactional Leadership Theory Diego can motivate members of his team that performance is crucial for the organization.

Diego’s second leadership strength in Transactional Leadership Theory would be charisma which relates to the leadership qualities explained in Transactional Leadership Theory. An example of Diego using charisma to influence two team members to set aside personal differences amongst themselves involving a project conflict management. Diego in Transaction Leadership Theory used charisma to influence two members the need to accomplish and deal with diversity in Organization A.

Diego’s third leadership strength in Transactional Leadership Theory would by encouraging team members towards the good of the organization. (McClesky, 2014, p. 122) *“These exchanges allow leaders to accomplish their performance objectives, completed required tasks, maintain the current organization situation, motivate followers through contractual agreement, direct behavior of followers toward achievement of established goals, emphasize extrinsic rewards, avoid unnecessary risks, and focus on improve organizational efficiency.”* In Transactional Leadership Theory that emphasizes what you can do as a member or an organization as in a mission vision. For example, mission vision would be Organization A to deliver to customers reliable electrical supply services to the community.

**Section C2 Three Leadership Weaknesses of current leader**

Diego’s first leadership weakness in Transactional Leadership Theory would be non-acceptance of values by his team members. (Kuhnert & Lewis, 1987, p. 649) *“Although transactional leadership can be described as the exchange of valued outcomes, closer examination of the literature suggests that all exchanges are not equivalent.”* For example, Diego was unable to communicate effectively or else his ethical values were not accepted to influence team members accordingly to Transactional Leadership Theory.

Diego’s second leadership weakness in Transactional Leadership Theory would be non-agreement between members in a team project. For example, Diego’s team members do not want to complete a task because they believe the project task lacks transparency to procedure documentation. In Transactional Leadership Theory the outcome of project task should be moral and accepted by members of the team.

Diego’s third leadership weakness in Transactional Leadership Theory would be making or an acceptance of changes in Organization A. For example, there was discussion in a meeting that entailed the need for change or upgrade in the database for Asset Management division in Organization A because the migrations for updates are not working well effecting the efficiency of work performance of Organization A. Diego in turn was inflexible in entertaining the discussion stating, “It is not going to happen in the next ten years.” In Transactional Leadership Theory Diego lacked the insights and inputs from team members which discouraged feedback needed to make corrective changes and elimination of innovation for technological changes.

**Section C3 Three Recommendations for current leader**

First leadership recommendation for improving Diego’s leadership would be to manage changes. According to Transactional Leadership Theory Organization A is constantly evolving with changes, improvements, and expansions in services. Therefore, it is evident that recommendations be in place that new initiatives with Transactional Leadership Theory for changing improvements or expansions to facilitate the necessary Organization A electrical services put into process in which Diego’s leadership encourages his team members to adhere the necessary changes for compliance.

The second leadership recommendation to improving Diego’s leadership would be to gain influence through team members by demonstrating important personal characteristics. (McClesky, 2014, p. 125) *“Bass argued that large, purely transactional organizations would give way to transactional ones as modern leaders become more innovative, responsive, flexible, and adaptive.”* Diego should improve his personal leadership by having team members accepting his ideas for innovative technological changes thus being more flexible as stated in Transactional Leadership Theory.

The third leadership recommendation to improving Diego’s leadership would be to provide consistent feedback to team members to improve communication. The reason for consistent feedback communication in Transactional Leadership Theory to properly inform team members of job duties, expectations, or revisions for a project task. Therefore, in Transactional Leadership Theory it is important for consistent feedback communication through his team members to keep focusing on achieving the project goal.

Conclusion

In conclusion, C200 Task 2 Organization & Leadership included discussions in three sections. Section A for Organization Description included description of Asset Management division of Organization A, three leadership practices, and two effects from current leader on organizational culture. Section B SWOT Analysis discussions were made on organizational strengths, weaknesses, opportunities, and threats. And lastly Section C Leadership Evaluation had discussions for three strengths, three weaknesses, and three recommendations for current leader. Overall, this paper on Organization & Leadership gave informative descriptions of an organization that I work for along with leadership practices, SWOT analysis of the organization, and leadership evaluations.

# References

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