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## [Blog 1: Can cultures be managed within organizations? \(794 words\)](#)

Culture is an extremely laborious term to explain. One American anthropologists analytically reviewed definitions and its concept making a list of one hundred sixty four different explanations (Kroeber and Kluckhohn, 1952). Generally, organizational Culture is often related with values within the business and “*how things are done around here*” (Mullins, 2016: 537).

I was born and raised in the port city or business city of Bangladesh. I come from a business background family in Chittagong and they are involved in small to medium size diversified businesses (i.e., import-export, local merchandizing, insurance etc.). Therefore, being a MBA student concentrating on International Human Resource Management, it is essential for me to know how to manage culture in different businesses, basically in the insurance industry as I look forward to join an insurance company in future. This blog will emphasis on number of assessments in relation to challenges faced by an insurance company, by evaluating various models accorded by scholars, analyzing challenges and implementation of strategies in respect to managing culture. Moreover, “managing culture” not only generates insight on determining the problems of the company but creates a room to learn about a group people in an organization with different mentality, tasks and work etiquettes.



(Onlinemarketing-trends.com, 2017)

## Cultural Challenges faced Organizations

According to Kim and Mauborgne (2005) explored four barriers that a manager faces while trying to incorporate culture in an organization. Cognitive approach is to understanding of people regarding change in culture and strategy. Another thing is that one must consider that resources are limited and work accordingly. Third barrier is the motivation so employees would prefer change. Politics is the final element which is required to be dealt with.



(Hall, 2017)

## Challenges faced by Direct Line Group

In the scenario of Direct Line Group in the financial sector, they lack core competence, competitive advantages, streamline strategies and many more to deal with the organizational constraints. Since 2008, Direct Line Group previously received £45 billion in state aid and they had to make various changes in their management including churn in the hierarchy (Managers.org.uk, 2017). They are facing problems regarding organizational structure, economic issues and difficulty in sustaining competitive advantage (Barton, 2017).

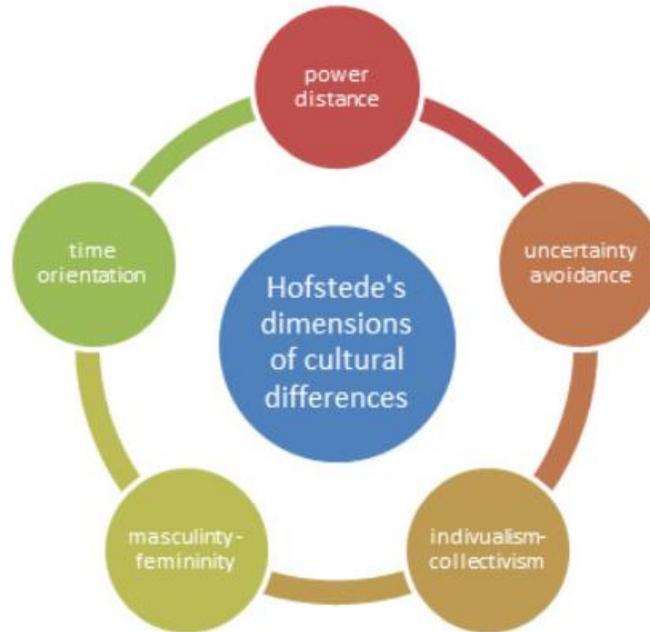
It's a testament to Geddes, and the insurance business's leadership at the time, that they turned the opportunity into a positive exercise and used the separation process to create a viable, standalone, rebranded insurance organisation, now known as Direct Line Group. It took 18 months to separate out every single strand of the business, from customer data, to independent functions and governance. This was very much a case of operating from a burning platform.

The entire approach had to be one of controlled urgency, there was no plan B and the leadership teams embraced the need to shift their people on to the next step as rapidly and as efficiently as possible. Once the separation had been effected, the focus was on creating a new brand and rapidly building the business into a viable standalone operation.

*Managers.org.uk. (2017)*

### **Strategies to manage culture**

Hofstede (1994) argues that culture is a combined arrangement of the mind which differentiates the members of one team or category of individual from another, in the case of Direct Line Group, large power distance and weak uncertainty avoidance to changes that was implemented in the process is a problem, thus issues can be solved in future by creating a low power distance and acceptance to change management. Whereas, Trompenaars and Hampden-Turner's (1998) model states about outer directed culture that Direct Line Group requires in their operation, specifically in future, they are required to analyze external circumstances adequately by blending their management operations in it to succeed. Managing culture is not only about dealing with diversity but also maintaining the corporate culture. Mintz (2017) cited that management guru Warren Bennis once said: "Mangers are leaders who do things right, leaders are people who do the right things."



*(DevOnD – Development On Demand, 2017)*



*(Sevendimensionsofculture.wikispaces.com, 2017)*

Leader is the person who takes charge for managing culture hence it needs to implement several strategies in the process. Therefore, Paul Robert Geddes CEO of Direct Line Group as a leader is successful, in the year 2012 their IPO turned out to be huge and most successful in London stock market (Managers.org.uk, 2017). However their strategy hasn't been stable for quite some time, in light to several management issues in 2017, they are apprehensive in conducting some changes (Barton, 2017). From restructuring of processes, to implementation of a new system, that is being considered in Direct Line Group (Direct Line Group Careers, 2017). Moreover by contemplating an enhanced corporate culture, their internal management issues can be solved by complying with the discussion above.

### **To a certain extent, cultures can be managed**

Henceforth, Organizational culture is top priority today because businesses are changing more in recent times than ever before. And companies must understand the corporate beliefs and enable between decisions and strategy. Owing to Deloitte's recommendation about some legitimate areas are utmost essential (Abbatiello, 2017) - aligning business strategy with corporate culture, form connections with management levels and evaluate culture control. To cite an example, previously culture in any businesses was legit and nowadays it is changing due to modernization which is a deficiency element for Direct Line Group. However, theories and models about various credible scholars portray similar thoughts of aligning strategy with culture in organization and it can be managed. Consequently, in this regard current and future leaders can make the most out of it. In favor of Direct Line Group, their management is changing as they aim to become number one retail insurance organization in Britain by tailoring their corporate culture and strategies.

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## Responses and Interactions for Blog 1:



MOINUL ISLAM *says:*

DECEMBER 27, 2017 AT 6:10 PM · EDIT

I think cultures can be managed within businesses. And the models you have used is relevant.

★ Like

↪ Reply



HMOHAMMEDMANSIB *says:*

DECEMBER 28, 2017 AT 12:12 AM · EDIT

Culture within organization is a strenuous term to explore, however it can be managed to a certain extent when businesses combine their strategies well with the objectives (Abbatiello, 2017). Hofstede and Trompenaars are two great scholars with their studies in culture and the company I mentioned (Direct Line Group), their scenario can easily be seen through the lens of these models. According to Mintz (2017), leaders are the main person to maintain a stable corporate culture within the organization. Thanks a lot for your comment.

★ Like

↪ Reply



MASHIAT *says:*  
DECEMBER 29, 2017 AT 10:21 AM · EDIT

Great! This blog totally explains the most possible legit challenges faced by organisations.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*  
DECEMBER 29, 2017 AT 12:15 PM · EDIT

For businesses, culture management is a way to difficult but it can be managed to a certain extent when objectives are parallel with the strategies of the business (Abbatiello, 2017). Kim and Mauborgne (2005) asserts about various flaws that remains for businesses regarding culture management. I appreciate that you have liked my blog. Kindly reply if you want me to include or discard anything from this blog. Thank you!

