

WHAT IS THE BIGGEST CHALLENGE YOU HAVE ENCOUNTERED AS A LEADER?

I believe that the ultimate and greatest challenge that I have faced as a leader was within the organization that I am presently employed with. As a leader, we sometimes are confronted with challenges that comes in like a storm. And these storms can be calm or they can be strong with very high winds if we don't take control of them.

This brings me to one of the most difficult challenges that I had to face and pray that I don't have to go through this kind of storm again as a leader. The question was asked, "Who will pass the test? Mulcahy and Gerstner pass their test in the mid- 1900s with IBM and Xerox when the company was faced with bankruptcy, the author said that they showed great leadership skills, (Bill George, 2009, p.3).

The school was awarded a new head Start program and I was chosen as one of the lead teachers in the classroom. However, the co-teacher that was placed in the classroom with me started out to be a very good worker. After several months into the program, I notice a change in the co-teacher work performance. To avoid any confrontation as a leader wanting to keep things together among ourselves, I tried to handle all the workload to keep things running smoothly and to avoid bringing in the director since it was a new program and I wanted to show them that I great leadership skills, but that didn't work.

WHAT MADE IT DIFFICULT?

What made the situation difficult was that the co-teacher and I had become good friends outside the work place. I knew the personal problems that she was facing and allowed that to get in the way of being a good leader and work performance. Max Depree writes, "leadership is an Art, "The leaders first job is to define reality. The last is to say thank you." In other words, as a leader and not a friend cannot go together. Yes, there will be times when crisis will arise but crises should not override the policy and procedures within the organization.

I have learned throughout this course that leadership is a journey and you have to have self-confidence as a leader to rise above any situation you may have to face as a leader and not allow relationships to get in the way of preventing you to do your job. I had to face reality and put some rules and regulation in place. As a leader, I began to put my skills in action and accept the responsibility of bringing in the director so that we can set goals and plans to get the classroom back in order.

WHAT I LEARNED FROM THIS EXPERIENCE?

I know that sometimes you have to manage crises before they happen, however, I allowed this to happen trying to defend a friendship by putting myself on the line and my ability to lead in an organization. I also learned that it's ok to bring someone else in to help make things go smoother

and better. I also have learned that you cannot save everybody, only the ones who want to be saved. Leader is a very important role. You to develop all areas within yourself to maintain a positive work atmosphere not just for yourself but for followers as well. I like how one of our classmates put it, “leaders as well as subordinates, allow for a crises to happen due to lack of proper coordination amongst the members of the organization which can be managed by forming a rapport that ensures a degree of trust that allows quick detection of crises before they happen. George, (2009) “You must trust your team, but keep in mind it is up to you to verify all aspects of the crises. Information withheld will make it impossible to survive, and leaders must overcome fears of digging deeper.” By Salome Mbugua, September 20, 2017. This really have help me in making better leadership decision within the organization.

WHICH ONE OF BILL GEORGE “7 LESSONS” HAS IMPACTED YOU AND YOU AND WHY?

The one lesson that has impacted me the most is lesson 1: Facing reality, starting with yourself. I totally agree with the lesson that you first have to acknowledge that fact that there is a crises and you cannot move forward until it is solved. I am learning how to let go and allow other team players to make decision as well. I want to make all the decisions on my own because I know that they will be right. I know that deadlines will be made and on time; the work will be done right with no mistakes. That’s not what a good leader does. A good leader allows others to make good and positive decisions. A good leader recognizes other gifts, talents and skills as well. The reality I had to face is that you can’t do it alone. You think you are getting it done, but you sometimes find yourself tired and stressed out as well as in denial as a leader.

Finally, I believe throughout history, there has been many great leaders who have felt the same way and had to face challenging crises due to the fact of being in denial and caused great stress on the nation, organization and perhaps in their own families. But I can truly say that because of the many training sections and leadership workshops, the 21st century has produce stronger and better leaders to lead in crises situations because they have taken self out of the picture and allowed the team to help guide and anchor themselves and their organization out of the storm. In 1966 Robert F. Kennedy said, “Few will have the greatness to bend history itself,” (George, 2009, p. 126) in other words we as leaders can make the changes within our own organizations to trained great leaders in the future as well.

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