

LEAD 704: LEADERS ROLE IN THE 21ST CENTURY

BEULAH HEIGHT UNIVERSITY (BHU)

LEADERSHIP INTERVIEW

STRENGTHS AND LIMITATIONS OF A LEADER

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BHU12247

PAPER PRESENTED TO

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12TH JUNE 2020

For the purpose of this assignment, I interviewed Bishop Peter Omwanda, the District Overseer of PEFA Embakasi Central District which comprises of six affiliate Churches.

Leadership has been defined as influence nothing more nothing less (Maxwell, 2007). Surji (2015) defines leadership as a place to be enthusiastic about making decisions, empowering others and encouraging them to accomplish the targets they are planning in an accountable, supporting and modest way. Jago (1982) defines leadership as a method as well as an asset that involves the management method use of non-coercive power to guide and monitor the operations of the employees of an organized community in order to achieve group goals. Leadership as an asset is further viewed as a group of qualities or traits ascribed to persons with such an impact.

This concept postulates leadership as not just a qualitative or distinctive trait, but something that you possess or feel you can do. It can therefore define both an individual and an act. The use of power, compulsion or domination is not reflected in leadership and does not simply intimate the use of names such as administrator, supervisor or superior. In this regard, the concept distinguishes the process of governance from the motivational procedures, which the latter being the most suitable field for any debate regarding management and discretionary remuneration and penalties (Jago, 1982, p.316).

I began my interview by asking bishop Omwanda to define leadership and he gave me a thought provocative answer. Leadership is all about solving problems. He goes ahead and illustrates his position as follows. They had gone for a mission excursion in South Sudan having crossed the border they realized that they had entered an area that had absolutely impassable roads. As they tried to maneuver around their vehicle unfortunately got stuck. The incident happened in a very secluded area hence there hope of incoming help proved to be an impossible assignment. Bishop Omwanda at that time was the youngest and did not have any position as a leader. The team leader, the host and the driver could not salvage the situation which lasted approximately three hours.

Bishop Omwanda took the initiative and offered to assist, by tasking every missionary to help offload the luggage from the minivan. Secondly, he asked the team members to look for branches from the nearby bushes which they would use to facilitate the removal of the car from its stuck position. He further instructed the driver not switch on the engine but on the contrary he should leave the car on neutral gear and the rest of the members would push the minivan. In less than ten minutes they were out of the mess. The bishop, team leader and the host were astonished on how the issue was well articulated and asked him which leadership position he held within the church. They were astonished to find out that he held no position but had demonstrated high levels of leadership competencies (P. Omwanda, personal communication, June 09, 2020). No matter your position, you have to take responsibility for the quality of leadership people experience. No one made Melissa Poe the leader. Just like no one made bishop Omwanda the leader they both took personal responsibility for doing something about a serious problem they recognized and started leading. No one can make you a leader, either. You have to take that first step for yourself. You have to be willing to take actions that others will want to follow. After all, if you aren't willing to follow yourself, why would anyone else want to?

When I asked bishop Omwanda his greatest strengths he affirmed that openness and honesty were values that he esteems highly. To him these values are the backbone of everything that he does. This character trait moves him to believe in people and take them by their word (P. Omwanda, personal communication, June 09, 2020). Being honest means telling the truth and having ethical principles and clear standards by which you live. People need to believe your character and integrity are solid. They need to feel that you merit their support. To be frank with others always implies being truthful with yourself and taking stock of what is really important to you. It involves knowing what arouses your personal enthusiasm and what is worth making

excruciating sacrifices for? It is thus important to understand who you are, from where you come from and the values that guide you before you can effectively guide others. The truth is that values drive commitment. You can't fully commit to something you don't care about — nobody can. You can't commit to something that doesn't fit your personality and how you perceive yourself. In order to commit time, invest your money and make the sacrifices possible, you need to know precisely what makes it worth doing (Kouzes & Posner, 2010).

Secondly, he is a motivator who constantly inspires his team and makes them feel special. When bishop Omwanda was still in high school he enlisted in the cross-country club with the intent of representing their school in the district, county and national level. On the day of the district competition they realized that the teams they were competing with were extremely experienced and exposed in matters cross-country. The entire team of 12 persons felt like underdogs. Although bishop Omwanda was not the team captain after analyzing their current strategy he realized that it wouldn't march their competitor's game plan and bear the very results that every team member coveted. He therefore asked the team leader to consider revising their current game plan and suggested a counter plan to be used instead. He inspired the entire team and assured them if they could divided themselves into three groups the first group would lash out as the pace setters charting the course and helping their team mates understand the terrain, the second group would keep up with the momentum to ensure that the last group does not lag behind and lastly the final group would be the ones that challenge their opponents to a conclusively victory. Interestingly, this was a strategy that the well accomplished cross-country teams were using while the underdogs were oblivious. At the end of the race the underdogs won the trophy for the very first time because of a leader who inspired the team to great heights. For him no one is a spare wheel an attribute he has carried forward from the heydays (P. Omwanda,

personal communication, June 09, 2020). Being inspiring means sharing the genuine enthusiasm, excitement, and energy you have about the exciting possibilities ahead. People are expecting you to be positive, upbeat, and optimistic. Your motivation is a symbol of your personal dedication and your confidence is a symbol of your expectation. Others need you to encourage them to aim higher, engage more fully, and put forth more effort. They need to see and feel your passion for this cause. After all, if you're showing little or no passion, why should anyone else? If you expect us to be able to participate in difficult activities, so you ought to uplift the souls of your constituents. You have to give them incentives to think that tomorrow is going to be much better than today (Kouzes & Posner, 2010).

