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Reflective leadership

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INTRODUCTION

Leadership is a combination of attitude, position, skills behaviour and responsibilities that allow a person to bring out best in other people, and best within organisation in sustainable manner. An effective leader posses various characteristic including strong communication, management skill, self confidence, innovative and creative thinking, willingness to take risk, perseverance in face of the failure and reactiveness and level-headedness during crisis (Ahmadzai, 2020). In a business, person who exhibit all these leadership qualities become able to ascend to the executive management and C- level position like CIO, CEO to president. For reflective learning, the organisation chosen in this report is Ceviche which is a restaurant situated in UK. This report will be based on the leadership experience that will include certain leadership theories, finding the lacking area. This report will also include an action plan which is undertaken with the purpose to improve the lacking area.

MAIN BODY

In this reflective report, I destine to explicitly my own leadership behaviour and skills. Specifically, I will concentrate mainly on my experience, strength and lacking area as being a participator or action oriented leader. In this, I will also reflect on best strategy that I need to employ in order to improve my leadership abilities or skill by balancing path and objectives areas of my thinking and behaviour. In the end, I will present an action plan in which it include that how I will endeavour for developing those area that I noticed needed few adjustments.

In my life I have been fortunate to have various opportunities for taking on the leadership roles and authority, and to utilize these roles for influencing other in positively. After taking leadership quizzes, I was enable to identify that my personal leadership ability is participative.

During my study, I got internship in Ceviche restaurant. In this, to understand about the hospitality sector, a team was being formulated in which we are 10 members. To complete this project efficiently, a leader is required. As I am very friendly person who enjoy hearing about other's interest by encouraging them to speak and being good listener, I am a proactive participator. So, our team members has chooses me as a leader of our team. For instant, being an aspiring leader, I have always identify myself in the different circumstance which require a proactive participation

in the decision making process in order to ensure that end result is ideal. In such circumstance, I was able to instruct a charged interactive meeting into objectives and outcome oriented forum. Initially I had adapted the **Autocratic leadership** style in which i usually I made all the decision based on my own ideas and judgement. This leadership style impact my expericne in various which are mentioned below:

Pros

- **Faster decision making-** It made me enable to take quick decision that si most essnetail benfist for a leader. It helps to complete the project timely as it does not consume much time in consulting with the others.
- **Boost productivity-** The faster decision making and a quick information sharing helpmy team member to boost their productivity (Holzmann and Mazzini, 2020). In this, my team need not wait for thumbs up form me or ask for the deadline extension fi they get all approval or data timely.

Cons

- **Low morale-** It was resulted in to low memembr's morale. As due to lack of the recognition they get de motivate due to it impact their performance.
- **Develop dependency-** This style creates s system, of the dependence. My team has member their confidence due to which they could not take any decision.

By observing all these negative impact of the autocratic leadership style i decide to change my leadership style. By an analysis I have choose the democratic leadership style.

To guide my team members I had used the democratic leadership style in which my team members are free to take a participative role in decision making process.

Democratic leadership is an open leadership style which empowers team members in decision making process (Majid, 2020.Sinclair, 2020). It an individual work in a company that benefit from opinion sharing, open discussion, then this leadership style can be considered. This leadership allow my team members to share their views and involve them in decision making. This leadership help me in various ways, but sometime it create problem for me. Therefore, in

respect to my leadership experience, there are certain pros and cons of democratic leadership style which are mentioned below:

Pros

- **Promote multiple solution-** When members take part in decision making process, then this leadership style facilitate collaboration and various opinion to cover more possible solution. It helps my team to analyse more aspect of the project and also find the solution that address requirements of our project better.
- **Build trust-** As in this project, my entire team and I have equal power to take decision and access information, so it increase a feeling of the trust among all of us. All team members know motive behind the decision and does not questioned for anything.
- **More cohesion-** As it leadership involve members in decision making, it help reinforce the specified vision (Soelistya, Warindra and Desembrianita, 2021).In my everybody is part of the team decision and also understand motivation behind taken decision

Cons

- **Delay in decision making-** It might be challenging to make a fast decision when decision making require input of everybody. As in my team all members are allowed to take decision due to his, it consume a lot of time because everyone put their ideas that require time to consider.
Overwhelmed leaders- In this, I find that this leadership take much time and effort when team consensus is required. Due to this, extra work may contribute to missed the deadline sand the potential leader burnout.
- **Decreased performance-** In my team, some members are not able to perform under the democratic style as they did not like to make decision. It might have an impression that members work hard than leader.

