Capstone Project Overview

Wilburn Smith

Grand Canyon University

May 16, 2018

**Capstone Project Overview**

Ryanair Airline Company is found in European regions. The organization is one of the largest airlines that offer low-cost services to its customers. Ryanair Airline Company provides the Business Plus and Family Extra services to the customers. The organization has dominated the United Kingdom and France Markets.

**The significance of Flexible Leadership Structure**

Coming up with an adoptive leadership structure will enable Ryanair Airline Company to improve its overall operations in running of industry and investments. In Ryanair Airline Company the decisions are made by the executives and not all workers are engaged in the process to express their ideas, opinions, and point of views. Therefore, I will develop a structure that will involve all the employees and staffs in the process of amending decisions in the company. In this Airline Company, the Bosses are the ones in charge of implementing new decisions without consulting other staff members.

**Needs Analysis**

In the company, I will plan an interactive session of different leaders from various departments. This session will create a platform for an exchange of substantive information from the managers and leaders of the company. I will also conduct a three- day training and workshop within the company to be in contact with the executives, managers, and the human resource leaders. I will book for an official meeting with the executive personnel of the Airline Company. Therefore, the information at hand will be enough to understand the demands of the Airline management company. The gathered information will give me an insight of the improvements required in the leadership structure of the Ryanair Airline Company.

**Purpose and Scope of Capstone Project**

The focus of this project will be the building of leadership capacity quarterly in a year in the company airline. This process will be done through training of various subjects discussing leadership. Thus, the company management will acquire new information, skills, techniques, and experience in the company's activities. I will suggest to the Airline Company to learn from other Airline companies, for example, Singapore Airlines, Virgin Austria Airline, and Qantas Airlines so that to gain more expertise and skills in the area of management. In these sessions, all staffs and leaders at all levels will have an opportunity to inclusively share the problems and challenges experienced and evaluate the overall performance of the company in the market.

**Training and Mentorship Forums**

In this modern world leaders need people who will nurture them well for them to be useful in service delivery and functionality. A leader should have appropriate knowledge and skills that will enable him or her in managing the whole company. Globally, when a leader dies or is fired, or the company goes through rapid changes in the operations, failure is likely to be experienced by these companies. Therefore, responsibilities and duties of the company should be enhanced, and planning of leaders’ mentorship events should be as well considered. Motivational speakers and professional advisers will be allowed to attend the training regarding training the company’s leaders.

**Factors of Organizational structures**

The hierarchy of leadership within the organization may hinder my project. The inclusion of all the staffs within the organization might not be possible especially the lower part of the staffs. The organization might not be able to cater for all the costs of holding the seminars and training. The executive managers of the organization may deliberately refuse to give all the information by company’s confidentiality thus may affect the running of the capstone project.

**Theories and Concepts of Leadership**

Becoming a good leader is a process of personal growth, training, and education. The personality traits define leader’s values, character, belief, and ethics. There are some leadership models. According to Bass’ Theory of Leadership, people become leaders through three ways. The first and second way talks about developing leadership, and the last one is dominant in our world. This project will be focused on developing leadership characters, values, traits and their attitudes to boost the performance of the company. The leaders in the management team should be visionary and focused on running the Ryanair Airline Company. The project will oversee all the activities of the company and examine beyond competitive environment within the company’s boundaries.

**Summary of the Findings**

The management team will acquire skills, knowledge, experience, and expertise through training and workshops done on their premises. The entire team will have transformed perceptions, attitudes, ideas, and points of views. The project will make the company to realize the importance of including both seniors and juniors in the implementation of decisions. Personal conflicts within the company will be reduced among the working staffs. Through the project, all managers and staff will discuss their problems and challenges openly and thus mutually find answers. I will inform the team manager to alert others through official communication such as an internal memo or social media platforms.

References:

A Case Analysis of the Organisational Behaviour of Ryanair ... (n.d.). Retrieved from <http://www.bing.com/cr?IG=A91A1E89E7E141C4BE3E1CEE971B42BE&CID=377C1792C81F6F6629C51C7CC9B06EFF&rd=1&h=h_x6s6Bfizz7LQWkC1tzPQne9_BlVZqJGLkrJZJCbqE&v=1&r=http://www.bapress.ca/jcm/jcm-article/1929-0136-2014-04-73-11.pdf&p=DevEx.LB.1,5871.1>

Bass, B. (1990). From transactional to transformational leadership: learning to share the vision. Organizational Dynamics, 18, (3), Winter, 1990, 19-31.

Northouse, G. (2007). [Leadership Theory and Practice](http://www.amazon.com/Leadership-Practice-Peter-G-Northouse/dp/1452203407/ref%3Ddp_ob_title_bk/bigdogsbowlofbis). (3rd ed.) Thousand Oaks, CA: Sage Publications, Inc.