



**UNIV 1213: Leadership and Teamwork**

**Course Instruction: Dr. Zachary Mngo**

### **Reflective Paper**

#### **What I Learned from the Chapter**

#### **Northouse Chapter 6: Developing Leadership Skills**

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## **Observation**

The chapter taught us the different skills a leader should develop. we all agreed that we consider ourselves to be stronger in the interpersonal more than the others. Interpersonal skills are the people skills, it helps leaders to work effectively with followers, peers, and superiors to accomplish goals. Moreover, each of us try to understand the person we are interacting with so that, we can give our best response. we learned from this chapter how better to improve being socially perceptive by understanding how others are motivated, and how they react to change. In the other hand, one of Abdulrahman's main weakness is dealing with conflict. Abdulrahman do have a strong background on how to avoid conflict in the place, by being on top of the tasks and try to avoid what could cause any conflicts. We also discovered Abdullah AlMikail's weakness is Managing resource, which means being competent in both obtaining and allocating resources. Obtaining resources includes a wide range of activities such as new equipment's, work space, or locating funds for projects. Allocating resources requires the leader to get new staff or new incentive programs, or to replace old equipment's. Abdullah Alkhursany knew his weakness before reading the chapter but he never knew it was a leadership skill, which is strategic planning. It's a major skill in leading. A leader needs to be able to think and consider ideas to develop effective strategies for a group or an organization Another important subject this chapter covered is the conceptual aspect of leadership skills. Being a leader is not just about how you act but also how you think. The importance of the cognitive part of leadership can be

observed by watching the successful leaders like Bill Gates and Warren Buffett. Before any great accomplishment comes a thought and an idea.

### **Reflection in Lessons Learned**

We found each person has a different weakness from the others. Abdulrahman wants to try his best to improve his conceptual and administrative skills of leadership, Abdullah AlMikail wants to improve his Administrative skills but more specifically to understand as a leader he needs to have the resources for the followers. Abdulrahman found out Sometimes he leans to be more lose with his approach to solving problem and he will work to fix that. For example, when he has a team project and one of group members is slacking, he tends to just do the work himself. He does that to mainly avoid conflict and uncomfortable conversations. The best solution for this is to facing the problem and be more motivating to others. One way to do that is by showing the team members what is been accomplished in the project. Abdullah AlMikail had trouble understanding the importance of managing resources, he believes it's not the leader's job to do that. However, after reading more and presenting his section in the chapter he found out that as a leader he is required to accept his responsibility to have the resources for the followers or employees. It shows the leader cares about what is good for others and wants them to have all the resources to do their job smoothly.

This chapter was very beneficial in showing the necessary skills we need to develop and become a successful leader. Many skills we agree on feel like we already possess; we will make

sure to improve on. Lastly, the most important lesson we learned is that we always can develop a skill that we do not have.