

Emergent Leadership Skills in the Workplace
(BMSW6101)

Lectures Names: Dr Toyin Adisa

Assessment 1

Task 1 and Task 2

Student Names: Kristian Todorov

Student ID: 2018313

Executive Summary

Every organization should adopt an emerging leadership style since it makes it easier to identify the most powerful member of the group and draws others in with their communication and expertise. ABC Inc. is a most important firm in the industry in which it operates. Moreover, it has demonstrated the significance of effectual leadership skills and their involvement to a healthy workplace. The report has explained the importance of effective leadership style and its contribution toward healthy workplaces such as ABC Inc. Therefore, it has highlighted that management tackles the barrier to effectual guidance in the place of work. The report has explained ethical headship in the workplace for organizational success and deals with leadership challenges. It has illustrated the suggestion to ABC Inc. Chairman and Board members on how to finish the guidance emergency in the assortment of the next CEO. In the next part, the report explains the reflective module to learn about the concept of emergent leadership skills learn and reflects on the learning for organizational growth.

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Introduction

In the modern world, there are enormous global variables that have a major impact on a company's potential to succeed in terms of emergent leadership abilities, which organizational health must master (Chima and Gutman, 2020). Though they were not designed to increase the business's efficiency, emerging leadership skills were able to develop an aptitude for boosting employee productivity, encouraging diversity, and developing innovative procedures that improved the solution leadership in the place of work. ABC Inc. is a leading firm in this industry and it operates to satisfy customer needs. The Corporation has many dreams of would-be CEOs as a firm to manage in the 21st century for organizational growth. ABC Inc. mainly focuses on distinct concerns toward stakeholders like employees, customers, shareholders, and trade unions for organizational success. Employees of ABC Inc. have witnessed to deal with several changes and distinct leadership styles with low motivation, brewing unhealthy workplace, and low productivity. ABC Inc. mainly focuses on the significance of successful leadership skills and their input to a strong place of work for organizational growth. Moreover, it has demonstrated the importance of an effectual leadership style and its contribution toward a healthy workplace. The report has explained the ways for to administration tackle the obstacle to effectual leadership in the workplace and the smooth success of ABC Inc. Conversely, it has discussed ethical leadership in the place of work such as ABC Inc. Moreover, it has provided suggestions to the Chairman and Board members of ABC Inc. to end the headship crisis in the assortment of the next CEO of the firm. The report's next part also provides a reflective model to share the experience and learning in the context of emergent leadership style in the place of work.

Part 1: Academic Report

Importance of Effective Leadership Skills and Its Contribution to Healthy Workplace

ABC Inc. mainly focuses on emergent leadership skills to create a healthy environment that is safe for employees, customers, and members of the public (Blake & Mouton, 1985). Leadership is one of the most significant aspects of organizational health and safety management to promote health as well as safety within the organization. As an effective leader, ABC Inc. makes sure that the goals of the organization are met and that an individual working within the organization can fulfill the responsibilities for organizational success. The leader of ABC Inc. changes distinct leadership styles with low motivation, brewing unhealthy workplace, and low productivity that negatively impact employee performance. To deal with this situation, ABC Inc.'s leader mainly focuses on creating a positive workplace culture that supports safety and health (Drysdale and Gurr, 2017). A successful leader needs to understand that policies may be effective and ensure that employees comply with them. Leadership skills are significant and they contribute toward the health workplace of ABC Inc. as under:

- **Emotional Intelligence:** In today's environment, emotional intelligence is arguably the most underappreciated quality. Understanding what is happening in someone's mind is a requirement for emotional intelligence (Chima and Gutman, 2020). This is a skill worth mentioning. A savvy businessman needs to know each of his subordinates' advantages and disadvantages. It is up to each employee to create a work environment that people enjoy coming to, as unhappy personnel cannot be replaced. To ensure the well-being of its employees, ABC Inc.'s employer must try to understand their circumstances (Sethuraman and Suresh, 2014).
- **Providing Guidance:** It is said that ABC Inc.'s employees are receiving the right direction thanks to emergent leadership abilities. To accomplish the goal of a specific

work, they keep an eye on the individuals (Leithwood and Jantzi, 2005). They provide supervision and training on how to collaborate with colleagues. Therefore, a leader can inspire others to complete their duties effectively and successfully by providing straightforward instruction.

