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The article at hand discusses the importance of companies like General Motors (GM), IBM and Sears who push for organizational improvement regardless whether they are external members of the board, major investors or top executives, they must deal with the cultural and behavioral obstacles to change. In order to tackle such issue(s) mentioned above a leader must understand the importance of dealing with organizational culture. For instance, it's highly important for a leader to understand the cultures and diversity in a workforce in order to be successful in their leadership role (Moran, Harris & Moran 2011). When discussing global leadership many may question what that actually means. When communicating with individuals it is important to understand the differences in what we say and what it means. For instance, this is also the case when speaking in English in other countries. One must respect that our English is specific to our region. When communicating with people from around the world we must communicate in more of an international English according to Kolin, Philip (2010).

The article further discusses the importance of organizational culture. Organizational culture defines the environment as everything that happens within a company. It's the spoken and unspoken behaviors and mindsets that define how your business functions on a day to day basis. In addition, the article further discusses the role of leadership in organizational change. According to Uzma, K, el., (2016) a leader works as a change agent who can manage organizational processes effectively. The changing trends have compelled organizations to constantly review and re-evaluate the recent technological advancements and customers' expectations to understand, adopt and implement

changes within the business daily operations. As a result, change is today's demand and is a requirement for companies to survive the constant change as it relates to trends. According to Trinet, (2021) organizations better understand the importance of change and prepare themselves to adopt not only the current but also for future trends to get a long term success with the organization. In conclusion, companies like General Motors (GM), IBM and Sears who push for organizational improvement whether they are external members of the board, major investors or top executives they must deal with the cultural and behavioral obstacles to change and take heed to what has been mentioned in this paper for the existence of his/her business.

References

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