

Emergent Leadership Skills for the Workplace

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Lecturer: Dr Toyin Adisa

Student: Mihaita Gheorghe

Student id: 2120440

ABSTRACT

This report expects to investigate and assess compelling initiative procedures during seasons of financial vulnerability, focusing on Tesco, a main UK-based retail organization. Tesco was decided because of its critical market presence and its versatile administration rehearses, which have been crucial in exploring the unstable financial scene (Macdonald, 2013). The report fundamentally looks at different administration hypotheses and styles, including the Great Man Theory, Trait Theories, Behavioral Theories, Contingency Theories, and Power and Influence Theories. Through the utilization of these speculations, the report distinguishes key initiative abilities and assesses Tesco's ongoing administration rehearses. The discoveries propose that versatile administration, the ability to appreciate people on a deeper level, and vital reasoning are significant in overseeing monetary difficulties. Proposals incorporate taking on a more adaptable initiative methodology, improving worker commitment, and encouraging a culture of development to support long-haul achievement. These techniques are supposed to assist Tesco with further developing its administration adequacy and hierarchical flexibility despite continuous financial vulnerability. (I chose Tesco because I work for them as a security officer in the past).

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1. Introduction

This report aims to investigate and assess initiative techniques for overseeing monetary vulnerability at Tesco, a main UK-based retail organization (Fernie and Sparks, 2014). Picked for its huge market presence and versatile authority rehearses, the report incorporates three areas: presentation of Tesco and the initiative speculations/styles, basic assessment of these hypotheses and their application at Tesco. The normal result is to recognize powerful initiative abilities and give significant suggestions to improve Tesco's authority adequacy and authoritative flexibility.

2. Critical Evaluation and practical application of different leadership theories

i. Background of the Chosen Organization: Tesco

Tesco, laid out in 1919 by Jack Cohen, has developed to become one of the biggest retailers around the world, working fundamentally in the UK. With an expanded portfolio that incorporates food, general products, and monetary administrations, Tesco serves a great many clients every week through its broad organization of stores and online stages. As of the most recent information, Tesco utilizes north of 400,000 individuals across its different tasks, making it a huge boss in the retail area (Mackay et al., 2023).

Products and Services:

Tesco offers a large number of items, including new food, food, dress, gadgets, and monetary administrations like banking and protection through Tesco Bank. This variety permits Tesco to take care of various client needs, improving its market position and client unwaveringness. Tesco's extensive range of products and services, spreading over from food to apparel, hardware, and monetary contributions, for example, banking and protection through Tesco Bank, cooks thoroughly to different client needs. This technique improves market position as well as areas of strength to encourage steadfastness through accommodation and openness.

Competitive Landscape:

Tesco faces rivalry from significant UK retailers like Sainsbury's, Asda, and Morrisons, as well as online goliaths like Amazon in the basic food item area. Its really upper hand lies in its broad store network foundation, proficient appropriation organization, and solid brand notoriety for quality and worth. Tesco's Clubcard dedication program likewise assumes a vital part in holding clients by offering customized limits and rewards (Ndungu, 2014).

Organizational Structure:

Tesco works under various levels of hierarchical design with clear lines of power and obligation. At the top is the Directorate driven by the Administrator and President, liable for vital navigation and administration. The organization's administration structure guarantees the effective administration of its immense activities across different districts.

Corporate Social Responsibility (CSR):

Tesco is focused on maintainability and social obligation, zeroing in on decreasing natural effects, advancing sound living, and supporting local networks through different drives. This CSR procedure improves Tesco's image picture as well as lines up with developing buyer assumptions and administrative prerequisites (Payne and Frow, 2013).

Financial Performance:

Tesco's financial performance is strong, with predictable income development and productivity. The organization's capacity to adjust to advertise patterns and buyer inclinations has supported its upper hand in industry challenges.

