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Strategic Leadership Style

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## Abstract

Leadership is one of the key determinants associated with the success and failure of any organization. Strategic Leadership style is how people are directed and motivated by a leader to achieve organizational goals. Strategic leaders gain their skills through practice and practice... Strategic thinking triggers great leaders to push power downward, across the organization by empowering people..... This is what one Honda executive told Jeffrey Rothfeder, author of driving...

These leadership interview questions will be focusing on exploring and evaluating recognized leadership competencies. The questions are designed to assess whether the Leader has both leadership skills and leadership potential. The purpose of this question is to find out if the Strategic leadership style is congruent with the organizational culture. The Strategic leader can adapt his style to fit the followers, employees with great expectation of making strong positive impacts in the organization environment.

Leadership involves deciding on the desired position of an organization in the competitive environment as it is actions that make positions a reality. This position is believed to be determined by the leadership styles approach the leader adopts in the process of development and transformation of the organization. To be able to execute a strategic plan that will complete the short and long-term objectives based on the mission and vision of the organization, and strategically implement a way to develop other individual skills. Strategic leadership must be able to put a structural plan in place to be managed by a Leader with strategic thinking. (Olson & Simerson, 2015). The Leadership strategies always influence, engage and encourage excellent performance as the best strategy to empowering their team by delegating greater responsibility. It has been generally observed that it can be exciting to be entrusted with a position of responsibility, because what makes one feel a sense of self-worth; give that self-worth to others on the team.

According to President and CEO at the Center for Simplified Strategic Planning Bradford (2020) described Strategic thinking as a process that defines how people think about, assess, view, and create the future for themselves and others. He further revealed that it was an extremely effective and valuable tool someone can apply to arrive at decisions that can be related to your work or personal life which involves developing an entire set of critical skills. It is important to note that effective leadership can only be driven and achieved when leaders put on their critical skills as Strategic thinker. These skills are the ability a leader use the left (logical) and right (creative) sides of their brain as it takes practice as well as confidence and can be tremendously valuable. It also can develop a clearly defined and focused business vision or personal vision with a

strategic purpose as well as creating a visioning process to complement each other by a strategic leader (Bradford, 2020). This strategic leader is an individual who regardless of the role, position, or title intentionally takes advantage of opportunities to think strategically, influence others toward a chosen course of action, and garner needed buy-in, commitment, and advocacy. This is the combined range of choices a leader faces in a simple, unified framework; it helps present options to be considered in a given situation and for each option, prescribes a particular set of behaviors, considerations, and relevant skills. (Olson & Simerson, 2015). This leads to strategic change which is a transformation that involves a metamorphosis from one state to another (Hodges & Gill, 2015). These leaders are not bogged down with technical details, but they are big picture people whose intent is to usher in new eras of innovation and development.

To achieve all of these; there is a need for a visionary leader who will assist to pilot those affairs of the organization. This visionary leader with a strategic formation approach to be emergent by design, will drives change based on innovative ideas and vast experience in the journey while evolving vision of the future. It will be essential to learn about the specific needs of customers and what they think about the organization's products and services. It is expected that he will see the future and anticipate strategic change while inspiring the vision through the compelling idea that must be communicated with passion. (Olson & Simerson, 2015). It is these strategic changes that occur during every phase which also helps in raising awareness of key considerations in building confidence regarding the appropriate path forward, which increases precision in executing planned activities within the organization (Aaron & Keith, 2015).

## Interview question for Leaders and Answers

Question 1. What are the most important values and ethics you demonstrate as a leader?

The most important values that can be seen in him are Integrity being truthful and trustworthy with having conviction - which is an essential leadership competency. He demonstrated honesty and trust in all his actions to establish credibility as a leader. As an effective leader, he was able to demonstrate values and ethics in his behavior which integrates these values and ethics into organizational practices and activities. Considering his courage and convictions, he shows openness with the employees and honesty, transparency and fairness, and does not violate confidences or divulge potentially harmful information. It is by having this conviction behind his words and actions, made those who he led to profit, bought into the direction he takes them.

Questions 2. How have you gained commitment from your team?

He uses to gain commitment from teams by influencing and persuading them to set specific objectives and also buy into the process. Once they have established cooperation and cohesion, they are on board to attain the goal. He also ignites their potentials by involving them and aligning their potential with job role which enhances their interest level and then finally obtains realistic and doable commitment from them.

Questions 3. How can a leader fail? Can you give an example of that?

