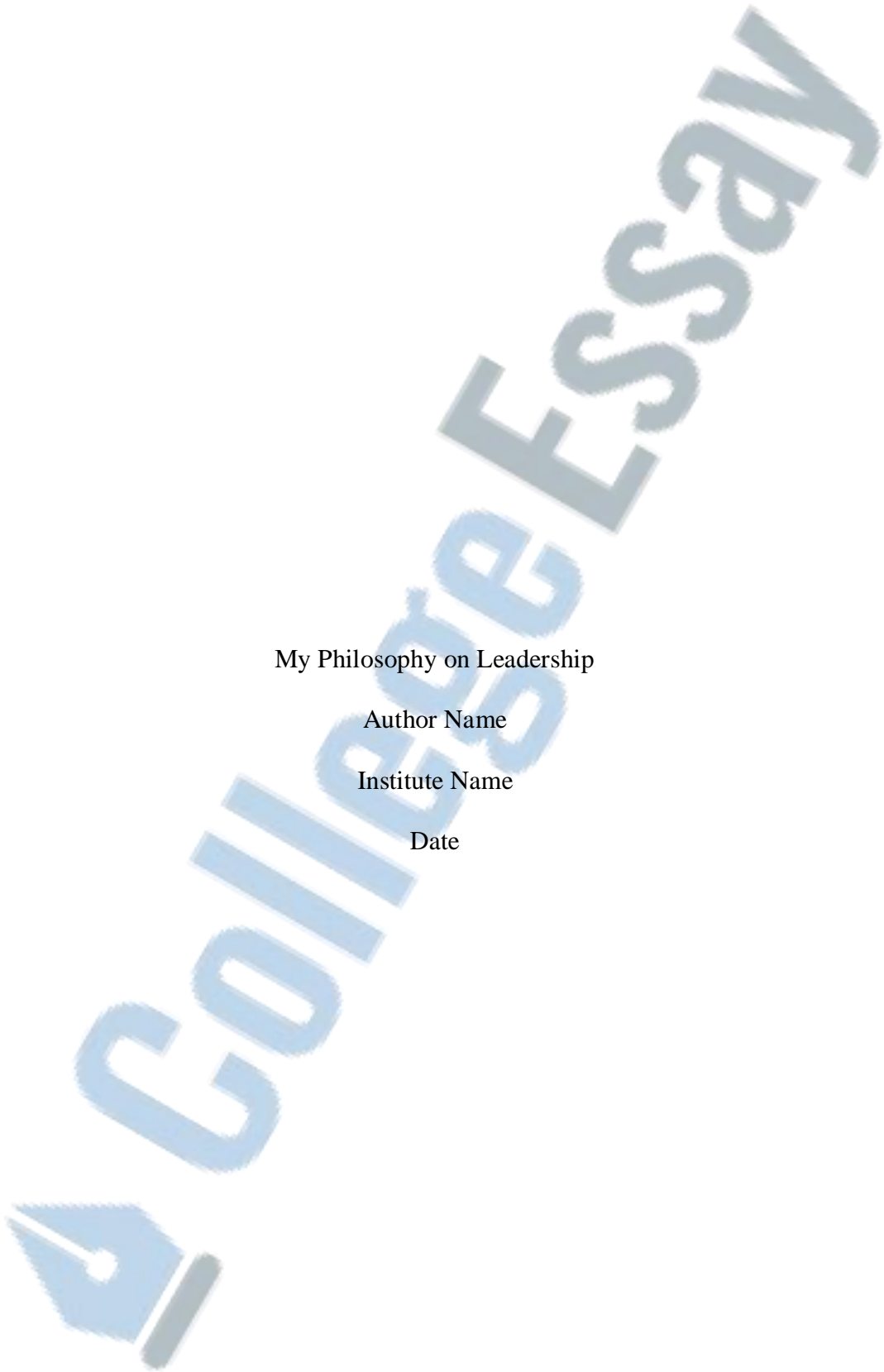


My Philosophy on Leadership

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Introduction

Effective leadership is a phenomenon that possesses great significance. To become a wonderful leader, one should try to examine their general features and shortcomings, receive some answers about fantastic leadership approaches and instruments, and separate how they might be used in their unique ordinary task (Kouzes, 2006). Leaders should practice and implement the newly acquired abilities after these approaches are completed. Making a Leadership Action Plan that examines one's traits and limitations concerning job objectives will assist pioneers in maximizing their strengths and minimizing their weaknesses while accomplishing specific objectives. Leadership is a powerful concept that can denote either immoral or moral behavior in a person. When I think about leadership, I think of people I know who are successful and have done a lot to help others. Even though I am a manager and believe I have excellent leadership skills, I also believe that I must continue to improve my management and leadership skills to be the greatest manager and leader I can be. Leadership talents are acquired over time when mistakes are made and corrected to bring improvement. Successful leaders from contemporary history also reflect this pattern. They all made mistakes in the beginning, but they did not give up; rather, they tried to improve themselves and learned from their mistakes (Day, 2012). As a leader, I think I must never lose sight of my principles of accountability, self-awareness, humility, openness to diversity and differences, servant leadership, and communication. These values will assist me in becoming a great leader and manager, as well as achieving my objectives. Initiative behaviors and abilities that can contribute to exceptional performance are what leadership competencies are all about. Associations and organizations would be able to choose their future leaders if they focused on competency-based

leadership (Daft, 2014). The important skills and abilities exhibited by leaders who drive hierarchical performance are known as leadership competencies. Identifying the leadership abilities that are most fundamental to success in various jobs is a huge difficulty for some organizations. If proper evaluation systems are in place, organizations may find and develop the dexterous leader they need to meet future challenges. Leadership theories have been developed to understand various facets of leadership. Even though there are many different sorts of leadership skills, I believe my leadership style is transformational. The moral methodology underpins the transformational leadership hypothesis, in which both the leader and followers are engaged in a joint effort to uplift one another. By being effective guides to their followers, transformational leaders raise the bar of performance. The process-based or value-based leader is concerned