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Personal leadership reflective essay

Introduction

The purpose of the paper is to highlight the leadership style that is most appropriate in the workplace environment. adoption of an effective leadership style is crucial for attaining both professional and personal goals. The paper uncovers the leadership style adopted by me in real life situations and its relevance to success. A practical leadership style increases the probability of success in the professional environment. Every leadership approach involves some set of characteristics that are used for enhancing one's capability and capacity of work.

Leadership approach

The leadership approach that I adopted during my employment at the apparel company includes "Adaptive Leadership". Evidence suggests that adaptive leadership is a practical way of handling conflicting situations in the workplace. This leadership “could be used to complement leadership competency in adaptive leadership to ensure leadership effectiveness" (Khuan, Jayan Bing, & Musa, 2016). The leadership style suggests relying on a flexible approach during handling workplace issue. This allows a leader to adjust to the surrounding environment. The approach is practical because it increases the possibilities of adapting according to the circumstances. It is also useful for overcoming issues of conflicts. This is because the leader uses flexibility for understanding the attitudes and concerns of the people. When difficulties arise in the work environment the leader doesn't step back but adopts a flexible attitude for responding. During my work experience whenever such situation occurred I always attempted to understand the problem and consider methods for its solution. Another attribute of this leadership is to encourage employees to focus on the issue that they are avoiding. When I was a group leader for a sales project the team was unable to accept the challenge of increasing sales. I made them focus on the goals that they were avoiding (Khuan, Jayan Bing, & Musa, 2016). This leadership approach allowed me to assist employees when they struggled to make a decision on time.

Strengths and weaknesses

The adaptive leadership style offered many strengths such as my ability to dealing with unexpected events. During my employment, there was a delay in stocks delivery that caused inconvenience for the clients. I was unaware of the situation but adopted a flexible attitude by apologizing the customers and convincing them to give time. This allowed me to overcome a complex situation. Adaptive leadership style added to my strength because it assisted me to accept challenges. Another strength of this style is to welcome the ideas and creativity of employees when the leader needs to implement change. I believe that adaptive leadership style helped in resolving conflicting situations that can be identified as a strength. When I engaged in a dispute with my colleague due to his rejection of my idea I adopted a flexible attitude. This allowed me to calm the situation and I managed to resolve the conflict by accepting his concerns (Wong, 2018).

There also some weaknesses of adaptive leadership such as breaking the rules. I deviated from organizational rules many times due to my reliance on adaptive leadership that can be witnessed as my weakness. It is against the rule to take a nap during work hours but once I was tired and struggled to focus on my task. I took a fifteen minutes nap that improved my work efficiency (McCollum & Shea, 2018).

Leadership plan

My leadership plan stresses on adopting adaptive leadership style. I plan to use adaptive leadership for adjusting to the different work environment and specifically in a diverse culture. This will increase the prospects of my career success. I will have to try several times after failing again and again. Each idea is not easy for them to implement as it requires more rework before implementation. However, learning through failures allows them to perform better in afterwards that ultimately takes leaders to success. As an adaptive leader, I would follow an innovative approach. I will use motivation from aesthetic criteria as they focus on imprecise goals and believe in achieving results through trial and error (Northouse, 2019).

Through adaptive leadership, I will rely on ideas to gain more experience thus making them error-free after several trials. It is more important for the leader to stay active and keep learning until the attainment of their goal. Learning is a less significant ideology for the conceptual innovators as they believe in taking immediate actions (Galenson & Pope, 2013). My plan stresses on adopting risk management strategies, profiling cash flow at risks and adopting professional risk management for dealing with uncertainties. My leadership plan stresses on overcoming my weaknesses such as by adopting a flexible attitude at diverse workplace. This will help me in adjusting to conflicting situations (McCollum & Shea, 2018). My plan stresses on accepting the opinions of other people by exhibiting adaptive personality because it will improve work performance and productivity.

Summary

The leader is the most important entity in fixing the problems existing at organizational levels. Flexibility and resilience allow them to consider different options for solving the problem and choosing the one according to the circumstances. The most appropriate leadership style selected for future career includes an adaptive approach. The approach is practical because it increases the possibilities of adapting according to the circumstances. Adaptive leadership style offers many benefits such as flexibility, improved capacity of understanding concerns of colleagues and solving conflicting situations.

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