A leader can fail when they can't get their team on board with the goals of the organization. Factors outside of a leader's control may also lead to failures such as available resources, time constraints, and the economy. For example; it is always important to make sure that you talk about how you dealt with a difficult challenge and

how you analyzed the setback. Make sure you explain how to seek honest feedback to ensure that you learned from the failure. He also mentioned that one of the most important things a good leader should ask is why do leaders fail? No one is infallible, but learning from the mistakes of others helps him avoid repeating them. He also uses knowledge, which enables him to improve the business process and boost the engagement and productivity of his teams, both remote and local.

Questions 4. What is the difference between a Team leader and a Team Manager?

He believes that a manager typically appoints a team leader and may choose different people to lead distinct projects while the duties of a team leader are to provide direction, instruction, or guidance to a group of people to achieve certain results, often while working alongside them. He tends to agree that the duties of the team leader include preparing progress reports for the manager. He thinks that someone who has been a successful leader on multiple projects should be given such responsibility and may eventually be considered for a manager position. This manager according to him should be able to handle tasks and responsibilities and ensure that others get their work done. It was observed that he is always working to inspire and motivate their team by driving them to achieve the goals and objectives of the organization as a visionary leader.

Questions 5. What is your greatest leadership strength and weakness?

He believes that it is the ability to lead and inspire a team to perform their best and strive to achieve goals, this he does through the relationship building, and being passionate about the goals, and influencing those around him. He revealed that when he delegates duties to others, that he knows how to follow up better. However, if he doesn't

delegate, then he understands that could end up with more work for him to handle. Due to the courses taken in time management, he has learned how to effectively handle tasks to overcome this weakness.

Questions 6. How often do you feel it's necessary to meet with your team?

His feeling that he should meet with his team at least once a week on a set time and day of the week because he believed that communication among team members is critical, and this will allow the team to get together regularly and talk about their challenges and best practices. Also, when his team reaches a milestone, a new project begins, an award or promotion is given, or when there is a challenging situation, he will always bring the team together for discussion. He passes across the same message and that way they can celebrate success or come together in challenging times for collaboration.

Questions 7. How would you go about praising a team member in public?

He tries to use a time when they are gathered in a group, such as a meeting to bring up the praise to the team member and then uses it in recognizing their success in front of the group so others could also learn the best practices and be motivated in doing so too.

Questions 8. How do you get others to accept your ideas?

He revealed that talk about the benefits of the idea and how to apply it is used to drive it by staying open to other thoughts, and changing and making adjustments of ideas in a way that all team members can agree with. When the buy-in from others is established and accepted, then it becomes much more successful in attaining the goals than when it is made mandatory to follow the procedure.

Questions 9. How would you go about getting cohesion among a team who disagree?

He also mentioned that finding common ground between the members who disagree and talking about the importance of the overall goal and the implications if lose focus and didn't come together to achieve it, then working together to come to an agreement that is a win/win for both sides is positively applied in the resolution.

Questions 10. What sort of leader would your team say that you are?

They would describe me as someone who will clear the way when there are obstacles and always has their back because of the trust they have in me and my actions.

Questions 11. Are you more effective in a group or on a personal basis and How do you motivate your team?

He believes that effectiveness in the group has to do with everyone's uniqueness and qualities that they bring to a group, this can develop our interpersonal skills by helping those in the group who need it as well as learning from those who are successful. Also, discover what motivates them individually assist one to speak to them on how a goal or change is going to be of benefit to them while ensuring that the right amount of positive and constructive feedback to help them perform effectively is put in the process. This is followed to ensure that actions are always matched with words so that when one speaks to the team with conviction; they are on-board with performing their best.

Questions 12. How have you influenced employees to follow your strategic vision for the organization?

He is of the view that Leaders should develop ownership by involving employees in the decision-making and planning process. They provide resources to facilitate

employee success and empower employees by devolving authority to get things done efficiently. Effective leaders develop processes that engage employees in achieving the strategic vision, which is the core value of every organization. He will perform his best at everything and ensure that his actions match his words. He ensures that their team sees that his expectations set for them are the same expectations he put on himself.

Questions 13. Have you ever been in a mentor to another aspiring leader? How did you go about establishing that relationship?

Surely he mentored someone and treated it much like the relationship with my team. A strong working relationship with the person was built, listened to their goals, gave advice and personal experience, and was able to share best practices and constantly monitored their progress to celebrate their success and move them in the right direction.

Questions 14. What is your most difficult part of being a leader?

In some ways, although as part of a group, one stays alone. It's a leader's responsibility to see the end goal and vision of an organization to lead others towards it. When others do not see it the same way, you have to be the lone voice to bring them back on track. It can be observed that in all these years of leadership, he can hardly recall a time when he was not dealing with an issue as such. While believing that some people's issues are small, some are big, and some are unbearably painful but all must be handed. Leadership is a messy business! If you are not careful, it can keep you up at night, and send you into bouts of depression and worry. He was able to affirm that Leaders are in

the business of people, and it is a difficult business! But because it is an honorable business one can be in, it is the business of love, dreams, and great accomplishments.