Tesco's broad item contributions, solid brand value, effective functional techniques, and obligation to CSR position it as a forerunner in the exceptionally serious UK retail market. Understanding Tesco's hierarchical foundation gives a basic setting to assessing initiative hypotheses and styles inside the organization.

ii. Critical Evaluation of Leadership Theories and Styles in Tesco

1. Great Man Theory of Leadership

Origin and Definition: The Great Man Theory posits that leaders are born with innate qualities that distinguish them from others, making them destined to lead (McChrystal, Eggers and Mangone, 2018). Originating in the 19th century, this theory suggests that leadership is inherent and not learned.



Figure 1 Great Man Theory of Leadership (Miller, 2022)

Main Principles/Assumptions/Components:

- Leaders possess extraordinary traits such as intelligence, charisma, and courage.
- These traits are inherent and cannot be acquired through training.
- Leaders emerge in times of crisis or significant events.

Advantages/Effectiveness:

- Inspires admiration and identification with historical leaders like Winston Churchill or Mahatma Gandhi.
- Provides a simple explanation for leadership emergence in turbulent times.

Disadvantages/Ineffectiveness:

- Ignores the role of environmental factors and situational context in leadership emergence.
- Fails to explain leadership effectiveness across different cultures and contexts.
- Overlooks the importance of learned skills and experiences in leadership development.

Personal Stance: While the Great Man Theory highlights the impact of exceptional individuals on history, its limitations in explaining modern leadership effectiveness are evident. Leadership is increasingly viewed as a combination of inherent traits and learned behaviours, adapting to diverse organizational and cultural contexts (Blake, 2024).

2. Trait Theories

a) Authentic Leadership

Origin and Definition: Authentic Leadership emphasizes genuineness, transparency, and moral integrity in leaders (Davis, 2017). Originating from positive psychology, this theory focuses on leaders being true to themselves and their values.

Main Principles/Assumptions/Components:

- Authentic leaders demonstrate self-awareness, moral reasoning, and balanced processing.
- They build trust and credibility through consistent actions and values alignment.
- Authenticity enhances employee motivation, commitment, and organizational performance.

Advantages/Effectiveness:

- Enhances trust and transparency within the organization.
- Fosters a positive organizational culture and employee well-being.
- Improves decision-making and organizational adaptability during crises.

Disadvantages/Ineffectiveness:

- Difficult to measure and assess authenticity objectively.
- Potential for authenticity to be perceived differently by different stakeholders.
- Requires continuous self-reflection and development, which may not be universally attainable.

Personal Stance: Authentic leadership resonates with contemporary leadership demands, emphasizing ethical conduct and personal integrity (Davis, 2017b). Its focus on genuine relationships and ethical decision-making aligns with Tesco's commitment to corporate social responsibility and stakeholder engagement.

b) Ethical Leadership

Origin and Definition: Ethical Leadership emphasizes moral principles and values in guiding leaders' decisions and behaviors. It involves fairness, justice, and responsibility towards stakeholders (McQuade, 2022).

Main Principles/Assumptions/Components:

- Ethical leaders prioritize the well-being of their followers and broader society.
- They uphold ethical standards and act as role models for ethical behavior.
- Ethical leadership enhances organizational trust, credibility, and long-term sustainability.

Advantages/Effectiveness:

- Builds a positive organizational reputation and enhances employee commitment.
- Reduces ethical lapses and legal risks within the organization.
- Promotes a culture of accountability and social responsibility.

Disadvantages/Ineffectiveness:

- Ethical dilemmas may arise when ethical principles conflict with organizational goals.
- Challenges in balancing short-term profitability with long-term ethical considerations.
- Requires consistent reinforcement and alignment with organizational values.

Personal Stance: Ethical leadership is essential for Tesco to maintain its reputation and stakeholder trust in a competitive retail environment. By prioritizing ethical conduct and social responsibility, Tesco can mitigate risks and foster a culture of integrity and accountability.

3. Behavioral Theories/Task and Relationship Theories of Leadership

a) X Theory of Leadership (Autocratic Leadership Style)

Origin and Definition: Autocratic Leadership Theory proposes that employees are inherently lazy and require strict supervision and control from leaders to achieve organizational goals. It emphasizes command and control (Iqbal, 2011).

