**PORTFOLIO RELATED INFORMATION GUIDELINE**

****

**STUDENT PROFILE**

**NAME**: ESWARI SUBRAMANIAM

**PROGRAMME**: MASTER OF EDUCATION (EDUCATIONAL TECHNOLOGY) ODL

**MATRIC NO**:MPP231014

**COURSE**: DYNAMICS OF LEADERSHIP (UPPF 6033)

**CONTACT NO**:0139099691

**ADDRESS**: NO.37, JALAN EJ 2/13, TAMAN EHSAN JAYA,81100, JOHOR BHARU, JOHOR.

**EMAIL ADDRESS:** [eswari@graduate.utm.my](mailto:eswari@graduate.utm.my)

**COURSE MEMBERS**

**STUDENTS DETAILS**

**SEMESTER**  : 1 2023/2024

**SECTION** : SECTION53

**LECTURER’S NAME** : ASSOCIATE PROFESSOR DR. JAMILAH AHMAD

|  |  |  |  |
| --- | --- | --- | --- |
| **BIL** | **NAME** | **CONTACT NUMBER** | **EMAIL** |
|  | SURAYA NAJIHA BINTI MOHD ISHAK | 01128965007 | surayanajiha@graduate.utm.my |
|  | NURNAZIDA BINTI NAZRI | 0104002981 | nurnazida@graduate.utm.my |
|  | NAJLA ZAID JAWAD | +971567491128 | jawadnajla@graduate.utm.my |
|  | SUHAINA BINTI MOHAMED ZAKI | 0199109110 | suhaina4@graduate.utm.my |
|  | NOR SURIA HAZNI BINTI CHE HUSAIN | 0126919521 | norsuriahazni@graduate.utm.my |
|  | NUR RAFIDAH BINTI MOHAMAD LAZI | 01119663404 | nurrafidah@graduate.utm.my |
|  | WONG MEI TENG | 0167270230 | wongmeiteng@graduate.utm.my |
|  | ILLY NADHIRAH BINTI BARUDIN | 0195004239 | illynadhirah@graduate.utm.my |
|  | NURDAFIKAH BINTI ROSLAN | 0196057480 | nurdafikah@graduate.utm.my |
|  | NIROSHINEE A/P SUKUMARAN | 0177035841 | [niroshineesukumaran@graduate.utm.my](mailto:niroshineesukumaran@graduate.utm.my) |
|  | FARAH ANIZA BINTI SHAHRI | 0129809861 | farahaniza@graduate.utm.my |
|  | NUR QISTINA BINTI MOHD AZHAR | 0189007022 | qistina99@graduate.utm.my |
|  | NORLILAWATI BINTI SUBOH | 0182930374 | norlilawati@graduate.utm.my |
|  | SARASVATHY KANNIAH | 0127250871 | sarasvathy@graduate.utm.my |
|  | SHARIFAH NURLIYANA BINTI SYED NASIR | 0137605694 | sharifahnurliyana@graduate.utm.my |
|  | NOR HASLINDA BINTI MOHAMED NOR | 0199592613 | nor-79@graduate.utm.my |
|  | SHALMISYAM BINTI SHAHUDDIN | 0179378125 | shalmisyam@graduate.utm.my |
|  | ESWARI A/P SUBRAMANIAM | 0139099691 | eswari@graduate.utm.my |

**COURSE TIMETABLE**

|  |  |  |
| --- | --- | --- |
| **Week** | **Date** | **Dynamics of Leadership**  **Wednesday**  **8.30pm- 10.30pm** |
| 1 | 8 – 12 Oct 23 |  |
| 2 | 15 – 19 Oct 23 |  |
| 3 | 22 – 26 Oct 23 |  |
| 4 | 29 Oct – 2 Nov 23 |  |
| 5 | 5 – 9 Nov 23 |  |
| 6 | 12 – 16 Nov 23 |  |
| 7 | 19 – 23 Nov 23 |  |
| **8** | **26 Nov – 2 Dec 23(MID SEMESTER BREAK)** |
| 9 | 3 – 7 Dec 23 |  |
| 10 | 10 – 14 Dec 23 |  |
| 11 | 17 – 21 Dec 23 |  |
| 12 | 24 – 28 Dec 23 |  |
| 13 | 31 Dec – 4 Jan 24 |  |
| 14 | 7 – 11 Jan 24 |  |
| 15 | 14 – 18 Jan 24 |  |
|  | **21 – 27 Jan 2024(STUDY WEEK)** |
|  | **28 Jan – 20 Feb 2024(FINAL WEEK)** |

