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Report

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Introduction.

In this report I will discuss about the understanding of the leadership skill and this module I learn a lot of knowledge about the effective leadership and all the strength and abilities of the leaders that make leaders successful on the workplace to achieve the goal of the organizations. Every leader uses different styles to implement in the workplace. Because the leader understands better way and he will use leadership style to achieve the organization goals. So overall I learned a lot of knowledge skills which make leader successful on the workplace and. I will discuss here some very important leadership skills. These are the effective leadership skills that a leader needs to be used in the workplace to achieve the desired goal of the organization. In this report I will discuss the leadership styles leaders use autocratic, democratic, laissez-fair leadership fair and transformational leadership style. These leadership styles are very important in all kinds of organizations and the leader needs to be motivated and properly guide their followers to achieve the task and make the organization successful. I'll discuss tackling the barriers to leadership. According to CIPD research about the barriers. Leaders need respect, responsibility, fairness, honesty, courage and kindness. These are the main ethics which are very important in leadership to achieve the goals and. to connect, attract and motivate their followers easily.

A. Effective Leadership Skills.

Effective leadership skills are very important on the workplace. A leader must have effective leadership skills, then he will be successful on the workplace.

Empathy and Performance for effective leadership skills.

The capacity to relate to and experience another person's feelings, ideas, or experiences is known as empathy. More than just sympathy, empathy which is having the capacity to comprehend and assist others with sensitivity or compassion. The concept of empathy is essential to the role of leadership. Numerous theories of leadership empathy are a crucial quality in a leaderships Empathy is a necessary quality for transformational leaders in to convey to their supporters that they are concerned for their accomplishments and needs (Bass, 1985). Genuine leaders must possess empathy as well to be conscious of other people (Walumbwa, Wernsing, Avolio, Gardner, and Peterson, 2008). the nature of leadership is changing and that a stronger focus is being placed on establishing and preserving relationships. Job and empathy

are positively correlated. In certain cultures, empathy has a greater impact on job performance than in others.

Communication skills for Effective leadership for workplace.

The foundation of leadership is effective communication, which allows leaders to inspire others to support their efforts and share their vision with followers (Bass, 1985).(Drucker, 1999). (Gilley, 2005). (Howkins, 2001). Leaders who are unable to communicate effectively find it difficult to express their vision and mission and find it difficult to enthuse, encourage, or enlist the support of others. Furthermore, communication gets increasingly complicated as people advance in an organisation from entry-level jobs to more senior roles. Effective communication becomes more important in organisational functions to more strategic (Huegli & Tschirgi, 1974). Speaking clearly and motivating their team with specific actions are essential skills for a leader (Judge & Piccolo, 2004).

Problem solving and decision making.

For effective leadership need a problem solving and decision making. It is very important for leaderships on workplace to make decision for this leader need to be a first of all, any problems on the workplace, need to be solve the problems make a decision to take a step forward to make a business successful. These skills are very important for effective leadership on the workplace.

Motivation and self-awareness.

For effective leaderships needs a motivation. Effective leader must have motivation, skills he will motivate himself and he can motivate his team and the other colleagues and employees of the organisation. Among the most widely used concepts that emotional intelligence has been linked to is the leadership one (Batool, 2013). Self-awareness means the leader has qualities of emotional intelligence it is very important skill for Leadership on the workplace.

Flexibility, time management and reliability.

For effective leadership. Flexibility is very important. Skill needs to leader need to be flexible. And adopted changing working conditions. Leader needs to be engagement with employees. need to be flexible to getting feedback from the team. Time limit is very important as well, make a good decision on time he need to be set attainable goals. Hey, effective leader. Is trying to fulfil commitments and meeting deadlines and he encourages his team achieve the goals on time. always try to meet the deadlines. An effective leader must have confidence and kindness with his employees and colleagues on the workplace. He organizes some events to get initiative

of these kind of gatherings make a good relation and strongest skill for effectiveness of leadership.

B. Effective Leadership Style.

In all organizations in the workplace every leader has a different leadership style. He uses own leadership style to implement his own plan and strategy. He is responsible for achieving the goals of the organizations. To meet the expectations of the stakeholders and the employees of the organizations.