Main Principles/Assumptions/Components:

- Leaders assert authority and make decisions independently.
- Employees are motivated by external rewards and punishments.
- Communication is top-down, with little input from subordinates.

Advantages/Effectiveness:

- Effective in crisis situations requiring quick decisions and centralized control.
- Ensures consistency and uniformity in organizational operations.
- Clarifies roles and responsibilities, reducing ambiguity.

Disadvantages/Ineffectiveness:

- Suppresses creativity and innovation among employees.
- Lowers morale and job satisfaction, leading to high turnover.
- Limits employee growth and development opportunities.

Personal Stance: While autocratic leadership can be effective in certain situations, its long-term impact on employee engagement and organizational culture may be detrimental (Different types of leadership. autocratic, democratic, transactional, transformational, laissez-faire and coaching, 2023). Tesco's leadership should balance autocratic tendencies with participative approaches to foster innovation and employee empowerment.

b) Y Theory of Leadership (Democratic Leadership Style)

Origin and Definition: Y Theory proposes that employees are self-motivated and capable of making meaningful contributions to organizational goals when given autonomy and participative decision-making opportunities (Allafchi, 2017).

Main Principles/Assumptions/Components:

- Leaders empower employees and involve them in decision-making.
- Encourages creativity, innovation, and continuous improvement.
- Communication is open and fosters collaboration among team members.

Advantages/Effectiveness:

- Enhances employee morale, job satisfaction, and commitment.

- Promotes a culture of creativity and innovation.
- Improves decision quality through diverse perspectives (Allafchi, 2017b).

Disadvantages/Ineffectiveness:

- Time-consuming and may lead to decision-making delays.
- Requires a high level of trust and competence among employees.
- Ineffective in crises requiring immediate action and centralized control.

Personal Stance: Democratic leadership aligns with Tesco's organizational culture, emphasizing collaboration and employee involvement. By empowering employees and fostering a participative environment, Tesco can harness collective intelligence and adaptability to navigate economic uncertainties effectively.

c) Z Theory of Leadership (Laissez-Faire Leadership Style)

Origin and Definition: Z Theory suggests that leaders adopt a hands-off approach, providing minimal guidance and allowing employees to make their own decisions and manage their tasks independently (Zareen, Razzaq and Mujtaba, 2014).

Main Principles/Assumptions/Components:

- Leaders delegate authority and trust employees to perform their roles autonomously.
- Employees have the freedom to innovate and take ownership of their work.
- Communication is minimal, with leaders intervening only when necessary.

Advantages/Effectiveness:

- Promotes employee autonomy, initiative, and accountability.
- Fosters creativity and innovation by empowering employees.
- Suitable for highly skilled and self-motivated teams.

Disadvantages/Ineffectiveness:

- May lead to lack of direction and coordination among team members.
- Risk of inconsistent performance standards and quality.
- Requires strong self-discipline and intrinsic motivation among employees.

Personal Stance:

While laissez-faire leadership can invigorate inventiveness and autonomy, its adequacy relies upon the development and capability of workers. Tesco's initiative ought to give clear objectives and assumptions while permitting adaptability and independence to cultivate advancement and worker improvement (Bligh, Kohles and Yan, 2018).

Evaluating these leadership theories and styles gives experiences into their appropriateness and adequacy inside Tesco's authoritative setting. While every hypothesis offers novel points of view on administration, their useful application should line up with Tesco's essential objectives, authoritative culture, and market elements. Taking on a mixed methodology that consolidates components of credibility, moral direction, participative direction, and versatile initiative is urgent for Tesco to explore financial vulnerabilities successfully while keeping up with partner trust and functional greatness.

iii. Best Leadership Skills for Tesco's Leadership in Economic Uncertainty

Navigating economic vulnerability requires Tesco's initiative to have a different arrangement of abilities that can adjust to dynamic difficulties while keeping up with hierarchical strength and development (Johansen, 2015). In view of the basic assessment of authority hypotheses and styles, a few key initiative abilities arise as fundamental for Tesco's chiefs to really satisfy their obligations:

