**Leadership Communication Style Statement**

**My engineering leader's leadership communication style**

My leadership communication style, similar to that of an engineer, is characterized by a combination of simplicity, compassion, and honesty, which promotes trust and performance. I also encourage active listening, where all team members can feel heard and respected, which leads to a psychologically safe atmosphere (Jiang & Shen, 2023). I adopt well-structured agendas and workflow documentation, and I visualize a Kanban board when giving project instructions to ensure common ground. I promote the use of questions when there is external uncertainty, and I recommend synchronous stand-up meetings or video conferences in cases where instructions are unclear and need clarification. An excellent illustration of this style is demonstrated by the example of Sheryl Sandberg's leadership at Facebook, where she established communication schemes in project planning. (Sale, 2022).

She had weekly catch-ups with defined agendas and to-dos, and engineers never doubted what to do, always having the opportunity to clarify blockers or goals. Her leadership approach enabled her team to be fast-moving with coordination.

I use collaborative conflict resolution methods. I foster open communication to learn about the deeper causes and present issues, presenting them as shared concerns. Team engagement is often characterized by conflict, and I utilize it to enhance common or team objectives, as well as realign expectations. I ensure a systems thinking approach when initiating the de-escalation of conflict, as the combination of tasks and interdependencies should not be underestimated (Elia et al., 2021). A notable example of a real-life application is the cultural transformation at Microsoft under Satya Nadella. Upon assuming the position of CEO, he began listening to his teams, welcomed disagreement and the learning that came with it and transformed a blame culture into a growth-promoting vision (Murphy, 2024). Through his open and adaptable communication, Microsoft was able to regain internal trust and foster external innovation. I adjust my communication style to suit the culture and personal preferences of the various teams I work with. To date, for the sake of simplifying the use of technical jargon for non-native speakers of English, as well as regulating the tone of feedback to align with the cultural values of either directness or a collectivist nature. To achieve inclusivity and participation, I incorporate tools of communication, such as Slack and Trello, as well as language-adaptive messaging. I aspire to serve as a leader with transparent, fair, and purposeful leadership that enables engineers to flourish by trusting in a shared vision and engaging in an ongoing learning process.

**References**

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