1 Autocratic leadership style.

In autocratic leadership style, when a leader adopts an autocratic style, they make all the decisions and don't involve or participate. Although he occasionally makes extremely difficult choices, this leadership style facilitates speedy decision-making with structure and rules. Additionally, there are some drawbacks, such as a lack of group input because ideas, discussions, and feedback are not taken into account, and declining employee morale as a result of the leaders' increased workload and responsibility. An autocratic organization may find it difficult to come up with new ideas because its staff members aren't allowed to contribute because they aren't consulted (Northouse, 2015).

2 Democratic Leadership style.

In democratic leadership style a leader always works with the employees' colleagues and he performs all the duties and he makes a decision and I get a suggestion from employees inform his all the workers and management about everything's and this will give a good impact on the all the employees and the management because they know because leader is participating and encouraging and motivating them and to achieve the task. and this will be increased, and the efficiency of work will be increased. If anybody need help, then he will help They as well have leadership style is very, very important he worked with all the employees and then he understands the all the problems and he will understand the management policies and he make a good decision to make business successful. (Chukwusa,2018) According to Hernon and Rositer (2007), democratic leaders make a very good action plan, and he will check the performance of the employees as well.

3 Laissez-fair Leadership

In this leadership style, the leaders allows their followers to make their own decision and the manage own working relationship, but still the leaders always support give guidance and giving them a training when they need it and .He make a trust and handle all the Tasks and make them flexible and comfortable and I always encourage and motivate them to achieve the goals One of the closest precursors of bullying at work could be a highly charged interpersonal dispute.

4 Transformational leadership

In this leadership style, leaders know how to inspire, motivate and engage employees for meaningful change. And he will encourage the employees to achieves the goals. An in in this little table styled the little will exchange ideas and between employees and an issuer. Is the owner ideas and he got feedback from employees and Evil provided them a reward on. Time basis and then for this the worker performance will be he better and better invention of ideas possible.

Transactional leadership versus Transformational leadership

Transactional leadership	Transformational leadership
Leader adaptable.	Leader takes benefits
Employees work in the organization culture.	In this, leadership style employees give their own ideas to change the organization culture they implement.
In this leadership style workers achieve the organization goal to get rewarded and punished.	In this leadership styles leaders encourage, motivate and giving power to employees to achieve the goals of the organization and giving moral values to employees
In this leadership style, the leaders motivate the employees for his own interest	In this leadership style, the leader motivates and encourages the workers for their Interest.

C Tacking the barriers to leadership in workplace.

There are some barriers comes on the workplace to achieve the goals of the organisations. These barriers make a leader, unsuccessful. The lack clarity of goals is one of the main causes

of the barrier on the workplace because when the employees don't know the goals of the organisation, there is no clear goal. Then it's very hard to achieve the goals this makes the leader unsuccessful because this is the barrier between employees and the leader because the unclarity makes a problem. And make a less efficiency of work and less productivity of the work.

A limited resources another causes of the barriers because when the limited resources, this issue is very hard for the leaders to give incentive to employees and give them extra hours. This increases the workload to workers because they have a very limited resource. This makes frustration between leaders and employees and bad result because workplace has a burden an insecurity very hard to achieve the goals of the organisation.

The other man causes of barriers of effective leadership communication problem. Lack of communication is the one of the big problems because if the poor communication on the workplace and communication gap this make a confusion between workers and the leaders and misunderstanding and too many complications on the workplaces because the workers are not to communicate to each other properly, then it's very hard to achieve the task on time. For effective leadership, communication need to be clear. To achieve the goal of organisations.

The other barrier is Recognition, of feedback.

On the workplace if employees are not recognised Feedback and they're not feeling valued because when the leaders are not giving them a positive and honest feedbacks (Fulham, Krueger and Cohen, 2022).and there is a significant barriers comes to success and employees feeling anger when they not motivated because the leaders not giving feedback on time and the employees has less engagement they not perform well and then productivity work is not achieved on time. An always leader need to be given feedback to employees and give them in a coach and motivate them to achieve the task.

Other barriers in the limited opportunities of the growth on the workplace when any workplace there is a less opportunities of growth than employees are not willing to do the work, they feel frustrations and disengagement on the workplace (Collinson et al.,2018). Another big barrier is the workplace and personal life balance. The most companies this barrier make a problem for the workers because when they have extra work burden and then their personal life issues this barrier make working conditions bad because long working hours making stressful. Discrimination and systemic racism are ingrained in Canadian culture. (Das Gupta, 2009).