- **Motivation and Team Empowerment:** Motivating others to provide appropriate direction and rewards is one of these leadership skills. Thus, it serves to inspire the employees of ABC Inc. Good Leader of ABC Inc. knows how to inspire team members to deal with changes within the organization that affect performance (Nanjundeswaraswamy and Swamy, 2014). To get a better outcome, ABC Inc. needs to spend time with team members and discover how to manage work in the best manner. It also helps to create a more motivated group of employees who are excited in the context of their own strengths and workplace contributions.
- **Develop a Positive Work Environment:** Effective leadership skills aid with workplace management. Positive work environments therefore contribute to the development of productive workplaces that support ABC Inc.'s steady and healthy growth (Sethuraman and Suresh, 2014). The leader of ABC Inc. had a profound influence on their overall working environment. Therefore, ABC Inc. mainly focuses on creating an atmosphere of trust and respect that in turn fosters creativity, and collaboration for managerial success.
- **Adaptability in Crisis:** An Emergent leadership skills involve in navigates organization through uncertain situation that maintaining core values (Toor and Ofori, 2008). Leader of ABC Inc. able of agile decision-making and flexible problem solving will be better equipped to manage overall challenges. In the growing atmosphere, ABC Inc. focuses on nurture a healthy and resilient organizational culture to deal with crisis situation.

Importance of Effective Leadership Styles and Its Contribution to Healthy Workplace

To deal with the crises, the Leader of ABC Inc. influenced the organizational climate, employee satisfaction, and overall development of the firm (Toor and Ofori, 2008). The Company focuses on ineffective leadership style at ABC Inc. has contributed toward organizational success. Leaders at ABC Inc. employ an emergent style of leadership. This aids them in obtaining aid and encouragement from staff members. Additionally, this approach uses motivation as a mechanism

to solicit feedback from staff members. It assists the business in coming up with solutions for corporate problems and instilling an emotion of devotion in them that will last for a long time (Vroom, & Yetton, 1973). ABC Inc. focuses on roles of leadership style and its contribution to cultivating a healthy workplace as under:

- **Transformational Style:** Transformational leadership, as outlined by Bass and Avolio (1994), involves inspiring and motivating employees through imaginative and prescient, encouragement, and innovation (Blake & Mouton, 1985). Such leaders foster dedication and overall performance, making this fashion best for ABC Inc., which urgently wishes imaginative and prescient-pushed leadership to restore its internal lifestyle. In this style, ABC Inc. style is much more in the context of personality than others and generally needs someone keen to promote themselves with a high level of energy (Sokolic et al., 2024).
- **Transactional Style:** This word refers to the category of leadership theories that study the relationship between leaders and adherents (Chima and Gutman, 2020). Consequently, the leadership style is highly appealing since it contributes to increased satisfaction with work according to this leading philosophy. By exceptions, they're able to apply theory to administration. The leader of ABC Inc. adopted this strategy because it manages authentic leadership styles and prioritizes short-term tasks. The leaders in this have little creative or knowledge-based work (Leithwood and Jantzi, 2005). To get the most out of the business, it is a leadership style that strives to encourage and encourage employees to give their best effort.
- **Autocratic Style:** It is characterized as an extreme type of transactional leadership where teammates and staff members are subject to a leader's considerable authority (Sethuraman and Suresh, 2014). Since then, ABC Inc. has employed this strategy when dealing with situations that require quick action. It's the approach leaders take while handling everyday tasks where having control is more beneficial than having less. Therefore, this is regarded as effective when decisions must be made fairly. ABC Inc. needs an autocratic style to breed resentment and rebuild employee loyalty for organizational growth (Toor and Ofori, 2008).

