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Tips for Task 2: Organization and Leader Analysis

Please use the following tips to help you complete your leadership analysis.

* Write this paper in **third** person.
* Read through the entire task instructions and rubric requirements prior to completing task 2.
* Use a **different** scholarly leadership theory in task 2 than the one chosen in task 1.
* ***The current leader that you choose must be someone other than yourself.***
* Recommend to use the “Sample academic paper” when organizing your task. You are encouraged to create a cover page, a table of contents, headings, and subheadings.
* The paper should be 10–16 pages, not including cover page and references. Please be both descriptive (who, what, when, and where), and explanatory (why and how). Evaluators assess your paper based on the specificity of your response, not on the generalizations.
* Note: Meeting the rubric criteria is more important than writing a number of pages.

A. Organization Description

Describe an existing organization with which you have had personal experience and where you have either had direct access to a leader or have been able to observe a leader.  Describe the organization's objectives. The organization can be a for-profit or a nonprofit business, and you may represent any level of the organization (e.g., the team, department, division, or whole) in your analysis.

* You must change the name of the organization and employee names.
* Provide a detailed discussion of the organization.
* Discuss the history and background of the organization.
* Discuss the vision and mission of the organization.
* Discuss the purpose and objectives of the organization. Think of the goals, financial objectives, and strategic objectives of the organization.
* Provide citations where needed.

A1. Leadership Practices

In this section, you will provide specific descriptions of three leadership practices of the current leader. ***The current leader must be someone other than yourself.***

* Provide specific examples that illustrate the practice.
* Cleary state the leaders title and (fictitious) name. The leader analyzed in A1 will be the same leader analyzed in C1, C2, and C3.
* Write a separate paragraph on each of the three practices.

Note: A leadership practice (or function) is different from a leadership theory. This section, A1, only discusses practice, **not** theory.  
   
Example: One leadership practice of the CEO is to provide strategic leadership to the organization. In the performance of this responsibility, the CEO forms the organization's vision and mission, while forming and implementing strategy. The value of strategic leadership is determining the organization's direction by effectively managing the organization's resources in pursuit of the organization's vision. *(This is a small draft of the leadership practice narrative. You are required to illustrate further how the individual performs the leadership responsibility and what value the responsibility provides to the organization).*

A2. Effects of Current Leader on Culture

In this section, discuss how the current leader of the organization has affected the culture based on his or her underlying beliefs, assumptions, and values.  
  
A leader's values and beliefs shape the culture of an organization. Organizational culture is defined as the underlying beliefs, assumptions, values, and ways of interacting that contribute to the unique social and psychological environment of an organization.

* Describe how the leader has affected the organization’s culture in a positive or negative manner.
* Provide examples to support your analysis.

B. SWOT Analysis

In this section, conduct a SWOT analysis of the chosen organization. In this analysis please address the strengths, weaknesses, opportunities, and threats to the organization. Remember, strengths are positive, weaknesses are negative, opportunities are unmet, and threats are unresolved.

* The SWOT Analysis should be at the same level of the organization used in the organization description from Section A *(e.g., the team, department, division, or whole).*

B1. Current Strengths

In this section, discuss two of the organization's current strengths including specific details. Address how the strengths you identify have a positive impact on the organization.

* When assessing the strengths, think about the various functions such as finance, marketing, research and development, etc.
* Write a separate paragraph for each of the two strengths.

B2. Current Weaknesses

In this section, discuss two of the organization's current weaknesses including specific details. Address how the weaknesses you identify have a negative impact on the organization.

* When assessing the weaknesses, think about the various functions such as finance, marketing, research and development, and so forth.
* Write a separate paragraph for each of the two weaknesses.

B3. Current Opportunities

In this section, discuss two of the organization's current unmet opportunities, include specific details on how the opportunities have the potential to benefit or improve the organization.

* When assessing the opportunities, think about the various areas of potential benefit or improvement for the organization such as technology, human resources, finance, marketing, and so forth.
* Write a separate paragraph for each of the two opportunities.

B4. Current Threats

In this section, discuss two of the organization's current unresolved threats. Include specific details on how the threats identified have the potential to threaten or harm the organization.

* When assessing the threats, think about the various areas of potential threat or harm such as technology, competitors, finance, government, and so forth.
* Write a separate paragraph for each of the two threats.