with the construction of structures that he expects his people to follow, and if they do, he rewards them. The transformative leader promotes social values while also energizing his following. A transformational leader is a type of leader who can inspire people to make positive changes in their lives (Bolden, 2004). A transformational leader is usually ardent, eager, and full of energy. Not only are these pioneers concerned and involved with the method, but they are also focused on assisting each member in the group to succeed. James MacGregor Burns, a leadership expert, and presidential biographer was the first to propose the concept of transformative leadership. According to Burns, transformational leadership occurs when “pioneers and devotees push each other to achieve greater good and inspiration.” A transformational leader always backs his followers and supporters. To create consistent relationships, transformational pioneers maintain lines of communication open so that devotees do not hesitate to share their opinions, allowing pioneers to directly acknowledge each devotee’s commitments. Leaders have a clear vision that they can communicate to their followers. These trailblazers are also prepared to help

supporters find similar enthusiasm and motivation to achieve these goals. A transformative leader serves as a great role model for followers. Because supporters respect and trust the pioneer, they mimic him and hide their intentions. A leader must have effective judgmental skills and these can be developed by thoroughly analyzing personal performance. Performance can be evaluated by considering both the bad and good decisions made by the leader him/herself. It is claimed that people benefit more from their mistakes than from their successes. I am a living example of what these words mean. All of my experiences, whether good and bad, have taught me something. My leadership abilities come in handy when it comes to motivating or organizing others to reach a common goal. Regardless of whether I'm in a leadership position or a pure managerial position, leadership ability requires me to motivate others to complete a series of tasks, mostly on time. Leadership is a combination of a few distinct qualities that work together. Regardless of my current leadership capacity, I feel there are a few necessary abilities that can demonstrate the characteristics of every leader, and these leadership skills can be identified by figuring out what kind of leader you are. Thus, it is critical to comprehend my current leadership style. What distinguishes me? Which areas could use some work? By considering the basic protocols of leadership, I have gained a rough idea of how I lead, which helps me analyze my abilities. I read about the true attributes of my dominant style after I finished the exam. Are these traits assisting or hindering my leadership? Once I worked out which areas needed improvement, I was able to start looking for ways to strengthen my leadership abilities.

