



Emergent leadership skills for the workplace

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Assessment 1

Critical Evaluation and practical application of different leadership theories in chosen organisation

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Executive Summary

The various perspectives on leadership theory in the actual business world are critically evaluated and summarised in this study. The study's primary goal is to critically analyse leadership ideas in a real-world setting. the systematization of the literature sources and research methodologies for addressing the issue from a pragmatic standpoint in relation to leadership theories, ([Sivanathan Sivaruban, 2021](#)).

Introduction

In terms of the organisational setting, leadership is crucial. Effective leadership is thought to reinforce the good effects of effective management techniques on an organisation, ([Sivanathan Sivaruban, 2021](#)).

One of the most significant and successful ways to address the advantages and difficulties posed by the global context is frequently seen to be through leadership. Determining values, culture, tolerance for change, and staff motivation is crucial in any organisation, ([Vasilescu, 2019](#)).

Over the past century, there has been a growing interest in the psychology of leadership, which has naturally led to the development of several leadership theories that attempt to explain the precise mechanisms and motivations behind the development of exceptional leaders. What precisely produces a great leader? ([Vasilescu, 2019](#)).

Do certain personality qualities make someone more suitable for a leadership position?, or do particular circumstances increase the likelihood that particular individuals will assume leadership roles? ([Vasilescu, 2019](#)).

The purpose of this research study is to critically assess what leadership theories are and how theories applied to McDonald's restaurant Ltd.

About McDonald's restaurant ltd

McDonalds is One of the most well-known fast-food restaurants in the world. With more than 36,000 locations across 120 countries, it serves 68 million customers every day. It was founded by two brothers Richard and Maurice McDonald. After a businessman Ray Kroc joined the company as a franchise agent and bought the company from the McDonald brothers, ([Francis, 2016](#)).

Now days, McDonalds restaurant is operated by a franchisee or the McDonalds corporation itself. McDonalds primary products include burgers, french-fries, soft drinks, milkshakes, wrap and desserts. The company has also introduced different menus like salads, fish, smoothies, and fruits in response to changing customer tastes in order to lock-in customers, ([Francis, 2016](#)).

Beginning in July 2015, McDonald's will be functioning under a new organisational structure that divides the company into four markets based on shared traits, difficulties, and growth prospects.

The U.S. market, International Lead Markets, High Growth Markets, and Foundational Market are among the company's segments. In order to build customer loyalty and trust, McDonald's places a strong emphasis on maintaining uniformity in the food's quality, flavour, and presentation throughout all of its locations. McDonald's prioritises giving consumers prompt service and easy access to its restaurants, ([Francis, 2016](#)).

McDonald's constantly introduces new menu items, incorporates technological improvements, and addresses sustainability issues in response to shifting consumer preferences and market trends. In order to guarantee constant product quality, financial savings, and expansion prospects, McDonald's efficiently oversees its international supply chain and provides help to its franchisees, ([admin, 2023](#)).

Burger King, Wendy's, KFC, Subway, and other quick-service brands are among the strongest rivals of McDonald's Restaurant Ltd. Fast-casual restaurants like Starbuck's is fierce rivals as well and is a specialty quick-service business that shares certain products with McDonald's. ([admin, 2023](#)).

The primary competitive advantages of McDonald's restaurant limited are value-added services, nutrition, affordability, convenience, innovation, quality, and hygiene. The organization's capacity to overcome difficulties by utilising its core strengths has been the key to its success, ([admin, 2023](#)).

Different leadership theories in chosen organization

The capacity to inspire others to complete tasks and steer an organisation in the proper direction is known as leadership. Strong leadership is consistently maintained by McDonald's Restaurant Ltd, ([in, 2024](#)).

Nonetheless, McDonald's is among the highly successful businesses that effectively employ the authoritarian style of leadership. In a noteworthy instance of organisational change, McDonald's does not solicit employee opinions or recommendations for any actions the company makes. When it comes to implementing new work procedures, McDonald's leadership style is always authoritarian, ([in, 2024](#)).

McDonald's uses a democratic leadership approach in several of its operations. McDonald's open culture has contributed to the food chain's ability to retain work flexibility and close the communication gap with its employees, ([in, 2024](#)).

McDonald's Restaurant Ltd. employs a situational leadership style as well. In short, situational leadership is a serious approach to people in their circumstances. The McDonald's leaders employ the leadership approach that best fits the circumstances, ([in, 2024](#)).