Some Barriers of leadership in some organizations in CIPD case

Report overview	Millers Oils	Thames Valley Police
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Hierarchical structure.	Changing the Organization. culture. Self-managing team.	Rules, Regulations, Policies. Fear of Securities
Short term. Planning. Focus. Individualism and rewards us and them mentality making own decisions	Blaming each other. Managerial level problem.	Ranking system. Performance management and accountability.
Crime reduction initiatives. Rapid organic growth without sufficient investment. In consolidating process and structure problem. External pressure challenge for managers. New role without demand?	American Tobacco. South Asia. Lack of agility. Problem between business and the people's leadership. Performance evaluation. Change the culture to create an environment that enables leadership.	Lack of training and development.
Communication problem between central functions and operations.		

4 Ethical Leadership.

The influence of a moral person who inspires others to act morally and for the right reasons is known as ethical leadership. Individuals in positions of management or leadership act in accordance with six qualities are necessary for a leader to possess: trustworthiness, respect, responsibility, justice, caring, citizenship, and dependability. Be considerate of others by acting with good manners. Perform your duties, consider your actions before taking them, and follow the rules. Keep an open mind, be kind, forgive others, and stop blaming others. Participate in community outreach, maintain knowledge, defer to authority, and safeguard the environment. Leaders set an example for how to achieve ethical goals through their actions. Respecting others, assisting them, demonstrating and utilizing goals to influence others, identifying and pursuing worthy goals, and establishing goals all agreed upon the integrity of leadership. Morale and ethical values should be upheld at all times to ensure both short- and long-term

benefits. It works to create a positive work culture that builds investor and client trust in your organization, which benefits your stakeholders and clients. They also feel safe and comfortable when things are taken care of. High-risk loans were among the many variables that contributed to the 2008 financial crisis, according to Barnard (1938). It works to create a positive work culture that builds investor and client trust in your organization, which benefits your stakeholders and clients. A positive workplace culture also boosts morale among staff members and encourages high output. Employees who work for ethical leaders experience a sense of recognition, which boosts retention rates. They also feel safe and comfortable when things are taken care of. High-risk loans were among the many variables that contributed to the 2008 financial crisis, according to Barnard (1938). Entrepreneurs who transfer risk to the secondary market often fail to take into account the possible repercussions for borrowers, institutions, or markets. On the other hand, when people are aware of the moral ramifications of their behavior, ethical misconduct may ensue. Managing ethical responsibilities is a key function of organizational leadership. Effective leadership must assist staff members in comprehending typical ethical dilemmas and rendering morally sound decisions. The most comprehensive knowledge of the relationship between organizational ethics and leadership is found in Brown et al. (2005). Ethical leadership can be defined by two terms from the social learning theory. as an example of proper conduct as demonstrated by one's own actions, interpersonal interactions, and encouragement regarding rewards.

The study of cases? Ethical leadership benefits companies. We have witnessed excellent leadership during the COVID-19 crisis, most notably in New Zealand. which has decreased the cases to zero under Prime Minister Jacinda Ardern's caring and ultimately moral leadership. Much of Europe, as well as North and South America, were hit by the deadly virus, which continued to spread, much to the dismay of those who had and are still working on the front lines of the fight against it set a better ethical example by rewarding others the most and making decisions that the good for the greatest number of people impacted by them. We need this kind of leadership in our business in order to control those whose growth and profitability are the determinant of ethical decision making, but sadly, courageous acts are uncommon in the corporate world, particularly in the Nick Canon unmasked? How could I possibly be foolish? deciding during a pandemic.,

Conclusion.

Overall, I learned a lot of things about leadership and leadership qualities and leadership skills and leadership ethics. I learn a lot of knowledge and skill about leadership. And effectively, leadership specific and widely accepted knowledge of leadership and I really enjoyed this module because I improve my learning and I get more confidence about the abilities of leadership and learn, skills and get motivation and this module was really helpful for me to get my desired goals in my life I improve my communication skills and learn about the different types of leadership and especially again how to manage people There are too many styles of leadership autocratic and democratic. So overall leaders set goals and direction for themselves and the employees of the organizations and give inspiring and motivating and encouraging them to achieve the goals of the organization on time this make the organization successful. Leaders are always collaborating with their follower and giving respect and getting feedback to achieve the goals and the leaders sometime getting suggestions to making decisions what is the right things and listen to others and respect and making a good decision for the benefit of the organizations. During this time, I learned a lot of knowledge and skill about leadership skills and religious styles and the barriers which are affecting the workplace to make a leader successful.