★ Like

↪ Reply



NASIMA *says:*

DECEMBER 29, 2017 AT 10:25 AM · EDIT

Amazing! The strategies to manage culture were well explained! 'Managing culture is not only about dealing with diversity but also maintaining the corporate culture.' I totally agree!

★ Like

↪ Reply



HMOHAMMEDMANSIB *says:*

DECEMBER 29, 2017 AT 12:09 PM · EDIT

Thank you for your feedback, culture is a difficult term to explain- "how things are done around here" (Mullins, 2016: 537), yet more difficult to manage within organizational settings. Absolutely, within businesses diversity is essential and top of that maintaining a sustainable corporate culture is utmost essential as well. With two models in regard to Direct Line Group, I have tried to explain about both ways an organization can look through the lens of both internal and external cultural dimension and whether it is manageable or not. You can comment further if you want to know anything else regarding this blog.

★ Like

↪ Reply



MASUD *says:*

DECEMBER 29, 2017 AT 1:01 PM · EDIT

Hey I'm also from Chittagong, Bangladesh! 'Managers are leaders who do things right, leaders are people who do the right things' This line is simply good.. I liked it.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 29, 2017 AT 1:09 PM · EDIT

That's good to hear and this line is quoted from famous scholar Warren Bennis. The cultural aspect in organizations in Bangladesh is quite relevant with the blog, although I have mentioned about a British organization, however, Hofstede and Trompenaars model can also be used to see the relevance of organizations in Bangladesh. Thank you and keep following my blogs.

★ Like

↪ Reply



MH *says:*

DECEMBER 29, 2017 AT 1:07 PM · EDIT

Great! This line is so expressive and most importantly I can totally relate to this 'Managers are leaders who do things right, leaders are people who do the right things.' Well said!

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 29, 2017 AT 1:33 PM · EDIT

This line has been taken from famous scholar Warren Bennis. Although there are external factors that impacts on cultural management within organizations but leaders are the heart of it as they are the core personnel to take charge of everything within firms. Thank you for your comment and let me know if you want me to include anything else.

★ Like

↪ Reply



TASHIN *says*:  
DECEMBER 30, 2017 AT 1:25 PM · EDIT

Well, cultures can be managed within organizations! Probably, it's difficult to a certain extent yet, nowadays firms are more likely to accept new challenges.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says*:  
DECEMBER 30, 2017 AT 10:38 PM · EDIT

I absolutely agree that with you, cultures can be managed when objectives of a firms is parallel with its strategies (Abbatiello, 2017). It is difficult as culture overall means diversity, corporate culture etc. As there are various dimensions, it is obvious that management is tough. However, when management of any business puts adequate efforts relating to the scenario of Direct Line Group in the blog, it will succeed in long run if not in the short term.

★ Like

↪ Reply



ASEER RAFID *says:*

DECEMBER 30, 2017 AT 1:26 PM · EDIT

Yeah! the models are quite relevant. Also, the strategies can be helpful for organizations. This is a good blog!

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 30, 2017 AT 10:33 PM · EDIT

Thank you, Hofstede and Trompenaars are great scholars in the field of cultural dimension in businesses, they also have contradiction with their models within them. However, I have tried to see the problem of Direct Line Group with two of the different models of culture. I'm glad that it helped you with some insights.

★ Like

↪ Reply



ROHNRODGER *says:*

DECEMBER 30, 2017 AT 9:55 PM · EDIT

You have used several quotations and references of scholars which supports your blog, however I personally feel that Cultures cannot be managed within Organisations.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 30, 2017 AT 10:28 PM · EDIT

Your perception is adequate as well as I have mentioned that culture can be managed only to a certain extent as a lot of deficiencies remains. Culture is a very difficult term to explain and understand (Kroeber and Kluckhohn, 1952). According to Barton (2017), organizations must align their practices accordingly to sustain a good corporate culture within organizations. The organization I have mentioned is Direct line Group which have been facing similar problems and these problems can be somewhat sorted through the models I have used in my blog. Although I respect your perception and thank you for your comment.

★ Like

↪ Reply



EINSTEIN *says:*

DECEMBER 31, 2017 AT 3:33 AM · EDIT

Well, I feel cultures can be managed with in business if strategies are correctly used. Moreover, I agree with the figure- (DevOnD- Development On Demand, 2017)

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

JANUARY 1, 2018 AT 4:01 PM · EDIT

There are two sides of this statement, as I have mentioned in the blog that it can be managed but there are other sides one should also consider regarding cultural management within organizations. The model you are talking about is one of the famous model of Cultural Dimension by renowned scholar Hofstede. I have implemented this model as the diversity and corporate culture issue in Direct Line Group is extensive thus this model helps us to obtain a better knowledge regarding their operation within and for long run. Thank you for commenting.

★ Like

↪ Reply



RASHIQUR RAHMAN *says:*  
JANUARY 6, 2018 AT 12:21 PM · EDIT

'Managing culture is not only about dealing with diversity but also maintaining the corporate culture' this line explains a lot about the importance of corporate culture in industry.

★ Like  
↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*  
JANUARY 6, 2018 AT 7:40 PM · EDIT

You have identified the relevant aim of the blog; there must be adequate alignment of corporate culture and diversity within businesses. Also there should be adequate measures in future to deal with diversity problem in workforce and also the pattern of leadership adaptation in several countries. Although there are several factors that affects cultural management (Kim and Mauborgne, 2005). However it can be maintained to some extent. If you like you can visit the following link. Thank you!

Link: <https://www.forbes.com/sites/larryalton/2017/02/17/why-corporate-culture-is-becoming-even-more-important/#217cecf869da>

★ Like  
↪ Reply



ANINDITANINO *says:*

JANUARY 6, 2018 AT 11:30 PM · EDIT

Hi Mansib, you provide some interesting insights there. I agree that culture can be managed within the organisation and in an ideal world all the employees have to embody the culture of the organisation, at least during work hour. As a start, do you think it is necessary to recruit people who already embody most if not all the organisational value? Or do you think the culture can be molded after they enter the company?

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

JANUARY 7, 2018 AT 4:33 PM · EDIT

Thank you for your question. Great question indeed, in my perception it is quite difficult to obtain and recruit personnel with set cultural background, thus organizations can train individual to desired objectives. There must be two way alignment of understanding between the employee and the employer by which organizations can be benefited hence employees will remain motivated. Training is about more than reviewing policies or even familiarizing new facts. It's about instilling culture and values and exchanging information. According to Tanne (2017) culture can be molded after an individual is recruited at the first place: i) Building empathy and ii) Foster Community. Moreover, there are certain jobs that requires people to obtain the cultural facts before joining the organization, thus the facade is about the objectives of the organization. Nevertheless, in modern days people are more use to adaptation and it can be molded around them. Thanks!

## **Blog 2: Contemporary Leadership Styles: How relevant are they in today's changing world? (802 words)**

Leadership theories are very different nowadays, it doesn't relate to modern day practices (Uhl-Bien et al., 2007: 298). Leadership is narrated as connection of individual behavior with people (Mullins, 2013:369). Not only in Bangladesh, but also globally the leaders are very different in insurance industry; hence the insurance sector is managed in a bureaucratic manner. This blog is prepared to underline the diversity and equality problem in Asian insurance sector and also in global market space. As an enthusiast about the insurance sector internationally, I will discuss about insights combining various arguments about leadership theories and its progression in a changing world.

