RUNNING HEAD: ASSIGNMENT 1

Assignment 1

Name of Student

[Name of the Institution]

Assignment 1

The Competing Values Framework is a framework that is used to assess leadership strengths and weaknesses in an organizational setting. It is especially useful to determine the effectiveness of a leader in an organization. There are many ways that this framework can be used, such as improving self-management skills or evaluation of management style. (Quinn, et al., 2015)

According to the result of CVF survey that I took, my quadrants on the CVF wheel are not exactly equal. There are four quadrants on the wheel. Flexibility-External quadrant makes up the Open Systems Model (Create) while External-Control makes up the Rational Goal Model (Compete). Similarly, Control-Internal quadrant makes up the Internal Processes Model (Control) and Internal-Flexibility makes up the Human Relations Model (Collaborate). (Meloa, et al., 2014) Therefore, Open Systems Model and Internal Processes Model are my strong points. Whereas, Rational Goal Model and Human Relations Model are comparatively weaker. My strongest skill is that I constantly come up with new ideas and am able to convey those ideas to the management. The world is moving towards innovative and creative business operations. For this purpose, I think my skills are useful for organizations. I can confirm this quadrant to be strong because in my professional life, I have been negotiating and influencing management to at least listen to the creative ideas that I come up with. Secondly my strengths also include monitoring and controlling employees effectively. However, soft skills are not one of my strongest skills although they are very important in the hospitality and tourism industry. (Ashton, 2017). My other weakness is that I am not able to motivate employees to be productive. However, I can learn these skills through experience as they are important for this industry (Akhtar, 2015).

# Bibliography

Akhtar, S., 2015. Assessment of Competency based Tourism Education: An Industry Perspective. *International Journal of Engineering and Management Research,* 5(4), pp. 261-272.

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Meloa, R. C., Silvab, M. J. & Parreiraa, P., 2014. Effective leadership: Competing Values Framework. *Procedia Technology,* Volume 16, p. 921 – 928 .

Quinn, R. E. et al., 2015. *Becoming a Master Manager: A Competing Values Approach.* 6 ed. New Jersey: Wiley.

# Appendix

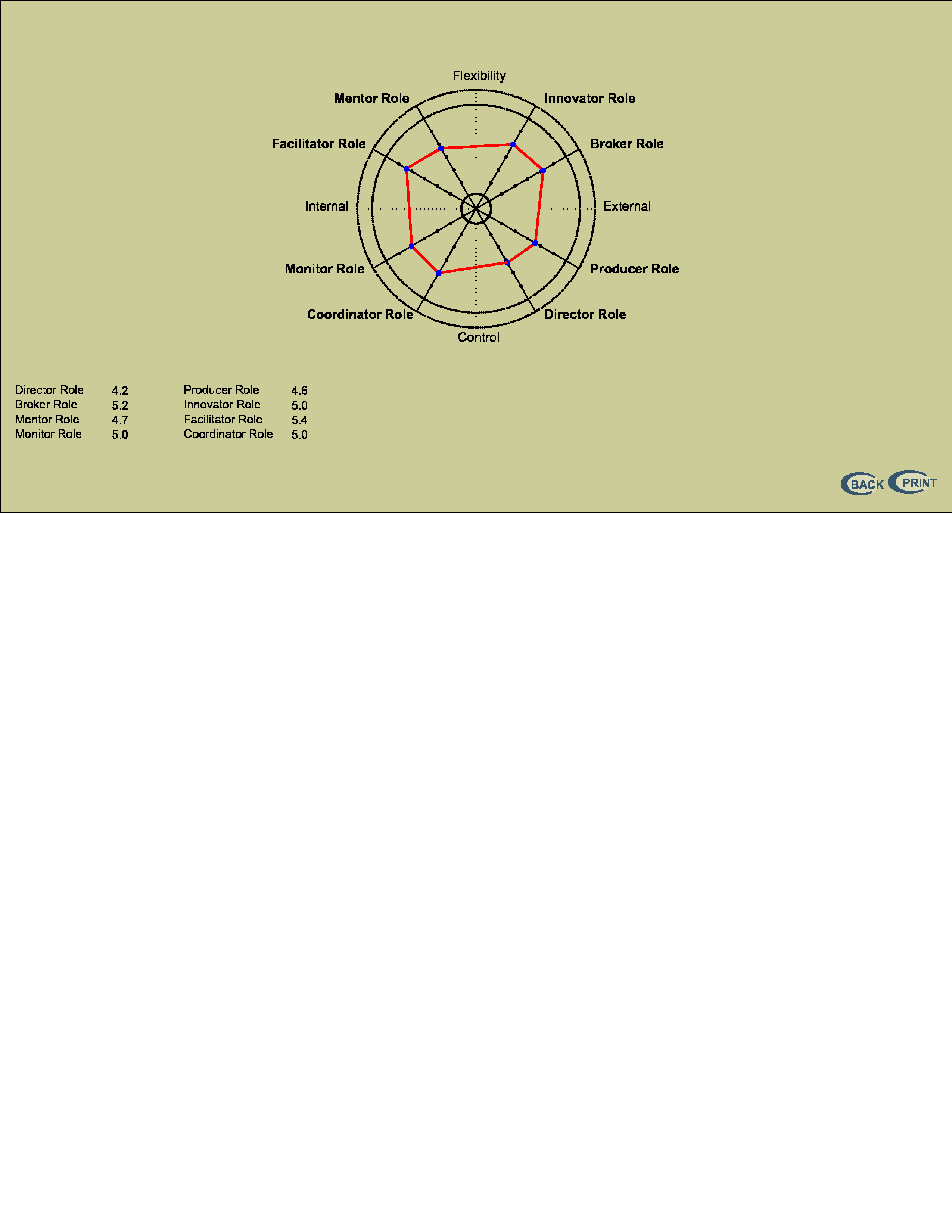


Figure 1: CVF Survey Results