

The leaders Role in the 21st Century: Personal Journal

In Fulfillment of

LEAD 704, The Leaders Role in the 21st Century

Professor: Anyango Reggy Gregory

Beulah Heights University

By

Wendy Harmon

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Abstract

Leadership is the process of influence, when loosely defined. However, it is never static, as trends change, so do the leadership models. However, leadership skills and traits remain the same for 21st Century as they were for the 20th Century. Leadership is the heart of any organization. “Effective leaders have a way of inspiring their employees to strive together to reach common goals and ensure their organization’s success” (Brownlee, Bricker, Schwab & Dustin, 2019, p.154), while possessing and displaying an array of qualities such as accountability, empathy, courage, passion, trust, commitment, resilience, with a passion for with a positive vision that influences change. There are fundamental principles that support the practice of leadership, which are demonstrated and documented in this journal, supporting truths about leadership that has be attained, along with weaknesses that need to be strengthen, as a leader who has taken up the mantle to lead.

The Leaders Role in the 21st Century: Personal Journal**Journal Entry for Week One**

The leadership strengths that were evident this week was that I truly realized that I am enough, that what I do and what I say matters. When God sees me as enough, I am enough, the good, the bad and ugly. This can be explained as an enlightenment or illumination of self-awareness.

The leadership skill that needs improvement is the manner in which I speak. I am a naturally serious but a kind person, with a small appetite for small talk. I tend to get right to the point, generally ask a lot of questions, as I constantly analyze situations, circumstances along with the why's and what ifs. I need to be cognizant of the tone in which I speak, as it can be intimidating and appear rude. I'm not sure if it is a cultural thing, but when in America, I shall do as Americans do.

The exemplary leadership I saw this week was on Memorial Day, when I saw Vice President Biden, memorialize not only our veterans but the victims of Covid19. Because of Covid 19, a new normal has begun, one of wearing mask, social distancing, and he exemplified leadership in complying to the rules in fighting our war against this horrid virus. Additionally, he vulnerably demonstrated empathy and concern, towards all families mourning the loss of loved ones, while he mourned the loss of his son. He took on the responsibility to lead the American people, to encourage them, and to assure them, that they are not in this by themselves, demonstrating the courage of his convictions. According to Kouzes and Posner (2010), " Leaders have only two tools at their disposal: what they say and how they act. What they say might be interesting, but how they act is always crucial" (p. 107). It was evident that he has a heart for people, with social and personal skills, a sensitivity to their needs of others. " When you listen,

when you hear, and when you truly understand the needs of your constituents, you will connect with them in ways that an out-of-touch leader cannot, with a primal connection”(Kouzes & Posner, 2010, p. 65), which is vitally important.

Journal Entry for Wek Two

This second week, my leadership were challenged in so much that I really was not in contact with many people, as I was more isolated do to the Corona virus, and the need to complete an abundance of homework. However, I am proud of the integrity, trust, truth and the call for justice that I walk in. That is, I hold true to my values, principles that guide me through life. Bill George , call this your “True North” (George, 2009, p. 2). According to Kouzes and Posner (2010), “without truth, without your guiding principles, you can not commit to something, because it is of no importance to you” p.31).

I also discovered that I am human, with flaws to work on. I need to continue to work on communication with others. Additionally, to be a more effective leader, when I see and hear things that do not represent truth, it is my responsibility to address the issues, for if I do not, I am part of the issue.

This week I paid close attention to the leadership qualities of my 25year old daughter, leadership qualities she in not even aware of. The characteristic and leadership skills that were evident in her are: Taking a stand for what is right, the truth; honesty, intelligence, confidence, inspiration, her ability to challenge the process and enable others to act through social media. Through her credibility, people willingly follow her and ask for her input in many arenas of life. Kouzes and Posner (2010), state that, “the believability of the leader determines whether people will willingly give more of their time, energy, talent, experience, intelligence, creativity, and

support. Only credible leaders earn commitment and only commitment builds and regenerates great organizations and communities”(p.16).

Journal Entry for Week Three

This third week continues to be challenging in observing my leadership strengths and weaknesses, because I have not returned to work or church since the CIVID 19 restrictions, therefore I have had little to no face-to face social interactions with anyone, except my daughter for the past three months. However, this week I went to an appointment with her. After the appointment she began to cry, simply because she did not like a report about a very large sum of money needed to fulfill something she deemed necessary.

To stop her first instinct to cry which causes anyone to lose focus of innovative ways to overcoming challenges to achieve the target goal, I began to heighten her attention to the problem, encouraging her to view the issue from a different perspective, helping her to think outside of the box, by questioning her assumptions; what Bass and Avolio (1995) call intellectual stimulation. This “challenge caused her to come face-to-face with herself, causing her to remember what’s important, what she values, and where she wants to go”(Kouzes & Posner, 2010, p.94), and how she can innovatively reach her financial goals.

This week I paid close attention to attention to the leadership qualities of the mass peaceful protestors in cities around the world, taking a stand for the cause of social and racial justice, BLACK LIVES MATTER. Out of the death of Mr. Floyd, Reverend Al Sharpton appeared to organically evolve as the credible leader of this time, demonstrating characteristics such as “honesty, inspiring, competence, intelligence, forward thinking with broad mind-set, and empathy. All of which Kouzes and Posner, (2010), considers a character test that must be passed before others are willing to grant the designation of a leader”(p.17), or someone they are willing

to follow, someone credible. According to Yukl and Gardner (2020), “success of any implantation of change is likely when leaders articulate a vision of a bigger, bright and better future, outweighing the sacrifices and hardships the change requires” (p. 121).

Journal Entry for Week Four

During this fourth week of this course, I was introduced back into the work force, finally being able to socialize with my co-workers and patients, face-to-face after a three month furlough. Post COVID19, policies and procedures in the dental office are very demanding and time-consuming, totally different, and will remain different indefinitely. I found myself questioning, what am I doing, can I do this especially when trying to counsel my patients, while being challenged with breathing through a N95 mask and more.

I found myself re-evaluating my values, for they represent who I really am, and what drives me, and why I am practicing dental hygiene. But then, I would become engrossed with my patient's, educating, teaching and encouraging them, not only about their oral health, but life, completely forgetting about myself. Despite my uncomfortable feelings and frustrations, as Arlene says, “as long as you believe what you're doing is meaningful, you can cut through the fear and exhaustion and take the next step”(Kouzes & Posner, 2010, p. 35). This week I realized that I need to walk in the confidence that I portray to others, as I interact with them. That is I need to get out of my own way, allowing the leader in me to organically evolve and freely flow.

This week I played close attention to the Dentist I was working for and with. I had worked for him years ago and know him to be my friend. The last time we talked extensively, it appeared that he was tired and was giving up on dentistry. But this week there had been an awakening, a light beaming through his eyes, a light of hope with good success as we proceed

forward, after COVID19. He accepted responsibility for problems, sharing information, asking for collaboration, addressing staff as we, rather than I. This is a whole new man, new employer, leader, with new speech, compelling vision for a great future. According to Kouzes and Posner (2010), he must have said, “yes to begin things, yes to his beliefs, yes to big dreams and challenges, yes to setting the example, and yes to his heart” (p.164), to truly lead. Anderson and Anderson (2010), states, “leaders must turn inward and address their mindset and emotional patterns and seek to transform the aspects of their mental conditioning that limit their outcomes. Breakthrough starts on the inside” (p.256).

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