### **Modern Issues in leading in a changing world**

It has been more than a decade now that arguments about contemporary leadership styles are highlighted and wider researches are required (Liden and Antonakis, 2009: 1587–1605). Eagly and Chin (2010) believes there must be an enhanced theory about diversity and leadership in the modern world, whilst Bass (1997) one of the important figures in the field, added there are deficiencies in certain leadership theories (p. 130).

Our world needs more leaders, urgently. Not the ones who explain cause and effect through biased assumptions and tribal emotions. Nor the ones whose autonomous pride keeps them bound to a "predict and control" style of management that creates fissures at every level. We need leaders who can hold on to multiple systems of conceptualising the world and can move away from "either-or" thinking to one that is more "both-and".

*(Kabir, 2017)*

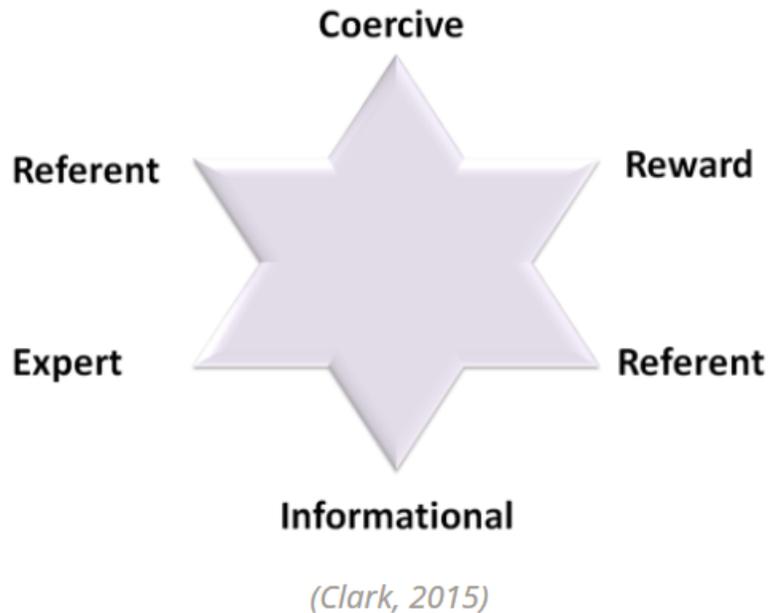
### **Issues of leadership in today's world**

There are augmented arguments made on present day leadership, rather than determining the current challenges of it (Gelfand et al. 2007: 479–514). Moreover, Avolio et al (2009) describes in future there should be more researches needed on leadership- authentic, cognitive, new-genre, complexity, distributed etc. It is a

constructed debate about feminine leadership as well (PwC, 2017), as in recent times there is an increased positions in corporate level, however many authors advices that inequalities and issues still remains (Hoyt, 2007: 265–299). In addition, Liden (2015) argued about future research required on Asian leadership as there are inequalities. That is why, Yukl (2010:26) addresses that more diversity in the workforce will generate greater opportunities which will avoid issues and align commitments, thus its essential that diversity in cultural differences within organization must be managed (Hossain, 2017: Blog 1). From female leadership, diversity in workforce and issues of Asian leadership pattern affects the Bangladeshi insurance market, similarly for the western countries as well like United Kingdom (UK).

### **Challenges faced by modern leaders about diversity and equality**

According to Boss (2017) in recent time leaders faces various challenges managing people, challenges includes- creating a combined purpose, determining problems of bridging success, developing trust, measurement of soft skill development etc. Individuals with different cultural backgrounds may vary in their conception and expectations of leadership. Therefore, difficulty arises adopting western leadership, thus such leadership approaches are being questioned (Takahashi, Ishikawa & Kanai, 2012). The main issue in my country is about diversity and equality, they lack behind in approaching modern day styles of leadership. However, French and Raven, as cited by Yukl (2013:191-195) can provide solution to the problems by providing details about five categories of power sources and six year later found 'informational power' beside 'legitimate power' is important, thus it can be applied while influencing people in insurance sector across the globe. By which leaders can be flexible in sharing views with wider set of personnel in an organization.



### Examples

Bersin (2015) states about Asian insurance companies that they communicate differently like in Hong Kong and Singapore, where they have a mix with western culture, whereas, in Japan people are more harmonious like Bangladesh. According to Ralph (2016) Hiscox insurance has operation South Asian region, managing a transactional leadership leading more inequalities in workforce. Therefore, Adair's model will adequately fit to solve the issues, these organization must set performance standard as 'task need' for targets for the market for tradesmen despite judging backgrounds, and discipline for 'group tasks' will sort out challenges for organizations as it will evaluate the outcomes of insurance sale within the hierarchical level which is needed to be made by diverse set of people (Adair, 1973).



### Future Scope regarding Contemporary Leadership Styles

Emphasizing on Eagly and Chin (2010), in leading in a changing world there must be theories that are parallel with the changes and diversity not only in culture but also in gender (pp. 216–224). According to Ralph (2016), Hiscox, UK is enforcing cyber problems for being rigid while recruiting employees. Therefore, they must follow a realistic and action centric form of leadership in their management operations as mentioned above, and also by delegating operations to diverse set of individuals with objective actions (Adair, 1973).

### Hiscox is looking for a chief technology officer

Insurance company is looking for a CTO in London

*(Shah, 2017)*

## To an extent, Contemporary Leadership Styles are relevant in modern changing world

Although many organizations is adapting to modern day leadership styles, insurance industry globally is different in regard to equality and diversity, which is letting them down in terms of achievement of individual market goals or internal goals. Therefore, for insurance companies irrespective to any part of the world, contemporary leadership today is relevant to some extent, where more transformational leaders are required in the global insurance industry.



(SAYYADI, n.d.)

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### Responses and Interactions for Blog 2:



MOINUL ISLAM *says:*

DECEMBER 27, 2017 AT 6:01 PM · EDIT

this is really a informative and fantastic blog. You have included much information about contemporary Leadership Styles.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 28, 2017 AT 12:04 AM · EDIT

Thank you for commenting. I'm pleased that you preferred this blog. If there is something you want to know about contemporary leadership or you want me to include in this blog then kindly replay by commenting. I really appreciate your perception.

★ Like

↪ Reply



MASHIAT *says:*

DECEMBER 29, 2017 AT 9:57 AM · EDIT

I must say this blog has influenced many people to know about equality in terms of leadership. Including me!

★ Like

↪ Reply



HMOHAMMEDMANSIB *says:*

DECEMBER 29, 2017 AT 12:44 PM · EDIT

I'm grateful that you have preferred this blog and read it. Leadership practices in today's world is different (Uhl-Bien et al., 2007: 298). I have specially mentioned about the insurance sector, however its a problem for industries globally which is to an extent relevant. You can comment further if you want to know anything about leadership in the insurance sector however, if you like to read then you can read this book which I have not included in my blog (Diversity and Leadership by Jean Lau Chin and Joseph E. Trimble), which will provide you with more insights and it will motivate you. Thank you.

★ Like

↪ Reply



NASIMA *says:*

DECEMBER 29, 2017 AT 10:07 AM · EDIT

As an Asian & feminist I also believe that inequality still remains. Also, it affects the Bangladeshi insurance market. So this blog is quite informative and now many people might be aware of it

★ Like

↪ Reply



HMOHAMMEDMANSIB *says:*

DECEMBER 29, 2017 AT 12:32 PM · EDIT

Thank you for your comment, inequality is a debate in the modern day changing world (PwC, 2017), thus Yukl (2010:26) states that diversity has several benefits for businesses. In Bangladesh, the leadership patterns are different and with the changing world it will change with the situation. That is why it will effect the entire insurance sector globally, thus there should be adaptation of adequate style of leadership in organizations (Liden and Antonakis, 2009: 1587-1605). Although deficiencies remain in managing people (Boss, 2017), but it can be solved with appropriate measures.