Leadership qualities

Effective leaders have certain personal traits that are indicative of their leadership qualities. Leadership is the ability of a person or organisation to direct people, teams, or businesses towards the accomplishment of a predetermined set of objectives. A strong leader has the ability to uplift others, provide direction, take the initiative, and enhance the workplace atmosphere. An all-inclusive inventory of leadership attributes: Good interpersonal skills, emotional intelligence, open-mindedness, accountability and responsibility, long-term thinking, self-motivation, confidence, and optimism, ([Indeed.com, 2023](#)).

Leadership styles

A leadership style is how you interact with people or collaborate to accomplish the objectives of a group, team, or business. It covers your communication with the team members you manage as well as external stakeholders; project planning; task delegation; goal setting and evaluation; and team and project decision-making. There are several distinct leadership philosophies. All of them have the potential to be useful when used appropriately. I've listed five significant leadership philosophies below that work incredibly well in both the personal and professional spheres, ([Miranda, 2024](#)).

Great Man Theory of Leadership

The Great Man Theory is mostly linked to Thomas Carlyle, who searched guidance and support throughout the Napoleonic Wars.

According to the great man idea of leadership, certain people possess inherent traits that enable them to be effective leaders from birth. Not created but born leaders. It also implies that when leadership qualities are required, leaders take on authority. During the 19th century, the great man theory of leadership gained popularity, ([Very well, 2023](#)).

The idea that exceptional leaders are born, not created, has been influenced by the mythology surrounding some of the most well-known figures in history, including Alexander the Great, Julius Caesar, Abraham Lincoln, and Mahatma Gandhi, ([Very well, 2023](#)).

When the world needs them most, great leaders step up to become the cornerstones of history. [\(Very well, 2023\)](#).

Advantages

Many people use the great man's leadership during a turbulent time as an example of how great leaders appear to be born with certain leadership abilities.

Persuasive skills and charm are frequently mentioned as examples of how natural qualities contribute to leadership aptitude.

[\(Very well, 2023\)](#).

Disadvantages

An incomplete Account of leadership.

Not everyone with the said innate leadership traits goes on to become a great leader, which is one of the main issues with the Great Man idea of leadership.

Disregards contextual elements.

Skill development is neglected.

Furthermore, the great man idea of leadership is unable to clarify how one might acquire leadership abilities.

[\(Very well, 2023\)](#).

Trait Theories

Numerous personality qualities have been shown by academics to be associated with either success or failure in leadership roles. Professor Brian J. Hoffman of the University of Georgia and his associates investigated the impact of both dispositional personality traits. (such as motivation, energy, dominance, integrity, creativity, and charisma) and proximal traits (such as interpersonal skills, communication skills, managerial skills, and decision-making skill). While most of us can more readily modify our proximal features via training and education, dispositional traits are typically more strongly embedded and challenging to change, [\(Shonk, 2024\)](#).

Examples of Leadership traits

Effective leaders possess a wide range of qualities and dispositions. These are a few instances that most people concur best characterise a great leader.

Charisma — Charming people are attracted to and inspire others, which makes them great leaders. Having a powerful presence or charisma on a human level is another way to describe this leadership quality, [\(Shonk, 2024\)](#).

Confidence — Leaders with confidence are able to establish and accomplish goals. When a leader exudes confidence, others are motivated to endorse their vision and pay attention to their words. With experience and work, one can enhance and grow one's confidence as a leader, [\(Shonk, 2024\)](#).

Optimism — Most successful leaders are the kind who view the glass half-full rather than half-empty, [\(Shonk, 2024\)](#).

Perseverance — Great leadership is frequently characterised by endurance, drive, and determination. Resilience, problem-solving skills, and motivation are critical components of effective leadership, [\(Shonk, 2024\)](#)..

Integrity — Integrity is the constant practice of honesty and transparency as well as a strong moral awareness. Excellent leaders need to be reliable and responsible, [\(Shonk, 2024\)](#).

Examples of Leadership Skills

Being a great leader requires a wide range of abilities. Crucially, with practice and dedication, leadership abilities may be enhanced and expanded. These are a few instances of the abilities that good leadership requires.

Decision Making — Making critical decisions at work demands knowledge and experience, which is a prerequisite for effective leadership. Developing one's ability to make decisions will make any person a better leader, [\(Shonk, 2024\)](#).

