

III. DETAILED OUTLINE

First Stage: Listening to Guest Speaker

[Ms. Sara Amendola](#) - the Vice President of Data Analytics and Vietnam Regional Development Manager at Bosch

- Key points in the presentation:
 - The speaker emphasized the strong connection between discipline and creativity. This means leaders need to simultaneously maintain rules and fostering creativity.
 - This also means that sometimes a leader needs to know how to accept mistakes from both themselves and their followers to facilitate innovation.
 - Empowerment is an important element in leadership
 - A leader also needs to take risks when necessary and adapt flexibly to ambiguity and change
 - Besides empowerment, leaders need to have certain professional skills to be able to make timely decisions when urgent.
 - Having rich professional abilities also helps leaders influence and inspire their followers.
 - Not only that, the fact that leaders are not satisfied with the status quo and constantly challenge themselves and seek ways to improve is a necessary factor for innovation.

Second Stage: Choosing a Leader

- Choice of Leader: Emphasizes selecting a business or NGO leader for analysis. Examples include Elon Musk (business leader) and Malala Yousafzai (NGO leader).
- Avoidance of Political Figures: Explicit instruction to avoid political figures due to potential controversy and polarization.

→ Here are some suggestions

Business Leader: Tim Cook

Example: Analyze Tim Cook, the CEO of Apple, known for his leadership in sustaining and expanding the company's success.

[CEO Tim Cook đã biến Apple trở thành công ty có giá trị nhất thế giới như thế nào?](#)

NGO Leader: Bill Gates (through his philanthropic work)

Example: Examine Bill Gates, not as the Microsoft founder but for his leadership in the Bill & Melinda Gates Foundation.

[Bill Gates Biography](#)

[Gates Foundation](#)

[Impact of Transformational and Servant Leadership on Organizational Performance: A Comparative Analysis](#)

Business Leader: Sheryl Sandberg

Example: Analyze Sheryl Sandberg, the COO of Facebook and author of "Lean In" focusing on her leadership in the tech industry and advocacy for women in leadership.

[Transformational Leadership and Employee Safety Performance \(PDF\) Exploring the Qualities of a Good Leader Using Principal ...](#)

NGO Leader: Muhammad Yunus

Example: Explore the leadership of Muhammad Yunus, the founder of Grameen Bank and a Nobel Peace Prize laureate, known for his work in microfinance.

[Exploring the Leadership Style of Dr. Muhammad Yunus at Grameen Bank of Bangladesh](#)

Business Leader: Indra Nooyi

Example: Analyze Indra Nooyi, the former CEO of PepsiCo, focusing on her leadership in the food and beverage industry.

[Leadership Management -Indra Nooyi as a Role Model](#)

[PepsiCo: Indra Nooyi stepping down as CEO](#)

[Contingency theories of leadership](#)

NGO Leader: Nelson Mandela (through his post-presidential work)

Example: Examine Nelson Mandela for his leadership in various causes post his presidency, such as global peace and human rights.

[Mandela's Leadership Lessons](#)

[Mandela: His 8 Lessons of Leadership](#)

When choosing your leader, consider their impact on their respective organizations or causes, the challenges they faced, and how they demonstrated effective leadership qualities. Ensure that you can find sufficient academic sources to support your analysis.

Third Stage: Answer the questions

Q1: Based on the guest industry speakers' presentation, critically reflect on the qualities needed to be an effective leader. (~300 words)

Guideline:

- Introduction of Ms. Sara Amendola:
 - Designation: Vice President of Data Analytics and Vietnam Regional Development Manager at Bosch.
 - Emphasis on connecting strategies, fostering autonomy, and inspiring multi-functional thinking.

Example: In her role as the Vice President of Data Analytics and Vietnam Regional Development Manager at Bosch, Ms. Sara Amendola stands as a prominent figure in the dynamic landscape of business leadership. With a focus on connecting strategies, fostering autonomy, and inspiring multi-functional thinking, Ms. Sara exemplifies qualities that she deems crucial for effective leadership in today's rapidly evolving business environment. According to Ms. Sara, effective leadership goes beyond mere task management; it involves cultivating a mindset of continuous learning and adaptability to stay relevant and innovative. In her insights, she places a strong emphasis on adaptability and openness to change, recognizing these as paramount qualities in navigating the complexities of the business world.