★ Like

↪ Reply



MASHIAT *says:*

DECEMBER 29, 2017 AT 10:13 AM · EDIT

As an A'level business student I was immensely satisfied to read this blog about leadership styles and so on.

★ Like

↪ Reply



HMOHAMMEDMANSIB *says:*

DECEMBER 29, 2017 AT 12:23 PM · EDIT

Thanks a lot that you have liked my blog. Leadership in this modern changing world has various patterns and a leader must be liberal to all circumstances (Hoyt, 2007: 265-299). I hope you can get motivated to implement some of the leadership styles for your endeavor and I liked your enthusiasm to learn about leadership at quite an early stage of your studies. I hope you will develop more interest about leadership and i can suggest you to read books in leadership of Yukl (2010) & Mullins (2013).

★ Like

↪ Reply



MASUD *says:*  
DECEMBER 29, 2017 AT 12:44 PM · EDIT

I myself is a director in an insurance company.. And I also prefer contemporary leadership would be more relevant

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*  
DECEMBER 29, 2017 AT 1:00 PM · EDIT

Thank you, Contemporary Leadership Styles are quite relevant and essential for all genre of businesses. Especially, insurance sector is different from all other sectors as the operational level and management level are diverse in such sectors. You can also be refereed as a leader being a director of a insurance company and I'm glad that you have taken your time to read it. Some cues from my blog and if you visit the following link then you will be updated with the changing world and the situations of various leaders. You can also suggest me for improving my blogs by replying to the comment.

Link: <https://www.ft.com/topics/themes/Leadership>

★ Like

↪ Reply



TASHIN *says:*

DECEMBER 30, 2017 AT 1:06 PM · EDIT

I totally agree that there must be an enhanced theory about diversity and leadership in the modern world. Also, our world needs good leaders, urgently -(Kabir, 2017)

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 30, 2017 AT 10:47 PM · EDIT

You have identified the relevant aim of the blog and there must be adequate models in the future as modern day practices of leadership is quite different from the practices of the past (Uhl-Bien et al., 2007: 298). The quotation of Kabir (2017) is proper to today's changing world. There should be adequate measures in future to deal with diversity problem in workforce and also the pattern of leadership adaptation in several countries. Thank you!

★ Like

↪ Reply



ASEER RAFID *says:*

DECEMBER 30, 2017 AT 1:11 PM · EDIT

As a business student, I personally feel this blog is immensely informative as it made easier for me to understand contemporary leadership style. Overall, your blog looks good!

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 30, 2017 AT 10:53 PM · EDIT

I glad that you have found my blog informative, that is why I have tried to implement models with relation to wordings to make the thought clear. The term contemporary leadership in the insurance sector in UK is quite relevant to Hiscox which I have mentioned in the blog. Thank you and see the video link below which is inspirational.

Link: <https://www.youtube.com/watch?v=xDdEULI3Bfc>

★ Like

↪ Reply



ROHNRODGER *says:*

DECEMBER 30, 2017 AT 9:49 PM · EDIT

This blog is a good one to read. It had appropriate models and situations. One of my friend is working in Hiscox and the problem of task need you mentioned, I heard it from her as well. Good one!

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 30, 2017 AT 10:58 PM · EDIT

Thanks for your time to read my blog. I have tried to incorporate the situation of Hiscox through the model of Adair (1973). The task need is relevant to all organizations in the insurance sector in regard to their work. However the situation of Hiscox in today's date can be seen through its lens. You can comment further if you want me to include some relevant information about Hiscox in my blog.

★ Like

↪ Reply



EINSTEIN *says:*  
DECEMBER 31, 2017 AT 3:27 AM · EDIT

What do you think? Why inequalities still remains?

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*  
JANUARY 1, 2018 AT 4:10 PM · EDIT

There are numerous factors relating to your statement. I will precisely mention about the financial factor relating to the insurance industry, in the gaurdian journal Monaghan (2016) asserts, while the high income level's ability 10% had rapidly retrieve, long run unemployment, low quality work, and greater job insecurity had disproportionately strike low-income households and publishing the latest analysis of the OECD's 35 member countries, the organisation said: "By 2013/14, incomes at the bottom of the distribution were still well below pre-crisis levels while top and middle incomes had recovered much of the ground lost during the crisis." Therefore, one can be the above statement other might be the power enforcement of a leader or manager on their subordinates within businesses. Thank you for your question.

★ Like

↪ Reply



RASHIQUR RAHMAN *says:*  
JANUARY 6, 2018 AT 12:08 PM · EDIT

There are so much information about Contemporary leadership styles which are really helpful for managing a industry as a leader.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*  
JANUARY 6, 2018 AT 7:32 PM · EDIT

Thanks a lot that you have found my blog useful. Leadership is narrated as connection of individual behavior with people (Mullins, 2013:369). Therefore, it is essential for new patterns of leadership in leading in a changing world. Leadership in this modern changing world has various patterns and a leader must be liberal to all circumstances (Hoyt, 2007: 265–299). If want to know more relevant and irrelevant factors about Contemporary leadership styles, you can comment further. As you have mentioned in the previous blog that you are a Banker, if you want you can also see the following link which is about Leadership Styles Followed in Banking Industry of Bangladesh: A Case Study on Some Selected Banks and Financial Institutions.

Link: <http://article.sciencepublishinggroup.com/pdf/10.11648.j.ajtab.20170303.11.pdf>

★ Like

↪ Reply



ANINDITANINO *says:*

JANUARY 6, 2018 AT 11:40 PM · EDIT

Hi Mansib. Another great post. You provide different point of view related with contemporary leadership and it helps us the reader to understand it from every angle. I wonder sometimes that what it is considered as contemporary leadership are interchangeable with “western leadership style”. Could you tell me more on how we should incorporate it into our own culture? In your case, for Bangladeshi. How should we determine which part of the leadership aspect should be changed and which are is good the way it is?

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

JANUARY 7, 2018 AT 4:47 PM · EDIT

I appreciate your questions. In leading in a changing world, modern leaders should accommodate with the dilemmas and changes of leadership patterns. There are many multinational organizations in Bangladesh like; Unilever Bangladesh Limited, GSK Bangladesh, Nestlé Bangladesh Ltd., Coats Bangladesh Ltd., Linde Bangladesh Limited. etc. that incorporates a “western” approach in their management hence in leadership. Although the number of employees in these companies are Bangladeshi but there are diverse set of people from different backgrounds as well by which we can see that western patterns of leadership can be adopted. To answer to your second question, I assume that there should be a rise in Feminine leadership more in the Asian region as inequalities still remains (Hoyt, 2007: 265–299), but in the 21st century it is a deficient element for any businesses. Thanks for commenting.

### **Blog 3: Change Management (822 words)**

“Change is nothing new and a simple fact of life. Some people actively thrive on new challenges and constant change, while others prefer the comfort of the status quo and strongly resist any change. It is all down to the personality of the individual and there is little management can do about resistance to change” (Mullins 2010: 753).

