Task 1: Organization and Leadership Analysis

Assessment Code: C200

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# Organization Overview

In this opening paragraph, provide the reader with an overview of what is included in this section. Include a brief introduction of the organization and leader you selected to analyze. Share with the reader why you selected the organization and leader and what you hope to learn.

## Organization Description

Describe the organization you will be analyzing. Provide an overview of the organization, a brief history or the organization, and include the objectives of the organization. If you are analyzing a sub-set within an organization, you still want to begin with an overview of the larger organization prior to describing the team, department, division, etc.

This section should not exceed 1 page. Include citations when appropriate following APA guidelines.

## Leadership Practices

When completing this section, it is important to demonstrate that you can apply what you have learned in this course specific to providing an informed description of the leadership practices. You want to avoid generic descriptions such as being a good communicator and instead, ground the behavior in leadership theory. For example, *xyz leader can be described as a transformational leader. She is skilled at creating a shared vision, motivating employees, and mentoring individuals.*

For each of the three leadership practices: 1) Demonstrate you can apply theory from this course to describe the leadership practice, 2) Provide specific examples of each leadership practice, and 3) Discuss the impact of each leadership practice on individuals as well as the department, team, or organization as a whole.

This section should not exceed 3 pages. Include citations when appropriate following APA guidelines.

## Relationship Between Leadership and Organizational Culture

A leader’s values and beliefs shape the culture of an organization. In this section you want to describe the culture of the organization in detail. If you would guidance in how to describe the culture of an organization, you may reach out to the course mentor or go to the Learning Community for this course for additional information.

Once you have described the culture of the organization, discuss how the current leadership has directly affected the organizational culture. You may also speak to the role past founders or leaders had on shaping the culture.

The big deal is that you create a direct relationship between the leaders values and beliefs and the culture of the organization. Provide examples to support your analysis.

This section should not exceed 2 pages. Include citations when appropriate following APA guidelines.

# SWOT Analysis

In this opening paragraph for this section, provide a brief overview of a SWOT analysis and inform the reader what is included in this section.

## Organizational Strengths

Discuss two strengths of the organization. These should be internal characteristics that directly support the achievement of the organizational goals. For each strength, describe the characteristic in detail, include examples, and include the positive impact on the organization.

When assessing the strengths, think about the various functions such as finance, marketing, research and development, and so forth. To what extent are the functions within the organization positioned to support the strategic goals of the organization? You may also want to ask yourself if the structure of the organization supports optimal performance, are the managers and leaders competent, are there effective processes in place to evaluate performance and develop talent, etc. Based on your understanding of these areas, you can determine the strengths of the organization.

This section should not exceed 1 page. Include citations when appropriate following APA guidelines.

## Organizational Weaknesses

Discuss two weakness of the organization. These should be internal characteristics that directly inhibit the achievement of the organizational goals. For each weakness, describe the concern in detail, provide examples, and include the negative impact on the organization.

Similar to the strengths, are there particular functions, processes, or practices that are negatively impacting the organizations ability to achieve the strategic goals?

This section should not exceed 1 page. Include citations when appropriate following APA guidelines.

## Organizational Opportunities

Discuss two characteristics of the external environment that have the potential to help the organization achieve its strategic goals. Describe each opportunity in detail and include how each will support the performance of the organization.

In order to respond to this section, *chapter 3 in your e-text is a good resource*. Chapter 3 discusses the external organizational environment which includes competitors, resources, technology, and the economic conditions affecting the organization. We encourage you to refer to chapter 3 when identifying the opportunities and threats (section B4) of the organization. Remember to describe each opportunity and threat (section B4) and include the impact on the organization.

This section should not exceed 1 page. Include citations when appropriate following APA guidelines.

## Organizational Threats

Discuss two characteristics of the external environment that have the potential to be a threat to the organization achieving its strategic goals. Describe each threat in detail and include how the threat could negatively impact the performance of the organization.

This section should not exceed 1 page. Include citations when appropriate following APA guidelines.

# Leadership Evaluation

In this opening paragraph for this section, introduce the reader to the leader being evaluated at a high level. Provide an overview of the leadership theory you selected to evaluate the leader. Include why you selected the theory.

## Leadership Strengths

Based on the leadership theory you selected, discuss three strengths of the leader. Use the theory to frame this section of your paper. For each of the strengths, include how they are supported by the theory, provide examples of the strength, and discuss the positive impact of the strengths on the organization.

***This section of the task requires you cite and reference a minimum of three scholarly sources specific to the selected leadership theory.*** You may use one or more of the scholarly articles included in the Course of Study and available through MindTap, however, this is not a requirement.

This section should not exceed 2 pages. Include citations when appropriate following APA guidelines.

## Leadership Weaknesses

Similar to above and using the same leadership theory, discuss three weaknesses of the leader. Use the theory to frame this section of your paper. For each of the weaknesses, include how they are supported by the theory, provide examples of the weakness, and discuss the negative impact of the weaknesses on the organization.

***Again, this section of the task requires you cite and reference a minimum of three scholarly sources specific to the selected leadership theory.***

This section should not exceed 2 pages. Include citations when appropriate following APA guidelines.

## Recommendations for Leadership Development

Reflecting on the strengths and weaknesses of the leader you are evaluating, think about what skills or actions would improve his or her ability to lead the organization. Recommend three theory based practices to enhance the leader’s effectiveness and maximize performance. For this section, include the following for each of your three recommendations: 1) State the leadership theory based practice, 2) Include why you are recommending the practice, and 3) Discuss the expected outcome once the practice is put into action.

This section should not exceed 2 pages. Include citations when appropriate following APA guidelines.

# References