Joshua Kimbrell

MGT 341

“Artifact for Integral Reflection”

Of this semester's assignments the leadership paper is the one I am most proud of. This assignment encouraged me to interview my supervisor, Sam Derneika, and learn about what his role is like in our workplace. It also helped me to prepare strategies to identify and overcome challenges that are problematic for managers. I also had the unique opportunity to gain insights into my supervisor's experiences. Through a detailed examination of challenges and triumphs in leadership this paper also showcases my ability to reflect, incorporate multiple perspectives, and apply theoretical knowledge to real-world scenarios.

This assignment demonstrates reflection by my gaining insight through looking back over the challenges Sam has overcome as a manager. His struggle to maintain the balance between a casual workplace and maintaining expectations of professional conduct demonstrates a common dilemma in leadership roles. Sam's comments about employees speaking too freely to the point where it could potentially offend patrons, made a great example of the difficulty between fostering a friendly work environment while upholding high workplace standards. Conducting the interview portion prompted me to think about my future role as a leader and the importance of setting clear boundaries and expectations.

The paper incorporates multiple perspectives through the exploration of Sam's leadership strategies. It details how Sam's approach to leading by example can inspire employees, and he discusses a situation when giving too much freedom backfired. This dual perspective not only illustrates the complex balance of team management but also highlights the value of flexibility and learning from mistakes. By contrasting Sam's effective and ineffective leadership experiences, the essay offers a thorough examination of leadership challenges and successes. This helped to deepen my understanding of leadership through the firsthand accounts of my supervisor's experiences.

The application of theoretical knowledge is demonstrated through the analysis of Sam's leadership style considering leadership theories and concepts. One example is his practice of leading by example which demonstrates transformational leadership, which emphasizes the role of leaders as role models to inspire and motivate their followers. Another important insight was our discussion on the importance of not taking things personally and remaining calm under pressure. This is applied awareness of emotional intelligence which is a crucial component of effective leadership. This paper discusses these concepts and applies them to understand and evaluate Sam's experiences and strategies as a manager to bring theory into practice.

To conclude the leadership paper based on my interview with Sam Derneika was my favorite assignment from this semester. It reflects my ability to critically reflect on leadership challenges, appreciate the complexity of managing multiple perspectives, and apply theoretical knowledge to real-world situations. The insights gained from Sam's experiences have enriched my understanding of effective leadership and have also prepared me for future leadership roles. One of the best parts of this assignment was that it was directly applicable to my life right now. Many of the assignments we complete are beneficial to our future but in this case, I was able to gain insight into my own workplace.