According to Waddell, D., Sohaw, A. (1998) resilience in any organization is “a complex, multi-faceted phenomenon that is caused by a variety of factors” and concept portrayed above, is challenged not only by scholars, but by many organizations that had enforced potential change management (pp. 543-548). In critical businesses change is difficult; Palmer (2004) thinks that resistance steers to abortive change criterion and it's require to be determined.

I have been discussing about insurance companies in my past two blogs; this specific blog exploits whether change is feasible, the genre of resistance that align with change process. This blog will discuss about the impact of Brexit triggering change in the insurance industry in London and determination of solution in this regard. I have been in London for four months now and I have identified several impacts that Brexit will entail in numerous sectors here, but as a sight of interest in insurance sector I will discuss about it briefly in the following.

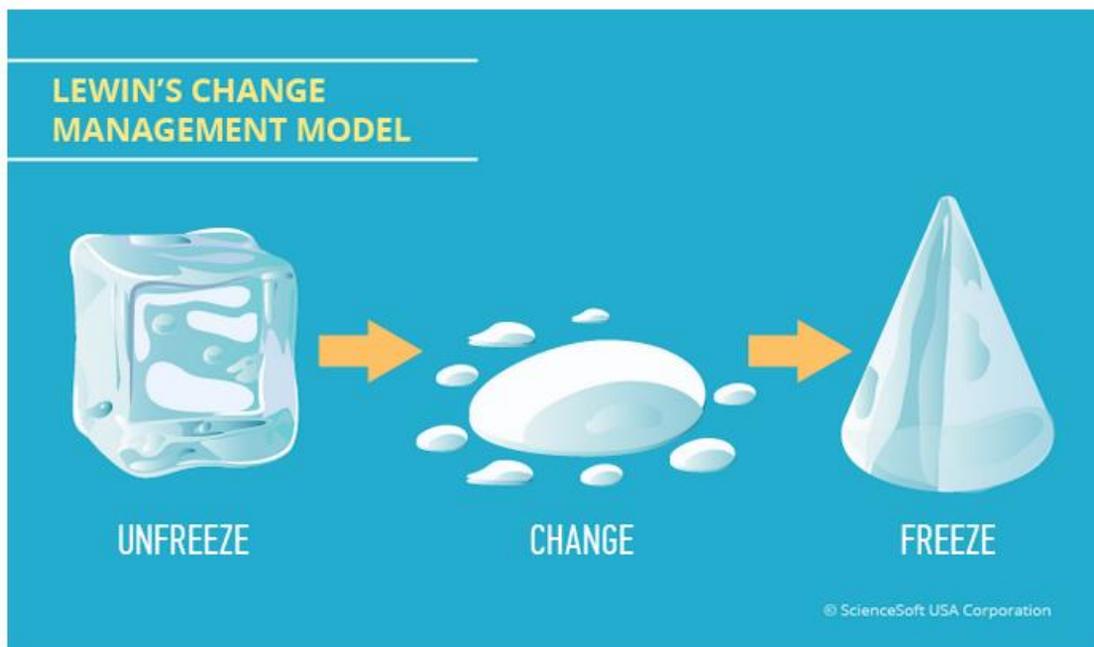
#### **Brexit impact on Aviva and AON**

Aviva and AON is a London based insurance organization and it will have multitudinous effect on the business operation relating to Brexit. Aviva and AON are two of the largest insurers headquartered in London which experienced an instantaneous fall in price of share by 15% thus question looms large as Brexit comes closer and its impact on United Kingdom (UK) insurance industry (Lobel, 2016). Aviva and AON have unswerving access to a single insurance market and they can cross borders without excessive costs. Keller, Meaney and Pung (2010) believe about transformation, if Brexit happens it will generate more costs for them, a major transformation is required in the operation for such businesses. However, others argue that London will be best place to undertake insurance business post Brexit crisis as Switzerland is a bona fide example

as their success story is humongous in insurance sector (Ojassociates.com., n.d.), besides gender directive policies, can be accounted overseen (Parsa, Tesone and Templeton, 2009: 317-330).

### **Solution for Insurance Companies**

A new theory regarding change is essential and Lewin (1951 cited by Yukl 2013:89) advocated a model to change management; unfreezing, changing and refreezing. Problems regarding Brexit in the operation of Aviva and AON can be solved by following such model as unfreezing; it can be used where clients with a niche approach to London's property insurance and medical indemnity insurance which can be related with a different proposal so its employees can deliver. According to Rice and Cooper (2010), the next step will be change in management relating to above specific issue that will be efficacious to enforce people hence employees being aware of the necessity for change as it wouldn't be for the masses. However, freeze cannot be implemented in such scenarios as Brexit will affect all stakeholders in the insurance sector, where further unfreezing and changing will be inevitable.



*(Yaskevich, 2017)*

As Kotter (2007) argues that change requires a lot of time to be stabilized, it connects with the insurance businesses as its continuous process is similar to AON and Aviva, but it's a rigid eight step approach thus relating to Brexit situation and it wouldn't be beneficial unlike the model discussed above.



*(Shaw, n.d.)*

### **Evaluation and Action oriented plan in this regard**

Nevertheless, certain individuals or firms may extend to resist through previous issues and set objectives whilst, other can be in disquiet (Victoria et al 2013: 168 – 191). Cameron Change Consultancy Ltd's "Cycle of Change" model can be undertaken to accommodate the plan mentioned above for Aviva and AON relating to Lewin's model. This will establish an evaluation of the change management.



Figure 3.3: **Cycle of change**

Source: Cameron Change Consultancy Ltd

*(Flylib.com, n.d.)*

### **Learning outcomes**

The overall business will be reduced for insurance companies like AON and Aviva, but as mentioned above niche strategies is required to be undertaken. As Brexit will have tremendous impact on the market mechanisms. Therefore, Lewin's model is best fitted to the situation followed by an action plan of cycle change which will benefit Aviva and AON to a certain extent. Therefore, managers or leaders' implementing change has a huge task in hand to deliver with an essential solution similar to this.



(Courtney Associates, n.d.)

### **Fractionally, insurance institutions can resist to a Change Management for long run**

In conclusion, change in insurance industry is particularly manageable to an extent. Moreover, action is acquiescent in change for institutions, leaders or managers in modern world needs immediate actions for unlikely events like Brexit, usage of Lewin's three-stage model in the insurance industry will deliver maximum outcomes. Thus new generation of leaders and managers are required to be proactive to manage change and they must be prepared for changes in today's changing world.

[2 reasons why people RESIST CHANGE -- How to drive organizational change](#)

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## Responses and Interactions for Blog 3:



MOINUL ISLAM *says:*

DECEMBER 27, 2017 AT 6:00 PM · EDIT

Brexit is a hot debate in UK and your blog overall looks good. But I will disagree that kotters model will suit the situation more. What do you think?

★ Like

↪ Reply



HMOHAMMEDMANSIB *says:*

DECEMBER 28, 2017 AT 12:01 AM · EDIT

In London there will be more impact of Brexit in the businesses, especially in the insurance sector as already the share prices of some of the insurance companies are descending (Lobel, 2016). Kotter is one of the best scholars in the field of change management practices and the 8 step model is quite effective to businesses and also in insurance sector (Ojassociates.com., n.d.). However, in diverse scenario of Brexit the practice of Lewin's model will be effective as it is simple (1951 cited by Yukl 2013:89). The organization I mentioned in the blog (i.e., AON & Aviva) will benefit tremendously with this model in their change management function, however deficiencies might remain. As a long term objective it is quite effective. Thank you for your comment, you can further tell what you want me to include in this blog and scope for improvements.

