Leadership

Your Name (First M. Last)

School or Institution Name (University at Place or Town, State)

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Leadership

**Introduction**

Leadership is not a title or position, it is considered to be an example and action. Every leader has to showcase his skills of leadership at the workplace irrespective of his responsibilities of the job. Exhibiting the leadership is considered to be an extension of his personality which speaks about his credibility as a working professional. With the transformation of the times, the leadership definition is also changing. The leader is no more considered to be influential of powerful personality telling others about dos and don’ts. His is now someone who has the ability for taking the members of his team in the correct direction through leading them from the front. This essay will describe my leadership style and how it can influence the other team members.

**Discussion**

I believe that I have an autocratic style of leadership as I have the habit of making my all decision without communicating or consulting with my team members or subordinates. I used to make all the critical decisions myself that are then communicated to team members and then they would be expected to work on my instructions quickly. I consider myself the ultimate maker of the decision. I have the mentality of my-way-or-highway that is extremely effective for me in order to complete my goals. The reason it works for me because it helps me to set a goal, establishes the process for reaching that goal, and then sets people for working. Moreover, this style of leadership also helps me to complete my goals quickly. I believe that autocratic leadership simply help me to get things done. I am thriving under the quickly moving versatility and seeking for establishing predictability and consistency. With all such goals it very easy for me to keep my team members on-task most of the time. It is somehow can also discourage some effective ideas from other team members, so I need to change my leadership style. Some famous names like Albert J Dunlap and Donald Trump also follow the autocratic leadership style (Northouse, 2018).

My most significant distinguishing leadership trait is considered to be integrity. I believe that people use to trust me implicitly and always respond to me in a kind manner because I always mean it what I say (Western, 2019). I always raise the high standards of truthfulness which demonstrate my deepest morals and values that shows my mission for the company. Another leadership trait that distinguishes me from other leaders of my company is considered to be my passion for my work. I always care about my work and try to make a positive difference in my company. I always try to lead by example through obtaining management skills which inspire others for joining me in making a profitable company. Moreover, I also believe that point to being a leader is not to be at the top of the totem pole or pyramid rather it is to build a successful company which improves the life of the people. I always use to respect my team members as a result of which they also respect me in return. So respect is another significant trait that allows me to get distinguishing traits of leadership.

I believe that the most significant traits which I should learn to strive are considered to be accountability. I think that I do not take full responsibility for my actions as well as the performance which I supervise. Leaders should recognize that the contribution of every team member and then gives a strong system of mutual support. Another significant trait which I should learn to strive is considered to be delegation. I believe that I do not know my team members very well and I am not sure who has the best skills for any particular task. For this purpose, I need to spend more time with my team members by checking their every detail. I also need to improve my communication skills as sometimes I am unable to give clear instructions of work to my team members. In order to transform my ideas into reality, it is necessary for me to clearly express those ideas which can only be possible with good communication skills.

On following my leader, I believe that the situational approach of leadership will be better for me. As this approach of leadership helped my leader to face many challenges of life with great ease. Every leadership approach has its unique style and benefits but this approach of leadership can fit in all situation. The philosophy of this leadership approach describes that every leader should be flexible enough for adopting every situation and transforming times. The mixtures of transformational and transactional leadership approach make the situation leadership. The basic idea behind such theory is that an individual should adopt the strategy with transforming conditions. This leadership approach forces the leaders for taking stock of their members of the team and choose the leadership style which fits best in their particular circumstances and goals. One of the most significant key factors of situational leadership is considered to be adaptability. It allows the leaders to move from one style of leadership to another for meeting the changes of the company and the team members. This approach helps to understand when to change their style of management and what strategy of leadership fits every new paradigm. This approach of leadership can develop workgroups and people. It also builds the rapport and for bringing out the best in the team members. This approach of leadership works best with the people who know their hurdles and are open to challenge (Northouse, 2018). It can also work best with me as I considered myself highly motivated and can help me to set very brilliant expectations for the followers. It can help me in building up the responsibility and flexibility among the team. It can also help me in building the confidence of the team by praising them. Moreover, this style of leadership is much easier to use. It very simple to apply as the leaders only require to just evaluate the condition and apply the correct style of leadership. This leadership also fits my personality so I also feel comfortable for adopting it. So, if I adopt the situational approach of leadership I can become successful like my leader.

As I need to follow my leader by adopting the situational leadership theory so for this purpose I need to set my goals and plan to improve my actions. It is considered to be the situational process for which I have to assesses the priorities and task in the setting of work, analyzes the readiness workers level, and also select the best style of leadership in such situation (Western, 2019). The first step of setting the goal to become a situational leader is considered to be assessing the most significant task for the organization. The pending task is considered to be the significant key for the right style selection. When the task is more production-oriented and routine, I should take on the more directing role. If tasks involve customer service, selling, or another type of interaction of employee-customer, I may take on more of a role of coaching. Another step is considered to assess the readiness of team members. In several cases, the level of maturity and readiness of the workforce can have a significant impact on my selection of style. Readiness includes the qualities, skills, and confidence for performing the essential task. With less-experienced or new staff, I need to get involved more actively (Klenke, 2016). Then on the basis of readiness and task, I need to learn to choose the perfect matching style of leadership. For this purpose, I can choose four situational theory style that includes directing or telling, coaching or selling, supporting or participating, and the delegation. Generally, the situational leadership approach needs only three basic steps but I should take the time for assessing my performance over a period of time following a task or during a project. Such analysis can allow me for gauging whether I efficiently prioritize the tasks and correctly assessed the worker's preparedness for performing them.

I believe that the behavioral theory of leadership can describe how others are getting influenced by my leadership style. As my focus is only on the specific actions and behaviors of the leader and my team members also try to follow my behavior and action by focusing on it which shows that they are influenced by it. In behavioral theory, three basics skills are required which include conceptual, human and technical skills. My technical skills refer to my knowledge of the leadership of the technique or process and my team members always try to attain this knowledge from me. My human skills refer to my interaction with other team members and I also believe that my team members try to get influenced by this skill as well. My conceptual skills refer to my ideas which enable me for running the ideas (Klenke, 2016). Like technical and human skills, team members are also getting influenced by my conceptual skills.

For the self-improvement in order to become the best leader, several steps would be required. The first step is considered to engage my motivation to develop. The next step is considered to assess my current development and strength needs. As all the programs of development require an initial point. So I should start with the assessment of my current areas and strengths which need improvement. The next step is to make my core competencies effective. The most significant and fourth step is considered to develop social and cognitive skills. In order to become an effective leader, I need to be smart which does not mean that I should have a super-Intelligence but it means that I should that what am I doing and should also know how to make the correct decisions. Moreover, it is not enough for the leader to just get smart but the best leader also requires to get emotionally strong so my next step would be to develop the emotional skills. Leaders can competent and smart but character play a significant role for the self-improvement so, the next step would be the development of character. Regardless of the character that I would try to develop, the next step would be a set of good goals of development. SMART (Specific, Measurable, Attainable, Realistic, and Timely) is considered to set the guidelines for goal (Grint, Jones, & Holt, 2016). The very next step after setting the goals is considered to get feedback from other people. After getting the feedback progress of reward is another significant step. The last step for the self-improvement is considered to be continuous improvement. By completing all these steps I can become the best leader for my organization.

**Conclusion**

So it is concluded that there are several leadership styles but I have to choose the one which is considered to be most relevant and relatable according to the particular situation or the condition. For this purpose, I need to change my habits, set my goals or plans and stop wasting my time.

References

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