1. Adaptive Leadership

Adaptive leadership is crucial for Tesco's leaders to navigate uncertain times by adjusting strategies and operations swiftly in response to changing market conditions and consumer behaviour (Obolensky, 2014). This skill involves:

- **Flexibility and Agility:** Being able to pivot quickly in response to market shifts and economic fluctuations.
- **Innovative Thinking:** Promoting creativity and innovation within the organization to identify new opportunities and solutions.
- **Resilience:** Maintaining composure and inspiring confidence during periods of uncertainty, reassuring stakeholders and employees alike.

2. Ethical Decision-Making

Ethical leadership skills are essential for Tesco's leaders to uphold integrity, trustworthiness, and accountability in their decision-making processes:

- **Integrity and Transparency:** Demonstrating honesty and consistency in actions and communications.
- **Values Alignment:** Ensuring that decisions align with Tesco's corporate values and ethical standards, fostering a culture of trust and responsibility.
- **Social Responsibility:** Addressing societal and environmental impacts of business decisions, promoting sustainable practices and community engagement.

3. Strategic Vision and Planning

Leaders at Tesco must possess strong strategic skills to set clear goals and direction for the organization amidst economic uncertainties:

- **Long-term Vision:** Developing and communicating a compelling vision for Tesco's future growth and sustainability.
- **Risk Management:** Identifying and mitigating risks associated with economic volatility, ensuring robust contingency plans are in place.
- **Adaptive Strategy:** Continuously evaluating and adjusting strategies based on market insights and emerging trends.

4. Communication and Stakeholder Engagement

Effective communication skills are critical for Tesco's leaders to foster collaboration, build consensus, and maintain stakeholder confidence:

- **Clear and Transparent Communication:** Articulating strategies, goals, and challenges clearly to employees, customers, investors, and regulatory bodies.
- **Active Listening:** Understanding concerns and feedback from stakeholders, demonstrating empathy and responsiveness.
- **Conflict Resolution:** Addressing conflicts and challenges proactively, promoting constructive dialogue and resolution.

5. Team Building and Talent Development

Leadership skills in team building and talent development are essential for Tesco to cultivate a motivated and skilled workforce:

- **Empowerment and Delegation:** Empower teams to make decisions and take ownership of their responsibilities, fostering a culture of accountability and initiative.
- **Diversity and Inclusion:** Promoting diversity in teams and inclusive leadership practices, leveraging diverse perspectives for innovative solutions.
- **Continuous Learning:** Investing in employee development and skills training to enhance capabilities and adaptability in a changing market landscape.

iv. Investigation of Tesco's Leadership Skills and Approaches

Tesco, as a noticeable UK-based retail industry, utilizes different initiative abilities and ways to deal with and explore monetary vulnerability while supporting hierarchical execution and development (Johnston and Marshall, 2013). This report draws bits of knowledge from Tesco's yearly reports, site divulgences, and late news to assess their administration's viability in both financial and non-financial outcomes.

Leadership Skills and Approaches at Tesco

Adaptive Leadership:

Tesco has shown versatile authority by answering quickly to showcase changes and purchaser patterns. For example, during the Coronavirus pandemic, Tesco quickly adjusted its tasks to guarantee production network strength and satisfy expanded needs for fundamental merchandise (Emmitt and Ruikar, 2013). This readiness mirrors the authority's capacity to change systems progressively to relieve gambles and exploit valuable open doors.

Ethical Decision-Making:

Moral administration at Tesco is clear through their obligation to corporate social obligation (CSR) drives. They centre around attainable practices, neighborhood, and reliable getting of things. This approach updates brand reputation as well as develops trust among accomplices, adding to long stretch viability.

Strategic Vision and Planning:

Tesco's key vision bases on additional creating client experience, helpful proficiency, and significant level change. Their exorbitantly lengthy smart diagrams unite loosening up on the web staple associations, redesigning store arrangements, and setting resources into headway to moreover encourage creation network sufficiency (Jakhotiya, 2017). This forward-looking technique shows the power's ability to imagine and execute headway drives paying little notice to money-related shortcomings.