Thirdly, he is forthright and candid. When you have done explicitly well in any assignment or endeavor he always showers the individual with words of affirmation but if you miss the mark he is forthright and candid to rebuke you in love. He does not backbite or peddle rumors. What you see is what you get (P. Omwanda, personal communication, June 09, 2020). When you're forthright with others, they'll have less reason to be angry or defraud you in return. They'll be less suspicious and better able to handle your legitimate differences. There's nothing like a little dishonesty. Having somebody unethical throws doubt about everything he/she says and does (Kouzes & Posner, 2010).

Lastly, he handles failure with grace. In the year 2016 the church had raised some money for a major project. Unfortunately a crisis arose that needed to save a life of one of his parishioners. He took the decision to reroute the projects money and loan it out with the understanding that the family of the parishioner would reimburse the money back at the time of their agreement. Although his intentions were good bishop Omwanda received a backlash from the church board members blaming him for using the designated funds. To calm the temperatures

he humbled himself apologized and deposited his personal money back into the church account (P. Omwanda, personal communication, June 09, 2020). Leaders will occasionally shake things up. Other times they only have to grasp the adversity around them. If the pressure arises from outside or from inside, leaders get things done. Leadership and obstacles are clearly inextricable. Therefore, Grit has been described as that firmness of heart, that unflinching bravery that is essential in dealing with challenges. Researchers consider it to be essential in achieving challenging goals (Kouzes & Posner, 2010).

On his limitations bishop Omwanda affirmed that because of his nature of being open minded and honest with people many tend to take advantage of him. Some have swindled him of his hard earned money like in the previous case where he channeled the churches project money in order to save a life yet the family did not keep their part of the bargain. Others on the other hand have taken advantage and delayed in the execution of a particular goal and mission (P. Omwanda, personal communication, June 09, 2020). Failure is inevitable. Think of leaders in history that are especially worth recalling for their grandeur. There have been some who lost battles, some have been imprisoned, some have been shut down in matters business and others have been mocked when attempting to attain the extraordinary. Errors arise, losses occur, and thus loss is something to be anticipated. These are not dirty words among the leaders, but signs of something tough, demanding and extraordinary. That's why it's important to get grit. That is also why you ought to treat defeat as a learning experience as all successful successes require struggle, pressure, transition and difficulties (Kouzes & Posner, 2010).

Secondly, is being overly decisive. After giving an individual numerous opportunities to change their behavior but the individual displays adamancy bishop Omwanda cuts of that relationship and never looks back (P. Omwanda, personal communication, June 09, 2020). Love

must be expressed. The main way you show that you care for someone is to look after them (Kouzes & Posner, 2010). Tough love is never easy yet it is important especially when dealing with troubled individuals in order to drill sense and groom responsible members of the society.

Modern Mom Staff (2020) assert that we have to determine where our goals are by defining them explicitly before applying tough love values. Setting non-negotiable limits is the first phase in applying tough love principles.

Secondly, refuse to continue enabling your loved one. Whatever occurred in the past, it's time for your loved one to confront the inevitable repercussions of their actions. Discuss with them that you won't rescue them from the consequences of their actions beforehand, so everyone is on the same page.

Thirdly, maintain your resolve. Setting boundaries is relatively easy and announcing you won't rescue your loved one from their actions. You have to be determined not to give in to their unreasonable demands. This cannot be overstated.

Lastly, show respect you wish in return. Refusing to debate, threaten, or participate in heated debates can often help you achieve your objectives. Demonstrating consideration for your loved one thus demonstrating reluctance to accept their acts underlines the concept of tough love.

Thirdly, he struggles to find a balance between ministry and family time. Differentiating what only he as the key leader must do and what others can do through delegation so that he can spend more time with his family has become a real nightmare (P. Omwanda, personal communication, June 09, 2020). Nothing damages or erodes your reputation and usefulness as a role model quicker than being unable to accept and claim accountability when you have made a mistake. The issue is further compounded when you believe you're stronger than everyone and therefore don't need any form of assistance, you get into such serious trouble that some don't

even want to be in your company, let alone support you. If you realize how your actions influences others and are able to recognize your failures and faults, you'll have the seed capital for growth and development. It's a hubris antidote. It keeps one modest thus making them resilient as an individual (Kouzes & Posner, 2010).

In conclusion every leader has their strengths and weaknesses rather than focusing on ones weaknesses every leader has a great opportunity to focus their energies on their areas of gifting's so that they can attain the highest level of achievement. Instead of being one among the many they can become one among the few.

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