Communication — Visionaries are able to communicate their vision to others. They have strong communication skills and are adept at finding the proper words to motivate their fellow workers and keep projects on schedule, [\(Shonk, 2024\)](#).

Emotional Intelligence — The capacity to recognise, understand, and control one's own emotions as well as those of others is known as emotional intelligence. Success in the job can be determined by this crucial ability. Leaders that possess emotional intelligence abilities can boost team morale, retain more employees, and draw in devoted clients, [\(Shonk, 2024\)](#).

Strategic thinking — For the purpose of spotting possibilities, predicting trends, and choosing the best course of action, strategic thinking is essential, [\(Shonk, 2024\)](#).

Innovation — Not only are the finest leaders adept at innovation, but they also encourage it within their staff. This crucial leadership ability enables companies to expand through the creation of new goods and services or the enhancement of current ones. Inventing new ways to complete tasks can also be considered innovative, [\(Shonk, 2024\)](#).

Ethical leadership

Business executives that act appropriately and in line with established norms and beliefs both within and outside of the workplace are exhibiting ethical leadership. Demonstrating strong moral beliefs via words and deeds is the essence of ethical leadership. The remainder of the organisation looks up to ethical leaders. By motivating, fostering, and establishing a climate of mutual esteem and trust, ethical leaders make room for their workforce, [\(Thomas International, 2022\)](#).

Advantages

These are a few instances of the advantages of moral leadership.

Enhanced perception of the brand.

Increased morale among employees.

A culture of positivity at work.

Loyalty of employees and clients.

Better hiring.

Clear communication.

Adjusts to modifications.

There is no room for violations of ethics.

[\(Thomas International, 2022\)](#).

Disadvantages

Workers won't feel as supported.

Stress from supervisors and work-related obstacles combined with ethical leadership can cause employee deviation and attrition.

[\(Thomas International, 2022\)](#).

Behavioural and Relationship Theories of Leadership

Autocratic Leadership Style

On a team, an authoritarian leader is positioned at the top. They manage projects and make choices without consulting other stakeholders or other members of the team. An authoritarian leader is prone to assume total authority over teams and projects and make decisions without consulting anybody else. They may be more concerned with the finer points than the overarching goal, and they are more inclined to provide instructions than to motivate team members towards answers, [\(Miranda, 2024\)](#).

Because autocratic management adopts a top-down strategy that makes staff members feel disempowered and on edge, it typically doesn't work well for teams. However, in times of crisis, an authoritarian leader may prove to be effective in the short term. Autocratic leaders are adept at making decisions quickly and decisively, which is quite helpful when you don't have time to consider your options and get opinion,([Miranda, 2024](#)).

Advantages

- Fast decision-making
- No wavering on judgment

([Miranda, 2024](#)).

Disadvantages

- Failure to inspire and motivate employees
- Lack of diverse input into decisions
- Little opportunity for employee development and advancement

([Miranda, 2024](#)).

Investigate what your chosen organisation is doing

McDonald's is one of the many prosperous businesses that effectively employs an autocratic approach. When it comes to making business choices or altering working procedures, McDonald's does not solicit opinions or suggestions from its workforce. When modifications are implemented, employees are just informed about them. This does not, however, make McDonald's a poor place to work, as they offer one of the most prominent and effective career advancement schemes available, ([Coursesidekick.com, 2024](#)).

When it comes to productivity, this kind of management works well since workers are free to focus on their jobs and don't have to worry about making ideas or anticipating changes because everything is explained to them. This is more of a strict management style, ([Coursesidekick.com, 2024](#)).

Autocratic leaders handle issues and make decisions quickly by utilising the information at their disposal. McDonald's authoritarian leadership style guarantees prompt product delivery and improves customer experience by imposing zero tolerance for error, ([Coursesidekick.com, 2024](#)).

The best kind of leadership is autocratic because McDonald's employees are usually young and inexperienced. Many employees are part-timers, so they don't understand the company's long-term objectives and can't offer the executives any suggestions, ([Coursesidekick.com, 2024](#)).

Democratic Leadership Style

In democratic leadership, team input is prioritised during decision-making and managing projects. To guide the objective and course of projects, the leader solicits feedback from workers and other relevant parties. Before reaching a final decision, a democratic leader will probably ask their team, the company leadership, and other project stakeholders for their opinions and ideas,([Miranda, 2024](#)).

Allowing other voices to weigh in on initiatives also guarantees that projects and objectives are viewed from a variety of angles, strengthening an organization's or the group's capacity for innovation, adaptation, and serving a larger clientele,([Miranda, 2024](#)).