Communication and Stakeholder Engagement:

Persuading correspondence is vital for Tesco's position approach. They dependably talk with accessories through financial support introductions, public decrees, and corporate explanations. Direct correspondence about cash-related execution, key targets, and CSR rehearses upholds financial promoter sureness and updates worker obligations.

Team Building and Talent Development:

Tesco stresses expert improvement and arrangement inside its labor force. They put resources into arranging programs, authority improvement drives, and variety drives to attract designates and enable a culture of thought. By supporting capacity and progressing inward compactness, Tesco builds up legitimate adaptability and headway limits.

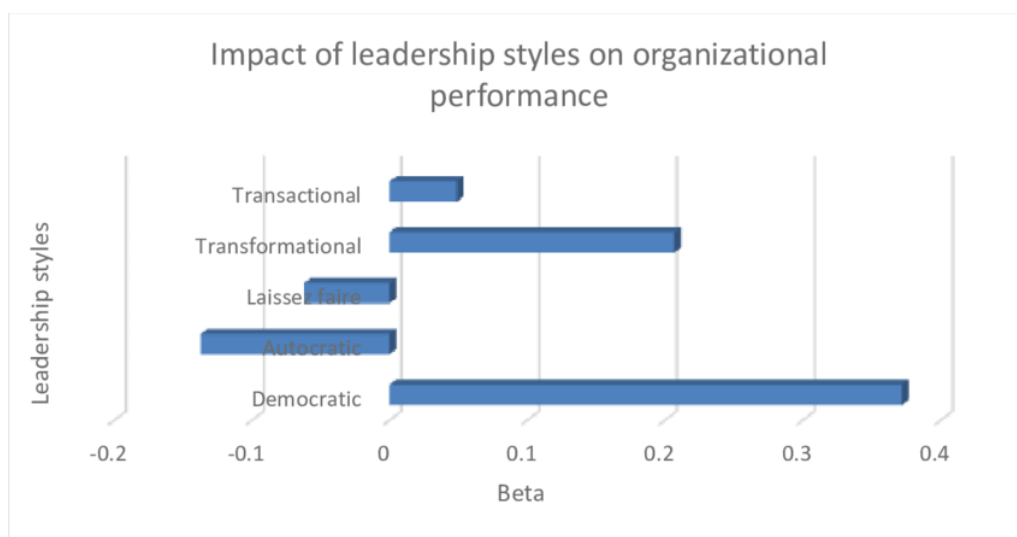


Figure 2 Impact of Leadership styles (INSEAD, 2016.)

Evaluation of Leadership Effectiveness

Financial Performance:

Tesco's financial performance reflects viable authority in driving income development and benefit. As per their yearly reports, Tesco has reliable areas of strength for accomplished results, with income development driven by essential interests in web-based channels and store restorations. Their capacity to adjust estimating systems and item contributions in light of market elements highlights the administration's readiness and market foreknowledge.

Non-Financial Outcomes:

In past monetary measurements, Tesco's initiative has added to positive non-monetary results. Their CSR drives, for example, decreasing food squandering, advancing better items, and supporting local networks, feature their obligation to manageability and social obligation. Tesco's endeavours in representative government assistance, including fair work practices and variety drives, add to a positive corporate culture and improve hierarchical standing (Ackermann, 2015).

By utilizing versatile initiative, moral direction, vital vision, powerful correspondence, and ability improvement, Tesco keeps an upper hand in the retail business. Persistent advancement and responsiveness to advertising changes highlight Tesco's authority viability, situating the organization for long haul accomplishment in the midst of dynamic financial circumstances.

V. Comparison of Leadership Styles and Skills at Tesco

Tesco's initiative styles and abilities display a mix of powerful practices close by regions that warrant further turn of events and improvement.

