

BSBLDR801

Lead Personal and Strategic Transformation

Case Study

[Institution Name]

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Lead Personal and Strategic Transformation

1. Introduction

This report overviews the instructional class named "Leadership and Personal Development" which is planned by the preparation official for the viable preparing of the staff working at Emirates Airlines in Dubai. The course will spin around the extraordinary leader of Emirates, Maurice Flanagan, and the exercises that can be gotten from his battles and achievements as a leader at Emirates. The report covers wide substance, for example, course objectives for example what substance and subjects will be shrouded in the course and what realizing results will be achieved. Then, the significant achievements of Maurice Flanagan are referenced and afterward, his achievements are identified with his leadership characteristics and leadership style. A short time later, his qualities and practices are investigated to infer exercises for the staff, and afterward, cycles and techniques are traces that are expected to develop leadership abilities. At last, the methodologies and practices are introduced which assists with turning out to be acceptable good examples for other people.

2. Course Objectives

After taking the "Leadership and Personal Development" course the learners will want to:

- a. Identify and evaluate the historical backdrop of Emirates and how it advanced
- b. Identify and evaluate Maurice Flanagan and his achievements as a leader in Emirates
- c. Identify and evaluate leadership, what it comprises, and how could it be unique about the board

- d. Identify and evaluate different leadership styles which are found in writing and the functional instances of those styles
- e. Identify and evaluate the leadership style of Maurice Flanagan and for what reason was it successful
- f. Identify and evaluate the sort of self-awareness and improvement expected to turn into a leader
- g. Identify and evaluate the character qualities, attributes, and abilities of Maurice Flanagan which assisted him with succeeding a leader and which are expected of any individual to be a leader, and techniques and cycles to develop those abilities.
- h. Go through different contextual investigations exhibiting the leadership models and the exercises got from them.

3. Achievements While Serving Emirates

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4. Achievements that make him a Good Leader

Maurice Flanagan was the man behind the development of Emirates Group because of which he was granted a Lifetime Achievement Award for his administrations. He put lavish and forceful endeavors for the development of Emirates Group. It is during his residency that Emirates Group turned out to be five-star aeronautics administration with leader administrations. Thus, it very well may be said it was his endeavors and achievements which made him a decent leader as he was the person who enlivened others in achieving the objective. He was energetic and focused on his job and was well known for bringing development and excellent administrations for the clients.

5. Type of Leader

Maurice Flanagan was a participative leader according to Likert's (1967) arrangement of leadership styles. Under this leadership style, the significant spotlight is on collaborations and counsels with the gathering of workers, their inclusion, and interest in the dynamic cycles. The correspondence direct works in both vertical and level manner (Naumov et al. 2017).

6. Qualities and Behaviors

There were a few abilities that were available in Maurice Flanagan and made him an effective leader, which was:

- a. **Communication:** An effective leader should have great relational abilities and these abilities are satisfied when a leader can listen to what different representatives are saying, what are their requirements, and what are feelings behind their message are (Alfoghahaa & Jones, 2020). Maurice Flanagan paid attention to the workers of Emirates Group separately. Moreover, a decent leader can convey well as far as supplementing others for example Maurice Flanagan used to do this by supplementing the representatives who used to work more also, better were evaluated for their work.
- b. **Employee Involvement/Participation:** Employees who are locked in and engaged with their leaders and work obligations are more vivacious and associated (Alfoghahaa & Jones, 2020). Maurice Flanagan used to give the workers routine coaching, preparing and development, and appropriate input on the exercises which helped in building trust and devotion and made him an effective leader. Maurice Flanagan was the person who drew in interior or outside partners together. Likewise,

he was answerable for conveying incredible work execution by the representatives in light of the way that they were dealing with a similar page. Also, Maurice Flanagan used to give the workers legitimate, arrangement, and responsibility which caused the viability and proficiency in the representatives.

- c. Not Quitting/Backing off at Difficult Times: A decent leader is the one when he/she is pushed to the physical, enthusiastic, mental, or profound cutoff points or when made exhausted, depleted, and depleted by the encounters, a decent leader still constantly seek after his/her excursion, for example, he/she never surrender (Salmi et al. 2020). Maurice Flanagan had a comparative disposition and attitude and hold the expectations, dreams, and assurance to take Emirate to number one, regardless of many difficulties he won't ever stop.

7. Processes and Strategies for Emirates Staff to Develop Leadership Competencies

No one can turn into a leader short term. It takes a ton of training, experience, and difficulties to propel oneself out of the safe place to develop leadership abilities. Emirates staff can think about the accompanying cycles and systems to develop their leadership skills, qualities, and practices:

- A. Learn to confront the dangers and difficulties: A leader is somebody who doesn't shake in difficult circumstances. Maybe he/she is somebody who quiets the entire gathering and gives them headings to push ahead. On the off chance that a leader freezes, the entire gathering will undoubtedly self-destruct (Salmi et al. 2020).
- B. Gain viewpoint: Leadership abilities can be developed if an individual has the capacity to view the circumstance overall according to substitute points of view. This can be achieved through the turn. Turn can be among various occupation jobs

and positions inside an association or then again inside various societies just like the case with Flanagan who had related knowledge in the UK however was working in an alternate social setting in Emirates. This aided him in dissecting the qualities and shortcomings of the two settings and how to viably use those.

C. Listen: A decent leader isn't the person who orders others, rather a decent leader is a person who pays attention to other people and comprehends their interests.

Contribution of the individuals from the gathering, paying attention to their perspective, and esteem their viewpoint is the way to develop leadership abilities. A leader is anything but a supervisor who issues orders and anticipates that the followers should indiscriminately follow those orders.

D. Be persuaded and move others to achieve objectives: A leader is driven by objectives which he/she sets for himself/herself and his group. Assuming an individual isn't persuaded to follow those set targets, he/she won't ever have the option to lead the group/bunch towards that objective.

8. Approaches and Practices for Staff to Become Good Role Models and How Individual Effectiveness Builds Effective Workplace Culture

The Emirates staff can embrace a few methodologies and practices to turn into a decent good example for other people. The HR division of Emirates Group should be worried about guaranteeing the fulfillment of the clients and this should be possible by guaranteeing the effectiveness, efficiency, and fulfillment of the representatives. Every one of the workers should satisfy the objectives and objectives through legitimate methodologies. There should be legitimate preparing and development exercises for the workers to have a very much kept up with staff (Naumov et al. 2017). The preparation exercises are significant because it places accentuation on the abilities of workers to further develop the

administrations offered by them. The preparation exercises should be additionally separated to guarantee that the necessities of every worker are met and the most ideal approach to do it is by permitting the representatives to impart their insights and trade their thoughts with each other which can reinforce and improves the individual information.

Also, successful work environment culture can be worked through close-to-home viability as compelling working environment culture involves shared qualities, conviction frameworks, mentalities, and the series of expectations that representatives share which is additionally formed by representatives' childhood, social and social setting. Also, the effectiveness of the representatives and upgrades maintenance of the labor force further reinforces the work fulfillment, coordinated effort among groups and representatives, and work execution of the workers. Besides, compelling working environment culture decreases the pressure of the representatives. Compelling work environment culture can be worked by setting up clear basic beliefs for the association. These qualities should be discussed viably with the representatives to propel them. Subsequently, positive work environment culture is fundamental for cultivating a feeling of pride and possession among the representatives. At the point when representatives invest wholeheartedly, they put their future in the association and make a solid effort to set out open doors that will profit the association.

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