Questions 15. How do you lead through change?

As a leader, you have to be the first one to embrace change because if you don't like those around you will quickly see that. After that, one ensures the communication of the change with the conviction that it's the right path to adopt is followed immediately. Then preparation by ensuring one answers any questions that may be asked, or have the resources to find the answers by listening to others' concerns about the change and help them through the transition.

Questions 16. How do you measure success for you as a leader, and what motivates you and what is the best asset leader?

It is by the goals that the team achieves. When someone on the team is successful, then it reflects on my leadership. He said that he is being motivated by the team's growth and achievement of their professional and personal goals. The ability to motivate and inspire a team of professionals who can work together towards achieving proven results.

Questions 17. What do you do when you are unsure about how to achieve the goals of the team?

It is all about being open to feedback and willing to ask for help when one is not clear on how to achieve a goal. This is done by making extensive inquiry from leaders first for their feedback on the best approach they believe towards achieving the goals. It is important to use all the resources available to find the best course of action.

Questions 18. Are you more comfortable with verbal or written communication?

It was observed that he was more comfortable with both types of communication. However, he felt that verbal communication is more effective with his team. This is because while speaking to someone directly, it enables him to see their body language in the discussion and assists easily to be able to address questions/concerns faster than in written communication in their team business and work relationship.

Questions 19. What are the most difficult decisions to make? What kind of criticism you most get?

It's difficult to decide to let an employee go. However, if they are not performing the way that they should, it is the right decision. It is never easy to make a decision that will impact a person's life but one has received criticism in the same area over and over. This is why one is always open to personal and professional growth while accepting any opportunities that will bring improvement. When one receive criticism, it is used to work on improving that aspect of life journey which assist in furthering ones growth.

Questions 20. How do you delegate responsibilities to your team? Who are the most important members of your team?

We match up responsibilities with each member's strengths, a team member who is working on improving an aspect, one will allow them to take on the task while ensuring they have necessary tools to succeed. This is given a close monitoring on their progress as well. Everyone is equally important as each person contributes something different to the team, and that makes us as a whole stronger and a unifying force.

Conclusion

It is very obvious that Leadership strategies that influence, engage and encourage excellent performance are the best strategy to empowering your team by delegating greater responsibility. This was observed in the course of the interview that it can be exciting to be entrusted with a position of responsibility, because what makes one feel a sense of self-worth; give that self-worth to others on the team. (Olson & Simerson, 2015). Considering some of his qualities, it can be observed that his ability to inspire and motivate his team shows his visionary leadership style skills.

Effective and strategic leadership is driven by leaders that are strategic thinkers. This interview revealed also that since strategic thinking is a process that defines how people think about, assess, view, and create the future for themselves and others and this skills was also made manifest during the discussion . It also reveals that it is an extremely effective and valuable tool which he must have applied in his arrival at leadership business decisions which can be related to the development of an entire set of critical skills that can drive the strategic leadership change in an organization by involving new ideas that will be innovative towards actualizing the vision.

Olson & Simerson (2015) mentioned that driving transformational change takes a combination of strategy and leadership. It was the strategy that enabled him in driving the team to ensure that the organization is going in the right direction. Leadership is necessary to translate the strategy into action. As organizations and industries become more complex, strategic leadership also increasingly includes leading in a way that is best suited to a given context. According to Hodges & Gill (2015) which stated Strategy is about how to get from where we are now to where we want to be. It is a journey plan for the change initiative and a route map for traveling to the destination (represented by vision).

It is well noted that effective strategy also serves an organization's purpose

and informed by its core values and purpose or mission while Effective leadership is the ability to inspire followers to listen to and follow a vision; the ability to innovate and drive an organization or people towards new ideas and directions. It was this same ability that he utilized in persuading and influencing, by demonstrating integrity, communicating and implementing strategic vision with tenacity in recognizing leadership skills. This can be affirmed because the best leaders don't simply tell their team what to do. Instead, they focus on creating an environment where objectives are clear and team members have what they need to play their respective roles on the team. (Olson and Simerson, 2015).

This interview discussion has revealed further that leaders uses Strategic leadership style in planning, developing, empowering, evaluating and making adjustments during the strategic change program. This has also enabled him the use of strategic thinking in driving and inspiring their team towards innovative ideas and achieving organization success as a visionary leader.

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