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Culture, Management and Leadership

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¹Culture, Management and Leadership

Culture, management, and leadership are vital aspects to assess in beginning a company. They help fast growth and development as the interactions and operations are productive. In creating an innovative technology company, I will emphasize these aspects to enter the market and also attain the set goals and objectives.

Culture is a unique way of doing things, which will be implemented in the company. I want to work with people having several features in developing a growth culture. The workers should have appropriate ways of communication. Here, transparency is needed so the workers relate with the leaders carefully, which will help smooth operations and solving of problems on time. The feature will, therefore, ensure proper interaction between the upper and lower leveled people leading to the creation of a trusting culture. The employees should also be willing to work as a group.

Every employee has a specific role to play, but cooperation and teamwork must be present. It would help achieve the set goals and objectives because every worker understands the expected results while executing their duties. The workers should also know the organizational goals and work towards them. I would hire people committed to meet the goals and ready to be responsible. Besides, I would want to work with people whose morals are right. It would prevent conflict and misunderstanding, thus building peace and cooperation, helping the ensuring of growth culture.

My company would also assess several leadership qualities while hiring employees. The workers must have excellent communication skills, primarily listening (Loy et al., 2019). When communication is smooth, the conveying of information from one party to the other would be fast and accurate. It would prevent duplication of tasks or failure from meeting others, thus increasing productivity. Besides, the employees have to be right in both one on

one communication and through online tools like messages and sending emails. Listening will be essential, where people give others the chance to express their opinions.

Integrity quality will also be needed in my company, in that the workers do the right actions without supervision. Employees follow directives from honest leaders, those who stick to doing right by implementing the core values all times. The employees must also be accountable for their actions in the organization (Loy et al., 2019). Here, people become responsible for both bad and excellent results. It helps reduce fights as issues are solved fast. Besides, empathy will be needed in that the workers and leaders are open-minded to understand each other's motivations, desires, and challenges. It creates a deep connection between the people bringing teamwork and commitment.

The employees ought to have a good background and work experience. For example, honesty should be evident in their behavior as it influences their capability to implement the above qualities. Their work experience should indicate how well their vision and identity are shaped (Maliranta & Nurmi, 2019). However, the possession of these aspects does not happen overnight, as it is a process. The human resource personnel would, therefore, hire employees whose background insists on having a vision and identity. It would mean that when employed, the people would implement the company's mission and vision statements and also have a strong character.

Flexibility should be evident, in that the workers are not resistant to changes would thus operate in various aspects. Their background should, thus, be based on flexibility, manifest by the work experience where they should have worked in different sections with their former employers (Maliranta & Nurmi, 2019). Collaboration should also be seen where the workers are willing to cooperate with others. For example, the work experience description should explain how well the workers participated in team building, decision making, and other areas that needed collaboration. They also have experience in having open

communication and show a willingness to seek and give feedback while interacting with others.

The organizational culture of the company shall entail the following characteristics. One, the organization will be purpose-driven, in that the workers have a strong sense of direction. For instance, they would understand both the short and long term goals of the company and work towards achieving them. It is an essential element; because it helps the company goes forward other than managing people without a direction. Notably, there is a close relationship between purpose and performance, as said by reliable studies. The scholars claimed that companies with a clear purpose have high performance as the workers understand what they need to attain, leading to the achievement of the set goals (Rey & Bastons, 2019). The other element of organizational culture will be reliable communication ways. The communication will be based on clarity, courtesy, as well as proactive patterns. The aspects will ensure that communication is done on time and sent to the needed parties, thus ensuring smooth operations. Feedback will also be focused on the culture, where workers will be informed on the need to listen to others and also give their ideas. It would help the parties interact better and also deal with the rising challenges appropriately.

Finally, the company shall ensure creativity and innovation as a method to motivate growth and development. It will be done by creating an open working environment by introducing games and time off while at work (Khalili, 2016). As a result, the action would enable the workers to interact with each other and utilize source such as Google, to discover new ideas. The employees shall also be motivated through ways like rewards, privileges, and prizes, among others. It is essential as they would develop commitment with the organization; communicate better, which helps in growing new ideas.

Diversity shall also be encouraged by the introduction of different working methods, processes, and view-points, among others. By that, the workers get diverse ideas of solving

the problems and also coming up with new strategies. With the implementation of different aspects, groupthink will be needed as they determine the suitable concepts in meeting goals and objectives. The increased socialization will boost creativity, and since communication will be reliable, innovation will be experienced. It is necessary to ensure creativity and innovation for the company to enter the market and also gain a competitive benefit (Khalili, 2016).

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