- Qualities Emphasized by Ms. Sara for Effective Leadership:

- Introducing [Effective Leadership Theory](#)
- Cultivation of crucial qualities for effective leadership.
- Adaptability and openness to change in the evolving business landscape.
- Importance of timely and informed decision-making aligned with organizational goals.
- Leadership extending beyond task management to inspire and motivate teams.
- Leadership in the Face of Setbacks:
 - Recognition that leadership involves facing setbacks and challenges.
 - Qualities of resilience, learning from failures, and maintaining focus on long-term goals.
 - Indispensability of courage in making tough decisions and navigating uncertainty.

Example: Ms. Sara's reflections introduce an Effective Leadership Theory, emphasizing the cultivation of qualities that extend beyond traditional managerial roles. Timely and informed decision-making, aligned with organizational goals, is identified as imperative for effective leadership. Moreover, she underscores the significance of leadership in the face of setbacks, acknowledging that resilience, learning from failures, and maintaining focus on long-term goals are essential qualities. Courage, she asserts, is indispensable for making tough decisions and navigating uncertainty, particularly in situations that demand risk-taking and confronting challenges.

- Conclusion - Ms. Sara's Insights:
 - Emphasis on the multifaceted nature of effective leadership.
 - Importance of adaptability, inspiration, resilience, and courage in navigating business complexities.

Example: In conclusion, Ms. Sara's insights shed light on the multifaceted nature of effective leadership, emphasizing the importance of adaptability, inspiration, resilience, and courage. Her experiences and perspectives serve as a valuable guide for aspiring leaders, offering a comprehensive understanding of the qualities necessary to navigate the complexities of the contemporary business landscape successfully.

Q2: Introduce your chosen leader and analyze his/her leadership traits and behaviors. (~400 words)

Guideline:

I. Introduction:

- Importance of leadership in business/NGO settings.
- Essential competencies for effective leadership.
- Selection of a noteworthy business/NGO leader for analysis.

Example: In the dynamic realm of business leadership, the significance of effective leadership cannot be overstated. Leaders serve as guiding beacons, steering organizations toward success in both strategic vision and day-to-day operations. One exemplary leader who embodies these crucial competencies is Elon Musk, the innovative entrepreneur and CEO of Tesla and SpaceX. Musk's leadership is characterized by a visionary outlook that transcends conventional boundaries. His clear and compelling vision is evident in his commitment to revolutionizing the automotive industry through electric vehicles and pushing the boundaries of space exploration.

II. Leadership Vision:

- Examination of the leader's clear and compelling vision.
- Focus on the pursuit of higher performance standards.

III. Leadership Traits:

- Categorization into general and task-related traits.
- Leader's possession of essential general traits.
- Alignment of traits with the organization's mission.

Example: Musk's leadership vision is not only ambitious but also centers on the pursuit of higher performance standards. His endeavors with Tesla, aiming for sustainable energy solutions, and SpaceX, seeking to make humanity multi-planetary, reflect a commitment to pushing the boundaries of what is possible. Musk's leadership

traits align seamlessly with the missions of his organizations. Categorizing these traits into general and task-related, Musk exemplifies essential general traits such as determination, resilience, and an unwavering belief in his vision. These traits align with Tesla's mission of accelerating the world's transition to sustainable energy and SpaceX's goal of making life multi-planetary.

IV. Big Five Personality Traits

- Analysis of the leader's display of Conscientiousness, Openness, Agreeableness, and Extraversion.
- Discussion on the importance of these traits in the organizational context.

Example: Analyzing Musk through the lens of the Big Five Personality Traits reveals a leader who embodies Conscientiousness, Openness, Agreeableness, and Extraversion. His conscientious approach is evident in his dedicated pursuit of knowledge, as reflected in his educational background with degrees in physics and economics. Musk's openness is showcased in his continuous quest for innovative solutions to global challenges, from electric vehicles to space exploration. While Musk may be perceived as assertive and demanding, his ability to engage in constructive dialogue demonstrates agreeableness. Furthermore, Musk's extraversion is apparent in his public engagements, showcasing a willingness to share knowledge and ideas.

V. Traits of a Conscientious Leader

- Leader's dedication, educational background, and professional experience.
- Illustration of consistent trustworthy behavior.