★ Like

↪ Reply



MASHIAT *says:*

DECEMBER 29, 2017 AT 10:41 AM · EDIT

The factors considered in terms of change management might eventually give a success to a business. Also, Kotter's 8 step model is quite relatable to a change management.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 29, 2017 AT 12:01 PM · EDIT

Appreciate your comment. I really agree with you that Kotter's model is suited in the insurance sector as the organizational hierarchy tend to be rigid thus its tradesmen and executives work accordingly. However, the organizations I have mentioned would relate to Lewin's model as the Brexit scenario is completely diverse from any sort of corporate problems (Rice and Cooper, 2010). I hope this information has enlighten you well. Kindly comment further if you want men to include anything else in my blog. Thank you.

★ Like

↪ Reply



MASUD *says:*

DECEMBER 29, 2017 AT 12:52 PM · EDIT

As a businessman, I believe, taking challenges and making constant changes isn't easy yet it encourages and make people more efficient. Therefore, I liked what the blog says.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 29, 2017 AT 1:17 PM · EDIT

According to Waddell, D., Sohaw, A. (1998) change in firms is “a complex, multi-faceted phenomenon that is caused by a variety of factors”. And I agree with you that change management is quite difficult. Another author mentioned that if it is not implemented properly businesses might fail (Palmer, 2004). When a change is made an evaluation is also required like Cameron Change Consultancy Ltd's. I have mentioned all aspects because, change can be resistant for long term in all businesses when adequate steps are taken. Thanks a lot for your time and comment. Let me know anything else that I should improve regarding my blog.

★ Like

↪ Reply



MH *says:*

DECEMBER 29, 2017 AT 1:18 PM · EDIT

Although I have very few knowledge about Brexit. But I surely know it may cause number of advantages and drawbacks to an organization. As the blog says, it might terribly threatening for an insurance company.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 29, 2017 AT 1:39 PM · EDIT

Brexit will not only affect the insurance companies but also all other organization that has widespread operations. I have mentioned that London will be the first to obtain the impact and insurance companies like AON and Aiva has already seen their share prices to fall (Lobel, 2016). Kindly follow the link to relate the overall impact of Brexit in all organizations as I have only related with the insurance sector in all my blogs.

Link: <http://www.independent.co.uk/news/business/news/brexit-economy-sterling-currency-investment-cost-impact-business-financial-banks-insurance-retail-a7695486.html>

★ Like

↪ Reply



TASHIN *says:*  
DECEMBER 30, 2017 AT 1:15 PM · EDIT

Wow! I always liked the topic brexit. However, talking about insurance companies, well, this is true that brexit plays a terrible role

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*  
DECEMBER 30, 2017 AT 11:42 PM · EDIT

There are various debates on good and bad of Brexit impacting on businesses. I particularly mentioned about an insurance company in London, However it can effect badly for organizations as business operations will be shorten and other labor issues will be enforced. But there are benefits as well regarding the Brexit situation both internal and external relating to organizations. That is why I have mention in the concluding paragraph that to a certain extent it can resist to change for long run. Thank you!

★ Like

↪ Reply



ASEER RAFID *says:*

DECEMBER 30, 2017 AT 1:19 PM · EDIT

Apart from relating Lewin's model with Aviva and Aon, how do you explain the model itself?

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 30, 2017 AT 11:35 PM · EDIT

That is really a good question, change management is a familiar topic in today's changing world, however back in 1940s a famous scholar Kurt Lewin developed a 3 step model which is somewhat implemented in several organizations worldwide today also. He tried to describe it very well with a context relating – a large cube of ice, one must melt the ice to make it amenable to change (unfreeze). Then one must mold the water into the desired shape (change). Finally, one must solidify the shape (refreeze). That is what he tried to explain it, in terms of businesses relating to change management that every other businesses has to go through and its not a paradox. This model is quite useful to organizations impingementing or going through a change process. The following video will provide clear insight and thank you for commenting. Link: <https://www.youtube.com/watch?v=uhrbO7lrHro>

★ Like

↪ Reply



ROHNRODGER *says:*

DECEMBER 30, 2017 AT 9:41 PM · EDIT

I liked your blog and AON and Aviva will face similar types of problem post Brexit, the model of Lewin that you've used seems relevant as the property insurance is a problem for now hence it will increase post Brexit. However, you've not included any videos in your blog it would have enlighten your blog with all those pictures and models.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 30, 2017 AT 11:52 PM · EDIT

Yes, the model of Lewin is appropriate to the situation. And about the property insurance when UK leaves the EU, less consideration has been given to services – in particular the “hundreds of thousands of insurance contracts sold under passporting arrangements with a duration that extends beyond 29 March 2019” and private pensions tend to run for 30 years or more (Kollewe, 2017). As Aviva and AON are giants in this sector they will be affected tremendously thus measures can be implemented before hand to tackle such situations. Thank you for your feedback and I have linked a video. You will like the video of John Izzo that I have included now and you can further comment on Change Management and flaws in my blog that I can improve, I would be highly appreciate to reply.



EINSTEIN *says:*

DECEMBER 31, 2017 AT 3:25 AM · EDIT

Well, you have provided a great evaluation- (Fylin.com, n.d.) This is so expressive!

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

JANUARY 1, 2018 AT 4:15 PM · EDIT

Thank you and I hope it helped you to know more about the change cycle. This called Cameron Change Consultancy Ltd's model of change management and this model very relevant for organizations that is under similar process and it therefore provide significant evaluation of the process. The plan of Aviva and AON I have mentioned can be effective with such model thus it is useful for all genre of business obtaining such situation of Change Management.

★ Like

↪ Reply



RASHIQUR RAHMAN *says:*  
JANUARY 6, 2018 AT 11:59 AM · EDIT

The change management is really helpful for new generation leaders to improve their industries.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*  
JANUARY 6, 2018 AT 7:23 PM · EDIT

"Change" in this modern world is utmost essential thus within organization it is more significant. The theory I have used in this blog about Lewin can be effective for long run while businesses are reluctant or not to a change management. Therefore, modern day leaders can enhance their sectors or industries by obtaining such initiatives. As leaders are the main aspect in an organization. Furthermore, to resist change an evaluation is mandatory thus Cameron Change Consultancy Ltd's "Cycle of Change" model can be useful for new generation of leaders to be taken into account. Thank you for your time and comment.



ANINDITANINO *says:*

JANUARY 6, 2018 AT 11:49 PM · EDIT

Hi Mansib, as always, great post. This time is quite complicated to be honest. My only complaint is the Kotter's 8 Step Model's picture is too small, I couldn't really read it. But overall, you provided different types of models that can be use for this situation and decided which one is the most appropriate one. It helps the reader who's not familiar with the topic to gain new understanding regarding this issue. Good job.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

JANUARY 7, 2018 AT 4:59 PM · EDIT

Kindly follow the link below to know more about various models of change management and I'm sorry that you couldn't read the Kotter's model, however the link herewith will provide broader insights. I appreciate that you have found the blog useful and you think it is informative. According to Waddell, D., Sohaw, A. (1998) change in firms is "a complex, multi-faceted phenomenon that is caused by a variety of factors" and it is quit difficult to explain but I have tried to incorporate the academics with the modern day changes in the insurance market regarding Brexit situation, especially about AON and Aiva as they have already seen their share prices to fall (Lobel, 2016). Thanks a lot for commenting and let me know if there is something that you want me to improve or include in this blog.

