

5. Detailed Outline

Q1: What makes the chosen person a good leader?

- **Presenting the environment in which your selected leader operates.**

Hints:

- + In discussing leadership's impact, educational and non-profit organizations are key, as leadership traits significantly affect employee morale and organizational outcomes. Although applicable in for-profit contexts, their financial incentives may overshadow leadership influence.

Example: School improvement and student performance are directly influenced by the principal effectively (Harris et al. 2003). Following HNUE high school for gifted students for three years in high school, it can be stated that the trust of parents, students, and the achievements that the school has accomplished is mostly attributable to the school's leadership abilities, guidance, and commitment to Mr. Vu Van Tien.

- **Illustrating that the selected individual exemplifies strong leadership qualities as supported by theoretical frameworks.**
 - + Reference to Leadership Theories: Citing scholarly perspectives on the traits and behaviors of an effective leader.
 - + Comparison with the Chosen Leader: Analyzing how these theoretical traits are reflected in the actions and qualities of the chosen individual.

Example: According to Kruse (2013), a good leader is described as someone who enables and encourages people to attain common goals → Mr. Tien is constantly a motivator for the school employees so that everyone can perform well in their teaching duties.

Example: An effective leader frequently influences and encourages people to maximize their potential and achieve the greatest objective within their abilities; → Mr. Tien, the principal of a high school in Hanoi, exemplifies this trait. His approach in fostering a nurturing and aspirational environment has notably elevated the school's performance. He actively encourages both teachers and students to pursue excellence, thereby playing a vital role in the school's overall success and reputation. → Under his leadership, HNUE High School has gained widespread recognition from other schools for its increase in student awards in national contests and for its teachers' high rankings in national teaching evaluations.

Q2: How are the person's leadership traits and behaviors effective? **(~1000 words)**

a, Leadership traits and skills

- + Analysis of Scholarly Insights on Effective Leadership Qualities: Examine various academic sources to understand the characteristics commonly associated with effective leadership.
- + Comparison with the Selected Leader: Assess how these identified leadership traits align with the qualities of the chosen individual.
- + Illustration Through Anecdotal Evidence: Provide detailed narratives or examples that highlight the manifestation of these traits in the leader's actions.

Example: According to Digman (1990), a component analysis of trait adjectives as well as personality inventories indicated that personality characteristics may be classified into five major categories: neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness. As a group, the Big Five personality traits predicted both leadership emergence and leadership effectiveness (Colerbt, 2012). Arguably, Mr. Tien at the same time converges three necessary factors which are extraversion, agreeableness, and conscientiousness.

Example: Mr. Tien, exemplifying an extraverted leader, demonstrates a proactive approach in his interactions. His extensive experience, spanning over five decades in education, empowers him to share valuable insights and experiences with the school staff. He fosters a school environment where open communication and self-expression are encouraged, thereby nurturing a strong community spirit. His leadership style is characterized by his eagerness to connect, support, and energize his team. A specific instance showcasing Mr. Tien's extraversion is his initiative in organizing monthly interactive sessions where teachers share innovative teaching methods and collaborate on educational strategies. These sessions have not only improved teaching practices but also bolstered a sense of camaraderie among staff.

b, Leadership behavior

- + Analysis of Scholarly Insights on Effective Leadership Behaviors

Example: Within the realm of educational leadership, Mr. Tien exemplifies the essence of Consideration leadership as identified in the Ohio State Leadership Studies. This leadership style is characterized by nurturing and fostering trust

within the team, as highlighted by Amirul & Daud (2012) and further elaborated by House & Aditya (1997).

→ **Chosen Individual's Belief:** Mr. Tien's approach to leadership is deeply rooted in his belief that a school thrives when its teachers and staff feel valued and supported.

- + Illustration Through Anecdotal Evidence: Provide detailed narratives or examples that highlight the manifestation of these traits in the leader's actions.

Example: An instance illustrating this was during a challenging academic year when the school faced budget constraints. Despite these hurdles, Mr. Tien ensured that no staff members were laid off and even implemented programs to support their mental well-being. He regularly holds open forums where teachers can voice their concerns and ideas, thereby promoting a culture of inclusivity and mutual respect. His dedication to fostering a positive work environment extends to her interactions with students and parents. For example, he initiated a mentorship program where experienced teachers guide newer colleagues, enhancing professional development and camaraderie.

→ **Analyze behaviors using theory:** Mr. Tien's leadership style aligns with Kirkbride's (2006) perspective on the significance of personalized attention from leaders. His focus on individual growth and well-being has not only improved staff morale but also led to a noticeable increase in student performance and satisfaction.

- + Result:

Example: As a result of his Consideration leadership approach, the school has witnessed an impressive retention rate of both teachers and students. A testament to his effective leadership is the tenure of several faculty members, like a beloved math teacher who has been a part of the school for over fifteen years, showcasing the enduring impact of Mr. Tien leadership.

Q3: Use of Power and Influence

- Introducing scholarly insights of Power and Influence

- + Encompassing definitions, various forms of power, and types of influence.

Example: Seven types of power: Legitimate, Expert, Coercive, Reward, Referent, Charisma, and Information.

→ **Chosen Individual Traits:** Reward power has been applied by Mr. Tien in his school leadership process.

→ Mr. Tien believes that education is not a place to punish but rather to acknowledge excellent deeds, reward and set a positive example. That is why he does not impose punishments on his employees." They come here to work and contribute, instead of negatively impacting the school staff, the school as well as me always towards the reward lies in raising everyone's morale and increasing work efficiency. Only a teacher with a positive and cheerful spirit can teach students good things".

→ Result: As a result, at the conclusion of the month and the end of the year, it is always the time for the instructor to recognize and thank the staff for their great achievements, as well as to commemorate the teachers efforts in the classroom