

Leadership and Management, Theory and Practice

Reflection

Module: LMT – LCBB6003

Lecturer: Afzal Munna

Student ID: 2018574

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Reflection

The changing business environment demands changes in how people understand and evaluate leadership. Effective leaders are essential assets in the current business environment as they enable their followers to achieve the set goals to support organisational success. The leadership and management, theory and practice module has helped me recognize that leadership studies focus more on behaviors, styles, and characteristics of a successful leader, leaving out the leader-follower relationship or factors outside leaders' control. For example, evaluating the characteristics of the five business leaders has made me appreciate the importance of follower characteristics when assessing leadership.

Although leaders in the 20th and 21st centuries seem to have several similar leadership styles and behaviours such as visionary and innovative, risk-takers, adaptive, and resilient, circumstances have changed, necessitating a change among 21st-century leaders (Denning, 2020). For example, in the 20th century, leadership was more about transactions, centralization, individual accomplishment, or micro-management. However, in the 21st century, leadership has become more about service to the people, building relationships, teamwork, collaboration, and soft skills, which necessitates an understanding of both leadership theories and leadership styles (Benmira and Agboola, 2021). As illustrated in TASK ONE Presentation, businesses or organisation leaders are looking for role models or new leadership methods, which have led to increased efforts toward studying how leaders such as Walt Disney, Henry Ford, Elon Musk, Jeff Bezos and Bill Gates operate. They aim to identify and understand the effective leadership styles and behaviours associated with these leaders, a knowledge they can utilize for future success.

Through the module and the presentation, I have come to understand that in the 21st century effective leadership is more about serving others. The technological changes are transforming the world from a 20th-century transactional nature into a relationship-based world. The most successful businesses are the ones that serve others and create relationships (Benmira and Agboola, 2021). Service has replaced leadership and relationships have suppressed the transactional urge. Hierarchies and failure have been replaced by networks and stepping stones respectively. As the world

Leadership and Management, Theory and Practice
Reflection

continues to become more unpredictable, there is a need to adopt a new leadership style, which requires not only a focus on leadership style and behaviours but also factors outside of the leaders' control such as follower characteristics.

Reflecting on my presentation experience, I realise that I could have significantly improved by focusing more on the audience, relying less on my notes, and diligently practicing the presentation beforehand to deliver it in a more polished and professional manner. The presentation was satisfactory; however, I am confident that with diligent practice and soliciting feedback from the audience, I can enhance my skills as a presenter and consistently deliver superior performances.

I am confident that each time I present, I am making progress and heading in the correct path, which boosts my confidence and motivates me to continue working diligently.

Leadership and Management, Theory and Practice
Reflection

References

Benmira, S. and Agboola, M., 2021. Evolution of leadership theory. *BMJ leader*, pp.leader-2020.

Denning, S., 2020. The challenge: 20th Century vs. 21st Century management. *Strategy & leadership*, 48(6), pp.11-19.