Link: <https://www.nationalleasing.com/en/blog/entry/4-change-management-models-for-your-small-business>

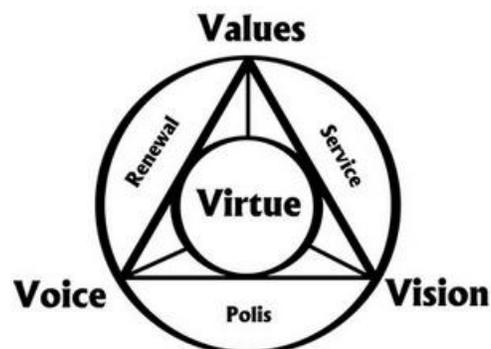
## **Blog 4: My Development as a Future Leader (825 words)**

Kruse (2013) asserts *“Leadership is a process of a social influence, which maximizes the efforts of others towards the achievement of a goal”*.

There are endless leadership styles to explain, where power is imposed ‘autocratic’; power is shared within ‘democratic’; or where power is delegated ‘laissez-faire’ (Mullins 2016). The motive of this blog is to discuss my development as a future leader, learning experiences, journey of becoming a future leader, the feedback I have obtained while managing a team and eventually the skills required to lead within the insurance industry.

### **My leadership Brand**

I have always wanted to be a democratic leader and I have always been one since when I started to work in individuals. According to Lewin cited by BILLIG (2015: 440-460), democratic leaders tend to listen to others. According to Grace (2006) 4V model, my desire is to maximize my Values, Vision, Voice and Virtue to enhance myself for future. In Blog 2 (Hossain 2017: blog 2) I discussed the contemporary leadership styles, where in the insurance industry as mention, leaders are required to be a combination of a ‘democratic’ and ‘transformational’ in today’s changing world. However, in Bangladesh the business leaders in the insurance sectors are more of an authoritarian, they apply more legitimate and coercive power (French and Raven, as cited by Yukl 2013:191-195).



*(Center for Ethical Leadership,  
2014)*

## **Demonstration of Own Leadership Style**

I was only seventeen when I was involved in business as mentioned in my previous blogs being in a business background family (Hossain 2017: blog 1). I was managing people twice my age for which I had to be a democratic leader making a two way communication in our business. Moreover, in the process I had to attend board meetings, labor union forums etc., where listening to people and understanding them was crucial. The term 'Listening' is part of life now; I have achieved a lot while listening to others. Although listening doesn't always help, one must also enforce initiatives into, but listening to people makes it much easier to communicate. In my life span I have been able to manage people from divergent nationalities and along the way I have adapted well. Apart from professional career, while working in teams in university level I found difficulties initially aligning with people as Hofstede's footprints on cultural reflections states that Bangladeshi people has more power distance (Hofstede, 1994), however, listening to people all these years helped me a lot, such attribute is essential for leaders managing in different cultures (Hossain 2017: blog 1) and in transmute management (Hossain 2017: blog 3) it develops networking skills.

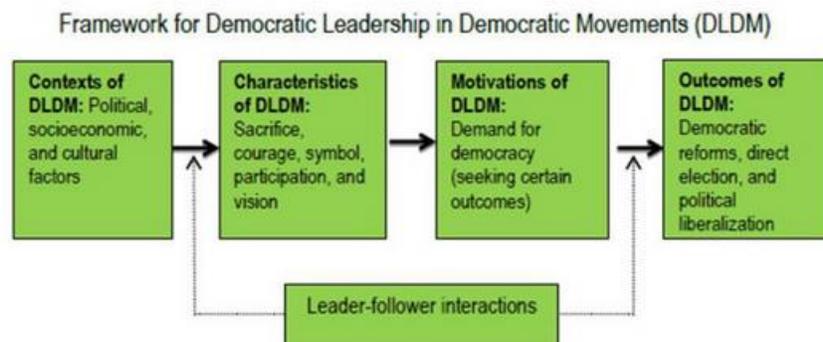
[The power of listening | William Ury | TEDxSanDiego](#)

## **Evaluation that contributed to my Personal Development**

The feedbacks throughout my careers were different, in my early stage I was told to listen to people, be more communicative whereas in university, it was to be more active in decision making. All these elements are related to a leader that is an intellect in democratic and transformational leadership. Moreover, not only I have received feedbacks from my foremen but also I have obtained feedbacks from my peers as well. The feedbacks I obtained was of mixed reviews, thus the negative feedback has been taken into account to enhance the performance gap whilst, positive feedback motivated me to work harder. I wouldn't say that I have been hundred percent but I have achieved a lot in the process. I'm now twenty four years of age and I have a long way to go that is why I'm still learning, that is what good leaders do (Adevey, 2013). I'm working on the elements that are discussed above and my objective is to demonstrate the leadership

style into action in my culture. Becoming a leader to certain extent is easy but there are augmented elements that one must consider in the process. I want be a humanitarian like Fazle Hasan Abed founder of world's largest non-profit organization, who ranked on 32<sup>nd</sup> in fortune 50 greatest leaders in 2014 (Fortune, 2014) and I look up him. His conglomerate business in Bangladesh is prodigious and I want to apply some of his implementation of work in the insurance sector in Bangladesh from my personal development in the long run.

## Democratic Leadership



- The democratic leadership style is perhaps the most popular style in the 21<sup>st</sup> century management arena (Oates, 2010).
- Cherry (n.d.) echoed it as the most effective leadership style because leaders offer guidance and allow input from followers.

### Development and Skills in the journey of becoming a future leader

I would prefer to fabricate numerous leadership skills. Thus, encouraging individuals will be my core focus. I would like to implement adaptation strategy in regard to leadership styles being in diverse circumstances in this modern changing world.

In determining about future decision of becoming a leader for someone should be parallel with empowerment and a being follower in teams (Pascale and Sternin, 2005). Thus for my weaknesses I wouldn't stop learning hence I will also maintain my strengths in the coming years, because for an entrepreneur or leader learning is endless (Coulter, 2001). I will develop my strengths and also flaws in leading a successful team in my studies and in future professional career.

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## Responses and Interactions for Blog 4:



MASHIAT HOSSAIN *says:*

DECEMBER 26, 2017 AT 6:01 PM · EDIT

As I'm an A'level business student, I found the article immensely helpful. This taught me about management and so on. It motivated me to learn more about management!

★ Like

↪ Reply



HMOHAMMEDMANSIB *says:*

DECEMBER 26, 2017 AT 10:22 PM · EDIT

I'm glad that you liked my blog. There are more management and leadership styles; transformational, transnational, coercive, charismatic, affiliative etc. One must decide on what role is best suited for an individual in the chosen field. If you have already seen my blog, you will know insurance sector's hierarchy is very rigid and becoming a democratic leader is difficult specially in country like Bangladesh. However, kindly read my other blogs as well, so that you will find 'leadership' interesting and you might take it as a module in future. Thank you! keep

★ Like

↪ Reply



NASIMA *says:*

DECEMBER 26, 2017 AT 6:16 PM · EDIT

As a feminist, I was immensely happy to read this article as it says about equality and female rights. This helped me to believe in positivity and to keep going

★ Like

↪ Reply



HMOHAMMEDMANSIB *says:*

DECEMBER 26, 2017 AT 10:14 PM · EDIT

Thank you, leaders nowadays must work within teams and maintain two way communication. Especially, feminine leadership is a debate for modern day (PwC, 2017). That is why, not making any discrimination and collaborating ideas within businesses is utmost important to succeed, thus these qualities are related to a democratic leader. Kindly comment if you want me to include more different ideas. And also read my other blogs especially, blog 2 that i have posted, you will obtain some information about female leadership in insurance industry in UK.

