

Leadership Development Plan

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Current Leadership Skills Analysis

In my current role as a systems analyst in a financial company, leadership often takes the form of influence rather than authority. I lead through collaboration, clear communication, and problem-solving. My ability to interpret complex technical issues and translate them into actionable insights for business stakeholders has strengthened my credibility and trust within the team. These experiences have developed key leadership competencies such as analytical thinking, accountability, and adaptability, qualities emphasized in Bateman and Konopaske's (2022) discussion of effective managerial collaboration in competitive environments.

Throughout this course, I have learned that leadership is not defined by position but by behavior. I naturally display elements of transformational leadership by motivating others through optimism and a shared sense of purpose. I take initiative during system enhancements, ensure cross-departmental alignment, and support colleagues who may struggle with new tools or processes. However, I recognize opportunities for improvement in areas such as delegation and assertive communication. I sometimes overextend myself to maintain quality, which can limit team ownership of outcomes. As Bateman and Konopaske (2022) noted, successful leaders empower others by balancing task management with people development, fostering an environment where team members can grow through shared accountability.

Overall, my current leadership strengths include strong interpersonal awareness, a growth-oriented mindset, and the ability to adapt to different challenges. The next stage of my development involves refining emotional regulation, building greater confidence in decision-making, and developing a structured approach to coaching and feedback. These areas will serve

as the foundation for my leadership growth plan and will be further supported through the application of transformational and situational leadership theories in the following section.

Leadership Theories and Their Application

Leadership theories provide a framework for understanding how behaviors and mindsets influence organizational outcomes. Among the models studied in this course, Transformational and Situational Leadership align most closely with both my current leadership style and my future goals.

Transformational Leadership focuses on inspiring and motivating followers to exceed expectations through vision, trust, and shared purpose. Transformational leaders build commitment by aligning team values with organizational goals and fostering innovation through empowerment (Bateman & Konopaske, 2022). This style resonates with me because I naturally encourage collaboration and continuous learning within the team. For example, when our department adopted a new data automation platform, I supported colleagues by organizing quick learning sessions and creating simplified guides to help them transition smoothly. Rather than simply ensuring compliance with the new system, I worked to inspire confidence and ownership, key principles of transformational leadership.

Situational Leadership, on the other hand, emphasizes adaptability. Developed by Hersey and Blanchard, it proposes that effective leaders adjust their behavior based on the maturity, skill level, and motivation of their followers. This approach allows flexibility in responding to varying team dynamics, project complexities, or time pressures (Bateman & Konopaske, 2022). In my current role, I often tailor my approach depending on the stakeholder group. When collaborating with senior business partners, I use a directive style focused on clarity and results. When

working with junior analysts, I adopt a coaching approach, encouraging exploration and feedback to build their confidence and capability. This adaptability reflects the essence of situational leadership, where the leader's effectiveness depends on their ability to read the environment and respond accordingly.

By combining these two theories, I can strengthen both the inspirational and tactical dimensions of leadership. Transformational leadership helps me articulate a clear vision and foster motivation, while situational leadership ensures I remain flexible and responsive to individual and contextual needs. Together, they create a balanced framework for leading teams in dynamic financial environments where change, innovation, and collaboration are constant.

Application of Leadership Theories and Expected Outcomes

Both transformational and situational leadership theories offer practical approaches that I can apply to become a more effective leader in my current role. Each provides distinct strategies that, when combined, help balance motivation with adaptability, two skills essential in a dynamic financial environment.

Applying Transformational Leadership:

To apply transformational leadership, I plan to focus on articulating a clear vision for project outcomes, inspiring collaboration, and recognizing individual contributions within the team. For example, during system improvement projects, I will actively connect each member's task to the overall business goal, ensuring everyone understands how their work contributes to success. I will also practice intellectual stimulation by encouraging team members to explore creative solutions rather than relying solely on standard processes. By demonstrating enthusiasm and

modeling a positive attitude toward challenges, I can motivate others to perform beyond expectations (Bateman & Konopaske, 2022).

Expected Positive Outcomes (Transformational Leadership):

- **Increased Team Engagement:** Team members are likely to feel more motivated and connected to the organization's mission, leading to stronger collaboration and morale.
- **Higher Innovation and Problem-Solving Capacity:** By fostering open communication and critical thinking, the team can generate new ideas that improve process efficiency and service quality.

Applying Situational Leadership:

Situational leadership requires adjusting my style based on the readiness and competence of each individual. I plan to evaluate the skill and confidence levels of my team before assigning tasks. For highly experienced analysts, I will adopt a delegating approach, giving them autonomy to lead their parts of the project. For newer employees, I will use a coaching approach, offering clear guidance while encouraging input and independent learning. This flexibility will help me provide the right balance of direction and support, ensuring that each team member performs effectively within their comfort and skill zone (Bateman & Konopaske, 2022).

Expected Positive Outcomes (Situational Leadership):

- **Improved Individual Performance:** Tailoring leadership behaviors to team members' development levels will help each person perform at their best, increasing overall productivity.

- **Stronger Team Cohesion and Trust:** As employees experience leadership that aligns with their needs, they are more likely to feel supported, valued, and confident in taking ownership of their work.

By applying these two complementary theories, I can evolve from being a supportive collaborator to a more adaptive and visionary leader, one who drives engagement, nurtures growth, and achieves measurable business impact.

Authentic Leadership and Emotional Intelligence

The Authentic Leadership and Emotional Intelligence assessments from Week 8 offered valuable insight into how my personality and emotional awareness influence my effectiveness as a leader. These assessments helped me identify both my natural strengths and the areas that require deliberate development to grow into a more balanced and emotionally mature leader.

