

Innovative Leader Profile: Larry Page

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LDG 720 Organizational Redesign and Team Building OA

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Nyack College

June 3, 2022

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Larry Page is a well-known American entrepreneur and the co-founder of the internet powerhouse Google. In 1997, he became the first CEO of Google and later became the CEO of Alphabet Inc, Google's parent company. Larry's net worth of \$89.7 billion places him among the top ten wealthiest people in March 2021. He is a highly talented computer scientist who, together with co-founder Sergey Brin, contributed to the development of Google's search ranking algorithm, known as PageRank. The importance of innovation to Larry Page has to be one of the critical hallmarks of his leadership style. He was always a firm believer in altering how the world works, beginning with Google. Larry Page leads his team in an equitable and influential manner, making him a more prosperous and democratic leader. He believes in the open-minded approach toward his team and employees and accepting when it comes to new ideas. As a result, he has become one of the best tech CEOs today.

Effective communication, the greatest motivator, is modeled behavior. Over time, Page's strong democratic leadership and ideology of cooperation in the workplace resulted in an extremely dedicated staff. They put their faith in Larry and his vision wholeheartedly. Larry is a recluse. As a strong leader of proactive staff, he is more willing to listen to and embrace other people's suggestions while encouraging his employees and team members to believe in his vision and ideas, no matter how ambitious or outlandish they may appear.

The essence of Larry's innovation stems from his belief that his ideas can change the world. He earnestly cajoles employees in his company or team members to participate in his vision. While simultaneously shying away from adopting any form of autocratic leadership style. Following the five management tenets (decision-making, planning, staffing, directing, and controlling) the CEO encourages his team to gather more insights by fostering or incubating their

ideas, enabling them to construct their own set of solutions. He believes with more people and more resources, one can achieve anything as more problems will be solved, and productivity will increase.

As a personal work ethic, Larry models efficiency and makes a great effort to work faster to achieve a more active management approach at Google. At Google, he ensured that the non-technical people did not manage the technical employees and engineers because they could never truly appreciate and understand the core of the work, making it harder to be efficient and effective. Though Mr. Page denotes a democratic, laissez-faire, and innovative leadership style, in apparent contradiction, he juxtaposes paternalistic leadership style, introversion, and free independent workspace.

For the company's strategies and policies, he relies on group decision-making. He gives his employees and team members a sense of ownership by listening to, accepting, and adapting their ideas. Employees then feel more linked to their leader and the organization due to such leadership, resulting in eager contributors. He encourages and ensures that team members participate because one of his key ideas is that he or the organization can accomplish anything with more people and resources.

However, intimately, Larry Page exhibits elements of paternalistic leadership in his steering of the company. Determining the difficult task of leaving his "Google-brainchild" to his colleagues, he assumes the natural role of patriarch over his enterprise. This, of course, instills the feelings and responsibilities of safeguarding, assisting, directing, and providing everything to the organization or its people. Therefore, they treat the workplace as if it were their home and are more invested in the organization.

No leader truly apprehends and commits to just one leadership style, and Larry Page is no exception. His leadership style contrastingly possesses nuances of laissez-faire leadership, which seemingly contradicts some components of the paternalistic leadership style. In this case, he does his best to ensure maximal independence at work while placing a high level of faith in the team's decision-making. Larry strongly agrees that the confluence of leadership styles is essential for growth, thus further defining Google's working culture.

To complement the overall work experience, the google co-founder focused on creating a joyful working environment for his workers at Google, or Alphabet Inc. (the parent company of Google), well-known for its independent, creative, and inventive work environment. Free meals, coffee, laundry, fitness centers, high-tech amenities, on-site daycare, and much more are available at their workplace. Of course, some work must be done, so at the start of every day, the CEO encourages his employees to provide a 60-word project update to ensure open communication and accountability from each department.

Because Larry is an introvert, he creates an environment where his coworkers and employees can be more proactive. It further influences Google's diplomatic and open-minded leadership culture, encouraging its engineers and team members to trust him, his ideas, and his vision. He ingratiates himself as one of the team members, keeping his leadership from becoming autocratic. This is also evident in Google's employment and workspace management practices. A leader cannot lead a firm to success if they do not have a clear vision or competencies for innovation and creativity. Only when there are strongly pursued definite goals can ideas be formulated and divided into distinct jobs to be completed in the allotted time. Larry Page has the foresight necessary to set SMART goals (Specific, Measurable, Achievable, Relevant, and Time-Bound) for the company's growth. Possessing additional skills such as

personal accountability, optimistic thinking, action-oriented work, and working with integrity, among others, creates a self-motivated and always ready to take the next step in the proper path leader, whose goals are meticulously sketched out.

One of the greatest motivators is the desire to understand one's employees. This has to be one of Larry Page's best attributes as a leader and a businessman. He has faith in the people he hires and instills in others his belief in their ability to achieve greatness. He is always enthusiastic about hiring individuals; he has always been personally involved in the company's employment process; thus, he is directly familiar with all his staff. According to Mr. Page, "knowing one's personnel makes it easier to envision the company's future." He was so concerned about the process he set up his own employment approval system. Every time Google needed to hire someone, they had to go through this approval mechanism and then through Larry personally, thus transforming their technology company into a global phenomenon.

References

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