VI. Leadership Behavior

- Significance of leadership behavior in motivating teams and achieving organizational goals.
- Analysis of the leader's consistent exhibition of key leadership behaviors.
- Exploration of the leader's approach to individual and team development.

Example: As a conscientious leader, Musk's dedication is reflected not only in his educational achievements but also in his hands-on involvement in the technical aspects of his companies. His trustworthy behavior is consistently demonstrated through transparent communication about challenges and setbacks, fostering an environment of honesty and accountability. Musk's leadership behavior is characterized by a focus on motivating teams and achieving organizational goals. He emphasizes innovation, fosters a culture of continuous learning, and champions individual and team development.

VII. Conclusion

- Summary of the leader's effective leadership qualities.
- Overall impact on the success and culture of the organization.

Example: In conclusion, Elon Musk's effective leadership qualities have had a profound impact on the success and culture of Tesla and SpaceX. His visionary approach, aligned traits, and consistent leadership behavior contribute to the organizations' achievements and their status as pioneers in the automotive and aerospace industries. Musk's leadership legacy serves as a testament to the transformative power of visionary and conscientious leadership in driving organizational success.

Q3: Through the lens of a specific contemporary leadership theory, analyze how the guest speakers and your chosen leader foster innovation in their organization. (~500 words)

Guideline:

I. Introduction:

- Brief overview of the significance of power and influence in leadership.
- importance of the judicious use of power for effective leadership.
- Lipkin's seven main types of power and their relevance in leadership contexts.

II. Chosen Leader's Use of Power and Influence:

- Examination of the leader's emphasis on specific types of power, such as Legitimate, Expert, etc.
- Analysis of how the leader responsibly applies power in their leadership role.

III. Leadership Frameworks and the Chosen Leader:

- Overview of prominent leadership frameworks, such as Bolman and Deal's four frames.
- Identification of the leader's approach within a specific leadership framework.
- Discussion on how the leader's style aligns with organizational needs and goals.

Example: In the realm of leadership, the judicious use of power and influence is crucial for fostering innovation and driving organizational progress. Elon Musk, a visionary entrepreneur and the CEO of Tesla and SpaceX, exemplifies a distinctive approach to leadership that aligns with contemporary theories on power and innovation. Musk leverages various types of power, notably Expert Power derived from his groundbreaking contributions to the electric car and space exploration industries. His visionary pursuits and deep understanding of technology grant him authority and respect, which he applies responsibly to drive innovation. Within the framework of Bolman and Deal's four frames, Musk's leadership approach aligns with the Structural Frame, emphasizing strategic planning and technological advancements. His focus on efficiency and groundbreaking solutions resonates with the organizational needs and goals of Tesla and SpaceX.

IV. Leader as a Charismatic Figure:

- Characteristics of Charismatic Leadership.
- Examples and instances showcasing the leader's commitment to innovation and change.
- Efforts made by the leader to challenge norms and enhance organizational effectiveness.

V. Innovative Practices in the Leader's Domain:

- Exploration of innovative initiatives and practices adopted by the leader.
- Examples of how the leader has expanded beyond conventional methods.
- Proactive strategies employed to enhance the organization's effectiveness and responsiveness.

Example: Elon Musk's leadership style exhibits traits of Charismatic Leadership, a style characterized by a compelling vision and the ability to inspire change. Musk's commitment to innovation and challenging norms is evident in his pursuit of electric vehicles, renewable energy, and space exploration. His charismatic influence extends beyond personal charisma to shaping the organizational culture, fostering a mindset of continuous innovation and adaptability. Musk's innovative practices extend beyond conventional methods, as seen in Tesla's approach to electric vehicles and SpaceX's ambitious goals for space exploration. His proactive strategies include investments in research and development, pushing the boundaries of technology to enhance organizational effectiveness and responsiveness.

VI. Leader's Approach to Technological Advancements:

- Overview of the leader's position in a specific industry or sector.
- Mission and goals related to technological advancements.
- Beliefs and principles guiding the leader's approach to fostering innovation.

VII. Leadership Traits for Innovation:

- Exploration of the leader's openness to diverse perspectives and willingness to set aside personal ego.
- Examination of how the leader acknowledges their own shortcomings for collective progress.
- Discussion on the leader's role in enabling the organization to set trends and create novel concepts.