Authentic Leadership centers on four components, self-awareness, relational transparency, internalized moral perspective, and balanced processing (Bateman & Konopaske, 2022). My assessment indicated high self-awareness and integrity, showing that I am consistent with my values and ethical beliefs even when under pressure. I often lead with authenticity by communicating openly and maintaining transparency with my team about project goals and challenges. However, one area for improvement is balanced processing, the ability to consider opposing viewpoints before making decisions. I sometimes act quickly to solve issues, which can limit opportunities for others to contribute diverse perspectives.

To strengthen balanced processing, I plan to develop a habit of pausing before major decisions to gather feedback from both peers and stakeholders. This will help me make better-informed

choices and demonstrate fairness in my leadership. Another area of focus is maintaining relational transparency when handling conflict, ensuring I stay genuine while still being tactful and respectful. Over the next year, I intend to enhance these skills by seeking peer feedback, engaging in reflective journaling after major team interactions, and attending professional development sessions focused on ethical leadership.

Expected Positive Outcomes (Authentic Leadership):

- **Increased Team Trust:** Greater openness and fairness will enhance credibility and psychological safety within the team.
- **Better Decision-Making:** Incorporating diverse perspectives will lead to more balanced and well-reasoned solutions.

Emotional Intelligence (EI) involves recognizing and managing emotions—both one's own and others', to guide behavior and relationships effectively (Bateman & Konopaske, 2022). My assessment revealed strong self-motivation and empathy, which help me maintain composure in high-pressure situations and connect with colleagues on a personal level. However, I identified two areas that need improvement: emotional regulation and social awareness. At times, I internalize stress or focus too intensely on achieving results, which can make me less attentive to subtle team morale cues.

To strengthen emotional regulation, I will practice mindfulness, and short reflection breaks during work to manage stress proactively. For social awareness, I will make a conscious effort to read non-verbal cues, listen actively during meetings, and seek feedback on my interpersonal

communication. Developing these EI components will help me remain calm, empathetic, and connected even in challenging circumstances.

Expected Positive Outcomes (Emotional Intelligence):

- **Healthier Workplace Relationships:** Improved self-regulation and empathy will foster more collaborative and supportive team dynamics.
- **Greater Leadership Presence:** A calm and emotionally grounded demeanor will enhance my ability to influence and motivate others effectively.

Together, the development of authentic leadership and emotional intelligence will help me build deeper trust, navigate interpersonal challenges with empathy, and sustain positive relationships, all essential traits for long-term success in leadership.

Personal Leadership Philosophy and Organizational Change Example

My personal leadership philosophy is rooted in authenticity, adaptability, and continuous growth. I believe leadership is not about authority, it is about influence, trust, and purpose. The most effective leaders empower others to see meaning in their work and to perform with integrity, even when no one is watching. As Bateman and Konopaske (2022) emphasize, great leaders cultivate collaboration by aligning individual motivation with organizational vision. For me, that means leading with honesty, fostering an environment of respect, and encouraging learning through both success and failure.

In practice, my philosophy combines transformational and situational leadership principles with an authentic mindset. I view leadership as a partnership between the leader and the team, where both share responsibility for growth. I believe in setting clear expectations, communicating transparently, and helping others find purpose in their roles. My approach centers on empathy and accountability, recognizing that emotional intelligence is just as critical as technical skill in today's dynamic work environments. I aspire to be a leader who listens first, acts decisively, and always considers the human impact of organizational decisions.

An example where this philosophy could be applied is during the implementation of artificial intelligence (AI) systems within a financial organization. Introducing AI can create uncertainty among employees who fear job displacement or struggle with technological adaptation. As a leader, I would begin by communicating the broader purpose behind the change, how AI enhances efficiency, supports data-driven decisions, and allows employees to focus on higher-value tasks. This reflects transformational leadership's emphasis on vision and inspiration. At the same time, I would apply situational leadership by adapting my approach to different employee readiness levels, offering detailed training for those less familiar with technology while giving experienced team members greater autonomy to innovate.

Through authentic leadership, I would maintain transparency about the transition process, acknowledge concerns openly, and model the learning mindset I expect from others. By demonstrating empathy and commitment to fairness, I could reduce resistance and strengthen trust. Over time, this leadership approach would foster a culture that views technological change not as a threat but as an opportunity for growth and innovation.

My philosophy ultimately aspires to balance results with relationships, driving organizational success while ensuring that every team member feels valued, supported, and engaged in the journey of transformation.

Conclusion

Leadership is a continuous journey of self-awareness, growth, and purposeful action. This plan reflects how I intend to strengthen my leadership competencies by applying the principles of transformational and situational leadership, grounded in authenticity and emotional intelligence. Through self-reflection and intentional practice, I aim to evolve from being a technically driven professional into an emotionally intelligent and adaptable leader who inspires trust and collaboration.

The combination of transformational and situational leadership theories provides a balanced framework, one that helps me motivate others through vision while remaining flexible to individual needs. Developing authentic leadership and emotional intelligence will further reinforce ethical decision-making, empathy, and resilience, allowing me to guide teams with integrity and composure. Ultimately, my goal is to contribute to a culture of transparency, learning, and shared accountability within the financial organization where I work.

This leadership development plan has given me a structured roadmap for personal and professional growth. By continuously aligning my actions with my values and maintaining openness to feedback, I can become the type of leader who not only achieves results but also empowers others to reach their full potential.

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