Effective Leadership Styles and Skills

Adaptive Leadership:

Tesco shows solid versatile initiative by quickly answering business sector changes and buyer requests. During emergencies like the Coronavirus pandemic, their capacity to change functional methodologies, guarantee production network strength, and focus on worker and client wellbeing highlights successful versatile authority.

Strategic Vision and Planning:

The essential vision at Tesco is strong, zeroing in on upgrading computerized abilities, extending on the web benefits, and enhancing store designs. This groundbreaking approach empowers Tesco to expect market patterns and position itself seriously in the retail area.

Ethical Decision-Making:

Moral administration is obvious in Tesco's obligation to manageability, dependable obtaining, and local area commitment. Their drives to diminish food squander, advance better items, and back neighborhood networks mirror areas of strength for a position that upgrades brand notoriety and partner trust.

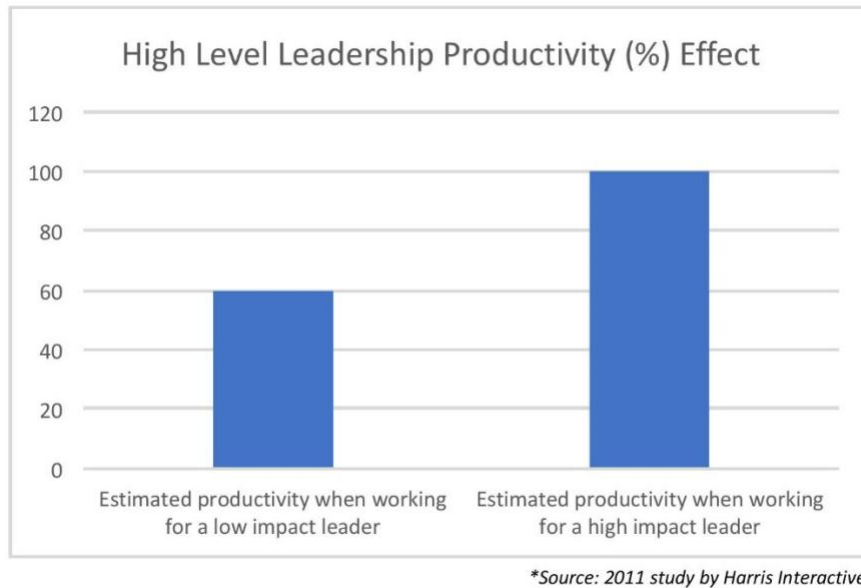


Figure 3 Leadership Productivity Effect (Blue-Collar Leadership, 2022)

Areas for Development and Improvement

Communication and Stakeholder Engagement:

While Tesco conveys actually through conventional channels, for example, yearly reports and financial backer introductions, there might be chances to improve straightforwardness and commitment at different hierarchical levels (Anastasi, 2018). Working on two-way correspondence with representatives and forefront staff could encourage a more comprehensive and drawn in labor force.

Innovation and Digital Transformation:

While Tesco has taken critical steps in computerized change, including growing web-based staple administrations, there is a need to speed up development in regions, for example, customized client encounters and progressed examination. Improving nimbleness in taking on arising advances can additionally separate Tesco in a serious market.

Leadership Development and Succession Planning:

Tesco could reinforce initiative improvement projects to develop a pipeline of future pioneers furnished with different abilities and encounters. Carrying out strong progression arranging systems guarantees congruity and gets ready pioneers to successfully explore future difficulties.

Weaknesses in Leadership Styles

Risk Aversion:

On occasion, Tesco's initiative might display a careful way of dealing with development and market trial and error, possibly frustrating spryness and responsiveness to troublesome patterns.

Centralized Decision-Making:

The unified dynamic design at Tesco, while guaranteeing consistency and control, may restrict neighbourhood independence and development at store levels. Engaging nearby chiefs with more dynamic authority could cultivate development and client-driven methodologies.

Tesco's authority styles and abilities exhibit successful practices in versatile administration, vital vision, and moral direction. Nonetheless, there are open doors for Tesco to improve correspondence, advancement, authority advancement, and decentralization of decision-production to drive future development and strength. Addressing these areas of progress will empower Tesco to support its administrative role in the retail business and explore future financial vulnerabilities all the more successfully.