Part 2 reflective Essay about Leadership Skill.

This module covers a variety of topics related to leadership, including knowledge and skills that are essential for effective leadership, key traits of effective leadership, and practical applications of the knowledge and skills I have learned. One of the qualities of leadership is the ability to persuade others to follow oneself or another. Leadership is not limited to individuals in designated leadership roles; it occurs at all organizational and societal levels. Depending on the individual, the culture, and the context, leadership can mean different things.

1 Responsibility. Regardless of the success or failure of the team, the most effective leaders accept complete accountability for the work produced. It is your responsibility as a leader to encourage your team when they do well and to offer helpful criticism when needed to help them get better. Accepting responsibility for your actions is also crucial in situations where you have made poor choices or behaved negatively. (Chuang, 2013).

2 Adaptability.

To become a strong leader, an experienced leader must understand that plans, schedules, and goals are subject to change at any time. The goal should be a flexible strategy that enables you to give your followers the essential direction. that foster the development of associated

leadership traits like resourcefulness and improved problem-solving skills. Flexibility of mind. Instead of fighting against unforeseen challenges, learn to embrace them.

3 Self-assurance.

Being confident is a critical quality for leaders. Every leader ought to be self-assured. Leaders possess the ability to instill motivation even in the face of obstacles that impede progress and have a tendency to establish trust with their team and colleagues quickly. through putting on a presentation practice. Considering the questions, you might be asked and ready with insightful, practical responses.

4 Compassion.

When working with other leaders, such as executives, managers, and others, empathy is a quality of leadership as well. Some perform better than other team members. They must always be emptied. with additional employees. They must comprehend the issue and, um. All workplace concerns must be approached with empathy for others. (Grant, Hartley,2013).

5 Encouragement.

A wonderful small. Always upbeat to inspire their teams to succeed. Avoid doing so. Despite the negative effects they inflict, they consistently inspire them to perform at their highest level. Go above and beyond in order to have a greater impact. When faced with challenges, like when facing obstacles or giving constructive criticism, exit with a positive attitude. Along the way, you can emphasis the advantages of finishing a significant project rather than the effort your team will need to put in to see it through.

6 Taking chances.

Risk is something a leader deals with on a daily basis, but in order to become an expert at managing risk, they must know when to back down from a challenge and when to play it safe. And in order for your team to make a decision, the leader must hold onto the situation, evaluate

it, and work to reach a conclusion. Accept and act upon your decisions with ease. (Yule, Flin and Murdy, 2007).

7 Being Strict.

Then, we have to make tough choices—often swiftly and fairly—for coworkers and staff members. Certain decisions will have little impact, but many leaders are born during difficult times or emphasize their ascent. the sea and make the prompt choice that exudes confidence.

8 Critical reasoning.

The leader has the capacity to consider intricate situations and problems. grew more acute. instruction. The more adept at analysis the more knowledge you have. You can handle that situation with ease and don't need to think things through or improve. the capacity to decide. and a wiser decision for the company and its staff.

9 Inspiration.

Motivation is a wonderful quality among all leaders possesses a common capacity to motivate and sway people. Greater always inspires their employees to meet the objectives of the company.

10 Honesty.

Leadership requires integrity because a leader must be Being a leader in the workplace requires having integrity and honesty. Maintaining a level of integrity that gains you the respect of your

employees is imperative. Integrity is beneficial for establishing credibility with coworkers, among other things. And achieving overall success is crucial

11 Group collaboration.

Possessing team building abilities will help create. Peace in the political and professional spheres. The situation calls for cooperation from the leader as well. Not concerning what, exactly? It requires inspiring the group. And how to motivate and unite them in order to accomplish the objective.

