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# Leadership can be defined as a process of persuasion between a leader and followers that is acknowledged by the leader's dispositional traits, behaviors, follower perceptions, and attributions (GNED400, 2023, Week 3). It is the act of leading a group or organization with an influential act of leadership style.

# The deliberate practice of seeking out various viewpoints and modes of expression in a workplace or organization is known as inclusive leadership. An inclusive leader is culturally astute, conscious of bias, inquisitive, devoted, and cooperative (GNED400, 2023, Week 3). Inclusive leaders support team members in being their best selves at work by recognizing the unique qualities that each team member brings to the table. Assuring that people are respected, managed, heard, and applied, inclusive leaders encourage diverse thinking.

# Reflective practice is the process of learning from experience by thinking back to the actions. The reflective practice process consists of thoughts which are used for personal learning and development. Thinking of positive and negative aspects with their consequences and analyzing what could have done at that situations, can be considered as the process of reflective practice. An organized method for assisting in self- and situational analysis and improvement is called the reflection model. The two reflective models are Gibb’s reflective cycle and Rolfe’s framework. The steps of Gibb’s reflective cycle are description, feelings, evaluation, analysis, and conclusion and action plan. Similarly, the steps of Rolfe’s framework are the questions What? So What? What Next? (GNED400, 2003, Week 2).

# I find transformational and charismatic leadership style most appealing to me. As transformational leaders motivate others to do more than originally intended and often more than they thought possible. They set more challenging expectations and typically achieve higher performance and it is all about initiating change in organizations, groups, oneself and others. Similarly, charismatic leaders are also called as transformational because of the similarities between them. The charismatic leadership style relies on the charm and persuasiveness of the leader and driven by their convictions and commitment to their cause (GNED400, 2023, Week 4). These two leadership styles clearly corresponds with my behavior. I feel comfortable with the leaders who inspire others to find the better way of achieving the goals. Moreover, the excellent level of motivation, team mobilization and conflict resolution is what makes transformational leader appealing to me. In the same way, my attitudes and behaviors also incline towards these two leadership styles. In my view a leader should make the group of people united through communication skills. I believe innovation is achieved when people unites and go beyond their limit in the workplace. This attributes in the workplace can be created by transformational leaders. People need motivation to do the tougher work to achieve success and to assist in these situation, a transformational leadership perfectly works. I also believe the idealized influence, intellectual thoughts, motivation in the process of work with the consideration in every individual in the working areas makes the company achieve goals beyond their limits and the transformational leadership style is the perfect style for my behavior.

# Similarly, charismatic leaders respects the vision of people. This leadership style contains emotional appeal which contributes in creating a shared identity. Moreover, these type of leadership has great positive impact on the society (GNED400, 2023, Week 4). I also believe in inspirations which creates a positive impact in someone’s career. The charismatic behavior of the leaders can change the thinking of anyone. If a tough work is need to be done, then inspirational ability of the charismatic leader will work perfectly. I find the charismatic leadership as the perfect choice for me because of the relation of it with transformational leadership style. A charismatic leader can contribute in the workplace if a tough work need to be done for changing the whole system and thinking of the group. As example, if a legacy in the organization if creating bad impact in working individuals, the charismatic leaders can change the whole system by uniting people for the common cause. Hence, the interrelation between the transformational leadership style and charismatic leadership style makes these two styles more appealing to me.

# There are few challenges of transformational and charismatic leadership styles. People generally do not believe in big picture and going beyond the limit often makes it large frame. Employees in the organization may feel frustrated because of the inconvenience created in the mind by doing the work beyond their personal space and may get of job. Moreover, everyone needs feedback continuously to do the things in perfect way (GNED400, 2023, Week 4). In the other hand, workers may lose focus on the other areas and may affect the day to day routines of people for doing the organizational works. Charismatic leadership style also has challenges like the energy level. To be a charismatic leader a high level of energy and changing mindset is required. A charismatic leader can easily use other for selfish ambitions, also can change the value system of the followers (GNED400, 2023, Week4). On the other hand, a charismatic leader can oppress the thoughts of the others for the shake of growth.

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