Thinking Critically and Analytically: Critical and analytical thinking refers to a leader's ability to maintain a goal-oriented perspective on events by using sound reasoning and presumptions that must be addressed. Understanding the complexities of a problem and breaking it down into

manageable chunks along with a thorough understanding of the implications of data and information is critical.

Leaders who can apply critical and analytical thinking skills may fairly assess situations and make sound, well-considered decisions. This quality makes an individual a more proficient leader than his/her competition. Your ability to examine a situation or an issue with a cautious and clear point of view is known as critical thinking.

Quality leadership necessitates me to separate a point of contention or a procedure's methods and make free judgments. Basic reasoning requires me to differentiate examples, certainties, and subtleties, allowing me to make an informed decision or find a solution to a vexing problem. As a compensation manager with four direct reports, critical thinking is crucial to my success.

Building Trust and Personal Accountability: As a leader, I must maintain pledges and honor agreements, accept responsibility for my actions, and be forthright and honest to build trust and personal accountability.

Decision-Making Ability: One of the most important qualities of a leader is the ability to use sound judgment or lead a good policymaking process. The procedures for making decisions can be better or worse, but exceptional leaders know when a decision must be made, when friends and junior employees must be advised and brought into the fundamental governance procedure, and when it is safe to take a step back and let others make the decision.

Patience: It's easy for me to become impatient with people as a leader, especially when I perceive they aren't taking initiative. One thing I've learned in my year as a manager is the need for patience. Tolerance or patience have contributed to a slew of spectacular initiative triumphs, while worry has resulted in a set of disappointments. Benjamin Franklin's botched negotiations with the British to keep them out of the American Revolution and his successful agreement with

France to aid the war were both tremendous tests of his comprehension. Both took long periods of hard effort and penance, but they were crucial in the eventual liberation of the United States. Gandhi exemplified unrivaled tolerance while struggling for a free and independent India. Gandhi labored for nearly three decades, never wavering in his commitment to peace. His knowledge was crucial in the establishment of a free India. Many people pushed Franklin and Gandhi to surrender or make a deal, but their understanding was the key to their success. The majority of us think of perseverance as the ability to hold out for a long time to develop the ability to move. Franklin and Gandhi believed that to succeed, they would have to labor hard and persevere for a long time.

Ability to mentor and teach: An exceptional mentor is completely committed to assisting others in discovering success and fulfillment in their job. As a dedicated mentor, I am always available to train my team and any new members. I recognize the need for determination in tutoring, coaching, and mentoring. Successful leaders should present new challenges with enough assistance to achieve their goals. When a team faces challenges, it realizes whether the forecasted goals are attainable or not. The goal of this type of activity is to get people to push themselves past their breaking points while avoiding becoming incapacitated by roadblocks.

Assist as a Mentor: One of the four important components of a transformational leader is idealized influence. The techniques and qualities that transformational leaders instill in their followers are epitomized by transformational leaders, and it is a habit that I have modeled for years. I feel that leading by example is the best way for me to guide my team to success. I walk the walk and talk the talk as a leader. My teammates appreciate how I'm always available to coach and assist when needed. I'm not afraid to roll up my sleeves and help the team.

Offer Rewards and Recognition: I regularly compliment my staff on their work, take the entire team out to lunch every once in a while, and in 2018, I promoted two analysts on my team to Senior Analyst positions. I've discovered that providing significant recognition and rewards is one of the most effective ways to make one's followers feel appreciated and optimistic. It should also come as no surprise that those who are happy do better at work. Leaders may make a group of people happier by assisting them, removing roadblocks, and rewarding dependable efforts. Because no one is perfect, I have some areas in which I can improve and develop to become a better leader. Enhancing communication abilities: To be a good leader, you must be able to communicate effectively. I must be able to communicate my goals, abilities, and expectations to my coworkers. Verbal and nonverbal abilities are required to become a natural leader who is capable of listening to and understanding the problems of other people. These kinds of skills can make a leader more impressive and he/she will be able to perform the activities more efficiently. Improving leadership skills necessitates good communication among the organization's employees as well as exceptional listening skills.