3. Conclusions and Recommendations

i. Conclusions

The analysis of Tesco's leadership styles and abilities uncovers a vigorous system that has empowered the association to explore monetary vulnerabilities. Tesco exhibits solid versatile authority, vital vision, and moral direction, which have added to its market strength and supported development. In any case, open doors for development exist in upgrading correspondence, cultivating advancement, and creating administration capacities across all levels of the association.

ii. Recommendations

Immediate Actions (Short Run)

Enhance Communication Channels:

Carry out more straightforward and comprehensive correspondence techniques that draw in representatives at all levels. Encourage open exchange to accumulate criticism and thoughts for working on functional productivity and client assistance.

Promote Innovation Initiatives:

Lay out development labs or groups committed to investigating new advancements and client-driven arrangements. Support trial and error and dexterity in embracing arising patterns to remain in front of contenders.

Leadership Development Programs:

Send off designated administration advancement programs that attention on sustaining versatile initiative abilities, computerized education, and key dexterity. Give coaching amazing open doors and openness to cross-useful encounters to get ready future pioneers.

Medium-Term Actions (Long Run)

Strengthen Digital Transformation:

Put resources into cutting-edge investigation and computer-based intelligence-driven advancements to customize client encounters and enhance production network activities. Foster

a complete computerized guide that coordinates on the web and disconnected channels flawlessly.

Empower Local Decision-Making:

Delegate dynamic power to authority to local managers to nearby market elements. Cultivate a culture of development and business at the store level to drive consumer loyalty and functional proficiency.

Sustainability and CSR Initiatives:

Extend manageability drives by defining aggressive objectives for diminishing carbon impression, upgrading item supportability, and supporting local area government assistance. Impart progress straightforwardly to partners to construct trust and brand dedication.

Long-Term Strategic Initiatives

Agility in Strategic Planning:

Foster situation arranging systems to expect and moderate future monetary vulnerabilities. Encourage a culture of spryness and flexibility that permits Tesco to turn rapidly in light of changing shopper inclinations and economic situations.

Global Expansion and Market Leadership:

Investigate open doors for vital organizations and acquisitions to reinforce market position in key locales. Influence information examination to distinguish valuable learning experiences and profit by developing business sector drifts.

Continuous Learning and Adaptation:

Lay out a learning association culture that empowers constant improvement and information sharing. Put resources into worker-preparing programs that improve computerized abilities, authority capacities, and social skills across worldwide tasks.

Overall Action Plan

Tesco's future achievement relies on its capacity to enhance, impart successfully, and foster deft administration at all levels. By carrying out these suggestions, Tesco can upgrade its market flexibility, support development, and lead the retail business through unsure financial

scenes. Embracing rising administration abilities like nimbleness, computerized familiarity, will keep Tesco as a forerunner in retail development and consumer loyalty.

Task 2- Reflective essay

Reflective Essay: Leadership Learning Journey

Introduction

Effective leadership is pivotal in the present unique business climate, where exploring intricacies and driving authoritative achievement require vital keenness and versatile abilities.

A leader's efficacy is frequently assessed by how well they execute important tasks within the parameters of their leadership style. This essay examines, critically, my own suitability for carrying out the principal duties of a leadership position by considering my advantages and disadvantages in relation to a model leadership style.

Recognising Different Leadership Styles

There are many different types of leadership, and each has special qualities, advantages, and disadvantages of its own. Transformational, transactional, servant, democratic, autocratic, and laissez-faire leadership styles are some of the most well-known. My current leadership approach is most in line with transformational leadership, which emphasises creating an atmosphere of innovation and change while inspiring and encouraging followers to realise their greatest potential.

Important Duties of a Leadership Position

Typical key duties in a leadership position are as follows:

Clearly stating objectives and outlining a plan of action are known as setting vision and strategy.

Communication: Providing clear and efficient channels of communication.

Motivating and empowering team members to give their best work is known as empowerment.

