The Value of Failure in Leadership

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# How failure can improve vision as a leader

As I think about my career, I believe there are many events, which remained influential toward building my personality, in the manner I am today. Becoming a strong leader requires the ability to forecast things, which may shape one’s personality. My personal visions, however, matured a bit late. I experienced numerous events, which, if I would have avoided would have proved beneficial. These failures are somehow beneficial as well since they make you realize where you are at fault (Goleman 2004, 65). Though I have not been able to recover fully from my worst experiences, I had in the recent past but, I believe failures can be used to improve vision as a leader. First of all, failure makes someone a leader by offering them an opportunity to enhance analytical abilities. Once facing the hard times, I need to stand again and start analyzing the perceptions, I had before about the people I work with. It is actually broadening know-how and understanding about people, which will help in reinventing my own self (Goleman 2004, 67).

This stage was an opportunity for me to revive my concepts about life and my understanding of the environment around, since a leader cannot isolate himself from the surroundings. The second manner, I believe would be helpful to improve my vision about leadership by building a new team and making more decisions. The reason for failure could be probably that I might have not used my abilities at the right place, or I have not been able to take decisions at the right time. This is why I believe that my vision of leadership is dynamic. Trusting anyone for too long and using anyone’s abilities not at the right place, might cause failures. This is why a leader needs to forecast things beforehand, otherwise, it can damage a leader’s abilities specifically and of the team generally.

# Characteristics of a transformational leader

The leader, being a no divine personality, is vulnerable to coercions like other individuals; these can be personal in nature coupled with any external element playing a negative role as well. In order to chalk the transformational abilities, it is pertinent to refer to Smith’s arguments. According to him, a transformational leader is a self-motivated and a dynamic individual. He has referred to some key abilities which are necessary for transforming personalities of a leader (Smith 2011, 651). Ability to take right decisions, self-management, being inspirational, adaptable, open to new initiatives and bold in decision making are some key abilities defined by Smith. These are some critical elements in transforming an individual into a true leader. Taking bold and right decisions makes you understand your path, adaptability is accepting the changes taking place around you, and self- management is posing yourself upright every time. Similarly, being inspirational opens the heart and mind to new avenues of ideas, that leave an impactful image over a leader’s imaginations.

Though each time, a leader is not successful in achieving the goals he desires, he has to face failures and has to search for new options (Smith 2011, 652). At this stage, creativity is somehow compromised, but a transformable leader needs to remain consistent which is important for both, the leader and his team. Any negative feel may strengthen despair among team fellows, which is lasting. However, this is an opportunity as well, as now a leader is able to impart new aims and ambitions to himself and his team. The rationale, for this reason, is linked to the example argued by Bolman (et. al), who thinks that there is an unshakeable relation between the hierarchy and the lower management (Bolman and Deal 2017, 120). Any negative thing influences every team member negatively, likewise, any positive things make each individual stand and rise again. At this stage, the team has coordinated once again to take over new challenges.

# Is failure an integral part of life or not?

In order to take a guess about failure, one needs to think about life from a larger perspective. Life is nothing but a long way which entails many ups and downs. These ups and downs are so regular that sometimes they become unrecognizable. Being up is looking at things in a positive manner, and being down is thinking about life in a pessimist manner. These ups and downs are however, connected in any way, and this is where life exists. This same pattern is apparent in a leader’s life, which is rarely comprised of just achievements. This rare aspect suggests that failure is an integral part of life, which is there to enhance creativity. If a continuous pattern is followed in anyone’s life, it gradually becomes obsolete. There exists no chances that any improvement could be made, so therefore, failure is an integral part of humans’ life.

It can be best understood by referring to the examples of Bolman (et. al), who thinks that failure plays a vital part (Bolman and Deal 2017, 124). More generally, I believe that failure is an integral part of a leader’s life because it makes him understand people. Failures makes realize that a leader, can be compassionate and be kind as well. This is how a leader can leave a positive image over the subordinates. There are different other examples, which suggest that failure can be used as an opportunity for getting close to the people who work for you. Bolman (et. al), believes that failure actually creates a balance field for both the leaders and the people who work for them (Bolman and Deal 2017, 127). There are different other examples as well, which suggest that failure is unavoidable and for such reasons, it is considered as an opportunity to excel in leadership skills. Most notable entrepreneurs have proved that failure actually provides a chance to alter things in a positive manner.