My areas of development and improvement are as follows:

Active listening: I have had issues with listening to my team members because they lacked knowledge and initiative, but now, I feel like listening to my subordinates helps me avert the bigger blunders while they're still in making, and it makes me more aware of what is going on in my team.

My remarkable ability to listen effectively communicates to my group that I value their input. When employees feel appreciated and valued, they are more likely to pay attention to my suggestions and directions. As a result, I have a greater influence as a manager, and employee turnover is reduced.

Enhancing communication abilities: To be a good leader, you must be able to communicate effectively. I must be able to communicate my goals, abilities, and expectations to my coworkers. A leader can have some additional skills as well such as effective communication and interaction skills. This is the core difference between a common individual and a leader because a leader possesses some special skills that are not possessed by a common individual.

Improving leadership skills necessitates good communication among the organization's employees as well as exceptional listening skills. A leadership philosophy explains how I approach leadership through my views, qualities, properties, and desires. My leadership philosophy reflects what I value and hold significant. Every person has their own philosophy regarding leadership, and I believe that there are no core standards or values in this regard.

Lacking initiative leads to an "unplanned" idea that is vague and fuzzy to others as well as yourself. I am settling on an intentional and careful decision based on reflection and judgments by using authority reasoning. My leadership philosophy emphasizes the clarity of direct decisions as well as focus on routine exercises and responsibilities. As a leader, I will need to demonstrate certain essential aspects of my leadership mindset.

Some Personal Opinions regarding Leadership

Each person has their unique perspective on leadership based on their ideas, research, and personal experiences (Fairholm, 1995). People have grappled with defining leadership for a long time, and they continue to do so now. While everyone's concept of leadership is distinct, there are common themes that run through all of them. As the cornerstones of leadership, these conceptions may be present throughout the field of leadership, but the value attached to different notions and the employment of these notions makes every leadership perspective different. In my opinion, leadership is described as leveraging one's abilities and presence in various

organizations to influence others to bring about long-term constructive change. Leadership is not a state of mind that can be altered. It is a lifestyle that is desirable, and it should be applied to all aspects of life. Depending on the situation and individuals involved, one's leadership style and specific strengths may change. This concept stems from a study of situational approach by Hersey, Blanchard, and Reddin in the late 1960s. Theoretical and conceptual evidence backs up my particular definition of leadership in a variety of ways. Theoretical and conceptual evidence backs up my particular definition of leadership in a variety of ways. Leadership concepts can clarify all the fundamental concepts that are interlinked with the leadership phenomenon. An individual must have an appropriate comprehension of the concepts to ensure the fact that he/she leads all the processes proficiently. Influence is the source of the impact that lasts longer than a single person's efforts and results in something larger than one person. While this influence may be difficult for others to comprehend, it can be cemented by establishing a vision. A leader determines the foundation for everything engaged in the influence process. Steve Jobs, for example, had a vision of transforming the world with technology that people would use to attain their ambitions. This broad vision served as the foundation for the unmatched success and prestige of Apple, Inc. A leader ensures cohesive group performance and productivity by using his leadership abilities so that the vision-oriented goal may be achieved. Consider how a leader's technical proficiency differs depending on the type of work they conduct. The leader has a thorough understanding of his or her organization or group and how it operates so that he or she can confidently guide the followers toward the vision. It may be demonstrated using a popular example of how a sales manager needs to be informed about the products being sold as well as the processes the company uses to market them. While it is more closely associated with a task-oriented leadership style in which the leader is goal-oriented and strives to achieve, influence as

