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BUS 4405-01 LEADERSHIP - AY2025-T1

LEARNING JOURNAL UNIT 7

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TITLE: REFLECTIVE ANALYSIS ON PERSONAL LEADERSHIP STYLE

INTRODUCTION:

When it comes to leading organizations through times of significant change, leadership styles are vital. The four leadership philosophies described in "Leadership Styles for the Five Stages of Radical Change" by Reardon, Reardon, and Rowe (1998) are examined in this thoughtful diary entry. I will quickly describe each style before determining which one best fits my own methodology, supporting my conclusion with justification and a current example.

BRIEF EXPLANATION OF LEADERSHIP STYLES:

1. COMMANDING STYLE:

The commanding style focuses on performance and short-term goals. Leaders who employ this style are results-oriented and learn primarily from their own experiences. They excel in situations requiring quick decision-making and immediate action.

2. LOGICAL STYLE:

Logical leaders prioritize long-term planning and comprehensive analysis. They consider all alternatives before making decisions and learn through reasoning. This style is particularly effective in strategy development and complex problem-solving scenarios.



3. INSPIRATIONAL STYLE:

The inspirational style emphasizes vision and innovation. Leaders who adopt this approach are adept at developing and communicating meaningful visions of the future. They encourage creativity and are comfortable with radical new ideas.

4. SUPPORTIVE STYLE:

Supportive leaders prioritize consensus-building and employee empowerment. They create an open environment, act as facilitators, and learn by observing outcomes and reactions. This style is particularly effective in fostering team cohesion and employee engagement.

PERSONAL LEADERSHIP STYLE REFLECTION:

After careful consideration, I believe the *logical leadership style* aligns most closely with my natural tendencies and strengths. This style resonates with my inclination towards thorough analysis, long-term planning, and systematic problem-solving.

My preference for the logical style stems from several factors. Firstly, I have always been drawn to complex problems that require careful consideration of multiple variables. The logical style's emphasis on covering all alternatives and using analysis aligns well with my approach to decision-making. Secondly, I find that I learn best by reasoning through problems, which is a key characteristic of the logical style.

I recently worked on a group project to provide a sustainable energy solution for a local community, which serves as an illustration of my logical leadership approach. I started our work as the project lead by thoroughly examining the community's energy requirements, the resources



at hand, and any possible environmental effects. I pushed team members to investigate and submit several options, which we then methodically assessed based on a set of standards.

I made sure that our solution would be sustainable not only in the short term but also for years to come by keeping our long-term objectives front and center throughout the project. As we collected and examined the data, this method caused some early delays, but in the end, it produced a more reliable and thoughtful answer.

Although my preferred method is logical, I understand that flexibility is crucial for effective leadership. In his Harvard Business Review essay "Leadership That Gets Results," Goleman (2000) points out that the most successful leaders are those who can modify their approach depending on the circumstance. I do occasionally need to use aspects of the other styles, such as the supporting style to foster consensus during challenging conversations or the inspiring style to inspire team members.

CONCLUSION:

Reflecting on the four leadership styles presented by Reardon, Reardon, and Rowe (1998), I find that the logical style most closely aligns with my natural approach to leadership. This style's emphasis on thorough analysis, long-term planning, and systematic problem-solving matches my strengths and preferred methods of working. However, I also recognize the importance of flexibility and the need to incorporate elements of other styles as situations demand. Moving forward, I aim to continue developing my logical leadership skills while also working to strengthen my abilities in the other leadership styles to become a more versatile and effective leader.



References:

Goleman, D. (2000). Leadership that gets results. Harvard Business Review, 78(2), 78-90.

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Reardon, K. K., Reardon, K. J., & Rowe, A. J. (1998). Leadership styles for the five stages of radical change. Acquisition Review Quarterly, 129-146.

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