- **Democratic Style:** This method is also known as participative leadership. To promote cooperation, collaboration, and motivation, some leaders leverage the abilities and knowledge of each staff member to form the foundation of the business (Vroom, & Yetton, 1973). From now on, ABC Inc. has adopted this strategy since it helps workers feel appreciated and supported as essential members of the group and fosters their interactions with collaborative cooperation. They serve as the team's leader, allocating tasks and duties so that, with the support of relationships and cooperative collaboration, they can complete them. To ensure that group objectives are met, participatory leaders must possess the following qualities: arbitrators, group members, supporters, and social services workers (Husna et al., 2025).
- **Laissez-faire Style:** This type of leadership is known as non-authoritarian leadership. From now on, one of the advantages of this type of leadership is that it gives all subordinates the least amount of direction possible, allowing the entire task to be completed more effectively and suitably (Da Silva, 2025). Furthermore, ABC Inc.'s leader employs this strategy, which is also known as delegated leadership, whereby the group makes decisions while the leader is hand-off. Nevertheless, the way of leading works very well because it causes the group members to be the least productive. ABC Inc. has adopted this strategy since it helps to inspire workers to carry out all tasks within the company with motivation (Sokolic et al., 2024).

Management Tackle the Barriers to Effective Leadership in the Workplace

To deal with leadership barriers, the Effective leader of ABC Inc. mainly focuses on organizational, individual, and systematic issues (Blake & Mouton, 1985). The primary duty of ABC Inc.'s executives is to foster team development by giving employees the right direction and training. Therefore, the leader is in charge of carrying out the company's objective and vision. They also increase employee engagement by influencing others to produce efficient products that increase the company's profitability. Effective planning, timetable development, and implementation are their responsibilities to help their team attain the final goal (Sethuraman and Suresh, 2014). ABC Inc. focuses on identifying and addressing these barriers to establish effective leadership in the context of a healthy workplace as under:

- **Organizational Politics and Culture:** ABC Inc. focuses on politicized organizational culture that often undermines leadership effectiveness to improve managerial performance. ABC Inc. focuses on fostering an organizational culture of openness, and meritocracy (Chima and Gutman, 2020). The Company mainly focuses on changes in management programs to realign organizational values with desired leadership behavior for future success in the marketplace. It also serves as a means for team members to get beyond obstacles and problems that arise when they collaborate.
- **Poor Communication Structure:** Fragmented or hierarchical communiqué hinders comments and decision-making. ABC Inc. Has to put money into collaborative systems, everyday city-corridor conferences, and comment mechanisms to ensure transparency and responsiveness (Leithwood and Jantzi, 2005). Leader of ABC Inc. focuses on clear and consistent channels for information diffusion. It also involves regular meetings, open-door policies, and effective utilization of policies for organizational success in the competitive marketplace. To make team members feel valued and included while working together, ABC Inc.'s leader must make sure they have the opportunity to voice their thoughts and ideas without being interrupted (Sokolic et al., 2024).
- **Lack of Leadership Development Programs:** To deal with inconsistent leadership style, and absence of structured development pathway (Vroom, & Yetton, 1973). ABC Inc. should implement leadership pipeline and succession planning with coaching, mentoring, and rational assignment to improve the overall performance of internal talents for organizational success in the marketplace. ABC Inc. focuses on a review of overall performance, and comment sessions give opportunity for leaders to appreciate each team member's strength and areas of enhancement. The Company invests in employee development programs to enhance skills and drive long-term success (Da Silva, 2025). Leaders of ABC Inc. also explore cross-functional training and development programs to widen personnel skills and enhance overall managerial flexibility.
- **Resistance of Change:** Employees' resistance to trade is a not unusual leadership barrier. Kotter's (1996) 8-Step Change Model can help leaders construct urgency, shape coalitions, and speak alternate efficaciously (Chima and Gutman, 2020). Involving

personnel in trade initiatives will mitigate resistance. This also aids in improving the high level of understanding of ABC Inc.'s change management and the associated costs, enabling the business to achieve highly lucrative outcomes. Conversely, ABC Inc. mainly focuses on communicating change with existing team members to take the right action and decisions for organizational success (Suriyana et al., 2025).