True democracy, on the other hand, makes choices slowly and may lead to frequent deadlocks that prevent initiatives from progressing. Early on in a project, democratic leadership works best to allow everyone involved to contribute to the goal and strategy. To guarantee effectiveness and advancement, it is advisable to assign decision-makers to handle the finer points of a project,([Miranda, 2024](#)).

Advantages

- Diversity of perspectives
- Strengthens a company's ability to serve a broad customer base
- Inspires and engages employees
- Improves innovation

([Miranda, 2024](#)).

Disadvantages

- Slow decision-making
- Can lead to dead ends and stalemates that prevent projects from moving forward
- Can cause a lack of cohesion in project elements

([Miranda, 2024](#)).

Investigate what your chosen organisation is doing

McDonald's employs a democratic leadership approach in certain circumstances. The restaurant giant McDonald's has been able to preserve flexibility at work as well as reducing the communication gap between employers and employees because of its open culture. McDonald's encourages open dialogue and sharing of ideas and opinions between management and employees. Managers who take the criticism from their employers can act rationally and adapt to changing circumstances,

([Coursesidekick.com, 2024](#)).

Contingency or Situational Theories

A situational leadership style is modified based on the demands of the team and the circumstances. A situational leader is aware of the benefits and drawbacks of multiple leadership philosophies, as well as the optimal times to use them with particular teams and business scenarios. To fulfil the unique demands of their workforce, managers of big, diversified teams working on a variety of projects must adopt a situational leadership style, ([Miranda, 2024](#)).

Advantages

- Adapts to immediate needs and goals
- Serves a variety of employees and company goals
- Prepares a manager to oversee any type of team or project

([Miranda, 2024](#)).

Disadvantages

- Might apply uneven standards to different team members
- Harder to automate and standardize practices for efficiency and transferability

([Miranda, 2024](#)).

The situational leadership approach is also employed by McDonald's Restaurant Ltd. To put it succinctly, situational leadership values people within their circumstances. The leaders at McDonald's employ the approach to leadership that best fits the circumstances. Every organisation faced extreme difficulties during the COVID-19 pandemic. McDonald's employs a situational leadership approach to get through these trying times, ([in, 2024](#)).

Fiedler's Contingency Model

Fred Fiedler, a scientist who examined the traits and psychology of leaders, developed the Fiedler Contingency Model in the middle of the 1960s. According to the paradigm, there is no one best style of leadership. The effectiveness of a leader is contingent upon the circumstances. Two factors—"leadership style" and "situational favourableness"—have led to this. The first step in applying the concept is determining one's leadership style. Fiedler created the Least-Preferred Co-Worker (LPC) Scale, a scale that can be used to quantify a leader's fixed leadership style, ([Mindtools.com, 2024](#)).

When filling out the scale, consider the person you've worked with the least. Someone you've worked with in the past may be this person. After that, you score your feelings for this person based on a variety of factors, adding your results. You are probably a relationship-oriented leader if your overall score is high. You are more likely to be a task-oriented leader if your overall score is low, ([Mindtools.com](https://www.mindtools.com), 2024).

The Fiedler Contingency Model is subject to certain criticisms. A major one is a lack of adaptability. According to Fiedler, changing the leader is the most effective technique to solve difficulties because our natural leadership style is set. He discouraged leaders from demonstrating adaptability, ([Mindtools.com](https://www.mindtools.com), 2024).

Adaptive leadership theory

Adaptive leadership is a pragmatic method for resolving business problems that helps executives recognise and concentrate on the critical components of a company's operations while eliminating those that are unnecessary. Authors and leadership specialists Marty Linsky and Ronald Heifetz of Harvard created the concept of adaptive leadership. Their thorough investigation led them to the conclusion that companies need to be navigated in accordance with the fact that they are always evolving. Adaptive leadership theory-applying leaders do more than just identify problems and work to find solutions. They can also foresee problems and determine their underlying causes. They are also adept at determining which risks are worthwhile and which ones should not be wasted by the company, ([Western Governors University](https://www.westerngovernors.edu), 2021).

Adaptive leadership is a powerful leadership approach that may significantly influence an organisation due to its emphasis on overcoming obstacles to get success, ([Western Governors University](https://www.westerngovernors.edu), 2021).

Advantages

- Adapts to immediate needs and goals.
- Serves a variety of employees and company goals.
- Prepares a manager to oversee any type of team or project.

