

My Leadership Reflection Journal

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Journal Entry for Week One

In the first week of taking this course, I reflected on my leadership strengths and weaknesses. One of the strengths that I am most proud of is that I have credibility in my community, which is an essential quality of a leader. Kouzes and Posner (2010) I also discovered this week that there are several areas in which I need to make improvements to be more effective as a leader. These include setting a clear vision. I observed that my vision is not clear enough. As Kouzes and Posner (2010) said, "vision drives commitment." I feel I do not know where I am going and am not happy about this. Without a clear vision, it is not easy to get there. I also feel sometimes. According to Kouzes and Posner (2010), we must allow our action to correspond with our words. Otherwise, our words become ineffective. As people get disappointed in us when they perceive that we do not live up to our words, which leads to distrust.

One should be a role model whom people look up to for direction. I also noticed that I could be very autocratic sometimes, especially when I feel my simplicity is taken for granted. The truth is that this only creates fear in my team and not productivity. Being a leader is not about controlling people or being in charge. It is about building and motivating followers to work to the best of their ability. I exhibited a transformational leadership style.

Additionally, having a positive mindset is sometimes a herculean task, especially when things seem to go wrong. One being negative sets the wrong signal to everyone else in the team. My mindset sets the tone for the organization. Positivism sets a situation of reassurance for the team. I am yet to fully realize my leadership style because no one leadership style suits everyone. I

need to evaluate my leadership style and identify areas that are working well and the ones that need improvement.

Some of my followers complain about my inability to appreciate them, which I felt so bad about. I am well aware that great leaders understand the importance of offering recognition and rewards to their employees. Sometimes I assume they are beautiful and happy. I know a little recognition goes a long way and sets the organization's right mood.

Delegating work to my followers is another task because I assume they would not do it as well as I would. However, I know I cannot do everything myself. How will I know areas where my followers need improvement if I am afraid to delegate to them?

I am a self-aware person; this is a paramount skill in leadership. Although it is inwardly focused. The more a leader understands him or herself, the better he or she can become (Solaja, Dowu & James, 2016)

I noticed the leadership style of my daughter with her friends, I observed she has a significant influence on them, and they look up to her with respect. They also look to her for direction and advise on several vital issues on teens. Observing this leadership traits in her makes me happy.

Journal Entry for Week Two.

This second week has been filled with many lessons about how I lead and how I can be more effective in my leadership style. For instance, I learned that in order to be more effective in my leadership, I must be willing to learn. According to Kouzes and Posner (2010), the best leaders are the best learners, as leadership can be learned in various ways. In most cases, leadership is not hereditary. Learning will always come before, leading because it is impossible

to impact what one does not know. Learning is the key that opens the doors to leadership. One is fully committed to learning when one throws himself diligently into experiments, reflecting, reading, or getting coaching. One will experience significant improvement and success and makes one very happy and fulfilled. One does not get to the point of knowing everything and stop learning. The moment that happens, the leaders start dying.

I realized that leadership is "truly an affair of the heart," according to Kouzes and Posner (2010). There is nothing one can achieve without a heart. Love is the soul of leadership. Love keeps people going in the face of difficulty; love is the source of a leader's courage. Leadership without a heart for people and love for their entire being is as good as not leading. A leader who does not exhibit a good heart and love for his followers cannot achieve much. A leader must understand his followers, their needs, their fears, their weaknesses. However, this is not an easy task but yet still achievable by the leader if he commits himself to it.

My leadership style this week from my observation is that of a pacesetter. Pacesetters are visionary leaders who set the pace for their organization and the industry; such leaders have a big dream that influences the people around them to react to achieve what seems impossible. One weakness I noticed is my overdemanding attitude, which makes people wear out and needs some fresh air.

I observed someone who is truly a transformational leader and wants the best for his team. He **was able to convince his team members why they should embark on a particularly tricky project**. He was very diplomatic and civil in his approach. He did not give orders, threats, or issue sanctions, and that helped. Initially, they were hesitant, but after much conviction, they

agreed to give it a go. Also, whose leadership style did you observe this week? What are the leadership traits that you saw in them that you admired?

Journal Entry For Week Three.