- **Inconsistent Leadership Selection Criteria:** Frequent adjustments in CEOs suggest that selection processes lack rigor. Introducing behavioral and competency-primarily based exams, along with psychometric trying out, can decorate the objectivity and consistency of management appointments (Sethuraman and Suresh, 2014). In this style, the Leader of ABC Inc. implements consistent standards, conducts thorough assessments, and fosters an organizational culture for continuous learning. It also involves employees evaluating in the context of sets of consistencies and providing diverse leadership development opportunities and feedback processes for organizational growth (Kock et al., 2025).

The Importance of Ethical Leadership in the ABC Inc.

The idea of ethical leadership has become one of the most significant concepts in the modern corporate world, and organizations can gain a variety of advantages from its efficient use (Leithwood and Jantzi, 2005). ABC Inc.'s successful application of this leadership style not only boosts its prospects but also helps it transcend the shortcomings of standard management styles. The development of moral bonds with diverse supporters or subordinates is the main goal of this strategy for leadership. Given the harm that modern organizations are causing to both humanity and the environment, it is now crucial that they effectively take morals and ethical principles into account when conducting business. In the past, ABC Inc. employed a transactional leadership style (Vroom, & Yetton, 1973). Thus, with the aid of this specific style of leadership, the organization was utilized to implement the concept of "honor and discipline" for both the management of the various facets of the organization and the procedure of operations. However, the effort of this type of leadership was used to center the business's whole attention on its

successful entity, which ultimately led to a culture of intense competition (Kanda and Joshi, 2025).

In the 21st century, Leaders of ABC Inc. constantly grouping with changes, innovation, and competition the significance of ethical leadership has been pronounced (Blake & Mouton, 1985). Moreover, the Leader of ABC Inc. focuses on compliance and legal standards to respect the decision-making process of the organization. Ethical leadership emphasizes equity, integrity, duty, and social duty. In organizations going through instability like ABC Inc., moral management can repair stakeholder trust and shield organizational recognition. Conversely, customer as well as employees knows how much ethical leadership influences organizational culture and workplace productivity. The leader of ABC Inc. wants to interact with companies to understand the significance of ethical leadership style (Tannenbaum and Schmidt, 1973). Luckily, the Leader of ABC Inc. enhances employee engagement and improves employee retention by strengthening organizational ethics. The Company mainly focuses on strong value to employees in leadership positions making them operate smoothly in the competitive marketplace (Suriyana et al., 2025).

- **Fostering Trust and Credibility:** An ethical leader of ABC Inc. develops trust within and outside the organization. The leader acts with integrity and transparency to earn the trust of their employees, customers, and stakeholders, and enhance organizational credibility and reputation for organizational success (Chima and Gutman, 2020). Trust in leadership is eroded at ABC Inc. Due to abrupt CEO exits and incomplete tasks. Leaders who model moral conduct can rebuild organizational credibility and encourage worker commitment (Endalamaw et al., 2024).
- **Enhance Organizational Performance:** ABC Inc. led through ethical leadership tends to exhibit a higher level of performance and productivity for organizational success. Ethical leadership always promotes a positive organizational environment; motivates teamwork, and strong connection with each other (Drysdale and Gurr, 2017). Conversely, ABC Inc. mainly focuses on minimizing incidents of unethical behavior that disrupt organizational activities.

- **Employee Engagement:** The ethical leader of ABC Inc. focuses on inspiring and motivating employees by setting a good example for future success (Leithwood and Jantzi, 2005). It also leads to higher productivity, performance, and engagement to improve organizational performance. Ethical leadership contributes toward high job satisfaction; minimize turnover, and better performance for future success. To deal with changing situation, Leader of ABC Inc. engage employees in organizational citizenship behavior led through ethical role module (Kanda and Joshi, 2025).
- **Regulatory Compliance and Risk Management:** In regulatory bodies, the Leader of ABC Inc. makes sure of compliance and minimizes reputational risk in the competitive marketplace (Nanjundeswaraswamy and Swamy, 2014). A value-based leadership style helps to protect ABC Inc. from legal issues and enhance its brand image for organizational growth. Ethical leaders of ABC Inc. make sound decisions considering does not just financial gains but also ethical implication for organizational growth. This also helps to minimize legal challenges and reputational risk in the marketplace (Da Silva, 2025).

