Essay

[Name of the Writer]

[Name of the Institution]

A global technology company International business machine (IBM) provides software, hardware, cognitive computing, and cloud-based services. Charles Ranet Flint founded the company in 1911 in the New York States by the merger of four companies and this company was originally called Computing- Tabulating- Recording Company. To know about the companies management ethics leadership style and culture, I had conducted an interviewed with IBM senior manager operations, who was working with IBM for 20 years. He had a vast experience in the field of IT and software. The main purpose of the interview is to take information about the reasons behind the success of the company.

First of all, I had asked what style of leadership does he used to follow. He had responded me that he always trust on his team. While starting any project he has a clear outline of goals and he gave it a clear direction but he did not put effort on micromanaging. He keeps his hands-off when it comes to an individual task but he is always ready to assist and guide the workers at the time of need. He supervised the people in a good manner but he had never tried to bound people to conduct unnecessary meetings and sacrifice the valuable work time of the people. He had shared his experience of his last project that was having 5 people with different task and finally, the task will combine to achieve the goal. He set the board for communication that permitted all members to communicate through a message to save the time of people, consumed in different group sessions. This also includes a section of status update which was used to inform everyone that we all are working in and how it is going. When I had asked about his inspiration to leadership style he had replied me that his inspiration is the culture of the IBM company, where the whole team is supportive and they have a huge capability of problem-solving. When I asked a question that how he handles the conflict professionally he had responded that he used to talk with the relevant person and listen to their query carefully. He focus on events and behaviors, he didn’t taken more attention on personalities, he tried to identify the points of agreements and disagreements and then develop a plan to resolve the conflict with a lots of patience. When I asked are you considered as a mentor he replied yes, he said he is always willing to share knowledge, skills, and expertise and always act as a positive role model with a positive attitude. He creates a relationship while mentoring that exhibits enthusiasm in the field.

 He replied to question about his motivational approaches that he had always used to communicate with people individually. He said a good leader must be easily accessible and approachable. He used to socialize himself having tea with people to know about their problems and motivate them in informal manner. On exceptional performance of people he tried to appritiate people by giving them reward, which encourage them to work hard in the future. He said he didn't keep the challenging work in shelf he has always used to handed over them to his team and people.

I asked to him that what should be the personality of a good leader He replied that the personality of the leader should have honesty, hard work, flexibility, commitment, ability to inspire people, confident, good communication skill and Intuition. Then I asked about the skills that make a person a good leader he replied that a good leader should have good communication skills, he should efficiently convey his knowledge and his communication should create a positive impact upon the subordinate. He said that a good manager should handle the situation in that diplomatic way that no one in the workplace feel offensive and employees should be convinced from his point of view from the solution which he has given to any specific problem. I asked about his strategy when he is in a control and something went wrong at the workplace. He replied that he analyze the situation carefully with a good piece of patience and then discover the unfortunate event turn and then analyze the failure and mistakes that had happened previously which was the cause of this event and then make a proper strategy to solve that problem by applying his knowledge and experience. He said he is not much rigid in his decisions he uses to take suggestions from his entire team and then implement the best plan for the solution of any problem.

Value of a company matters a lot when I had asked some questions about the value of the company that what kind of people company is willing to hire and retain. He replied that the company mostly want to focus on good players of the team and establish team building activities to make them engaged. I had asked from manager that how employees collaborate in this organization. He answered that the company give great value to the innovations and encourage the sessions of brainstorming to get creative ideas from employees. I also asked about the kind of investment the organization usually makes. He replied that customer based services are the priority of the company. The company invests in training programs and CRM software for salespeople.

To know about the ethics of IBM, there were some questions in my mind about the ethics of IBM. I had asked about the ethics of the company, the manager replied that IBM's Business conduct lines, which gives the global code of conduct for the employees of IBM. The organization code of conduct shows that the company has highly ethical conduct and decision making stratergies. The IBM standards of business are basically depends upon its values, ethics, and principals.

The role of the manager is very important for the organization when I had asked the manager, he said It depends upon the situation. Some times the job requires to work for the whole day but sometimes when he feels that he is not very much occupied then he used to take break. He said approximately he worked for IBM on average 10 hours a day. I had asked him about the exciting and challenging work environment. He replied that it was always an exciting challenging working environment at IBM because in the field of IT there is a lot of innovations daily and the market is highly competitive. It is the requirement of IBM to improve the technology with innovations and this is a big challenge for the company to implement new technology and innovations. I had asked the manager about his hardest part of working with the company. He replied that the hardest part of the company is stress and it is always a challenge to manage the stress and understand the situation.