This third week has been hectic in my leadership journey with some hard lessons about my leadership style and how to make it better. One of the things I learned, according to Kouzes and Posner (2010), is that challenges can lead to greatness. A leader who is worth it should be able to turn a challenging situation to advantage and a victory sign. There will always be opportunities that lie inside adversities. The leader then takes action needed to move forward.

Without a leader going through pains, there can be no real and enduring leadership. A leader's response to adversity is very crucial as the followers will look up to any steps taken by the leader at this crucial time. One of the hard facts of facing challenges is that it can lead to failure. However, as a leader, one should not perceive it as such. Failure is not bad if hard lessons that will move the leader and the organization forward can be learned. Learning is one of the by-products of failure. A leader should be able to learn from every mistake and challenges encountered.

Furthermore, leadership cannot be done alone. A leader must lead by example. One cannot instruct people to go the way one as the leader is not willing to go. It becomes counter-productive. As people are looking up to a leader for direction, Kouzes and Posner (2010) say it is "either the leader lead by example or they do not lead, or they do not lead at all." Leaders need to

demonstrate to others what should be done. People are continually watching to see what they do and compare their actions with their words.

The leader's action must be consistent with their words as people get discouraged if the reverse is the case. It is also a good sign for leaders to admit their errors and look for ways to make amends. Leadership is about taking responsibility for our mistakes instead of shifting it to others.

I used this innovative style of leadership. An innovative leader sees things in a bigger picture and is prepared to change the world to attain the desired success. As the name implies, I was very innovative this week. However, when someone refused to work according to the set rules, I used the authoritarian style. It almost disrupted the smooth operation of everything. I think authoritarian style should be the last option for any leader.

The leadership style I observed this week was that of a close friend who runs a property business. I observed he has practical communication skills with his team; he allows them to relax and work with ease, Leaders should be capable of communicating in a variety of ways. ranging from transmitting information to coaching employees (Solaja, Dowu &James,2016) Leaders must also be able to communicate with a range of people across different social identities, role and others.

Journal Entry for Week 4.

In the fourth week of taking this course, I was able to sit back further and reflect on my strengths and weaknesses. One of the strengths that I am most proud of is being able to admit my errors and apologize to my followers. I also discovered this week that there are several areas in

which I needed to make improvements to be more effective as a leader. These include but not limited to the following: A leader needs to understand what values is all about fully.

One cannot function as an effective leader without having values. According to Kouzes and Posner (2010), "effective leaders understand who they are, where they came, and the values that guide them". This action helps individuals know their passion, what they care about, and why they decide or actions they take. Kouzes and Posner (2010) believe that a person's ultimate success in business and life depends on how well that person knows himself and what values. The truth is without values; there cannot be committed because, according to the authors of *The Truth About Leadership*, "values drive commitment."

People need to know the reasons for their existence; it is possible to fully commit to an organization and its work when a good relationship exists between a leader's values and the organization's values. Good leaders are known for standing by their principles. Kouzes and Posner (2010).

I used the charismatic leadership style this week. Charismatic leaders inspire those around them to greatness. The task I initiated I was not available at the time of execution, which was very painful. However, I knew the people I entrusted it to will do a good job.

I observed the leadership style on television of one of the federal ministers in my country; He used the dictatorial style because when he appeared before a panel and tried to coerce him into doing something against his ethics. He bluntly refused and informed them that if they cant do it his way, then they should forget about it. In the end, they had to succumb to his demands.

I appreciate his integrity, doggedness, openness, and truthfulness. Even though he exhibited these traits, he was also very humble.

Journal entry for week five.

The fifth week has been filled with many experiences .I am good at helping people find what they are best at. There was this crisis in my family that I was called upon to resolve to be the first child and a lawyer. Everybody believes in my judgment, but on this day, I will usually ask God what he wants me to do or how he wants me to resolve the issues. However, I was overwhelmed to pray, and I told them to go about it in a particular way, and it did not turn out well. I learned that one should not be too confident of his or her abilities to give the right advice without doing due diligence, for instance, prayers and consulting widely with others. Secondly, different problems require specific solutions because it worked at a particular instance, does not mean it will work for all instances, thirdly also to learn to take responsibility for action or decisions taken and to apologize if and when necessary. For me, this incidence left me devastated. However, I was able to encourage me that even though this action failed, there are still many more good decisions that can be taken. Putting these mistakes into consideration in subsequent actions and endeavors (Kouzes and Posner,2010)

I noticed in my leadership strength this week that I listened more .I was patient, frank, and sincere with myself and others .I observed a powerful placed politician was able to use persuasion and sentiments on religion to gain support.

