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PMG511

Assignment 1 (Spring 2021)

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- First, introduce your leader, and state why you selected him/her. Was their leadership effective or not effective?

Jack Ma is the founder of the E-commerce Alibaba. I select him for his strong believe in his vision, as well as for his smart and efficient ways he chooses to reach his goals. "you do not have to know a lot; I always try to be with people smarter than me"

- Next, detect the traits and style of your leader, and why you chose that style for him/her?

He is visionary. Jack Ma is a leader that has a clear vision. He knows what he wants to achieve and he knows the ways to chase them down. He has strong transformational skills such as encouraging, motivating and supporting people. Also, he has the ability to unite people under a single goal and he always look to hires people with superior skills. Other traits of Jack Ma; use of instinct, focus on mission not money, have a bold long-term vision, expanding the boundaries, and empowering others.

- Next, describe the leadership situation your chosen leader was in and so you chose for him that style?

Jack Ma has the skills to understand the need of change management in order to lead his business to success. According to him, change is the best plan and so that everyone should embrace changes. Creating Alibaba platform was a step to the change for Jack Ma which leads him to the success. While implementing the changes, Jack Ma understood that he has to understand the customer's needs and he has to take help of technology to grow his business. He was well aware of facing difficulties while applying changes into his company. Alibaba was at first a business to business company and later Jack Ma tried to convert their company into business to consumer or even consumer to consumer with the help of transformation management skills.

- Finally, conclude with a short description what is your personal leadership style and how effective it has been for you?

My personal leadership style is coaching. This style of leadership can motivate and assist others to develop their skills, become stronger and work together more successfully. Coaching leaders can also enable the alignment of the organization's goals and culture with the career and personal aspirations of the people who work there. This style helped me a lot to be always looking and working with for smart and knowledgeable people, and in the other hand, it will not help if I am working with people that not self-motivated.