

k  
*by* S J

---

**Submission date:** 15-Jun-2021 09:19AM (UTC-0500)

**Submission ID:** 1606942727

**File name:** The\_Leadership\_Style\_of\_Jack\_Ma.edited.docx (18.36K)

**Word count:** 1802

**Character count:** 9956

## **The Leadership Style of Jack Ma**

Name

Institution

Course

Instructor

Date

## **The Leadership Style of Jack Ma**

Jack Ma, a Chinese business tycoon, humanitarian, and philanthropist, is well-known worldwide for his business success. He is a self-made billionaire, the Author, and Chief executive of Alibaba, an entity of the Alibaba Group Holding Limited, who is influencing people worldwide as he shares information about the successes of his business initiatives. He is one of the world's most recognized investors, and his corporation has repeatedly broken practically all economic milestones. Despite coming from a poor Chinese family, he has built the world's second-largest internet trading enterprise. This paper focuses on the leadership style of Jack Ma, a renowned business mogul who has transformed Alibaba into a global force.

First and foremost, it is critical to comprehend the importance of leadership. Bennis & Thomas (2020) define leadership as encouraging people to work together to achieve the same goal. This definition of leadership involves the fundamental qualities of being able to motivate others and being accountable. Effective success is focused on ideas, which can be borrowed or created from scratch (Western, 2019). On the other hand, leadership would be hard to achieve if the leader was unable to convey his or her thoughts to the rest of the team in a way that compelled them to follow the leader's instructions. Succinctly summarized, a leader is someone who inspires others, initiates action, and directs it. A leader is a person who, as part of a group, possesses the mix of leadership abilities and personality that motivates others to follow in his or her footsteps (Western, 2019). A good leader has several distinguishing characteristics. He or she must possess the qualities of honesty, integrity, enthusiasm, dedication, responsibility, autonomy, collaboration, innovation, creativity, and excellent communication. In addition to that, good leaders must possess various positive attributes and actions that people aspire to follow. They

must be charismatic, listen carefully, learn from the job, learn from mistakes, see things from other people's viewpoints, and see the larger picture.

### **Ma's Background**

Born in Hangzhou, China, in 1964 as Ma Yun, he is better known as Jack Ma. Ma is China's wealthiest businessman, with a personal fortune of 35 billion dollars (Zitelmann, 2019). His family was persecuted during Communist Regime once he was born since his grandparents were members of the Nationalist Party. He lost countless times in his life, from boyhood to the time he developed his multimillion-dollar company, and he had been ridiculed and dismissed several times. Ma's father chastised Ma's unusual and dangerous concepts and was one of his harshest critics. Such notions could have led to jail terms in past generations. Ma gained a lot on his own and other people's shortcomings via traditional schooling systems of education. He repeatedly failed a critical elementary school exam, and after graduating, he was turned down for many positions, including college. When he registered for the police service, he was the only one out of five who was turned down. He also applied for a job as a supervisor at KFC but was turned down. He tried to join Harvard University a total of ten times and was rejected each time. After establishing Alibaba in 1999, he attempted to raise investment funding in Silicon Valley but was denied due to his underperforming firm. He subsequently returned home without the necessary funds. Unlike many other well-known college dropouts who became great entrepreneurs, such as Bill Gates, Steve Jobs, and Mark Zuckerberg, Ma completed his Master's program at Cheung Kong University in the 2000s when still managing Alibaba. Despite his criticism of traditional methods of teaching, Ma has a soft spot for academia.

It is clear from Ma's encounters that he was a futurist from a young age. Notwithstanding setbacks, he stuck to his convictions and never gave up (Zitelmann, 2019). When he was unable

to secure the private investment money he required for Alibaba, he persisted and eventually transformed it into the giant it is currently. Leadership is now a concise prerequisite for sustainable and continuous success in today's company environments (Mullakhmetov et al., 2018). Ma has risen to the occasion and strives to branch out in different ideas. For instance, he financed the film *Mission: Impossible – Rogue Nation* (Rawnsley, 2021). An excellent visionary leader will not be deterred by a bad scenario, a Ma's feature.

After failing in the Chinese Pages, a listing of Chinese enterprises, he resurfaced after four years with the conception of Alibaba that was a huge success. In addition to that, Jack Ma is also an excellent example of a mentoring leader. Coaching focuses on individual growth and showcasing to others how to turn their ideas or aspirations into reality. He was also reported as saying that rather than providing the youths food, it would be preferable to provide them bakeries to make their bread. He is an excellent mentor to those around him. This is reflected in his work as an advisor to a variety of companies around the world. The most prominent advantage of this leadership style is how it allows the person to communicate their idea to their subordinate, who then assist in achieving the goals. It is significant to note that Ma has vision and intuition, which are essential qualities in a successful leader. The keys to his achievement lie in anticipating the consequences of any action, no matter how trivial, and staying one step ahead of the competitors (Al-Daaja, 2017). His financial wealth, as indicated previously, is a strong indication of his success. He achieved his goal of creating a channel for Chinese enterprises to market their items globally. Alibaba's excellence in attaining its mission and goals is further evidenced by its outperformed rivals like Amazon and eBay. Workers at Alibaba describe him as a leader that believes that every minute counts. Time is of the essence for great leaders. Ma forbade his founding staff from departing their desks for more than fifteen minutes at a time (The

Washington Post, 2016). Employees were also required to be on call whenever they were not at their workplaces. While this may appear to be oppressive, the staff claim that it encouraged them to develop a culture of diligence, which led to more outstanding performance.