([Miranda](https://www.miranda.com), 2024).

Disadvantages

- Might apply uneven standards to different team members.
- Harder to automate and standardize practices for efficiency and transferability.

([Miranda](https://www.miranda.com), 2024).

Transformational Leadership Theory

The main objective of a transformational management approach is to encourage and inspire staff members to act creatively in order to accomplish organisational objectives and realise their full professional potential. Developing, encouraging, and motivating team members may be the top management priorities for a transformational leader. Stability and stagnation bore them, but frequent change and rapid growth suit them better. They are creative individuals who constantly advance the company's goal and inspire team members to follow, ([Miranda](https://www.miranda.com), 2024).

In businesses that are expanding quickly, transformational management is crucial. Transformative leaders must strike the right equilibrium between providing specific targets and consistent standards to prevent their staff from feeling stuck at every turn, ([Miranda](https://www.miranda.com), 2024).

Advantages

- Makes a team and business adaptable to changing industry needs
- Develops agile teams and employees
- Keeps an eye on the big picture

(Miranda, 2024).

Disadvantages

- Ever-changing milestones can demotivate employees
- Rapidly changing needs can lead to employee attrition

(Miranda, 2024).

Recommendation

I have noticed and would like to suggest various ideas that the leadership of McDonald's should consider in order to strengthen the organisation.

lower-level decision-making, elevating regional managers to the position of power. Decision-making leads to flexibility; by granting franchise owners and/or regional managers more latitude, businesses can react to market developments more quickly and effectively without damaging their reputation internationally.

The flow of information must be modified. All organisational levels are expected to welcome innovative and creative ideas and optimisations.

(Olga Kovalenko, 2020).

Conclusion

The skill or process of persuading others to carry out duties with willingness, efficiency, and effectiveness is known as leadership. The procurement, development, and deployment of organisational resources, their transformation into worthwhile goods and services, and the provision of value to organisational stakeholders are all decided by leaders in their capacity as key decision makers. As a result, they provide significant management and long-term competitive advantages. Organisations require leaders that can adapt to changing circumstances and change their companies to gain a competitive edge in the market in today's dynamic workplace. Organisations also require leaders who can efficiently manage resources and keep a well-oiled environment, (Vasilescu, 2019).

In order to prosper, a well-balanced organisation needs a variety of leaders. There are a variety of perspectives on leadership, from highlighting the characteristics of exceptional leadership to concentrating on situational factors that influence a leader's style. Knowing how a leader and their followers interact is essential to understanding leadership. Comprehending the correlation between leadership style and organisational success is undoubtedly crucial, just as it is for a leader to identify the appropriate routes, techniques, and strategies to enhance staff performance within a corporation, (Vasilescu, 2019).

McDonalds restaurant Ltd always researching and implementing best leadership practice in overall management team which allow organisation grow stronger day by day, (Vasilescu, 2019).

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Thank you

Assessment 2

Reflective report

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for the future.

Conclusion

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Introduction

To manage a successful business, employability skills like leadership are crucial in addition to academic and life skills. It is crucial to be able to specify specific management talents at the right moment. To succeed in any career, a variety of abilities and experiences are necessary. You can also use it to help you balance your personal and professional life. In this report, I go into more detail about the value of the many leadership skills I acquired in university level 6 during term 2 and how they helped me grow personally, ([Practical Adult Insights,2012](#)).

Emergent Leadership Skills for the Workplace Moodle feedback

The Level 6 Term 2 Module examined the primary duties of leadership in the workplace, offered crucial insights into theories and practices of leadership development, and emphasised the significance of leadership in accomplishing organisational goals.

The purpose of this session is to introduce leadership by emphasising what makes a strong leader. The nature of leadership, identifying leadership qualities, developing leadership techniques, and dealing with ethics in leadership were covered in this module.

Gibbs' Reflective Cycle

Graham Gibbs created the Gibbs' Reflective Cycle in 1988 to provide framework for learning from events. It provides a framework for analysing experiences and, because of its cyclical structure, works especially well with recurrent experiences, enabling you to make plans and learn from things that went well or poorly, ([The University of Edinburgh, 2020](#)).

There are six steps covered:

- **Description** of the experience
- **Feelings** and thoughts about the experience
- **Evaluation** of the experience, both good and bad
- **Analysis** to make sense of the situation
- **Conclusion** about what you learned and what you could have done differently
- **Action plan** for how you would deal with similar situations in the future, or general changes you might find appropriate.