a foundation is also associated with a relationship-oriented leadership style. Relationship-oriented leaders want to connect with others and find purpose in recognizing and rewarding positive relationships. This method emphasizes influencing others by personally changing their lives, which can result in long-term good change by making individuals feel engaged in the group's common mission. In my leadership class, for example, I was expected to learn the names of everyone in the class. We could work together to complete group activities without having to worry about not knowing the names of the other members in the group. These elements of my leadership definition, which were derived from a variety of theories and concepts, all link to form a web of interaction and ideals that constitute leadership. My leadership style is a combination of democratic and authoritarian leadership styles. I believe that each person's unique perspective and strengths should be combined to generate the driving forces behind leadership's actions and outcomes, but a leader must ultimately drive people down a specific path. How I interpret and use the six core leadership traits, integrity, charisma, sociability, confidence, determination, and intelligence influences my leadership style. I feel that one of the most important assets for a leader to achieve trust and legitimacy is their intellect. It helps you use good language skills and reasoning abilities to incorporate people into your goal. Confidence enables me to move forward in pursuit of my vision, knowing that what I'm doing is correct. It is this characteristic that allows me to confidently guide people in a specific direction. I am capable of making final decisions without remorse. I feel like I have developed charisma, and it is because of my charisma that I can define my goals and express the significance that I attach to them. As a leader, I use this quality to assist my team to achieve synergy so that my team may decide using the collective wisdom of the group. If one does not have determination, one would not accomplish anything. My leadership style, which includes collective participation and

executive decision-making, can occasionally lead to disagreements and roadblocks.

Determination gives you the energy to push past these obstacles rather than giving up or staying still. Finally, integrity is the quality that allows my leadership style to flow. Integrity entails sticking to a firm set of ideals and accepting responsibility for my actions. It's how I earn people's trust and inspire them to believe in the common goal I'm working toward. The group, or broader body, achieves goals and aspirations, but it is the leader who directs the process and propels the group ahead. Without the group, there would be no major action or influence, but there would be no direction or clear aim, according to my leadership style.

My leadership style has been heavily influenced by the attributes listed above, but my opinions have also been influenced by several theories and concepts. I learned that I most identify with the democratic leadership style after taking the leadership style questionnaire in Introduction to Leadership: Concepts and Practice. I agree with this to a big extent based on my personal experiences. Working with followers/subordinates is something I believe in, and I feel they are capable of completing tasks on their own. While I agree with how democratic leadership views followers, I also believe that it is not always the most efficient approach for achieving goals, which is why I have blended the authoritarian leadership style into my leadership style. Leaders must exercise some influence and control over activities and procedures, but a balance must be struck for both the leader and the followers to achieve maximum production. In addition to these ideas and concepts, my strengths have influenced my leadership style by assisting me in becoming more conscious of how I may best use my leadership style and philosophy in my daily life. As an example, I now recognize that I am competitive, and I use this knowledge to give my all to my work. . In particular, every year when I organize a fundraising drive for the Leukemia and Lymphoma Society, I hold a competition to see who on my team can earn the most money in

the shortest amount of time. I use one of my skills to efficiently attain my goal by instilling motivation to raise as much money as possible through friendly competition. As I try to figure out how to best leverage my abilities to become a better leader, finish tasks, and achieve goals, my leadership style continues to evolve.

Some Insight regarding Leadership

Honesty and integrity, commitment, enthusiasm, respect for others, and my ability to delegate and empower others are just a few of the qualities that will help me become a better leader. The Path-Goal Theory leadership style entails offering direction and clarity to attain the organization's objectives.

The Path-Goal theory aims to alter expectations to achieve desired goals and rewards, and it is based on the expectancy theory of motivation. Four distinct situations will necessitate various responses from a leader. Lack of self-confidence worker, providing support and being approachable as a leader, demonstrating empathy and concern for your employees encourages them to finish the work. The next step is for the ambiguous worker, the leader, to provide orders, schedules, rules, and regulations to complete the job. Third, set hard goals, seek improvements, and expect excellent performance as a leader. Finally, when the incentive does not fit the needs of the workers, the leader takes an active role.

