The Intern

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**Introduction**

           The role of the leader is recognized as a necessary aspect in organizational settings to ensure the successful implementation of different corporate strategies according to the central aim of the business organization. It is noteworthy to mention that leadership is one complex phenomenon that is associated with various forms of consideration. It is important for the leader to adopt an appropriate leadership style according to the changing requirements in the case of the workplace setting. The alignment of proper leadership style also related to the specific requirements of employees that appeared in the form of their motivation, rewards, teamwork, adaptability of innovative change, and the overall interpersonal influence (Dziczkowski, 2013). This paper focuses to consider fictional characters from the movie, “The Intern” to comprehensively compare the desired approach of ideal managerial style.

**Discussion**

           The approach of managerial style can be observed in many different forms considering the requirement of the situation or the leadership domain adopted by the manager as an influential leader. It is vital to critically categorize the most suitable form of managerial style according to the changing approach of organizational management. The contemporary movie, “The Intern” is selected to compare the leadership style of the lead character of the movie with the desired form of ideal managerial style. A deep analysis of the selected movie revealed that it is one good option to learn many influential lessons to better apprehends the practical idea of leadership. The presentation of leadership in this movie successfully delivered the idea that how influential and promising organizational leaders should be achieved organizational outcomes (Clayton, Sanzo, & Myran, 2013).

           It is noticeable to indicate that Jules Ostin is the leading face of ‘About the Fit’ played an influential role to adopt some contemporary ideas of leadership in the organizational set-up. It is also critical to mention that in the earlier stages of her leadership, she was not interested to adopt any form of risk. She comes up with the belief that as the dynamic leader, she would be able to manage everything by herself and there is no need to consider senior citizens as an intern. She was interested to successfully infuse a traditional form of work experience with the innovative domain of organizational performance by applying different ideas of innovation. On the other hand, she also inclined to adopt some form of authoritative leadership style as she was unwilling to accept the idea of selecting senior citizens as an intern for the company. She was keen to deliver mentoring services to all the workers and align their personal performance with the overall organizational performance. She wanted to adopt the idea of mentoring leadership but she somehow lacked the courage to adopt some unpopular corporate decisions.

           The basic and dynamic idea delivered in this movie is that the key objectives of leadership can be achieved without adopting the approach of authority. Flexibility is one major characteristic of the leadership style adopted by the leader in the movie. The leadership quality in the form of a flexible approach can be examined in the character of Ben. As the intern and senior citizen working for the organization, he was not ashamed to learn new work approaches and show some form of flexibility for other team members. He is confident and flexible enough to initiate new and out of the box ideas in an organizational setting that eventually helped him and organization during the entire process of growth and performance development. He portrayed his significant and crucial role in a workplace setting as the corporative entity for others. He strongly believed the approach that mentoring is the successful leadership style to align workers with organizational goals. He perceived mentoring as the source of motivation for workers to encourage them to effectively work within teams by respecting the diversity of other team members. The application of the mentoring leadership style in the film can be mainly observed through the character of Ben. Ben, as the intern who was senior from all his members, was keen to share his knowledge with others. This form of collaboration for all team members by Ben is an explicit example of the idea of a mentoring leader who was interested in share his knowledge with others without any intention of gaining authority. As the senior member of the organizational team, he always remained to wile to help others and shared the intensity of their frustration level. The character of Ben in the movie is interesting to observe to better apprehends the effectiveness of mentoring leadership as the ideal style of leadership. He had plenty of leadership questions that helped to identify his prestigious position and helpful for others.

           A comprehensive consideration of both the characters of Jules Ostin and Ben in the movie is a vital step to recognize various forms of mentoring leadership as the most suitable leadership style for the diverse organizations. The influential impact of mentoring leadership as an ideal leadership style can also be observed in the case of the broad idea of employee selection and socialization. In the movie, it is observed that earlier Jules Ostin was hesitated to consider senior citizens as the intern for the organization. She comes up with the thought the successful blending between modern and conventional working approach is somehow a difficult target to achieve. This specific perception was greatly corrected by the character of Ben who recruits as the intern in the organization. He established his position in the organization as a strong member of the team comprised of all young individuals. Contrary to the traditional domain of working, it is observed that Ben was keen to develop a great form of socialization and collaboration with other team members. He always showed his willingness to interact with others and successfully learn from them. It can be rightly said that he successfully played his role as an informal mentor within the organizational setting.

           Organizational culture played a critical role to develop and sustain successful forms of ideal leadership style in the form of mentoring leadership. It is important for the leader to develop a conducive working environment so employees are open to adopting various practical measures and strategies to achieve the goal of their organizational performance (Bateman & Snell, 2019). The assessment of the company’s culture in the movie helped to characterized it as a flexible working environment that allows workers to discuss their aspirations and problems with others to apprehend the form of a solution. It is also significant to indicate that facet of a company’s culture is greatly embraced by Ben who was new in the organization but he was keen to successfully adopt new working environment. He successfully played his role as the informal leader who was willing to listen to others carefully and helped them to successfully address various domains of organizational challenges. Diversity is one of the most prominent features appeared in the case of a workplace setting presented in the movie. Ben as the senior citizen was somehow different from others as his approach of working was different and initially, he never had understating to use different technological tools. The diversity of the company’s environment permits him to successfully blend with the overall organizational perspective.

**Conclusion**

           To conclude the discussion on the identification of the ideal leadership style referring to the movie “The Intern,” it is vital to indicate that mentoring is recognized as the best suitable leadership style to involve all the employees according to the organization’s needs. It is essential for the leader to adopt the strategy of flexibility to accept new ideas and develop a better form of teamwork. A supportive role by the leader can be helpful for the workers to connect their personal performance with the desired form of organizational objectives.

**References**

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