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by Rtrt Eet

DEVELOPING PEOPLE LEADERSHIP AND CAPABILITIES

Part 1: Peer review assessment questionnaire

Team development and leadership

Lederas offers direction, motivation and energy in order to achieve a certain goal. As a project manager in the field of civil engineering obtaining the necessary strategies and objectives that could help in implementing the project efficiently. The team leader should be involved in the teamwork in order to understand the specifics of the team's objectives and create an effective plan to make the project become succeed.

Description

In the beginning stage, I have come to know the different skills that could help in developing a team and gathering ideas that can be involved in the project process. I have realized being a leader needs some particular skills such as communication skills, critical thinking, effective decision-making and motivating the team properly. Leaders who engaged with their work and other team members get the advantage of making an effective plan and making wise choices. Leadership and team development are important to utilize the strength of each person in order to create a collaborative process more effective (Gren and Ralph, 2022). In my point of view, critical thinking and decision-making skills are essential for making the team development procedure effective and obtaining new ideas and data to implement efficiently. I must exercise a leadership role in order to ensure the team is processing with the same objectives. It is also necessary to have a clear goal for the staff and it indicates a good leader.

Feelings

During the time group exercise, I experience leadership, I have come to know about the different approaches and styles of leadership in managing the team. The leadership process has different styles and these styles can be executed in different ways for making team development more effective and accurate. As per my thoughts, The understanding process of each leadership style is mandatory and a leader should select a specific style in order to make their team properly developed. The leadership styles include democratic, transformational, autocratic, strategic and others (Lungeanu et al., 2022). As per my own thoughts, I think transformational leadership is the most effective one in building the team properly. In the exercise, I experienced that the communication with the team members must be effective. With the help of effective communication process the ream development will be properly done and the project outcome will be positive. As a project manager, my first duty is to bring the team together and help in sharing the view points to each other for better understanding.

Evaluation

The group exercise has provided me with many experiences which I can apply in my future career for getting more opportunities and optimizing the skills effectively. I have gathered that team development and leadership need soft skills and technical skills efficiently. In addition, I have obtained good and bad experiences through the group exercise. I have observed that there was difficulty in communication with the team members. It is an important part of team development when communicating with team members and getting the right view of them. As a project manager handling these conflicts and negotiation processes is neccesary to become an effective leader and manage the team effectively. Furthermore, I used my critical thinking skills in order to make the right decision. A capable leader makes a good consideration of the decision and directs accordingly to create the team effectively (Joiner, 2019).

Analysis

The particular situation that I experienced in the process of the group exercise has helped me with different ways to utilize and develop my skills and knowledge effectively. It has make me realise the importance of being an effective leader and building up the team efficiently. As a project manager, I have faced different situations which have made me more confident in my role in developing a team. In many situations, I faced some issues and challenges which has given me the strength to be more strong as a leader. From past experiences obtaining the effective skills and rectifying them properly always gives a positive result in the end. It is also neccesary to be aware of the skills and knowledge before entering in an organization (Couture and Harvey, 2019). I have obtained knowledge on the innovative leader who is able to generate new ideas and concepts and help in motivating people.

Conclusion

In the end, I have led to many situations in the group exercise related to leadership and team-building qualities. I have managed to gain the main perspective of being an effective leader the understanding process between the leader and his team member is necessary. Without a proper understanding, it is not possible to build up the team and make the project or task completed within the time. The effectiveness of leadership highly depends on the establishing process of precise standards (White *et al.,* 2023). If the leader does not set clear goals, it will become difficult for the team members to proceed with a proper plan. Also, I have gained experience on identifying the talented members in the team and having views from them can also make an impact on the project plan and implementation process. Talent management and maintaining ethics highly implies of being a good leader and having a proper team.

Action plan

From the perspective of managing and developing the team and being an effective leader dealing with the changing situations in the future and it is important to work easily and efficiently. Changing habits and providing my team with all the needs will highly help me to get positive results. As a project manager. I will provide my team with proper guidance in order to make the tasks completed accurately within the time scale. It will make the project efficient and complete. In case of any consequences, I will help my team and give them motivation so that they can work with confidence as well as help each other. It will increase the engagement process and encourage the team embers which is necessary for team developing.

Part 2: Personal development plan

Personal analysis

Strengths	Weakness
- My leadership skills are my biggest strength. - My conflict management skills are my strengths. - My Cooperation and coordination.	- Unable to understand the perspective of team - My interpersonal skills - My communication skills
Opportunities	**Threats**
- Learned strategic management skills. - Leaned about decision making skills - Improve my active listening skills	- Unable to maintain work life balance - Lack of empathy towards team members - Personal stress management

I have worked as a Civil Engineer in Chennai, India which has helped me to understand my skills in a better way. During my professional career, I was able to identify my strengths and weaknesses in handling teams and working in a professional environment.