VIII. Conclusion:

- Summary of the chosen leader's approaches to fostering innovation.
- Evaluation of the overall impact on their organization.
- Reflection on the importance of innovation in contemporary leadership.

Example: As a prominent figure in the Connected Industry, Ms. Sara Amendola is on a critical mission to drive technological advancements. She highlights the importance of finding a harmonious balance between upholding regulations and nurturing creativity. Ms. Sara firmly believes in the inherent connection between discipline and creativity, advocating for the acceptance of passion and mistakes as indispensable components in the quest for innovation.

According to Ms. Sara, empowering followers is a paramount aspect of effectively managing and leading an organization's development. She places significant emphasis on fostering belief in individuals' capabilities and leveraging the diversity and uniqueness of each person's perspective. Ms. Sara asserts that such an approach represents a substantial step toward enabling an organization to set trends and generate innovative concepts.

To achieve these goals, Ms. Sara argues that an innovative leader must exhibit openness to diverse perspectives, be willing to set aside personal ego, and recognize their own limitations. She believes that this mindset is crucial for collective progress and the pursuit of shared objectives within an organization.

Q4: What do you learn from the guest speakers and your chosen leader in using power and influential tactics to become an effective leader? (~300 words)

Guideline:

- Common Themes and Lessons:
 - Identification of commonalities between guest speakers and the chosen leader.

- Analysis of lessons that can be derived from their experiences.
- Reflection on the transferability of these lessons to various leadership contexts.

Example: Identifying commonalities between Elon Musk and Ms. Sara Amendola reveals a shared commitment to visionary leadership and pushing the boundaries of what is possible. Both leaders emphasize a clear and compelling vision that goes beyond conventional norms. Elon Musk's pursuit of sustainable energy and space exploration aligns with Ms. Sara's mission to drive technological advancements.

Analyzing their experiences yields lessons applicable to diverse leadership contexts. Musk and Ms. Sara showcase determination, resilience, and an unwavering belief in their visions. Their emphasis on continuous learning and innovation underscores the importance of adaptability in dynamic business environments.

Reflecting on these common themes highlights the transferability of these lessons to various leadership contexts. The ability to set ambitious goals, prioritize innovation, and foster a culture of continuous learning can benefit leaders across different industries and organizational scales.

- Application of Power and Influence in Leadership:
 - Discussion on practical applications of power and influence in leadership roles.
 - Exploration of how leaders can adapt these tactics to diverse organizational settings.
 - Consideration of ethical considerations in using power and influence.

Example: Practical applications of power and influence in leadership roles are evident in both Musk and Ms. Sara's approaches. Musk leverages Expert Power derived from his groundbreaking contributions, while Ms. Sara emphasizes a harmonious balance between discipline and creativity.

Leaders can adapt these tactics to diverse organizational settings by recognizing the importance of responsible use of power. Ethical considerations, such as transparent communication and fostering a culture of trust, play a crucial role in maintaining integrity while wielding power.

- Learning from Setbacks and Challenges:
 - Examination of how both guest speakers and the chosen leader dealt with setbacks.
 - Analysis of the role of resilience and adaptability in overcoming challenges.
 - Lessons on learning from failures and maintaining focus on long-term goals.

Example: Both leaders demonstrate resilience and adaptability in overcoming setbacks. Musk's transparent communication about challenges fosters honesty and accountability, while Ms. Sara's emphasis on embracing mistakes as part of the innovation journey aligns with a growth mindset.

Lessons on learning from failures and maintaining focus on long-term goals emphasize the importance of perseverance and strategic resilience in leadership.

- Ethical Considerations:
 - Discussion on the ethical use of power and influence in leadership.
 - Exploration of potential pitfalls and risks associated with misuse of power.
 - Insights on maintaining integrity and trust while wielding power.

Example: Discussion on the ethical use of power and influence emphasizes Musk and Ms. Sara's commitment to responsible leadership. Musk's focus on efficiency aligns with ethical considerations, and Ms. Sara's advocacy for empowering followers underscores the ethical dimension of leadership.

Insights on maintaining integrity and trust while wielding power highlight the ethical imperative for leaders to prioritize transparency, fairness, and the well-being of their teams.