Business and Management

My personal leadership Profile

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1. The authors of the article gathered the required information by interviewing twenty five CEOs of different companies. They chose successful and experienced CEOs for this purpose. They noted their responses (178 personal ideas and 442 comments) and ran qualitative factor analysis on them to summarize the results.
2. The six competencies of effective leaders pointed out by the articles are having self-awareness, moral compass, effective listening and judgment skills, being persuasive and tenacity. **Self-awareness** is at the core of everything successful people do. It means one’s actions being harmonious with the values, being sincere with oneself, and knowing what are the strengths and weaknesses. This help them in understanding what needs to be done. This usually serves a competitive advantage and following one’s instincts leads to make better decisions most of the time. It is important to have a **moral compass** as it guides to how things should be done. If one values honesty and trustworthiness, then he/ she will incorporate these values to the work ethic and get the desired results. Working with people who share the values is even more efficient. Being a good **listener** is critical to lead effectively as it helps one in developing relationships, decision making, problem solving and it helps in identifying good people to work with. And **good judgment**, which helps in effective decision making, comes with experience. Being **persuasive** is also critical as it helps in communicating the decisions and the vision in them. Lastly, **tenacity** or determination, is critical as this quality makes one work tirelessly to achieve the goals. Persistence and determination are key to be successful, and consistency in hard work makes enormous success.
3. Intelligence is not mentioned in the article as intelligence is of no use if one doesn’t have passion for work. Intelligence alone can do no great things if there is a lack of hard work, determination and consistency. Work and experience make us efficient and effective leaders, not mere intelligence.
4. In my opinion, the competency of **self-awareness** and **tenacity** is easy to develop. I kind of disagree with the article as it states that this is the most difficult competency to achieve. I think so because self-awareness means knowing one’s strengths and weaknesses, which is not hard to evaluate, every person knows what he/ she is capable of. Tenacity is easy to develop for me because I have a clear vision of what I want to do or achieve. My inner self motivates me to work towards my purpose. This might be hard for people who don’t do what they want to do, but if one has a purpose of solving problems through work, then working with determination and passion is no big deal and the hard work gives good results in the end, and even if the results are undesirable, the vision, purpose and passion for work helps in moving forward despite the odds. The competency of being **persuasive** is I think not easy to have as any organization is not made of the same type of people, and doing a thing the right way yourself is easy as compared to make others do the same thing the same manner. This is the most difficult aspect of being a leader.
5. I will answer this question with the following:

“What if we invest in our employees and they leave us”, said the CFO, “What if we don’t and they stay”, replied the CEO.

I believe I’ll be the kind if the leader the above statement hints at, meaning what is important to me is the final outcome that any venture leads to, not the costs that it incurs. Yes, I am process oriented as I believe that if the process is good and valid, it’ll ultimately lead to good results. This doesn’t mean that a leader shouldn’t do what he ought to do to avoid the underlying costs. Success doesn’t come overnight. One has to work hard and work with persistence to make success happen. What is important to me is to lead in a way that end up in results that solve problems. Problems of the organization, stakeholders and the specially the customers that the company serves. It has been empirically observed that the customers are the ultimate decision makers and they can drive a business out of the market if they are not satisfied by the goods or services of the business. I value honesty, truthfulness and sincerity the most. These are the morals which my work ethic would be based on. These are the values that drive me towards working efficiently and solving the problems. My passion for work itself would lead me to work and get better at it day by day. So the style of my leadership would be passionate and results oriented. And I hope people working with me would acknowledge that I am passionate and ambitious. But I wouldn’t be bossy or autocratic. My style of leadership would be rather supportive and inclusive. I’ll give equal importance to all the people I work with and listen to all of them. I won’t discriminate on the bases of gender, race, color or religion. I will include all the people in work process and lead to success.

What I need to work on to be an effective leader is being able to persuade. I am determined, hard worker and visionary, but I find it very hard to make people work the right way in right time. Doing a thing yourself is easy but someone else understand your vision and make him/ her work the right way is hard. And leading more people is even harder. Persuasiveness is a quality that is important for a leader to have, and I need to work towards being persuasive. And being a little less persuasive is a limitation I have. My greatest strength is that I know myself. I know what I want, what my purpose and vision is and what I want to achieve. When you have a clear vision of what you want to do or achieve, you can work towards it in the right direction and succeed at it.

**References**

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