

UNIVERSITY OF THE PEOPLE

BUS 4405-01 LEADERSHIP - AY2025-T1

WRITTEN ASSIGNMENT UNIT 2

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Overcoming the Divide: My Path to Genuine Leadership

I went on a reflective trip as I read through "Leadership Development & Personal Effectiveness." Together with the 360-degree feedback, the questionnaires about my ideal and real selves revealed both my areas of strength and progress. This essay summarizes my research and offers a strategy for improving my leadership skills.

My Ideal Self

In my mind's eye, I pictured a self-assured, compassionate leader who uplifts people via sincere connections and effective communication. I saw myself as a person who can navigate difficult situations and create a great team atmosphere by striking a balance between strategic thinking and emotional intelligence. In a perfect world, I would set an example for others by constantly learning from and adjusting to new circumstances.

My Real Self

When I thought about who I really was, I realized that although I have good analytical abilities and a sincere desire to assist people, I occasionally have difficulty being aggressive and making decisions under duress. I often overthink things, which causes me to put things off. However, I also noted my strengths in building rapport with team members and my commitment to personal growth.

360-Degree Feedback

The feedback from my friend, family member, and colleague provided valuable insights:

1. My friend praised my empathy and active listening skills but said I should have more self-assurance while voicing my ideas.



2. My family members encouraged me to keep a better work-life balance while praising my commitment and work ethic.
3. Although she thought I was a collaborative worker, my colleague suggested that I lead initiatives with more initiative.

Analysis and Learning Agenda

Analyzing these findings, I identified several key areas for development:

1. **Confidence and Assertiveness:** There's a gap between my ideal self's confident leadership and my real self's tendency to hesitate. To address this, I plan to:
 - Get myself enrolled in some form of public speaking course to improve my communication skills.
 - Before using assertiveness skills at work, practice them in low-pressure scenarios.
 - To obtain experience, look for leadership positions in voluntary organizations.
2. **Decision-Making Under Pressure:** To bridge the gap between my ideal strategic thinking and my real-world overthinking, I will:
 - Study decision-making frameworks and apply them to hypothetical scenarios.
 - Keep a decision journal to reflect on and improve my decision-making process.
 - Set personal deadlines for decisions to avoid analysis paralysis.
3. **Work-Life Balance:** Recognizing the importance of sustainable leadership, I aim to:
 - Draw distinct lines separating work and personal time.
 - Create a stress-reduction regimen that includes frequent exercise and meditation.
 - Schedule dedicated time for hobbies and relationships outside of work.



4. **Initiative and Project Leadership:** To move closer to my ideal of inspiring leadership, I plan to:

- Volunteer to lead a project at work, focusing on both task completion and team motivation.
- Create a personal leadership philosophy statement to guide my actions.
- Actively seek for mentorship from a senior leader in my organization.

5. **Continuous Learning:** To maintain my commitment to growth, I will:

- Read one leadership book per month and share key insights with my team.
- Attending yearly conferences or workshops on leadership.
- Form a peer learning group with coworkers to talk about tactics and difficulties in leading.

Conclusion

This process of self-reflection has been enlightening, highlighting both my areas of growth need and my assets that I can play with. I think I can become closer to my ideal self by working on my self-assurance, decision-making abilities, work-life balance, initiative, and dedication to lifelong learning.

I understand that developing into a genuine leader is a process rather than a final goal. "Taking care of our own learning is part of taking charge of our life, which is the sine qua non of being an integrated person," claim Bennis and Goldsmith (1997). Using this learning agenda as a guide, I pledge to continuously enhance my personal and professional growth.

I will periodically evaluate my success as I put these techniques into practice, getting input and changing course as necessary. By doing this, I want to improve as a leader and encourage others to start their own paths toward genuine leadership and personal growth.



References

Bennis, W., & Goldsmith, J. (1997). *Learning to lead: A workbook on becoming a leader*. Perseus Books.

Westburn, J & Ireson, J. (n.d.) Leadership Development & Personal Effectiveness. *National College for School Leadership*.

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