C. Leadership Evaluation

In this section, perform a leadership analysis of your current leader's top three strengths and weaknesses, and make three recommendations to improve his or her leadership effectiveness. Apply one theory to all three sections: C1, C2, and C3. T**he theory you choose should be different from the theory you chose in task one.**

* Transformational leadership
* Transactional leadership
* Situational leadership
* Participative leadership
* Servant leadership
* Behavioral leadership
* Trait theory of leadership

**Note: It is highly recommended that you use at least three distinct and unique scholarly sources to support the scholarly leadership theory.**

C1. Strengths of the Current Leader

In this section, discuss three strengths of your chosen leader, describing in detail how the three strengths you identified align with the chosen scholarly leadership theory.

* This section of the task requires scholarly research.
* Provide specific examples to support each strength, and include *at least* **one** in-text citation using a scholarly source.
* Write a separate paragraph for each of the three strengths.

***Note: A scholarly source could be a reputable journal, a published book, any source from a business leader or university faculty member. Scholarly sources also include any article or book in the WGU library*.**

C2. Weaknesses of the Current Leader

In this section, discuss three weaknesses of your chosen leader, describing in detail how the three weaknesses that you identified align with the chosen scholarly leadership theory.

* This section of the task requires scholarly research.
* Use the same scholarly leadership theory you used in C1.
* Provide specific examples to support each weaknesses, and include *at least* **one** in-text citation using a scholarly source.
* Write a separate paragraph for each of the three weaknesses.

C3. Recommendations for the Current Leader

Now that you have evaluated the current leaders' strengths and weaknesses, recommend three specific actions, behaviors, or practices that would improve the current leader's effectiveness in leading people and organizations. The recommendations address the current leaders identified leadership weaknesses and align with the chosen scholarly leadership theory.

* This section of the task requires scholarly research.
* Use the same scholarly leadership theory you used in C1.
* Provide specific examples to support each actionable item, and include *at least***one**in-text citation using scholarly source.
* Write a separate paragraph for each of the three recommendations.

### D. Sources (Reference Page)

Your paper is required to include in-text citations that correlate to your reference page. All sources require a corresponding in-text citation and all in-text citations require a corresponding source on the reference page.

COMPETENCIES

**3018.1.1** : **Practice of Management**

The graduate explains the theoretical bases, current knowledge, best practices, and trends related to the practice of management.

**3018.1.2** : **Theories of Leadership**

The graduate uses contemporary theories of leadership to develop personal leadership skills based on a personal leadership philosophy.

**3018.1.3** : **Sustaining Business Performance**

The graduate applies management and leadership theories for long-term global-business success.

**3018.1.4** : **Organizational Performance Methods**

The graduate analyzes appropriate methods to improve organizational performance.

INTRODUCTION

For this task, you will write a paper on an existing organization with which you have had personal experience. The organization can be a business or a nonprofit, and you may represent any level of the organization (e.g., team, department, division, whole) in your analysis.  
  
You will first describe the chosen organization. Your description of the organization should convey personal experience, rather than information gained from secondhand sources or media coverage. You will then perform a SWOT analysis on that organization. Last, you will analyze that organization’s leadership.  
  
*Note: Any information that would be considered confidential, proprietary, or personal in nature should not be included in the actual task submission to WGU. Do not include the actual names of people, suppliers, the organization(s), or other identifiable information. Fictional names should be used. Also, organization-specific data, including financial information, should not be included but should be addressed in a general fashion as appropriate. Work performed for clients and employers is their property and should not be used without written permission*.

REQUIREMENTS

*Your submission must be your original work. No more than a combined total of 30% of the submission and no more than a 10% match to any one individual source can be directly quoted or closely paraphrased from sources, even if cited correctly. The originality report that is provided when you submit your task can be used as a guide.*

*You must use the rubric to direct the creation of your submission because it provides detailed criteria that will be used to evaluate your work. Each requirement below may be evaluated by more than one rubric aspect. The rubric aspect titles may contain hyperlinks to relevant portions of the course.*

*Write a paper (suggested length of 10–16 pages) by doing the following:*

A.  Describe an existing organization with which you have had personal experience and its objective(s).

1.  Describe **three** leadership practices of the current leader, other than yourself, in the existing organization.

*Note: Leadership practices are routine actions, behaviors, functions, and responsibilities that the current leader performs.*

2.  Discuss how the current leader has affected organizational culture.

*Note: You may represent any level of the chosen organization (e.g., team, department, division, whole) and the respective current leader in your description.*