# Five best practices for leaders to follow

A failure at an individual level is less impactful, compared to failure at an organizational level. There is a different set of practices which are followed at both levels. An individual practices different means to counter the setbacks of failure, whereas a leader has to employ different means to make things beneficial, for his own self and for others. In order to be an effective leader Smith believes that the following five practices can be effective (Smith 2011, 652).

Accepting failure: I believe it is one of the first things, a leader should do. My experiences suggest that unless there is not an acceptance of the failure or the fault, it becomes even more difficult to move on. Those who challenge factors which lead to their failure, manage to stand again in a more passionate manner. If a leader accepts failure, it is the first right step toward spreading inspiration among the team (Smith 2011, 653).

Make employees feel relax: Failure is not always linked with the reasons created by any individual. Both failure and success are the results of collective effort. Leaders who tend to condense the team, right after they face a major drawback, loses some of the key assets and end up reinforcing competition in the market. For being an effective leader, it is right to make your people feel at ease.

Apologize quickly: With other negativities, failure brings many evil things. People become impolite and discourteous to each other, which becomes distressing for a leader. Since a leader is among one of them, therefore he needs to introduce the culture of confessions. It serves a purpose in many ways thus, leading to introduce a more friendly culture. An effective leader takes the head start in introducing such norms.

Fixing failures: An effective leader streamlines the process immediately and fixes the failure which has resulted in negative results before. Once the failures are fixed, it is time to look ahead and aim at a new goal (Smith 2011, 657).

Moving on: After making the above changes, moving on is the first ride, a new team has to hail together.

# How experiences with failures and leadership affect risk-taking?

Goleman has worked on the benefits of risk-taking as well (Goleman 2004). He believes that risk-taking is just setting new goals. He believes that academic literature has introduced this term to broaden the scope of opportunities. For a leader, the environment in a society or in corporate culture is always different. He struggles to differentiate his personality throughout life, and he certainly receives success. The experiences with failures add a new dimension to risk-taking. This dimension is being more caring and cautious at the same time. If a leader is looking forward to a small goal, the risk-taking might not affect his vision. However, if his horizon is broad, he will have to broaden the risk factor as well. The experiences of failure and risk-taking are bit related. This relation strengthens and explore with time and develops an environment which continuously challenges the abilities and performances of each other,

Irrespective of the team behavior, a leader has to adapt to things that are quite unnatural. These things are more specific and aim at building an environment that is everlasting and rewarding for a leader. In taking a risk, a leader actually creates opportunities for himself, as pointed by Goleman who believes that leadership abilities are related to risk-taking and better managing the future course of actions (Goleman 2004, 74). These debates suggest that risk-taking invites with its benefits and opportunities which are perpendicular and valuable at the same time.

# How experiences with failures and leadership affect leadership behavior?

In accordance with a behaviorist, man is the product of experiences and is himself the actual consequence. In the same way, leadership behavior is the product of failure and past experiences that are too prominent to behoove a leader to even shift to another style. It is found that the gaps in the practical approach to one type of leadership can help a leader to know what is the gap in the leadership stance which is promoted the situation or behavior that the leader is applying currently. In the same way, it is highlighted that negative response to a particular leadership style or the failure of the followers to keep a follow up not only helps the leader know the weakness but it can also help a leader to undergo self-grooming. History quotes different leaders whose leadership behaviors were changed in response to their experiences and the legendary impact infers that it is not a sign of a failure, but a precursor of success. Leadership is more of a crux, that is embellished with negative experience but it promotes positive future prospects. In a nutshell, failures in leadership are not inefficient of the leader but they are the assessment tools that incorporate positive leadership.

# References:

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