Good communication skills are the key to success. A manger should have good communication skills. In IBM, I had asked the manager that how do you work well with your subordinates. He replied that good oral and written communication skills are the basic part of the success of a professional person. It is important to simplify the complex issues faced by the subordinates for their better understanding. I had asked the manger that what is your reaction when you find an angry customer. He replied that I have listened to him carefully and treat him softly and immediately try to resolve his problem. It was a great experience to conduct an interview and gain knowledge about the success of IBM. I had found that the employees of IBM are very hardworking, loyal, ethical and they can face challenges.

Historically I grew up in a black church which was built in 1864. Most of the community went to black church today which was previously served as a black school. This church is very typical like other churches of the community. We are 120 members of the church and many families are the part of this church since a very long time. Since my childhood I actively participated in my church it takes $100000 to transform a little church into a great one. We have all done a massive effort to make this church one of the best church in the community. The members of the church are working for it because they think that it is their church home. For the success of the church, members are invested in the church. When it's a time to buckle down and raise money, the member feels the sense of responsibility and ownership of the church. The people who are the member of the church knows that they have a definite role to play and some people in the church have a key role for the running of the church because they know that they are working for a Nobel cause.

 Recently, I have met a female in the church who was suffering from cancer and she was having no money for her treatment. The women was worshiping in the church and she was crying badly because of her problems. She is a single mother and she is working alone for her kids and recently doctors diagnose her cancer. In high school, I did many activities as a volunteer but I had not taken the initial step ever. I feel that I have to help her with all my possible efforts. I go to the pasture and tell him about her condition he was happy to see that I am actively participating for a noble cause. The pasture announced in the church for fundraising. I try to raise funds with the collaboration of my friends.We contact every member of church to collect funds. After a lot of effort we had collected almost $25000. I feel that this money will be not enough for her treatment. Then we det a camp for fundraising and I spend time to raise fund daily. Finally, we had collect almost $50000 for her treatment and this money was handed over to the poor women who were suffering from cancer.

 I feel peaceful because I have worked for a noble cause. This activity gives me a lot of courage to help people in the future again. I feel that I a better person now because now I have met with the people of the community in a more better way. I feel more social and passionate. I have decided to continue this noble cause of helping people in the future. This time I feel more satisfied because the initial step was taken by me for the fundraise. Now I have decided to continue fundraising to help people who are spending their life with lots of financial problems. In the future, I want to encourage people to help others. Person feel peace and dignity by helping other people.

The results of Extraversion shows that I am is moderately Extraversion. I am not much comfortable in front of people but I can be good enough to communicate with people. I do not like much parties and I rarely start a conversation first. I avoid being more social. I could make Extraversion better by making myself more social. Agreeableness results show that I am moderately agreeable on average 3.4. If I don't feel anything good I insult people. I have to concentrate to improve my flexibility in front of people to make my personality better. I feel that I have less conscientiousness, I like to socialize my self. I have less openness to experience.

I have mood swings whenever I am happy I feel active, excited and Elated whereas whenever I feel sad, I feel nervous, scornful hostile. So last time I was feeling so nervous due to the stress of work. A person must have confidence and balance behavior.

I felt that I have a good locus of control and self-esteem. I took the responsibility of things and try to prove myself. No one has a full external or internal locus of control. Regarding my personality, I rarely listen to others opinion. Locus of control become increasing in myself with time. If we set a goal and try to achieve it then it will be helpful for us to make betterment in our future. I feel that luck ha very little part in the way of success. The big part of any success depends upon our dedication and enthusiasm. In life, people get that for which they do the effort. I feel that I have some weaknesses in the locus of control too. Sometimes I use to take the suggestion of others. It is good sometimes but it is not much good in the long run.

Accoding to my analysis my degree of emotional intelligence is average. Sometime I can't understand my own emotions. I have good judgment about the other's emotion as well. I mark my self on 4 at the judgment of other emotions. I always feel that should have better emotional intelligence. Some times I use to control my anger but sometimes I feel helpless to control my anger. A person should have good emotional intelligence according to the situation. When a person has good emotional intelligence he or she can behave well in front of people. Showing your emotions every time is not very much important. A person who has emotional intelligence he can have a better understanding that how to hide the emotions and how to behave rationally. Sometimes I feel that I am behaving rationally but I can't remain consistent with my rationality.

I rarely use absolutism approach but it plays a vital role in the development of ethical theory. I rarely follow the rules of ethics so it is difficult for me to follow the absolute rules. My approaches in life are not always right but most of the time my approaches are right. Justice approach is highly present in me I believe to make justice in every field of life. In the Western tradition, there is a long tradition of fairness and justice and I feel that justice is a good approach to be adopted in your life. Justice means that you have to give a person that he or she deserves and this is a basic ethical approach to do justice in the normal routine of life. In utilitarianism theory, we focus on outcomes and find anything right from wrong. I feel that utilitarianism is approach has a low weight in my personality and I have to work on my weaknesses in the future.