**GROUP PRESENTATIONS SCHEDULE**

UPPF6033 ODL

DYNAMICS OF LEADERSHIP

Sem. 1 2023/2024

Section 53

|  |  |  |  |
| --- | --- | --- | --- |
| Session | MODULE/ TITLE | GROUP | GROUP MEMBERS |
| 1  11/10 | Course Introduction  Introduction To Leadership | - | - |
| 2  25/10 | Leadership Traits and Ethics | 1 | 1. Rafidah 2. Suraya Najiha 3. Yokeswari 4. Niroshinee Sukumaran 5. Suria Hazni |
| 3  8/11 | Contingency Leadership Theories | 2 | 1. Farah Aniza Shahri 2. Sarasvathy 3. Suhaina Mohamed Zaki 4. Illy Nadhirah |
| 4  6/12 | Team Leadership | 3 | 1. Nurdafikah Roslan 2. Sharifah Nurliyana Syed Nasir 3. Norlilawati Suboh 4. Nur Qistina |
| 5  20/12 | Level 5 Leadership | 4 | 1. Nurnazida Nazri 2. Wong Mei Teng 3. Najla Zaid 4. Shalmisyam 5. Norhaslinda |
| 6  20/12 | Authentic Leadership | 5 | 1. Chelva Kumari Arumugam 2. Eswari Subramaniam |

**COURSE TOPICS**

**TOPIC 1: INTRODUCTION TO LEADERSHIP**

**TOPIC 2: LEADERSHIP TRAITS AND ETHICS**

**TOPIC 3: LEADERSHIP BEHAVIOUR AND MOTIVATION**

**TOPIC 4: INFLUENCING: POWER, POLITICS, NETWORKING AND NEGOTIATION**

**TOPIC 5: CONTINGENCY LEADERSHIP THEORIES**

**TOPIC 6: COMMUNICATION, COACHING AND CONFLICT SKILLS**

**TOPIC 7: DYADIC RELATIONSHIP, FOLLOWERSHIP AND DELEGATION**

**TOPIC 8: TEAM LEADERSHIP**

**TOPIC 9: LEADING SELF-MANAGED TEAMS**

**TOPIC 10: CHARISMATIC AND TRANSFORMATIONAL LEADERSHIP**

**TOPIC 11: LEVEL 5 LEADERSHIP**

**TOPIC12: AUTHENTIC LEADERSHIP**

**APPRECIATION NOTE**

**"WHAT YOU GIVE YOU GET BACK"**

Dr Jamilah Binti Ahmad

Associate Professor

School of Education,

Faculty of Social Sciences and Humanities,  
Universiti Teknologi Malaysia,  
81310 UTM Johor Bahru, Johor, Malaysia

[jamilah\_ahmad@utm.my](mailto:jamilah_ahmad@utm.my)

people.utm.my/jamilah\_ahmad

**Department of Educational Foundation & Social Science**

**\* APEL C Advisor**

**\* Royal Advisor to Sultan of Bintan, Province of Riau (2020-2030)**

**\* Certified Massive Open Online Courses (MOOCs) Instructor**

**\* Certified Open & Distance Learning (ODL) Instructor**

**\* Certified Neuro-Linguistic Programming (NLP) Trainer**

**\* Certified Law of Attraction (LOA) Trainer**

**ACADEMIC BACKGROUND**

(Tahun 2011- 2015):

 Ijazah Doktor Falsafah Pendidikan  
(Pengurusan dan Pentadbiran)  
Universiti Teknologi Malaysia,  
**Skudai, Johor Malaysia**

(Tahun 2008- 2010):

 Ijazah Sarjana Pendidikan  
(Pengurusan dan Pentadbiran)  
Universiti Teknologi Malaysia,  
Skudai, Johor Malaysia

(Tahun 1989 – 1993):

Ijazah Sains (Perniagaan tani)  
Universiti Pertanian Malaysia,  
Serdang, Selangor, Malaysia

(Tahun 2004- 2005):

Diploma Pendidikan

(Pengajian Inggeris)  
Maktab Perguruan Batu Pahat, Johor, Malaysia

I wanted to say thank you to Dr Jamilah for making this class very interesting and interactive. It was one of my favourite classes this semester and I always looked forward to attending class. I have learned a lot about course subjects and the different topics we presented in class brought up conversations at home. The structure of the class is great and I even encouraged some of my friends to take this course. I am beyond thankful to have you as one of my professors this semester. You have helped me effectively understand my work in your class as well as keep me on my A-game. I appreciate your motivation throughout this course.

Thank you for making this class so interesting, I initially was interested in the topic, but didn’t know how it would go. Within the first few weeks I realized this was my favourite class this semester. I learned so much and it is all because of you. You make everything extremely interesting and tie information in that relates to the topic which makes you think even more. I really appreciate how nice and understanding you have been throughout this entire semester. Thank you so much Dr Jamilah!

