**NAME: KENNEDY KABASO.**

**INSTUCTOR: DAN BAILEY.**

**DATE:06/05/17**

**Assignment 4**

LEADERSHIP & MANAGEMENT – LEADERSHIP CONSULTANT Analysis

**Due Date: Week 9**

*Note: All scenarios in this assignment are fictional.*

Real Business

It can be difficult for a business to improve how it operates from inside the organization. Sometimes, an outside perspective is needed. The large discount retail store you work for wants to improve its in-store restaurant management team.

Your Role

Companies like Target and Walmart often works with outside consultants—people who are not employees of the company but who are hired on a contract basis to help with a specific project. As a Leadership Consultant, you’ve been hired by a large discount retail company to help the company improve its leadership structure and approach to management.

|  |
| --- |
| What Is a LEADERSHIP CONSULTANT?  A leadership consultant is a person called in to a company, be it a large corporation or a small business, to evaluate how it operates and make recommendations for improvement. Leadership consultants are typically hired when a business is struggling and needs to make changes in order to remain profitable. Such consultants are often highly educated in the field of business and have experience in managerial roles. |

Instructions

Step 1: ORGANIZATIONAL STRUCTURE

Take a look at the Organization Chart provided by the company.

* Based on your knowledge of hierarchies, would you say that this team has tall structure or flat structure?

Underline your selection:

* Tall Structure
* Flat Structure

Please explain your answer.

Looking at this chart which start with a General Manager who is on the top of the chart, then on a second level, there are two people who are Operations Manager and Food & Beverage Director, then the third level has Financial Director, Sales Manager, Logistics Manager, Restaurant Manager and Kitchen Manager.

The third level has Cashier, Catering Sales Associate, Purchase Associate, Cashier and Executive Chef. The levels keep on expanding which is a very good example. Therefore, this is a Tall structure which can be tell by looking how the levels are growing.

Step 2: HUMAN RESOURCES

The company would like to improve the culture of its team and the quality of its work. Its leadership has provided you with a Process Chart detailing how it currently applies Human Resources best practices.

* What step of the Human Resources Cycle is missing? Please explain why it is important to include this part of the process.

Reward is missing which is the way of making a gift of something to workers in recognition of their services, efforts, or achievements in workplace. It is very important to include because it let employees to have increased morale, job satisfaction and involvement in organizational functions which result in employers experience greater efficiency and an increase in sales and productivity. Moreover, it led to an increase in the company wealth and growth which is needed for the business.

Note: You should complete Step3 after reading the material in Week 9.

Step 3: LEADERSHIP STYLE

You have been asked to help improve the leadership style of the team leader in order to meet the team’s performance goals. The team leader has given you a description of what is most comfortable in terms of leading others.

* Identify this leader’s style of leadership. Underline your selection:
* Pacesetting
* Visionary
* Affiliative
* Coaching
* Coercive
* Democratic

Please explain your reasoning and list two benefits and two drawbacks to the style of leadership you identified as it relates to the performance of the team.

The leadership style is Pacesetting which is making someone work at the pace of the leader which I Quote “I believe in continually pushing people to achieve results they previously didn’t think possible. To do that, my employees must move fast and execute on the directives I give them. If they can’t, then I need to find others who can keep up.” The two benefits are getting things done on time and improve productivity. On the other hand, this style has drawbacks which are losing good workers who are slowly and leader becomes hated by the workers.