My devotion, passion, and respect for others as a future leader will enable me to empower others to reach our organization's goals. Working as part of a team is important to me, and I encourage other employees to do the same. I will provide instructions, plan implementation, and motivate others as leadership techniques. A leader must interact with his or her staff as individuals. I want to help my employees advance by encouraging them to continue their educations and hands-on training, and by assisting them in reaching for the stars.

“If your actions encourage others to dream more, learn more, do more, and become more, you are a leader,” John Quincy Adams once stated. Others would expect me to go above and above for my organization, and I hope that others, not just my employees, but those in higher positions, will do the same. Regardless of the mission, I expect commitment. I want leaders to lead by example and offer a good example of what our organization requires to be successful.

Colleagues and workers can expect a dedicated leader from you as a future leader. Not only for my department but for the corporation as a whole, I am willing to go above and beyond. I am committed to training and empowering people to take pride in their work and feel that they are valued (Ncube, 2010). I was committed to obtaining skills through building an understanding of policies and processes, even if I lacked effective leadership, by demonstrating as a subordinate. Although I am not in a leadership position, my standards as a subordinate define leadership. My ability to help others and achieve goals as part of a team will aid me in becoming a successful leader one day. I am the leader who will help their staff advance by giving them the necessary knowledge.

A leader not only knows to lead but he knows to make others follow him and teach them how to lead others. A leader is not only a leader in and of himself; he also instills a sense of leadership in the members of his group, making them feel accountable. It is not a piece of cake or a bed of roses to be a leader. It needs the development of a set of traits that allows an individual to command the spotlight. The ability to see the big picture is maybe the most important quality in a leader. Having a vision can help him win the trust and support of his supporters. A clear vision can help you achieve even the most difficult goal. A leader must effectively communicate his vision to his followers for them to be moved by it. He sees into the future and devises effective ways for achieving the desired outcome. To narrow down the path, he should also

outline his mission, goals, and objectives. The aim should be specific and easy to understand, and it should also be grounded in reality. Another requirement for a successful leader is excellent communication. Many things would not happen if the focus person could not adequately express the notion (Borgelt, 2007). A leader must be adaptable; he must be able to change the framework of the actions anytime someone in the group offers useful advice. It supports not only the achievement of the goal but also the evolution of ideas and individual effectiveness.

Being charming and influential is another essential characteristic of a leader. Only by appealing to his followers' emotions can he persuade them to put in the necessary effort. He should have the ability to move others with his wise words and charismatic demeanor. Aside from that, he should have a large number of followers, whether they are his subordinates, coworkers, or even his employer (Kest, 2006). A leader's link with his followers, his fascinating demeanor and speech, persuasive arguments, and command of the situation make things easier not only for him but also for anybody else at the time. He focuses on developing people and getting the most out of them, as well as employing the appropriate tactics while keeping the deadline or nature of the work in mind. Along with this, he should concentrate on creating a trustworthy environment for all members of the team so that everyone is content and drive. He should demonstrate so that the aim remains clear. A leader's attitude should constantly be optimistic. He should keep his mind on the task at hand and be able to make appropriate decisions. He should be able to recognize the issue, assess the risk factor, and predict the outcome. The key to success is making the correct decision at the right time. Once a choice is made, the leader must ensure that it is followed upon. Monitoring the situation and variations can assist a leader in making better future decisions. Moreover, the leader must have a thorough understanding of his or her skills and abilities to implement the tactics that are appropriate for him/her. It is critical to

believe in oneself, since only then can the followers believe in the leader and his ideas. He should endeavor to understand each member of his team after he has recognized his genuine nature so that he can mold them appropriately and get the most out of them. Every individual is unique, and as a result, they are all motivated in different ways. It is much easier for a leader to accomplish his responsibilities and goals if he understands the nature and abilities of his followers. Leadership is viewed differently by different individuals all across the world. Some believe it is an inborn trait, while others believe it may be learned. There are several qualities that a leader possesses that make him influential and a solid candidate for leading his people through difficult times. The attributes discussed above are ultimately the key qualities that a leader must possess to succeed. His charismatic personality, visionary viewpoints, strong communication and decision-making abilities, flexibility, and self-awareness can all help him achieve his objectives.

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