Political Environment

1. Agendas are unclear
2. Implementation is slow
3. Patronage
4. Lots of influence
5. Authorities not technical experts

6. Politicians meet expectations
6. Politicians meet expectations

7. Reputation of politicians

8. Hard implement w/o political support

9. Some all political environments not the same
Leadership Challenge

- Material Impact
- Willing to Discuss
- Open to Alternatives
Discussion Questions

1. What makes an organization strong?
2. What makes an organization weak?
- Transparent vertical and horizontal communication.
- Clearly defined roles and goals.
- Develop healthy human relations.
- Capacity building for employees.

WEAK

- Poor human relationships.
- Lack of clear company policies and procedures.
  (negatives! above!)

**STRONG**

- Consistent employment processes eg psychometric testing
- Setting clear org. chart with clear job descriptions (divided functions)
- Incentivising work performance (bonuses, scholarships)
- Clear / Regular communications

**WEAK**

1. Contradictory objs (within org)
2. Failure to share info & knowledge
3. Demotivated workforce
4. Conflicts betw. personal & organisational
1) For Strong Organization
   a) Strong Leadership presence
   b) Good & Cohesive Team Work
   c) Strong human resource and capacity
   d) Clear and workable rules that spell out responsibilities
   e) Appropriate organizational structure
   f) To meet current and future objectives

2) Weakness Organizatin
   a) Division within the Organization (Camps) (poor)
   b) Inadequate Communication within and outside the Organization
   c) Inefficient time management
   d) Non-transparent mode of management
   e) Personality Conflict within Organisation
A STRONG ORGANISATION

- must have clear goals and strategies to achieve goals
- goals and strategies must be effectively communicated to members of the organisations
- organisation must have a good system of reward for members
- organisation must have a good succession plan to ensure continuity of institutional knowledge
- organisation must have effective functional systems and structures to ensure the company is effectively managed even when one person
3. WEAK ORGANISATION

- nepotism/tribalism/racism/sexism
- poor reward system
- lack of human resource development
- lack of effective communication between executive team & staff
- lack of a cohesive executive team
- external political influence
1. WHAT MAKES AN ORGANIZATION STRONG
   - Clear vision < where we are where we want to be
   - Effective communication < Top Down Down Up
   - Team work < Full participation
     - strong leadership
     - strong H.R base
     - clear roles
   - Delegation & Responsibility < motivation Efficiency
   - Meeting Deadlines < organisation
   - Resources < Financial Material

2. WHAT MAKES AN ORGANIZATION WEAK
   - Failure to achieve the above
   - Political Influence < yielding accommodating
Organizational Assessment

1. How do you contribute
   - High scores
   - Low scores

2. What does your organization need from you to raise its scores?
(1) WHAT I HAVE IN COMMON:
- TEAM PLAYER
- SOCIABLE
- WORK IN A FUN ATMOSPHERE
- LIKE TO LIKE ATTENTION
- WARM
- MOTIVATOR
- FRIENDLY
- ENERGETIC

(2) WHAT DO OTHERS NEED TO KNOW ABOUT ME TO WORK EFFECTIVELY WITH ME?
- They should be friendly
- Mix a little fun with work
- They should be able to encourage others
- They should be very sociable
- They should be able to attract attention
- They " " to work in a friendly and spoken environment
- They should be frank
- They " " strong & full of vitality
- They " " be achievers
- "Alfred & Sandy"
Q1. a. May question how things are done.
   b. Competitive “on the move.”
   c. [striped] Adventurous “even daring.”
   d. Likes diff. & new Activities.

Q2. a. “Give me the product, don’t give me the process.”
   b. Create, & innovate.
   c. No shame to make errors @ the beginning stages.
   d. Think about alternatives to your challenges.
Common:
* Planning / Logical
* Few / No Mistakes
* Understand things by hand
* Determination
* Mindful of others opinion

What others should know:
* Patient but still assertive
* Demanding (results)
* Friendly but professional
* Willingness to assist / help (under certain limits)
* Honesty
* Fairness

* Obey Rule (Loyalty)
* Punctuality
- Reliable hardworkers/producers
- Good listeners
- Team players
- Values sincerity in others
- Encourage others

2. Clear instructions.
   - Defined expectations
   - Respect our time
   - Integrity
- Respect people, treat people equally;
- Shows his humanity;
- Effective communication of situation and vision;
- Objective, clear, frank, sincere;
- Be decisive;
B

1. Controls hierarchical relationships
2. Empathy with his men
3. Motivational through shared values & goals
4. Humble/fairness
5. Gives them choice to make decisions (that he wants)
6. Truthful about challenges facing group/team
7. Manipulative
Leadership Traits

1) Set clear goals & objectives
2) Had good communications skills
3) Sympathetic and tried to woe those surrendered troops on their side (Building a team or coalition)
4) Impartial in his treatment of all under his command
5) Colonel showed some human touch towards the surrendered troops (human face)
Leadership Qualities

- concern for human welfare
- demands respect and professional disregard of nepotism
- acknowledged problems of group
- clarified common goals and objectives
- defined options and consequences
- prepared to listen
- shared his personal views — buy in by rebels
- courage/taking responsibility by rebel leader
- identified common values shared with rebels to encourage them to join the fight
- courage
- Hard/not stuff tough
- clear vision of what the war was about
- listen
- effective communication
- motivating
- wisdom
- no nepotism!
- took on responsibility
- showed humility to the enemy
- took risk
- show confidence
- team players