

Running Head: Describe Your Strategic Leadership Style

Obiora Ezendiokwere

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Dr. Anyango Reggy

Abstract

Effective and strategic leadership is driven by leaders that are strategic thinkers. It is well understood that strategic thinking is a process that defines how people think about, assess, view, and create the future for themselves and others. It also reveals an extremely effective and valuable tool someone can apply to arrive at leadership business decisions that 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. As a strategic leader, one will use his experience and gain skills through practice and practice, by ensuring a push of power downward, across the organization by empowering people with the understanding of leadership entrusted with a position of responsibility, should make one feel a sense of self-worth; by also giving that self-worth to others within the team.

The purpose of this case study is to evaluate one's [v](#)isionary strategic leadership style which is congruent with the organizational culture which reveals the strategic leadership style method that one adopts with his followers, employees with great expectation of making strong positive impacts in the organization environment.

Leadership is one of the key determinants associated with the success and failure of any organization which must be driven by a leader. Strategic Leadership style is how people are directed and motivated by a leader to achieve organizational goals. Strategic leadership is a practice in which executives, using different styles of management, develop a vision for their organization that enables it to adapt to or remain competitive in a changing economic and technological climate. Strategic leaders can use this vision to motivate employees and departments, fostering among them a sense of unity and direction to implement change within their organization.

Visionary leaders consider strategy formation to be emergent by design and they then drive change based on their personal experience and evolving vision of the future. It can be discovered that for this strategic leader to be able to achieve this vision as stated; Olson and Simerson (2015) mentioned that a strategic leader as the 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 the buy-in, commitment, and advocacy. It has been observed that sometimes they make use of reward or incentive programs to encourage employees and help them reach their goals. This is because of their understanding of the main objectives of strategic leadership which enables streamlining processes, boost strategic productivity, promote innovation and cultivate an environment that encourages employees to be productive, independent and to push forward their ideas.

It is a known fact that Leadership has a very broad scope when leadership style examples are mentioned or discussed but they are all very different in the sense that there is a wide variety of these fellows ever since leadership was incepted. This is why as a

strategic ~~Header~~, one must first understand the organization's mission to be strategic. This fully means grasping why the organization exists, who are the customers and how exactly to provide value for them. Then, all of these needs can be achieved by creating a vision of what that mission will look like at a specified time in the organization's future.

Visionary

Olson and Simerson (2015) reveal that visionary leaders are easy to identify because they are charismatic, often controversial figures, and thus they draw attention and easily come to mind. Since they appear across a wide range of situations as they can appear anywhere, regardless of their role, job title, experience level, social status, education, or background. Visionary leaders are driven and inspired by what a company can become. They 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. Kotter (2012) affirms it as stated that Vision refers to a picture of the future with some implicit or explicit commentary on why people should strive to create that future because, in the change process, a good vision will be serving three important purposes.

Considering

One's strategic leadership, it is important to note and understand that one was able to drive the department with strategic thinking as a visionary leader which transformed internet service team while working as ~~h~~Head of IT/VAS where one introduced software design and development into the organization and it generated over 200% revenue as turnover within three years of managing that business structure.

Develop Insight

As a visionary leader, I have been using my ability to see that future and anticipate change due to my insightful strength which has also assisted me in being influencing the team that is working with me. My visionary ability has also helped me to inspire my team by ensuring that they are empowered, encouraged and motivated in the cause of delivering project targets. This has led to team mutual understanding and also the creation of innovation that has improved the market share value of our organization.

Passion Very Passionate

Visionary leaders are passionate and unrelenting in pursuit of a particular view of the world. It is believed that they form their worldview through the acute understanding of the environment and emerging problems, and craft novel solutions to those problems that are demonstrably better than existing or possible alternatives (Olson and Simerson, 2015). As a consultant in the ICT sector, one is very passionate about innovation which has been the driving force in achieving creativity and streamlining decision making too.

However, considering how one has continuously been investing in adopting and adapting habits of mind that allow one to think and respond to challenges critically.

Finally, as a strategic thinker, one can think outside of the box to enable deliver innovative ideas, recommendations and being passionate about making decisions that deliver effect-value, since thinking honestly about the work, team and how to improve productivity within

the organizations. This is because leadership in its essence sense is very complex. Sometimes “Strategic leaders” don’t know that they are leading within the capacity of any responsible role or style but until leaders' performance is well evaluated. This is why one shares the view that leaders must craft a strategy to put their vision into action, by truth-seeking, willing to change their views and being accountable for their responsibility. This strategy should map out the steps an organization needs to take or changes it needs to make to get from its current state to its desired state.

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