Thank you, professor, for teaching me this semester. I have never written a thank you note to a professor before, but I want to thank you from the core of my heart. The things you taught me and the time I spent in your class really helped me in my study and my personal life. I enjoyed every class taken by you as well as your fantastic sense of humour. Again, thank you so much for being so encouraging and doing everything to keep us motivated and supported throughout our course.

Thank you for being a kind and caring professor. You gave me the confidence I needed to continue pursuing my dreams of becoming an educator. I truly appreciate you and all the time. A professor like you needs to be recognized for all the hard work that you do to help your students succeed. Thank you again!

**LIST OF CONTENTS**

**1.WELCOME PAGE-**MEMBERS

-COURSE TIMETABLE

-COURSE TOPICS

-GROUP PRESENTATION SCHEDULE

-LIST OF CONTENTS

-APPRECIATION NOTE

**2.MY PROFILE-**STUDENT PROFILE

**3.MY OVERALL REFLECTION**

**4.WEEKLY REFLECTION-**WEEK 1

**-**WEEK 3

-WEEK 5

-WEEK 9

-WEEK 11

-WEEK 14

**5. TRANSFORMATIONAL LEADERSHIP-**DEFINITION

-TRANSFORMATIONAL MODELS AND

DIMENSIONS

**-**THE STRENGTH AND WEAKNESSES

-THE WORLD TRANSFORMATIONAL

LEADERS

**-**PREVIOUS RESEARCH RELATED TO

TRANSFORMATIONAL LEADERSHIP

-THE COMPARISON ON

TRANSFORMATIONAL LEADERSHIP

AND CHARISMATIC LEADERSHIP

**MY OVERALL REFLECTION**

Dynamic leadership requires a good balance of self-growth and development, the ability to teach and engage others, a commitment to service, and a shared purpose for organizational values. Additionally, dynamic leadership works best when such leaders ethically and responsibly use their power as a means to influence a follower’s advancement and growth. Through the Dynamic Leadership course, I became adapt in the importance of the leadership-followership principles and in different individual styles and personalities through the Big Five Personality Test and the leadership code rules. These theories have taught me how to approach people based on their specific and unique style, how to utilize my specific strengths to help engage others, and how to be more flexible and collaborative in times of crisis.

In fact, this course taught me the importance of accountability and trust between leaders and followers. Many leaders must also wear the hat of management, which requires even more support and communication. To achieve this, both must foster a relationship that can include reciprocity, a healthy debate, and open communication. Furthermore, “the better you know your boss, the easier it is to take initiatives or risks by presenting the actions in a logical way with targeted outcomes that are acceptable” (Johnson, 2011, p. 35). Although I was initially unreceptive to my leadership team, I am now more appreciative of their initiative and more open to see the progress that is made quarterly. To further this receptiveness, this course taught me that action-centred leadership was the theory that best reflected my organization. Action-centred leadership consists of a continuous balance of completing projects, preserving employees, and pushing professional development (Williams, 2005). As of a result of this successful balance and effectiveness, I am engaged, I am committed to do my job exceedingly well, and I am eager to explore growth opportunities. Lastly, this course validated that I can be myself and utilize my personality and skillset to be an effective, high performing leader. Jack Welch says it best, “Be yourself. Absolutely don’t try and be someone else” (HSM Global, 2013d). This course also helps me incorporate my team mate with my goal and objective regarding the company. By making plans for training that are needed and by supporting my teammate with their goals.

In conclusion Dynamic Leadership has helped me understand the role of leaders and followers in making positive change within an organization. A leader should gain his/her follower trust, it should motivate them and show his/her appreciation where it's needed. A follower should trust his/her leader, it should learn to listen and communicate effectively with their leader in create a positive environment.

**WEEKLY REFLECTION**

**WEEK 1: INTRODUCTION TO LEADERSHIP**

Leadership is the action of leading others or an organization. I feel like it is when someone steps up and goes into the unknown as well. It is also important to mention that it is never just one single person. To be a successful leader I also agree that one needs to have certain characteristic and skills. A leader needs to be able to simple lead, as you have stated. They need to direct and guide people to fulfil shared goals. Communication is also another huge skill. A leader needs to be able to clearly communicate, build relationships, motivate others, inspire others, and be a role model to create a positive work environment and culture that will accept change and innovation in the company. Leaders also need to show everyone how to behave, and they need to be honest, show appreciation, and work towards a bright future. If a leader is not effective the whole company can fall apart. Leadership is all about the relationship between those that aim and strive to lead and those who select and follow them and work together on shared goals. I agree that poor leadership can also lead to poor customer satisfaction and also decrease profits. Being an exemplary leader does make a difference, so all of the characteristics, skills, and more you have mentioned are very important.