A Recommendation to ABC Inc. Chairman and Board Members on How to End the Leadership Crisis in the Selection of the Next CEO

ABC Inc. mainly focuses on crisis necessities a multi-prolonged approach to selecting and supporting the future CEO (Sethuraman and Suresh, 2014). Likewise, in a highly collaborative and blooming working environment, the workforce of the corporation is highly likely to work hard and optimize their efficiency to a greater extent. Consequently, they become highly competent and make considerable efforts in the ultimate advancement of the firm's organizational performance, growth, and profitability level. The additional recommendation in the following consideration that is recommended to ABC Inc. is to nurture trust and loyalty among its workforce over their workplace. In addition, the leader of the business additionally needs to pay his/her critical attention to fostering communalism and cooperation across varied business departments within the workplace (Kanda and Joshi, 2025). As a result, ABC Inc. is capable of creating its leading and eminent presence in both the national and international

markets. The following suggestion is proposed for the Chairman and Board members to make decisions in the context of the Next CEO:

- **Competency-Based CEO Selection:** ABC Inc. ought to undertake a based, obvious, and competency-primarily based approach to CEO recruitment. This includes sincerely defined management skills, industry enjoy, and alignment with organizational values (Drysedale and Gurr, 2017). Using this style, the managers of the organization in question were able to lessen the negative effects of favoritism while also giving employees the assistance they need. Ethical leader of ABC Inc. mainly focuses on competency based selection of CEO to improve employee motivation (Kock et al., 2025).
- **Emphasis on Ethical and Transformational Leadership:** Leaders must also foster honest and open communication with other employees to eliminate any inhibitions or hesitancies they may have in the work environment (Nanjundeswaraswamy and Swamy, 2014). Additionally, ABC Inc. will benefit from the support and much-needed help given to the subordinates to successfully adopt an ethical management style within the company. Both ABC Inc. and the leaders must take action to lift both the leaders' and the minions' level of participation. Employees and the leader will probably benefit from this as they develop moral bonds with one another. CEO of ABC Inc. shows transformational abilities with strong ethical foundations (Kanda and Joshi, 2025).
- **Governance and Performance Monitoring:** Finally, the Board ought to establish clear performance expectations, supported by way of everyday reviews and feedback loops. This promotes accountability and mitigates the chance of destiny instability (Tannenbaum and Schmidt, 1973). Through this ethical leadership style, the Leader of ABC Inc. mainly focuses on selection and development procedures to overcome the leadership crisis and lay the groundwork for lasting success in the marketplace.

Part 2: Reflective Essay

Leadership isn't always simply about conserving a position of authority however involves the ability to influence, inspire, and guide others closer to a shared purpose (Husna et al., 2025). Throughout this management module, I have engaged with a diverse array of leadership theories, patterns, and trends which have broadened my knowledge of what effective leadership includes.

This reflective essay aims to synthesize my mastering, the usage of Gibbs' Reflective Cycle (1988), to discover how the module has shaped my private management improvement. I will take a look at key insights on management tendencies and styles, reflect on their application in actual-existence contexts, and examine how these learning have prompted my emergent management skills (Da Silva, 2025).

Description: In this module, I am focusing on the emergent leadership style and its contribution toward a healthy workplace. Moreover, I will concentrate on the leadership crisis that negative impact on organizational performance, employee motivation, and low productivity of ABC Inc. This module involves multiple challenges and perceptions in dealing with crises (Endalamaw et al., 2024). I will also study distinct leadership styles such as transformation, transactional, autocratic, and democratic as well as their contribution toward organizational growth. It shows a most impactful situation that led the team during the group assessment where I needed to maintain strong coordination and resolve problems among team members (Endalamaw et al., 2024).

Feelings: Primarily, I felt happy through the breadth of leadership concepts for organizational success. I always question in context of my strengths and weaknesses while dealing with group members who have dominant personalities (Koeswayo et al., 2024). In this module, I will fully concentrate on delegating tasks like the significance of leadership style and their contribution toward a healthy work environment. Moreover, this concept also helps me to understand distinct guidance styles and their collision on managerial success. As this training progressed, I discovered that although certain leadership traits may be learned with enough effort, not everybody is born with them. In my mind, an administrator is a person who is responsible for guiding others to achieve a common objective (Agrawal et al., 2024). A person who is self-assured and able to project their trust to their people is also a person of authority.