B.  Conduct a SWOT analysis evaluating the chosen organization by doing the following:

1.  Evaluate **two** of the organization’s current strengths.

2.  Evaluate **two** of the organization’s current weaknesses.

3.  Evaluate **two** of the organization’s current unmet opportunities.

4.  Evaluate **two** of the organization’s current unresolved threats.

C.  Conduct a leadership evaluation of the current leader discussed in part A1, using **one** of the scholarly leadership theories below that is different from task 1, by doing the following:

•   transformational leadership

•   transactional leadership

•   situational leadership

•   participative leadership

•   servant leadership

•   behavioral leadership

•   trait theory of leadership

1.  Evaluate **three** strengths of the current leader, using the chosen scholarly leadership theory, including how *each* strength relates to the theory. Support the evaluation of the leader’s strengths with *at least* **one** scholarly source.

2.  Evaluate **three** weaknesses of the current leader, using the chosen scholarly leadership theory, including how *each* weakness relates to the theory. Support the evaluation of the leader’s weaknesses with *at least***one** scholarly source.

3.  Recommend **three** actionable items to improve the effectiveness of the current leader, including how *each* actionable item relates to the chosen scholarly leadership theory. Support the recommendations of actionable items with *at least* **one** scholarly source.

*Note: The recommendations need to address the current leaders identified leadership weakness.*

*Note: A scholarly source could be a reputable journal, a published book, or any source from a university faculty member or business leader. Scholarly sources also include any article or book in the online WGU library.*

D.  Acknowledge sources, using in-text citations and references, for content that is quoted, paraphrased, or summarized.

E.  Demonstrate professional communication in the content and presentation of your submission.

**File Restrictions**

File name may contain only letters, numbers, spaces, and these symbols: ! - \_ . \* ' ( )  
File size limit: 200 MB  
File types allowed: doc, docx, rtf, xls, xlsx, ppt, pptx, odt, pdf, txt, qt, mov, mpg, avi, mp3, wav, mp4, wma, flv, asf, mpeg, wmv, m4v, svg, tif, tiff, jpeg, jpg, gif, png, zip, rar, tar, 7z

RUBRIC

**A COMPETENT**

The description includes specific details about the existing organization and its overall objective(s).

**A1 COMPETENT**

The description includes specific details of each of the 3 leadership practices of the current leader in the existing organization, and the current leader identified is not the candidate.

**A2 COMPETENT**

The discussion includes specific details about the organization’s culture and is supported by specific examples of the current leader’s effect on the organizational culture.

**B1 COMPETENT**

The evaluation of 2 of the organization’s current strengths includes specific details, and the strengths identified have a positive impact on the organization.

**B2 COMPETENT**

The evaluation of 2 of the organization’s current weaknesses includes specific details, and the weaknesses identified have a negative impact on the organization.

**B3 COMPETENT**

The evaluation of 2 of the organization’s current unmet opportunities includes specific details, and the opportunities identified have the potential to benefit the organization.

**B4 COMPETENT**

The evaluation of 2 of the organization’s current unresolved threats includes specific details, and the threats identified have the potential to threaten the organization.

**C1 COMPETENT**

The submission evaluates 3 strengths of the current leader using the chosen scholarly leadership theory and includes specific details of *each* strength and specific examples to support how each strength relates to the chosen theory. The evaluation is supported by *at least* 1 appropriate scholarly source.

**C2 COMPETENT**

The submission evaluates 3 weaknesses of the current leader using the chosen scholarly leadership theory and includes specific details of each weakness and specific examples to support how *each* weakness relates to the chosen theory. The evaluation is supported by *at least* 1 appropriate scholarly source.

**C3 COMPETENT**

The submission recommends 3 actionable items to improve the current leader’s effectiveness, and the recommendations align to the chosen scholarly leadership theory and include specific examples to support how *each* actionable item relates to the chosen theory. The recommendations are supported by *at least* 1 appropriate scholarly source.

**References COMPETENT**

The submission includes in-text citations for sources that are properly quoted, paraphrased, or summarized and a reference list that accurately identifies the author, date, title, and source location as available.

**COMPETENT**

Content reflects attention to detail, is organized, and focuses on the main ideas as prescribed in the task or chosen by the candidate. Terminology is pertinent, is used correctly, and effectively conveys the intended meaning. Mechanics, usage, and grammar promote accurate interpretation and understanding.