**WEEK 3: LEADERSHIP TRAITS AND ETHICS**

I must admit this has encouraged me to really come out of my comfort zone and work harder than ever before. Leadership and Ethics opened my eyes to what leadership really means, I learned that people aren’t necessarily born leaders, that leadership (more importantly, good leadership) can be learned, practiced, and mastered. I also learned that I can be my biggest roadblock to my own success as well as the biggest positive influence. It does not matter the rank, position or status, anyone can lead anyone else. In this course I became more introspective about my current leadership roles and the tweaks I could make to communicate more effectively and be a “better” leader

In this course I discovered to better understand the beliefs of others and understand how what you do can impact others. Self-awareness is a huge part of it is having a clear perception of your personality, including strengths, weaknesses, thoughts, beliefs, motivation, and emotions. Self-Awareness allows you to understand other people, how they perceive you, your attitude and your responses to them in the moment. Motivating others requires making others feel understood, leadership is not just a cliché about leading by example or other vague tenet, it involves more interaction and engagement. I think the most important thing that I learned was how to understand my own motivations / emotions.

**WEEK 5: CONTINGENCY LEADERSHIP THEORIES**

I observed that the theory is also popularly used because gives the leader the capacity to develop a high self-esteem and self-confidence. When a leader has developed these skills, the leader is therefore capable of influencing others while trying to handle different situations in different times. Determination means that the desire that a leader has in ensuring that a situation is handled properly. I personally learned that determination is an important attribute that characterizes a leader. A leader who is determined is very much proactive and is willing to do a lot of things to ensure that they achieve their set objectives in the required time. A highly determined leader according to the contingency theory is very much willing to persevere in handling a situation until he or she ensures that the situation is handled properly. According to this theory the leader is very effective meaning that he is able to show that he or she is the dominant factor in handling various situations. This type of leader never gives up on anything that he or she does within an organization.

I realised that the theory helps in developing a leader who is extraversion. According to this personality, a contingent leader should have the tendency of being assertive. Assertiveness means that a leader is very much alert while handling various situations that affects them. A leader who has the personality of being extroversive also has a positive energy. Having a positive energy implies that the leader feels that even when a situation arises, he or she can find a way to find a solution to the problem. This type of leader is willing to go through extra miles to ensure that he or she achieves the goals of the organization. in addition, according to the contingency theory, an extroversive leader is usually relationship oriented and in most cases this leader finds ways of ensuring that he is sociable to people at all times.

**WEEK 9: TEAM LEADERSHIP**

In addition to recognizing the importance of work-life balance, this topic has helped me nurture skills that are crucial in the promotion of an effective balance between work and other aspects of life. As I was going through the topic, I was able to balance my commitments in the program with my personal life. This helped me to reduce stress and so I approached my responsibilities positively and with great energy. Furthermore, valuable tips on how to maintain proper work-life balance including the need to exercise and meditate, not to seek perfectionism, to always have a schedule and adhere to it, and ensure I stay healthy.

Teamwork concepts are another crucial thing that I learned from this topic and the essential importance of teamwork in leadership and the various ways through which effective teamwork can be promoted. A team is simply a group of people who work together, cooperate with, and depend on each other towards the attainment of common goals and objectives. As a leader, it is important to possess adequate teamwork skills and knowledge. Teamwork is an integral component of the success of any given organization and so it is critical for leaders to possess the requisite knowhow to facilitate proper and effective teamwork within their spheres.

**WEEK 11: LEVEL 5 LEADERSHIP**

This is the level that I have some experiences in my both personal and career life. As a leader, I made a good personal relationship by showing interest in my colleagues’ personal life. I tried to recognize their strengths and weakness by approaching them, and reinforce their strengths positively when I saw they were using them. The relationship between us was based on trust and reliability and that good personal relationship had created positive energy. In this level, your domination and prestige come by your job title, and people follow you because they have to. In this level, good leaders not only create a pleasant working environment but also, they get things done. I believe this is the level that every leader wishes to achieve it one day, and it is my wish as well and I would try my best to be in this level as best I can in the future.

**WEEK 14: AUTHENTIC LEADERSHIP**

I have had the opportunity to work with leaders of different styles, and by just watching them, listening to them and seeing how the staff reacts. I can gauge what is productive with their staff. I try not to copy or mimic their style and ensure my own style comes through in being consistent, authentic and genuine. I feel by following these traits they give me necessary foundation and help me towards achieving leadership excellence. I have not had the pleasure of working with a true authentic leader yet, but my current manager is one of the closest. My current manager inspires me to be in control of my own destiny, make my own decisions and providing feedback to better myself in the future. He can be firm when he wants to, but as we have worked together for a number of years and I respect him, so we can have candid discussions. He is proficient in everything he does and often when we work together on information for the executives, he will almost always refine and change the information I provide, to be relative for them. He has good communication and verbal skills.