Evaluation: One of the most effective elements of my gaining knowledge of changed into information transformational management, which emphasizes imagination and prescient, motivation, and trade (Suriyana et al., 2025). During our organization undertaking, I attempted to put in force elements of this style using developing a shared vision for the task and encouraging my peers to contribute their precise strengths (Endalamaw et al., 2024). This led to better

engagement and higher collaboration. Another tremendous gain was knowledge of emotional intelligence (EI), especially the importance of self-awareness and empathy. I realized that being aware of my feelings and expertise in others' perspectives became important in resolving conflicts and keeping harmony in institutional settings. For instance, whilst one member became disengaged, I used empathetic listening to apprehend their worries and re-combine them into the group (Kock et al., 2025). On the other hand, one of the challenges I confronted was adapting my leadership style to exceptional conditions. This made me admire situational leadership, which stresses flexibility. Initially, I struggled to alternate my method while my team dynamics shifted. However, with steering from path materials and comments from friends, I regularly have become extra adaptable. My skills as a support associate include honesty and integrity. The most crucial skill that makes me an effective leader is this one. As a result, as I uphold my values and beliefs, truthfulness and integrity triumph over the leader (Koeswayo et al., 2024). This will therefore not be feasible with no ethics. This skill therefore aids me in influencing others and gaining their trust as I share my thoughts with them. As a result, this skill aids me in my role as a people manager.

Analysis: In this stage, I will concentrate on applying theories with examples to better understand the concept and appreciation toward group members (Husna et al., 2025). Through this module, I will maintain close connections with team members for the development of others and to meet organizational needs. I am an excellent communicator, thus I am capable of motivating others. I am therefore an effective leader because of this capacity. As a leader, I should have an optimistic outlook and demonstrate it through my behavior. This skill enables me to handle my tasks with composure, and if I am capable of working at a certain time, it motivates others. As a result, I can motivate my employees and others (Agrawal et al., 2024). It benefits me to be able to take on problems and lessen present and upcoming issues.

Conclusion: This module has had a transformative impact on my know-how and exercise of leadership. I now view management as a dynamic, relational system that calls for emotional intelligence, moral grounding, and the capacity to evolve one's style to context (Ahmadpour et al., 2025). My reports have shown me that I own foundational leadership abilities, such as empathy, vision, and collaborative spirit, but that these abilities require persistent refinement.

Action Plan: For continuous development of my emergent leadership style, I will pursue action to improve my personal as well as professional tactics (Endalamaw et al., 2024). I can speak with people effectively in my role as an assistant associate because I can express myself properly and exchange ideas with my teammates to help the organization reach its goals. Thus, having strong communication skills aids in my development as a capable leader. I can therefore communicate clearly. This ability enables me to inspire others and inspire them to take on impossible tasks. I am capable of convincing others to achieve the final objective and get greater results if I can speak well (Kock et al., 2025).

Conclusion

In conclusion, the report has examined ABC Inc. and successful guidance skills giving toward a vigorous workplace for organizational success. Moreover, it evaluated the effective leadership style and its giving to a healthy place of work in the context of ABC Inc. It is clear from the aforementioned article that emergent leadership mostly happens when others view a person as one of a team's most powerful members. It has analyzed the administration tackle the challenges to effective leadership like ABC Inc. The report has suggested to ABC Inc. Chairman and Board members how to end the guidance disaster in the assortment of the next CEO for organizational growth. A person who has assimilated into the managerial procedure by winning the group's esteem and support is thus an emerging leader. As a result, ABC Inc.'s leadership skills activities have been documented in this report. Thus, the majority of the company looks to the enterprise's situation when determining its leadership styles. As a consequence, choosing the right leadership style helps to increase and enhance performance inside the company. By choosing the right leadership style, the organization may carry out its operations as efficiently and effectively as possible. Moreover, this report has examined the reflective model to share the experience and learning during this module.

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