([The University of Edinburgh, 2020](#)).

Leadership styles

The requirements for effective leadership have changed significantly and scholars conducted global research to understand exactly what changed and what needed to change in leadership to be effective. The insights generated through this leadership research uncovering themes like:

Inspiring, motivating, and engaging people is the core component in achieving results.

Employee wellbeing is a key challenge leadership needs to be able to address.

Effective leadership in the volatile work environment requires a growth mindset, resilience, and emotional intelligence.

Three types of leadership were identified by Lewin, Lippitt, and White's 1938 study on the influence of leadership styles on behaviour.

Autocratic

An authoritarian leader holds the highest position on a team. They oversee projects and make decisions without seeking input from other team members or stakeholders. When it comes to teams and projects, an authoritarian leader is more likely to take complete control and make choices without seeking input from others. They could be more focused on the specifics than the main objective, and they might be more likely to give directions than to inspire team members to find solutions. Autocratic leadership rarely results in an effective team. Nonetheless, in times of urgency or disaster, autocratic leadership may prove to be temporarily beneficial for a company. Decision-making quickly and decisively is a very valuable talent for autocratic leaders.

([Miranda, 2024](#)).

Democratic

In contrast to an autocratic approach, a democratic management style prioritises team input in decision-making and project administration. Before reaching a final decision, a democratic manager will probably ask team members and other project stakeholders for their opinions and thoughts. Open decision-making to numerous voices also guarantees that objectives and initiatives are viewed from several angles, strengthening an organization's or team's capacity for innovation and adaptation. Early on in a project, democratic leadership works best to allow all stakeholders to contribute to the vision and direction.

([Miranda, 2024](#)).

Laissez-faire

A laissez-faire management style is a detached form of supervision that permits team members to function autonomously and make their own choices. A leader who practices laissez-faire is likely to devote much of their day to their own tasks and pay little attention to what their team members are working on. Until a team member requests it, they don't provide instruction or feedback. They don't decide what's best for the team or the projects. Many teams may experience issues as a result of laissez-faire leadership. On the other hand, certain employees may flourish in an environment devoid of supervision since it allows them to explore their own leadership potential and be free to create. Laissez-faire leadership, as a style of management, is best suited for elite teams of highly qualified and seasoned workers.

(Miranda, 2024)

My leadership styles

It's critical to acknowledge my unique leadership style. This approach influences how others react to me, how they react to their work, and ultimately, how effective I am as a leader.

Democratic

Honestly saying, As a leader I always implement democratic management style at work, which puts the voice of the team at the forefront of decision-making and project management. Before making choices, as a democratic manager, I would probably ask my staff, other senior executives, and project stakeholders for their opinions and input. Including a variety of voices in decision-making also guarantees that objectives and initiatives are viewed from several angles, strengthening an organization's or team's capacity for innovation and adaptation.

(Miranda, 2024).

Identify my own strengths and weaknesses as an emergent leader.

Strength

These six essential leadership qualities reflect my leadership strength. I believe a great leader flexibly move between these qualities based on the situations needed to face.

Inspiring purpose – Give people a ‘why’

Agile mind – Look ahead and always be ready to adjust course.

Focus on momentum – Keep people moving in the right direction.

Steady presence – Be the leader that others can rely on.

Authentic connection – Connect with people and value them as individuals.

Empowering approach – I don't need to have all the answers.

(Miranda, 2024).

Weaknesses

In leadership qualities, it is very important that when something goes wrong, I need to ask myself whether there is anything that I would have done differently. But sometimes I fail to do so. Rather than looking straight, I should have looked at different direction to success.

When I receive feedback sometimes I react defensively, but I should take it on board and use any criticism constructively.

(Miranda, 2024).

Action plans that may help me improving my leadership skills for the future.

I am Improving Leadership Skills. Currently attending university.
I need to work with my weakness.

Conclusion

In our academic journey about Emergent Leadership Skills for the Workplace, I will develop and improve myself constantly. All these traits and skills will help me to be a better version of myself and to achieve what I want.

For my intended career, I require certain academic and employability abilities. Especially Leadership traits and skills for my personal and professional development - to be successful in the future.

I already have a lot of the necessary skills, but there are some that I still need to learn and develop. And my journey in the university will give me wide access of knowledge.

(Practical Adult Insights,2012).

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Thank you