Leadership Goals

Name

Course

Instructor

Date

Goal 1- be a motivational leader

Rationale- Employee engagement is among the most significant topics in leadership during the 21st century and my goal as a motivational leader is to attain full organizational employee engagement through employee motivation. As indicated by Gallup, an engaged workforce is “involved in, enthusiastic about, and committed to their work and workplace (Kruse, 2018).” Employee motivation is therefore a force or a factor which drives employees to take up work tasks and objectives. It is what triggers employees to act in specific ways the organization require. Based on a report on employee engagement published by Harvard Business Review Analytic Services, 71% of the 550 executives surveyed cited that employee engagement is “very important” in attaining strategic objective. However, only 24% of the executives indicated that employees in their firms are “highly engaged (Kruse, 2018).” This reflects a very dire situation for leaders seeking to achieve strategic objectives. My goal will ensure employees yields commitment, diligence and creativity in the workplace.

Action step 1- to apply intrinsic motivation and extrinsic motivation strategies

Starting with intrinsic motivation strategy, I will consider motivation aspects that come from within an employee. An employee is intrinsically motivated to work when the work itself motivates them (Lazear, 2018). When the job is fulfilling, motivating, enjoyable and satisfying, an employee feels a drive from the inside to do the work even better. This approach would be improving the working conditions of the company. This can be done by, improving communication channels in the work place, provide training for employees, introducing breaks, minimizing unreasonable pressure on workers, among others. This would make the workers feel motivated to work more and better.

In terms of extrinsic motivations, I will focus on external factors that cause employees to act towards fulfilment of work tasks. There will be both punishments and rewards based incentives. Punishments will compel an employees to perform to evade the punishments, while rewards will be a motivation for employees to accomplish the tasks to attain the award. As cited by Kruse (2018), “leaders who show appreciation for their employees get more of the behaviour they want while fostering greater levels of engagement and loyalty.” Employees require to be fully appreciated in order to be fully committed and engaged to the organization.

Action step 2- to advocate for teamwork

Team work is anothermotivation strategy I would use to motivate employees to work together. This will entail a process of working together and collaboratively with a group of individuals to attain outlined goals. This will be a crucial part of the organization as it means that the labor force cooperate, using their individual skills and technical knowledge to provide solution to issues. Teamwork allows employees to have a greater responsibility towards decision making and ensures all team members contribute towards the work process. This improves morale of the workers. In a workplace where teamwork is key, people working there tend to build stronger relationships. This is done despite having personal differences between the individuals. When a dispute arises, the team is able to sit and resolve in a short duration. Flexibility will be enhanced where teamwork is consistent. When employees are brought from different parts of a project, issues are ironed out more easily since there is synergy. Innovation will also be boosted as when people come together great things happen and creativity becomes the order as everyone brings their understanding to the table. Where most companies have made great strides in technological advancements, teamwork will be the basis of my corporate structure.

Since disputes and conflicts between employees are inevitable and if they are left unresolved, they can disrupt an organization’s productivity, take away morale, and even make some productive workers quit from the work place. Conflicts arise where groups of people work together. It is therefore prudent for me to come up with effective measures to resolve conflicts; between employees and with customers. There are several measures, that I will instil in the company to minimize or eradicate disputes among employees themselves. These include; creating awareness among the employees to understand that each other have different backgrounds, with different values and unique differences and by providing an efficient communication channel where I allow the employees to express themselves. It is therefore the responsibility of the management to teach people to respect each other’s differences (Eisenhardt, Kahwajy, and Bourgeois (1997). Another measure would be to confront the tension. With intelligence, it is possible for the management to know when there is tension among employees and hence come up with measures to prevent its consequences.

Action step 3- to motivate employees to assume active role in organizational leadership

Additionally, to increase employee engagement, I will motive employees to assume more direct roles in organizational leadership. A successful leadership balances their ideas with those of their employees. In this regard, I will maintain a balance between diplomacy and dictatorship. The workforce will work for the good of the company in resolving conflicts and managing the organization. I will recognize the strengths of fellow team members. Delegation is their major principle which makes all team members to be part of the organization. The glory in this type of leadership does not fall to the top management only but it is shared by the whole team. Credit is given to any team member who makes progress or achieves an objective.

 Outcome for measurement goal- the goal will be benchmarked based on a organizational survey in which ¾ of the total supervisors of the organization will have to indicate increased employee engagement. Also, another metric will be the number of incentive programs for employee performance.

Criteria for goal- based on the above evaluation, the goal is measurable, attainable and relevant to the current business structure. Also, the goal is timely referencing the increasing employee engagement in the prevailing business environment and specific for increasing employee engagement.

Goal- to be an emotionally intelligent leader

Rationale; Emotional intelligence is concerned with thorough understanding of oneself (Colfax et al. 2010). It is a vital goal in in the success of a leader and the organizational. It is also important because, before a leader can effectively lead and understand other people, the individual must understand oneself and be comfortable. The connection between emotional intelligence and leadership was established by Daniel Goleman. In his assertions, leaders play a significant role on the lives of other people. Hence, the primal leadership role is based on being emotionally intelligent. In leader-follower kind of a relationship, the leader guides the followers emotionally and navigates threat, assurance, clarity and work. In this essence, being an emotionally intelligent leader is one of my major leadership goals. Despite enabling me to understand myself, it will assist me in relating to the employees, coping and adapting to the immediate surroundings. The goal will also lead me to success in handling environmental demands.

Action step 1- to focus on underlying emotional and social components of human talents. The underlying emotional and social components include self-awareness, self-management and social awareness (Goleman, 2013). Relevantly, as an emotionally intelligent leader, I will focus on recognizing my own emotions correctly. This would incorporate identifying my own weaknesses and strengths in order to identify those of other people. Self -management would involve the ability to control my feelings and emotions and ensure that bad moods do not govern my behaviour towards other people.

I will also focus on the social component of social awareness. This would incorporate noticing how other people react towards me and the cause of their certain emotions. Knowing their emotions includes knowing how others feel and communicating to them about it to show that you care about how they feel. The social awareness notion would include both empathy and attention

Action step 2- to understand EI about oneself that causes effective performance

The EQ-I tool offers the business leaders with means of understanding oneself better. Through this self understanding, leaders can employ it to guide diverse operations, cultural entities and workforce for the achievement of business strategic and operational goals.

Action step 3- to use EI of other people that leads to their superior performance

Emotional intelligence competency is a significant aspect of a person’s ability to be socially effective. I will apply this competency in recognizing, understand and using emotional information about other individuals that results to or causes a superior performance. Also, I will use a cognitive intelligence competency to analyze and evaluate situations and information that leads to superior performance.

Outcome for measurement goal- Bar-On model of emotional-social intelligence will be assessed using the Emotional Quotient Inventory 2.0 (EQ-i 2.0) and the EQ-360. The EQ-i 2.0 is measures a number of factors in relation to EI while EQ 360 offers an in-depth analysis by having colleagues fill in an assessment for the person being assessed in order to develop a more detailed EI profile.

Criteria for goal-The goal to be emotionally intelligent leader is measurable based on the Bar-On model of emotional-social intelligence and specific for outlining emotional information which causes effective performance. The goal is attainable based on the 3 step action plan and relevant in determining the emotional attributes and behaviour needed for effective performance.

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