

Assignment No.4

Name: Atta Elahi

SAP ID: 70082385

Section: T

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Case Study

Leader Mettle Forged in Battle:

Q1: Do you think leaders in military contexts exhibit the same qualities as organizational leaders? Why or Why not?

To answer the question why not, I would like to mention that, some leaders within the military are promoted through determination in facing great danger, especially in battle or distinguished merit. There are many shared traits between military leaders and private sector leaders. Some of the same qualities in both are that they need to instill confidence in their subordinates, that they have vision and foresight to steer the direction of the company. Beside organizational leaders have different skill set that consists of tactical negotiating, bargaining, getting things by others. Although the experience in which the military leaders worked may to some extent helpful in managing organizations similar to organizational leaders. But the chance of becoming successful depends upon how they use and apply the skills they acquired through training in organization context. Since the knowledge is completely in a different field they may not completely acquire the same qualities as organizational leaders.

Q2: In what way not mentioned in the case would military leadership lessons not apply in the private sector? What might military leaders have to re-learn to work in business?

Leaders in military should learn to care about employees' emotion and feeling. Moreover, Military leader's lessons do not apply in the private sector which is completely a different field. Private sector consists of different types of businesses, products, tough competitors, legal regulations and completely dynamic in nature with rapid changes. Since military leaders are not exposed to changes frequently and does not have any legal complications and competitors, they cannot handle situations of today's market. They have less market knowledge on products and services, technical aspects of products and the concept of marketing. Therefore, military leaders have to re-learn the corporate culture and the concepts of business. Also they need to

learn the actual business process and the governing rules and regulations and acts of business, the techniques to compete with competitors.

Q3: Are specific types of work or situations more likely to benefit from the presence of battle-tested leaders? List a few examples.

Leaders who are battle-tested can be categorized as Transformational Leaders because they can have a dramatic effect on their followers, and are able to provide experience in times of adversity. Organizations like time management and the ability to handle stress and accomplish goals in a given time benefit from the presence of leaders who have battle-tested experiences.

Example:

Military leaders have excellent skills to deal with emergency situations and provide service that require professional knowledge like providing personal security, security solution for office or property.

Hospitals, they would be able to develop a schedule, which is important to run a smooth operation.