

CASE STUDY: EMERGENT LEADERSHIP STYLE

Abstract

This paper discusses my emergent leadership style and how I implement, maintain, and impact stakeholders.

CASE STUDY: EMERGENT LEADERSHIP STYLE

Organizations continue to seek ways to meet their goals and build upon their success. To support this initiative and foster an environment of leadership development, organizations should focus on those individuals who emerge among the group context. By emphasizing emergent leadership, organizations can create a suitable atmosphere for growth and longevity.

Emergent leadership occurs when others perceive someone as the most influential among the group. The leader acquires the role of others, supporting his or her behavior and influence. Group members recognize and accept the leader's direction as desirable and appropriate. (Northouse, 2013)

But more importantly, in the context of organizational success, the emergent leader exhibits the norms of the organization. The attitudes, beliefs, goals, and behaviors that typify the organization and what it stands for. (Moss, 2011) The value of identifying and endorsing the prototypical individual becomes essential in emergent leadership.

My strategic leadership style is emergent-incubating. My strategic leadership style is flexible. My leadership approach adapts to the situation, needs, and vision of the organization. I utilize skills, knowledge, and resources to achieve a goal. Gary Yukl (2013) defines leadership as "the process of influencing others to understand and agree about what needs to be done and how to do it. As a leader at my church, one of my responsibilities as the worship leader is to nurture, sponsor, develop projects, and leaders. I focus on the success of others. (Olson et al., 2015) The process of facilitating individual and collective efforts to accomplish shared

CASE STUDY: EMERGENT LEADERSHIP STYLE

objectives” (Yukl, 2003). During monthly meetings, I encourage all ministry chairs to be creative, think out the box to inspire a congregation of all ages. Yukl (2013) states that

“an essential role of the leader is to persuade other key people in the organization of the need for significant changes rather than incremental adjustments. It is crucial to mobilize support for proposed changes. Leaders explain why they are necessary and to create a sense of urgency about them.” I look ahead and anticipate change. I am a student in the environment. I stay abreast of community, state, and the world and environmental issues and concerns that affect the church. I share information with the leaders about trends and opportunities to stimulate creative thinking and to see the vision. I am very serious about creating networks of people to work in the church. I develop relationships with members to include their talents and experiences to expand the leadership team. Members who are committed to the vision and can communicate it are directly responsible for implementing change. As an emergent – incubating leader, I have to juggle many hats in the church. I fill in positions when they become open so that the worship service flows seamlessly. I have to make a judgment about the degree to which I intervene in each vacant position. I have to balance my attention, involvement in providing the appropriate level of guidance or resources to improve the probability of success at any service. (Olson et al., 2015) I am passionate about devoting my time to strengthening others and building teams. (Kouzer & Posner 2010) I empower members to determine the best way to implement a new strategy or support a new program in the service. I show people that I care by paying attention to them. Empowering the members reduces constraints that would impede their efforts and providing the resources they need to implement change successfully. I share success stories and make people feel consequential and special. Another approach I use is to prepare members for

CASE STUDY: EMERGENT LEADERSHIP STYLE

change is to provide them a realistic view of some problems and difficulties of issues and how to solve them. I try to understand their needs and values by interacting with them in ways that

make them feel more confident and capable. An incubating leader leads with love. I Love to lead. Love enlarges lives. Love creates the desire to serve others and to see them grow and become their best. (Kouzer & Posner 2010) As an emergent - incubating leader, I create an environment that promotes successful behavior and minimizes barriers.

CASE STUDY: EMERGENT LEADERSHIP STYLE

References

Kouzes, J. M. & Posner, Barry Z. (2010). *The Truth about Leadership*. San Francisco: The Leadership Challenge.

Olson, A. K., and Simerson, B. K. (2015). *Leading with Strategic Thinking Four Ways Effective Leaders Gain Insight, Drive Change and Get Results*, Hoboken, New Jersey: John Wiley Sons, Inc.

Yukl, G. (2013). *Leadership in Organizations*. Englewood Cliff, NJ: Prentice-Hall.