I have to listen to every team members since it encourages them and due to this I also gain a great insights and ideas as well. I have determined that the leadership must be clear in job description so that everyone knows expectation regularly. To be successful or efficient, I have to proactively prepare s personal insight which ensures that the outcome matches given expectations. These must

then be communicated in relation to what is assumed to be done and also setting out the clear guidelines or instructions to be followed to limit space for the vagueness and contradiction of the roles.

Since I was a leader, a lot of the expectation from organisation provides me inspiration and motivation. As a result, my role and responsibilities was firmly established and I became able to connect the mission, vision and values of the organisation to individual needs and values. It gave us better picture of the aims or purpose and how all members can make a contribution to that specified purpose.

Personal reflection

During this project, I came to know about my certain strength and weakness related to the leadership quality. This identification helps me to make better my strength and bring improvement in lacking area. The strength and weakens of my leadership skill are mentioned below:

Strength

- **Effective communication-** I am skilled in the verbal communication, an element taht identify my strength since through thus, I am able to convey the vision to my team members at workplace, a component which garnered support of my group members. I have identified t in the listening to the suggestion and view of my team in line with specific vision we have and listen to concerns the raise before giving personal views of any situation.
- **Leadership skill-** It remains one of my strength that considering the fact that I am very flexible and learned leadership skill through the experience. I have identified that, I have capacity to rally my team behind me in attaining an objective, a component that has gained me respect. My team look up to me not just because I have accomplished any goals but because of approaches and manners in which I had leaded them in the projects.

- **Delegated authority-** During this project, being an democratic leader, I had delegate the authority to my team member very well. I have assigned every members with right duties and responsibilities. Thus, I am able to delegate the responsibilities or role to accurate person that help to attain the goal very easily.

Weakness

- **Time management-** It is most desired skill on today's job market. During this project I am lacking in this skill as am not able to schedule few work timely due to which the respective organisation has lost both the well being and financially.
- **Adaptability-** As there were various changes during the project. And at this time I was not capable to adopt these changes so efficiently. Due to this, I could not learn many things such as how to work the changes and how to handle the change at workplace.
- **Ethical practices-** When we are working on the project, then I am lacking a little bit to fulfil the ethical practices as I am not able to resolve the conflict due to a loose control among members. Due to the ethical issues at workplace, mostly team members feel helpless and also lost their trust

towards me.

Action plan

L e a d e r s h i p d e v e l o p m e n t o b j e c t i v e s	L e a d e r s h i p a c t i v i t i e s t o a c c o m p l i s h m y o b j e c t i v e s	W h e r e w i l l I d e v e l o p m y l e a d e r s h i p t o a t t a i n m y l e a d e r s h i p g o a l s ?	T a r g e t d a t e t o a c h i e v e m y o b j e c t i v e s
E t h i c a l p r a c t i c e s	To improve my ethical practices, I need to create a code of conduct in my leadership style. For this I need to align my values and beware of the bias at workplace.	At workplace	10 August, 2022
T i m e m a n a g e m e n t	To complete my internship project I need to make sure that the activities are divided based on a time schedule. Hence, I can work on the basis of that schedule in order to meet all the deadline for the projects	In university	5 July, 2022

adoptability	To my this leadership skill, I need to adjust my management style to the changing situation. I should adopt the changes in a positive manner. For this I will push myself out of my comfort zone.	At workplace	6 June, 2022
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CONCLUSION

From the above report it is concluded that group assignment and learning experience reaffirmed my leadership ability and skill to manage the group dynamics. Apparently, the leadership theories discussed prove that I am a participatory and autocratic leader. Nevertheless, I need to make some adjustment in situation management parameter in duties and goals at hand since eth reflection reveals that I am not consistent on such areas. Therefore, I need to be accommodative and realistic to make sure that I stay sober while handling the different situation in relation to the leadership development. To make certain his improvement in my leadership skill, I have make an action plan in which I identify the way that how to improve these lacking area. I also determine that how to measure improvement of these skill as it help me track my progress. Therefore, from the above discussion, it is analysed that I can become an effective and efficient leader in future.

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