This module teaches me a new approach to leadership and gives me awareness about all the important leadership skills which make a leader successful. This term was very good and enjoyable. During this term I learned a lot of knowledge and skill about leadership. And I think I can use it in my personal life in the workplace, and I will discuss some of some few advantages of Democratic leadership. When a leader adopts a democratic leadership style, both followers and employees benefit from increased engagement, job satisfaction, and experience. Overall, this raises morale among followers and employees, increases productivity, and fosters strong working relationships at all levels. Additionally, under a democratic leadership style, individuals feel more engaged with the work at hand, empowered to make creative suggestions, and connected to it overall trust among teams, employees, and management. Furthermore, Democratic leadership offers far too many advantages. Personally, I prefer the Democratic leadership style additionally in this module a lot of expertise's, as well as all the qualities, styles, and leadership abilities, but I believe there is one thing we should all pay attention to that I haven't mentioned yet: risk or crisis management. And this was either completely absent or barely touched. It is imperative to have a crisis management policy in place for those difficult times of crisis or disaster. Thus, we require three strategies to address the crisis. Therefore, in order to handle the situation, we must first prevent it, prepare for it, practice, and be encouraged to respond in a professional, upbeat, and proactive manner, the handling of crises during natural disasters, such as the COVID-19 pandemic and current conflicts. Russia. And Ukraine needs to be in this kind of crisis right now, so in order to succeed in difficult circumstances, we must practice crisis management, be proactive, and be prevented.

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Appendix.

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APPLICATION

(Continued)

Statement	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
22. Leadership is about how leaders work with people to accomplish goals.	1	2	3	4	5
23. Effective leadership is best explained by the leader-follower relationship.	1	2	3	4	5
24. Leaders influence and are influenced by followers.	1	2	3	4	5

Scoring

- Sum scores on items 1, 7, 13, and 19 (trait emphasis)
- Sum scores on items 2, 8, 14, and 20 (ability emphasis)
- Sum scores on items 3, 9, 15, and 21 (skill emphasis)
- Sum scores on items 4, 10, 16, and 22 (behavior emphasis)
- Sum scores on items 5, 11, 17, and 23 (relationship emphasis)
- Sum scores on items 6, 12, 18, and 24 (process emphasis)

Total Scores

- Trait emphasis: 15
- Ability emphasis: 14
- Skill emphasis: 20
- Behavior emphasis: 18
- Relationship emphasis: 18
- Process emphasis: 20

Scoring Interpretation

The scores you received on this questionnaire provide information about how you define and view leadership. The emphasis you give to the various dimensions of leadership has implications for how you approach the leadership process. For example, if your highest score is for trait emphasis, it suggests that you emphasize the role of the leader and the leader's special gifts in the leadership process. However, if your highest score is for relationship emphasis, it indicates that you think leadership is centered on the communication between leaders and followers, rather than on the unique qualities of the leader. By comparing your scores, you can gain an understanding of the aspects of leadership that you find most important and least important. The way you think about leadership will influence how you practice leadership.

(Continued)

Scoring

To score the questionnaire, sum the number of times you selected each of the items A, B, C, D, E, and F. The sum of A responses represents your preference for Duty Ethics, the sum of B responses represents your preference for Utilitarian Ethics, the sum of C responses represents your preference for Virtue Ethics, the sum of D responses represents your preference for Caring Ethics, the sum of E responses represents your preference for Egoism Ethics, and the sum of F responses represents your preference for Justice Ethics. Place these sums in the Total Scores section that follows.

Total Scores

A. Duty Ethics: 4
B. Utilitarian Ethics: 2
C. Virtue Ethics: 0
D. Caring Ethics: 0
E. Egoism Ethics: 0
F. Justice Ethics: 4

Scoring Interpretation

The scores you received on this questionnaire provide information about your ethical leadership style; they represent your preferred way of addressing ethical dilemmas. Given a situation with an ethical dilemma, this questionnaire points to what ethical perspective is behind the choices you would make to resolve the dilemma. As you look at your total scores, your highest score represents your primary or dominant ethical leadership style, your second-highest score is the next most important, and so on. If you scored 0 for a category, it means that you put lower priority on that particular ethical approach to guide your decision making when facing ethical dilemmas.

- If you scored higher on Duty Ethics, it means you follow a set of moral rules and do what is expected of you when facing an ethical dilemma. You focus on fulfilling your moral obligations and doing your duty.
- If you scored higher on Utilitarian Ethics, it means that you try to do what is best for the most people overall when facing an ethical dilemma. You focus on what will result in happiness for the largest number of individuals.
- If you scored higher on Virtue Ethics, it means that you pull from who you are (your character) when facing an ethical dilemma. You act out of integrity, and you are faithful to your own principles.
- If you scored higher on Caring Ethics, it means that you give attention to your relationships when facing an ethical dilemma. You may give special consideration to those with whom you share a personal bond or commitment.