Making decisions: Making prompt, well-informed decisions.

Constructive conflict resolution involves confronting and resolving disagreements.

Development and Mentoring: Assisting team members in their personal and professional

development.

Monitoring and assessing group performance is known as performance management.

Assessment of Individual Capabilities

Defining the Goals and Plans

Setting a compelling vision and plan is something I do well as a transformative leader. I can express a vision that motivates and inspires my team and I have a firm grasp of long-term goals. I do, however, occasionally find it difficult to put this idea into practice due to the meticulous planning that is needed. To get better, I must strengthen my project management abilities and work closely with team members that are proficient in operational planning.

Interaction

One thing I'm good at is communicating well. Transparency is important to me, and I make sure that everyone in the team is aware of important choices and developments. My capacity to offer constructive criticism and actively listen has promoted an atmosphere of open communication. But sometimes, to keep my colleagues from being overwhelmed, I must simplify complicated material. To fulfil the varied demands of my team, I must continuously improve my communication style by getting feedback from others and making necessary adjustments.

Inspiration and Self-Determination

One of my main leadership philosophies is to empower and inspire my staff. I'm great at acknowledging and applauding accomplishments, which raises spirits and increases output. I must, however, take a more proactive approach to recognising and resolving issues that could demotivate team members. Surveys and check-ins on a regular basis can help me assess team morale and quickly resolve any issues.

Making Decisions

The transformative leadership approach is in line with my inclusive decision-making process, which considers feedback from several stakeholders. However, I sometimes hesitate to make hasty decisions in unknown situations, fearing potential negative results. I need to learn how

to strike a balance between analytical thinking and intuition and gain confidence in taking measured risks to improve my decision-making abilities.

Resolution of Conflicts

I could do better around conflict resolution. Even though I try to foster a positive work atmosphere, I usually steer clear of conflicts because they can lead to minor problems being worse. Gaining more effective conflict resolution abilities requires learning to handle problems quickly and constructively, putting more emphasis on finding solutions than placing blame.

Growth and Guidance

I have a strong commitment to coaching and developing my teammates. I regularly offer chances for career advancement and promote lifelong learning. But I must make sure that my mentoring is customised to meet the needs of each team member. Putting individualised growth plans into action and giving frequent feedback will help me be more productive in this area.

Management of Performance

I consider keeping an eye on and assessing the performance of my team to be a vital duty. I examine progress on a regular basis and set clear goals. However, to support team members' ongoing improvement, I need to give more prompt and helpful comments. Setting SMART (specific, measurable, attainable, relevant, and time-bound) goals and utilising performance management tools might help with this process.

Effective leadership techniques include servant leadership, which puts the needs and growth of team members first, and transformational leadership, which uplifts and motivates workers via vision and personal example. Both, though, have their share of difficulties. While servant leaders may have trouble exercising authority and decisiveness, transformational leaders run the risk of becoming unduly idealistic or detached from practical realities.

Although autocratic leadership might guarantee prompt decision-making, it frequently demotivates and disengages staff members. On the other hand, democratic leadership encourages diversity and morale but can be laborious and result in impasse in decision-

making. In the end, the most effective strategy frequently entails a well-rounded approach catered to the unique demands and circumstances of the organisation.

Effective stakeholder engagement, constant support, and transparent communication are necessary for implementing change leadership in the workplace. Establish a dedicated change team after identifying the vision and important stakeholders. To promote an environment that is flexible and focused on ongoing development, hold training sessions, track advancement through feedback loops, and recognise accomplishments.

CONCLUSION

To sum up, a critical assessment of my capacity to carry out important duties in the framework of transformative leadership reveals both my areas of strength and need for improvement. I need to improve my abilities in specific planning, decision-making, conflict resolution, and one-on-one mentoring, even if I am excellent at creating vision and strategy, communicating, motivating, and empowering others. Being a more successful and well-rounded leader will be possible for me if I consistently reflect on myself, ask for criticism, and make professional development investments. Accepting these enhancements will help my development as well as my team's performance and well-being.

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