Strengths

My leadership skills are my biggest strength. During my professional life, I was leading a team of 50 members. This experience provided me with the opportunity to develop my team handling and leadership skills. I was able to motivate my team to achieve deadlines and targets in the workplace. With the help of my leadership skills, I was able to manage the conflict between the team members. Conflict management is an important skill of a leader (Robijn *et al.*, 2020). I was able to instil confidence in my team to achieve difficult tasks and deadlines assigned to my team. I was able to find that I was able to manage the material in the workspace by controlling the wastage of the resources at the workspace. Coordination and cooperation is also my positive strength as I consider myself a team player. Cooperation makes a workspace good for performance enhancement (Fu *et al.*, 2019). I like to work in a team and help others to achieve their targets. I am good at time management which helped me to deliver my project 3 days before the schedule. I also try to maintain a positive work environment in the teams which makes the team members work by cooperating. I try to do new things and acquire new knowledge at the workplace which helps me to do multiple tasks at the same time in the workplace.

Weakness

During my professional life, I have also assessed my weakness. My interpersonal communication is a weakness that sometimes becomes a barrier to communicating with my team and my co-workers at the workplace. I sometimes fail to understand the perspective of my team members and co-workers which affects my understanding of the circumstance at the workplace. These come times result in conflicts at the workplace. Attention to detail is also a key skill that I consider to be my weakness. During the work, I sometimes ignore small details which sometimes affects the quality of the work. I am slow to adapt to change. It is also a big weakness that I have noticed in myself which I want to change shortly. I adjust to a policy and work according to it but when the policy changes I tend to resist the change and adjust to the new work condition and the policies. Decision-making is an important skill in the workplace (Vasanthakumari, 2019). I sometimes struggle to make timely decisions at the workplace which I feel is a big weakness which I have to develop shortly.

Opportunities

During my professional life I was able to understand the importance of strategic management and its importance as an employee in the GenZ workplace (Schroth 2019). During my

professional life, I was also able to understand the significance of communication skills in establishing strong relationships with the teams and senior management at the workplace. At the workplace, I understood that strong communication and interpersonal skills can help me to communicate my viewpoints and get the work done efficiently. The professional experience also helped me to understand the importance of decision-making. I felt the small decisions one makes at the workplace affect the work efficiency of many people. Active listening and attention to detail is also an important skill that I have learned the importance of at the workplace. Listening to the details and instructions helps me to carry out my work properly. Attention to detail helped me notice smaller details at the workplace which have a big impact on the work at the workplace. The professional experience also helped me to understand the impact cooperation and teamwork can have on individual efficiency in the workplace. Teamwork along with empathy is a very important skill that I have learned in my professional life.

Threats

The biggest threat that I have perceived is that my analytical skills will be the biggest threat that I will face in my future careers and endeavours. Another threat that I feel is my inability to maintain a work-life balance is the biggest threat that I will face in my future job issues. Due to my commitment to my work, I may miss important personal tasks such as my yoga classes and my evening walk which will affect my personal life. My stress management is also a big threat that I feel will affect my future endeavours as I think I take much pressure in my job to work exceptionally hard and overachieve the tasks assigned to me. I like to over-achieve in the tasks assigned to me which sometimes makes me take more stress than is required in completing the task. As I love to work under strict deadlines, some of the team members and subordinates may consider my ways to work as autocratic, This Is also a big threat which I want to address with the help of establishing good relationships with them.

Setting goals

I have set some clear goals concerning the weakness and threats that I observed in me during my last job assignment. Firstly I want to increase my interpersonal skills which will help to establish strong relationships with the people at the workplace. Secondly, I want to develop empathy in me which will help me to understand the perspective of my subordinates and my co-workers. This will help me in making proper decisions which will help me and the other

people involved in the workplace. Third is that I want to strike a balance between my personal life and professional life which will help me to give equal importance to my personal life and professional life. I want to develop my listening and attention to detail skills which will help me to give attention to the details on the job. This will help me deliver my work with more clarity. Most importantly I want to do stress management myself so that I do not take more stress at the workplace to carry out the task. Stress management helps lead a quality and healthy life (Foy *et al.*, 2019).

Personal Objectives

A project manager should have personal objectives in order to make his team more engaged with the work and gain more opportunities. I have gained many particular things which are necessary for being an effective leader and building up the team efficiently. I have managed to focus on setting clear goals that will benefit me and my team. My personal objective being a project manager I need to review the structural drawings during the construction work, plan the activities effectively and observe on a daily or weekly basis. My personal objectives include managing a specific type of project and forming a team that effectively supports my decisions and helps me in critical situations. Leading a team of a certain size that helps in making the planning process effective and brings more opportunities in the future is required in the project management. Also, developing new skills and implementing them to get a better result can provide a great result.

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