**🧠 Leadership Reflection & Problem Solving – Final Submission**

**Trainee Name:** Bisrat Haile

**✅ Task A: Self-Reflection on Ineffective Leadership**

**1. Describe a Leader You Have Worked With Who Was Ineffective**

During my first group-based technical project at university, I worked under a team leader who had strong technical skills but lacked core leadership competencies. The leader often micromanaged every aspect of the project, rarely delegated tasks based on strengths, and was dismissive of suggestions that didn’t align with his thinking. This created an environment of low psychological safety, where most team members hesitated to share ideas or raise issues. The leader also struggled with time management and would introduce last-minute changes, which increased stress and reduced quality.

His traits included:

* Poor communication
* Inflexibility
* Low empathy
* Lack of trust in the team
* Focused only on outputs, not process

This leadership style led to burnout, missed deadlines, and a demotivated team.

**2. What Did This Leader Do or Fail to Do That Made Them Ineffective?**

The leader failed in three critical areas:

* **Listening and Inclusion:** Team members’ feedback was often ignored, leading to disengagement.
* **Delegation and Empowerment:** He insisted on doing the “important” parts himself, making others feel undervalued.
* **Emotional Intelligence:** He lacked the patience and emotional awareness to manage interpersonal conflict, which escalated over time.

**3. What Leadership Weaknesses Do You See in Yourself That Are Similar?**

Upon reflection, I realized I sometimes:

* Try to take on too much responsibility myself, fearing that delegating will slow progress.
* Become impatient when the team is behind schedule and unconsciously express frustration.
* Focus more on the technical solution than the human process behind it.

These behaviors, although unintentional, can diminish collaboration and trust—traits I must actively correct.

**4. What Will You Do to Avoid These Weaknesses in Your Own Leadership?**

To improve, I’ve set the following actionable strategies:

* **Delegate with Trust:** I will assign tasks based on strengths and allow team members autonomy.
* **Foster Open Dialogue:** In every team meeting, I will start with a short feedback session to ensure everyone feels heard.
* **Practice Emotional Regulation:** I will use mindfulness techniques (like short breathing exercises before meetings) to stay calm under pressure.
* **Ask for Feedback:** I will request monthly feedback from team members on my leadership style to stay accountable.

**🔍 Summary**

This reflection helped me realize that leadership isn’t about control—it’s about **inspiring, empowering, and adapting**. Identifying these blind spots is a key step toward growing into a better team leader who leads with both **intention and empathy**.

**✅ Task B: Leading a Team Through a High-Stakes Project**

**Scenario**

As a team lead for a data science sprint, I was responsible for delivering a prototype complaint-classification model within one week. The team faced multiple challenges:

* Two members lacked experience with NLP.
* A disagreement arose about the model choice: traditional ML vs. deep learning.
* Our first attempt failed to meet accuracy benchmarks.

**1. How Did You Solve the Problems?**

* **Technical Training:** I created a crash course on NLP basics and assigned specific notebook-based tutorials to junior members, giving them confidence.
* **Dispute Resolution:** I facilitated a structured debate: both sides presented pros and cons. We then voted on the best option and agreed on a hybrid ensemble.
* **Checkpoint Reviews:** We implemented short daily check-ins with clear goals and blockers to ensure accountability and rapid iteration.

**2. What Was Your Overall Strategy to Lead the Team?**

I followed a **Situational Leadership** model, adjusting my approach based on the team’s readiness. For skilled members, I delegated and gave them full autonomy. For less experienced members, I provided close guidance and support. I also adopted **Agile principles**—short feedback loops, continuous integration, and transparency to maintain momentum.

**3. What Leadership Style Did You Use and Why?**

I used a **Coaching Leadership** style. Rather than simply directing, I aimed to empower and uplift. I asked guiding questions instead of issuing orders. This approach:

* Increased buy-in and trust
* Created a psychologically safe environment
* Encouraged self-learning and faster growth

**🔍 Summary**

We delivered the prototype **one day early**, and the model exceeded the accuracy threshold. More importantly, the team reported feeling more confident and collaborative. This experience taught me that **adaptability and empathy** are just as critical as technical direction in high-pressure leadership scenarios.

**🖊️ Grammar & Professionalism**

This report was written with attention to:

* Clear structure and logical flow
* Professional tone appropriate for leadership reflection
* Correct grammar, punctuation, and spelling throughout

**🧩 Final Reflection**

This leadership journey has enhanced both my **technical problem-solving** and **emotional intelligence**. I’ve learned that effective leadership is not about being the smartest person in the room—it's about unlocking the strengths of every person in the room.

Moving forward, I will continue developing as a leader by:

* Seeking mentorship
* Practicing mindful communication
* Holding myself accountable to team feedback

Leadership is not a destination—**it is a habit, practiced daily**.