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Professor Russell Mcleod

PMN 441 Leading Organizations

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Reflection

Management Style

My dominant management style is Shepherding. In managing ministries over the past twelve years, I avoided conflict as best as I could. I would try to please both parties so that there will be no conflict but that just made things blow up bigger in the end. I find that I am very sensitive which helped in times when things got really tough. I can be accommodating based upon conversations I have with the people on my team. I don't believe in a one all fits all, except with the Word of Truth. I am definitely very emotional. I have been since I was born (I laugh writing that) I find being emotional has helped me see bigger issues that just may be visible to everyone. I can be a people-pleaser at times. I am very spontaneous, if it seems appropriate and flows I will do it. Usually the band members I work with are very talented and skilled in following so they know that there is a chance I will add a second bridge to a song or will sing a hymn before the set songs. I also know this is my dominant style for the past ten years. Every test I take whether for church or at Alliance, Shepherding is my highest percentage and always falls under the top three. Over the years I have learned how to be a commander because people-pleasing can cause even more conflict and I had to stop avoiding conflict and face it head on. I learned even though my insides melt in conflict I am really good in conflict. I learned to be organized and persuasive. Even though my strong suit is shepherding. Along the way I learned some skills from the others. That is thanks to my mentors and leadership at my church. They weren't always learned by training. I sometimes was in the first and had to pick it up real fast. Trial and error I say. If the same thing is not working try something else. Now I am learning

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how to be flexible in all of the styles while staying true to my dominant style. Definitely has not been easy at all because I am highly sensitive and emotional and in the past when things have happened it became too much and I hardened my heart. Instead of the balance I became irritable and cut-throat. Thank God we have the Holy Spirit to guide us in all situations. Melissa by herself makes a mess but with God He knows how to be in all situations. He was emotional when He need to be, He flipped tables when He had to. He walked in all four styles in His ministry while loving.