Transactional leadership is constantly eager to give people something in exchange for believing them (Bo & Chan, 2018). It might be anything from a positive performance appraisal to a raise, elevation, financial rewards, or a sought change in duties. Transactional leadership, often termed managerial leadership, is concerned with the supervisory, organizational, and team performance functions. Transactional leaders have features or practices similar to charismatic leaders, and they can be highly effective in various situations when it comes to motivating participants. For example, they are skilled in negotiating bargains that motivate people, which can be helpful to a company. The question is thus simply one of long-term viability. Ma's transactional leadership characteristics are exhibited in his company's nature. The operation focuses on the ever-increasing interest in connecting vendors and buyers. According to Bo & Chan (2018), Alibaba is transactional by simply connecting vendors and buyers, and its governance is transactional.

On the other hand, a transformative leader motivates and inspires followers to accomplish extraordinary results. Transformational leaders are expected to arouse, excite, and inspire people to put forth effort into achieving objectives by paying attention to the individual subordinates' concerns and support level; they change followers' understanding of problems by assisting them to look at previous issues in new ways; and they can excite, energize, and motivate people to put forth the extra effort to achieve group goals (Bo & Chan, 2018). Alibaba's Jack Ma is an excellent example of a transformational leader. He motivates his staff using both external and internal incentives, and he has a very appealing personality. He inspires his workforce by

organizing parties annually, such as a Talent Show night, in which he participates with his coworkers and enjoys himself. In addition to that, in the process of starting a new company, Jack Ma instigated transformation. Creating the Alibaba site was a step towards a transition that Ma saw as a crucial prospect for youngsters: He once said that "Any change is an opportunity for young people because if things do change, nobody has a chance" (Lee & Song, 2016).

These indicators point to Ma's emotional intelligence, which creates a pleasant environment at Alibaba when combined with effective leadership styles. Ma tends to lead mostly authoritatively, with rare forays into participatory, affiliative, and mentoring leadership styles, incorporating interviews and speeches. However, Ma's dominant approach is frequently displayed. For example, he talks of a mission to help small businesses flourish and internationalize E-Commerce via Alibaba's many firms as an ultimate aim. During difficult times, nevertheless, he is known for actively involving his staff members in meaningful choices.

In conclusion, Jack Ma is an excellent leader with a versatile leadership style and well-developed intellectual capacity. He had to deal with various challenges in his life since he was a toddler, which may have shaped his ultimate resolve. He did fail two tests in elementary school and was consistently rejected by universities. He applied to Harvard ten times and was refused each time. This demonstrates the dedication with which he later established Alibaba. Also, Alibaba's success can be attributed to Ma's honesty, leadership, and tenacity. He developed a vision, put it into action, and inspired his team to keep working toward providing a forum for Chinese companies to sell their commodities on a global scale. He also instilled in his staff his personal qualities of work and effort, enthusiasm, servant leadership, and charisma, which are the foundation of Alibaba's excellent organizational culture. When it comes to the qualities of a

leader, Jack Ma embodies them perfectly. He is a forward-thinking leader who invests in his employees and leads with confidence and mental toughness.

## References

- Al-Daaja, Y. (2017). Leadership and management of strategic change. *SEA–Practical Application of Science*, (14), 237-245.
- Bennis, W. G., & Thomas, R. J. (2020). Crucibles of leadership. *Harvard business review*, 80.
- Bo, T., & Chan, V. (2018). Jack Ma's leadership style is a key to Alibaba's commercial success. *Section 1 Globalized Economy: Challenges and Prospects*, 200.
- Lee, S., & Song, B. (Eds.). (2016). *Never Give Up: Jack Ma in His Own Words*. Agate Publishing.
- Mullakhmetov, K. S., Sadriev, R. D., & Akhmetshin, E. M. (2018). Corporate culture in management systems.
- Rawnsley, G. D. (2021). Cultural Outreach: Cinema and Soft Power. *Journal of Chinese Film Studies*, 1(1), 187-203.
- The Washington Post. (2016, April 22). This CEO banned his first employees from living more than 15 minutes from work.  
<https://www.washingtonpost.com/news/innovations/wp/2016/04/22/this-ceo-banned-his-first-employees-from-living-more-than-15-minutes-from-work/>
- Western, S. (2019). *Leadership: A critical text*. Sage.
- Zitelmann, R. (2019, November 4). *The Jack Ma story: Why thinking big is more important than technical knowledge*.  
Forbes. <https://www.forbes.com/sites/rainerzitelmann/2019/11/04/the-jack-ma-story-why-thinking-big-is-more-important-than-technical-knowledge/>

k

---

ORIGINALITY REPORT

---

0%

SIMILARITY INDEX

0%

INTERNET SOURCES

0%

PUBLICATIONS

0%

STUDENT PAPERS

---

PRIMARY SOURCES

---

1

Submitted to Global Banking Training

Student Paper

<1%

---

Exclude quotes Off

Exclude matches Off

Exclude bibliography On