Capstone Project Needs Analysis

Wilburn Smith

May 9, 2018

Grand Canyon University

**Capstone Project Outline**

Ryanair is an Irish airline company, with their headquarters based in Dublin Irish. Apart from the airline company, they have different services that include hotel bookings and car hire. Therefore, for the success of this diverse industry, they need to have a well general leadership structure.

***Importance of good leadership***

Creating a suitable leadership structure will help improve the leadership practices in Ryanair Company. Therefore, I seek to create a leadership structure that is all inclusive of all the employees of the company. The leadership structure will, therefore, help improve the effectiveness of all the departments of the company. One of the critical areas of any organization is the human resource department. Therefore, I will look at creating a structure that includes all the staff and employees of the particular company. Currently, most of the decisions in this company are usually made and implemented by the senior managers of the airline company

***Needs analysis***

Therefore, I aim at coming up with a two-day leadership workshop and training that will bring together all the leaders of different departments within the organization. Through this forum, I will able to come into contact with all the leaders and managers of the company. The interview will enable me to capture all the information pertaining to the management of the company. I book an appointment with the managing director of the company. Identification of leadership gaps within the company will also help to provide the accurate picture of the current situation at the Ryan air Company.

***Scope and purpose of Capstone Project***

My project aims at organizing training for the leaders of the company twice every month. It will be through this trainings that different topics concerning leadership will be discussed. I will propose that the company should look for managers of some of the most established airline companies like Emirates to come and share their management experience currently in their companies. In these forums, the top management will have to sit with their junior staff and evaluate the previous weeks how it was; they will also be able to share the challenges and problems encountered in that particular week.

***Mentorship and training***

A successful leader needs to have good mentorship skills; this means that he will be able to prepare the entire organization for growth and effective running even without their physical presence. Many companies over the years have failed due to changes in the management of the company or sudden death. I happen since they were the one who kept doing all of the things concerning the company on their own. Being a jack of all traits is one of the drawbacks that could lead to failure of any organization. Therefore, there will be a need to organize events for all the departmental heads on the importance of mentorships and delegation of duties and responsibilities. In this training, all the leaders will bring to the forum where different speakers will be invited to train the company managers on the importance of mentorships.

***Leadership models***

There are more than five management models that are available and widely used all over the world; the capstone project will focus on promotion and implementation of all the leadership models that are available. One of the key models will be to develop visionary leaders. These are leaders who have a bigger picture of the Ryan Air Company. It will help develop the kind of leaders that will look beyond the current practices but towards the possible outcomes many years to come as a result of their ongoing decisions. The entire project will investigate beyond competition between different departments of the company to teamwork and collaboration in all the levels.

***Summary of the findings***

This mentorship and training tools will help instill the values of teamwork in the team. The training will help equip the senior management with knowledge and ideas on how they can mentor their junior employees in case of their absence. Ultimately, this will also help build teams which are committed to the same goal in unison. Chances of competition within the organization in meeting deadlines and objectives will drastically reduce. Through this platform, all the representative will have to sit down in the same sitting and discuss ideas that affect them all. I will start the initial project by requesting the manager to write a memo that will invite all the selected representative for the meeting.

Reference:

McGrath, J. (2015). Capstone Project: A Strategic Framework for the World’s Largest Arts Incubator for Master of Professional Studies Leadership and Organizations–Strategic Innovation and Change.