★ Like

↪ Reply



MHOSSAIN *says:*

DECEMBER 26, 2017 AT 6:25 PM · EDIT

I believe in equality and this article gives me a sense of purpose to keep believing. As nowadays, female rights are quite difficult to achieve this article may encourage people like us in number of ways

★ Like

↪ Reply



HMOHAMMEDMANSIB *says:*

DECEMBER 26, 2017 AT 10:05 PM · EDIT

Thank you, as i have mentioned typical businesses use more legitimate and coercive power (French and Raven, as cited by Yukl 2013:191-195), which in regard to diversity in workforce needed to be different; modern leaders should 'Listen' to people before making decisions, hence female rights within organizational context is also essential. I believe there will be more female leaders in the future in insurance industry globally. Kindly see my blog 2 as well by which you will obtain insights about contemporary leadership patterns.

★ Like

↪ Reply



MASUD HOSSAIN *says:*

DECEMBER 26, 2017 AT 6:43 PM · EDIT

As a businessman from Bangladesh, I personally agree with what this article says. I'm a director in an insurance company in Chittagong, Bangladesh and this article is tremendously encouraging for an individual like me.

★ Like

↪ Reply



HMOHAMMEDMANSIB *says:*

DECEMBER 26, 2017 AT 9:55 PM · EDIT

Thank you, I'm also an enthusiast about the insurance industry not only in Bangladesh but globally. People like you can provide authentic advices to young generation like me and others. Kindly comment further if there is anything you want me to include in my blog. Kindly read my other blogs as well.

★ Like

↪ Reply



**MOINUL ISLAM** *says:*  
DECEMBER 27, 2017 AT 5:59 PM · EDIT

I think in Bangladesh a democratic leadership in the insurance sector wouldn't be beneficial, however I liked you way of thinking and there should be future leaders who thinks like that.

★ Like

↪ Reply



**HMOHAMMEDMANSIB** *says:*  
DECEMBER 27, 2017 AT 11:49 PM · EDIT

Thank you for your comment. I agree with you that in Bangladesh the leaders are different but in the modern age the leadership patterns are changing, corporate culture are aligning to be more democratic and transformational (Ahmad, Habib and Kamruzzaman, 2015). Therefore, such practices is required to be exaggerated and implemented in the insurance sector as well.

★ Like

↪ Reply



TASHIN *says:*

DECEMBER 30, 2017 AT 1:32 PM · EDIT

Good! Whatever you said in this blog, will surely influence future leaders in number of ways.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 30, 2017 AT 10:08 PM · EDIT

I appreciate that you have liked my blog. Leadership styles are very different nowadays and its changing with the time thus one must adapt to changes (Hossain 2017: blog 4). I hope you are or will be a good leader in future. You can provide more insights about leadership further. Because leaders always learn (Adevey, 2013)!

★ Like

↪ Reply



ASEER RAFID *says:*

DECEMBER 30, 2017 AT 1:37 PM · EDIT

That's absolutely true! Nowadays, democratic leadership style is mostly used. Furthermore, things you have said in- (Demonstration of own leadership style) was tremendously motivational.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 30, 2017 AT 10:14 PM · EDIT

Thank you, there are many ways to see the term leadership. I have only tried to portray my development as a leader. If you want you can also share some of your experiences here as well. I think today's leaders should have a mixture of both transformational and democratic attributes. Thus, Grace (2006) asserts that Values, Vision, Voice and Virtue are the four attributes that a successful leader must entail.

★ Like

↪ Reply



ROHNRODGER *says:*

DECEMBER 30, 2017 AT 9:45 PM · EDIT

Your blog is quite similar to my experiences, as I also have mixed reviews throughout my career and I have always tried to accommodate with different scenarios, I work in a Bank now. Your blog was a good read and I liked the video of William Ury that you've attached.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

DECEMBER 30, 2017 AT 10:21 PM · EDIT

Good to hear from you. That is why a leader in my perception is one who listens and decide on outcomes as there are various cultural aspects within teams (Hofstede, 1994). The banking sector and insurance sector is somewhat similar but the managerial and corporate culture are slightly different. Thank you for your comment.

★ Like

↪ Reply



EINSTEIN *says:*  
DECEMBER 31, 2017 AT 3:20 AM · EDIT

Hey I also prefer democratic leadership style over all other leadership styles!

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*  
JANUARY 1, 2018 AT 4:23 PM · EDIT

Democratic leadership in 21st century is very relevant as everyone has their own views, as a result a combined strategy and communication can bring enhanced outcomes. A democratic leader shares the decision-making and problem-solving responsibilities with his or her leadership team, while retaining the ultimate say in the final resolution. Moreover, the process tends to focus on group equality and the free flow of ideas, the lead of the team is still there to offer guidance and control. Thanks!

★ Like

↪ Reply



RASHIQUR RAHMAN *says:*  
JANUARY 6, 2018 AT 11:54 AM · EDIT

As a banker this article will really help for my future to grow as a leader.

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*  
JANUARY 6, 2018 AT 7:08 PM · EDIT

I'm really glad that you have commented and this blog has influenced you to an extent. Banking sector and insurance sector are quite similar with their operations. Being in the corporate field, you have much better understanding than me about the leadership patterns. However, in regard to academics, I assume in the banking sector modern leaders should be more democratic hence follow a 4V model, to maximize Values, Vision, Voice and Virtue to stand out and be ethical as well (Grace, 2006). I would be really happy to know more about the banking sector and you can comment further if want me to include anything relevant to my blog. Thanks a lot!

★ Like

↪ Reply



ANINDITANINO *says:*

JANUARY 7, 2018 AT 12:17 AM · EDIT

Hi Mansib. A great reflection post you have there. Democratic leadership maybe is the ideal type of leadership compared to other style there. However, during my time in the college, some leader tried to implement this particular leadership style but since most of the members are not familiar with it they stayed silent when they were asked their opinion by the leader and in the end, he/she changed the style to more known, autocratic one. Do you have any specific suggestion on how to introduce this style to a relatively new audience?

★ Like

↪ Reply



MOHAMMED MANSIB HOSSAIN *says:*

JANUARY 7, 2018 AT 5:27 PM · EDIT

Thanks a lot that you found my reflection and insights useful. A democratic leader shares the decision-making and problem-solving responsibilities with his or her leadership team, while retaining the ultimate say in the FINAL resolution (Action-Wheel.com, n.d.). Therefore, we can see that the leader still has the authority to make resolution and to relate to your situation, democratic leaders has the charisma to make people speak unlike autocratic leaders (Walt, 2016). However, when individuals don't participate, a democratic leader shares his or her own idea and reflection which was not the case during your time in the college. Whereas, autocratic leadership is useful and it is an ancient pattern, but modern day leaders must incorporate stability by aligning to be more democratic and transformational (Ahmad, Habib and Kamruzzaman, 2015). It can be incorporated for new audiences (Martin, 2016):

First, it's important to "engage the whole team" in terms of determining tasks and other processes.

Furthermore, the different processes in place should also be "clearly defined".

The framework should also "invite ideas and opinions" from the subordinates. Finally, the framework requires a clear and "well-established system" for rewarding "creativity and new ideas".