Journal entry for week six.

I have seen various experiences that have shaped and influenced my perspective on leadership. My role as a leader as one who articulates and puts into action a vision of a future. That inspires others to join. Some of my employees' resistance to that vision has been the most significant influence on reshaping focus and thinking about leadership as a dynamical distributed process amongst my team members.

This week, I encountered the reality that not all my team members understood what my organization's vision is all about. With my long absence at work and with Covid 19, only a few of them can effectively carry out my instructions. The remaining could not, and that is severely impacting the business negatively, which goes to re-emphasize that the organizational structure was not strong enough to operate in absence.

Therefore, I have learned from this week's occurrence that I have overrated my employees' abilities to the extent of putting too much trust in that ability to perform. It then means that I will have to retain some and terminate some and rebuild what has been damaged or destroyed to a higher and better standard that will make the customers impose confidence in us again.

My weaknesses are that I did not set clear employee's goals. Did not have proper and effective feedbacks. Did not set a clear organization goals. I used the laissez-faire leadership style for my followers. I allowed them to use their autonomy to execute because I was just too exhausted trying to tell people what to do. Most of the time not done as specified. Some of the strengths I observed are I enabled employees to have creative freedom and approach things their way. It is now left to them to utilize the opportunity. I was able to delegate effectively however people who needed more direction were too timid to ask.

The leadership style I observed this week was an exciting one, which has to do with a coaching leadership. A coach, despite the pandemic, still found a way to encourage and build a formidable team of boys under sixteen who are passionate about American football. They see him as someone who creates a feeling of empowerment and motivation amongst them.

Journal entry for week seven.

I was part of a management meeting in an organization I was appointed as a leader; I have not been available for the meeting for a long time, but the first day at work after several absenteeism. I was struck by the tyranny of meetings that has absorbed so much time that there was no time left to do the real work. Employees were frustrated because they did not have access to their senior leaders for direction. Projects were not completed promptly. This situation was a tough situation for me, yet significant in shaping my views on leadership. First, I went through a season of deep self- searching as I worked through the shift from manager to the supervisions.

This was a period of deep reflection on my sense of identity, values, and sense of personal integrity. I interpreted this transition as the system of self-organizing and engaging a new way of addressing it within the business unit (a significant process improvement; however, the organization left me in a shadow role to what I initially tasked to do. What I learned is that a leader should be dynamic and be able to multitask and be capable enough to solve organizational issues. However, in doing this, one must be able to influence the subordinates positively.

My leadership style this week was that of a servant style leadership. This type of leader is genuinely concerned about employees' needs. Indeed I was genuinely concerned about their needs, given the pandemic ravaging everywhere; one of the leadership traits I observed was

compassion, deep love, and a heart for my followers. Although in doing that, I still complained about the economic situation affecting everyone

Journal entry for week eight.

I realized that leadership does not have to be in an organized setting. A friend of mine advised another friend that because of the gifts God has bestowed upon her, she can start a family program in a radio program. She rebuffed her and said she does not have what it takes. This same friend advised and the friend who quickly grabbed the opportunity with the condition that she will do it even if it means improvising here and there and also where she was not perfect today the latter friend has started the program while the former one advised is regretting every bit of her action not to utilize that right opportunity. I learned that life is full of opportunities; it now depends on how proactive one is to grab each one that comes our way.

This week's strengths I observed in my leader's leadership style are effective communication, delegation, and use of persuasion instead of cohesiveness to get the task done. There was a positive response from the followers because they could also see I am doing everything to work on their feedback to make the working environment very happy and conducive. One of the weaknesses I observed today is the inability to work under too much pressure.

The leadership style I observed this week was that of a leader who refused to break down even in the face of adversity. He still found strength and courage to serve others, not minding his predicament. Leadership should go beyond self to others. It is about people who are the strength of leadership.

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