**“DEVELOPING PEOPLE LEADERSHIP AND**

**CAPABILITIES”**

**ASSIGNMENT PART 2 - INDIVIDUAL CRITICAL**

**REFLECTION**

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# Critically reflecting on leadership theory regarding practice and experience

# “The experience during the assessment part 1 group exercise (Gibbs Reflection)”

# Introduction

The study has been developed with a critical analysis of the leadership theory learned while developing the “assessment part 1”. The study has been completed with the use of the ***“Gibbs Reflective Cycle”*** where six stages help in the implementation of self-development and understanding. The ***“HS2 Tunneling”*** project is selected for the development of a clear understanding of leadership theories and skills associated with project management. The group work is completed with the effective participation of 3 group members and experiences of the group working are discussed in this study. In addition, a ***“Personal Development Plan”*** and **“Peer reviewed questionnaire”** are developed in the appendix section for a clear understanding of the leadership skill enhancement aspect.

# Gibbs Reflective Cycle

## Description

I have worked in a group for completed assessment 1 where 2 others groups members worked with me to complete the task. We are exempted to complete the whole task within the deadline and we can complete Assessment 1 within an appropriate time. I have applied my understanding of the leadership concept to handling the whole task and taking responsibility for the development of the presentation. In addition, other members of the group are collecting appropriate sources for the development of the research context. All of the group members are showing efficiency which helps in the development of the chance of success of the project work. I have increased my understanding of leadership theories and challenges developed during project management. We have selected the "HS2 project" which is a developing project connecting ***“London and Crewe”*** where sustainability is the targeted aspect.

I think our assessment critically analysed the leadership challenges faced by the project management team during the “HS2” project. As stated by Kodiraliev (2022), ***“Losing Talent in leadership teams”*** and ***“Likelihood of catastrophic incident”*** are two leadership challenges developed during “HS2 tunnelling” project development. I have identified our team members as sharing their experiences and understanding regarding the leadership challenges identified in the HS2 project development. I have learned about ***“democratic and affirmative leadership theory”*** and ***“4C’s of risk management model”*** which help us to raise our understanding of resolution development for leadership challenge management. I developed the presentation whereas the other two members selected existing literature resources such as journals, articles and government reports. We used “Google Scholar” for collection of the authentic sources which helped me to complete the assessment and developed my teamwork skills. Therefore, we have divided the whole assessment work which helps us to complete the task within the targeted deadline.

## Feelings

At the start of the assessment, I was nervous as a huge amount of time is required to complete the assessment on my own. Similarly, after the selection of my group members, I was happy and excited as their supportive behaviour encouraged me to complete the assessment. Support of the group members helps to identify the “HS2” project as a working project where leadership challenges rising complications for completing the project. I have applied motivational strategies for encouraging each of the members to raise their contribution for ensuring the success of the assessment. According to the view of Bansal *et al.* (2021), a collaboration of the team members for reaching a common goal helps to complete the task in the targeted time. Hence, I have applied similar beliefs to reach the common goals of assessment success and identification of resolution for leadership challenges management. I think all three group members of my team are excited about the attractive presentation development as they have helped me with my collection of attractive images.

I am satisfied after completing the task and my team members are also happy as we are able to complete the work within deadlines. We are working harder to provide effective quality information in the task and raise the accuracy of the work. I can raise my understanding of leadership challenges along with the mitigation strategies for the management of the issues. During the work conflicts regarding article selection were seen and I was worried about the situation. I have applied the learning leadership skill for management of the situation such as ***“EI (Emotional intelligence)”*** which helps me to manage the complex situation. Therefore, the assessment is raising my teamwork and leadership skills and for those lessons, I feel happy.

## Evaluation

Interpretation of the results of the teamwork helps to evaluate the effectiveness of the assessment and learning lesson while this task. I think the assessment worked well as all the members of the groups effectively participated in the work. The concept of group work ethics such as ***“communication, joint decision-making, collaboration, self-management, and accountability”*** is developed while assessment (Kodiraliev, 2022). I have learned about group work ethics and identified two members of my team who effectively followed this aspect. All the research developed well as the support of my team members helps me to identify appropriate leadership support for the management of the issues in HS2 project development. I am able to develop skills of leadership such as ***“conflict management skills, communication skills, risk management mentality and positive behaviour”***. I think those learned skills will help me in project management and team handling. In addition, effective resource collection while the project develops the rising success of the assessment.

The time plan of the task is successfully managed by our group and we are able to analyse the leadership challenges present in the “HS2 project”. I have seen a lack of skill and talent gap caused complications for management of the “HS2 project” in the railway transportation of London. I have identified all the members of my groups who positively contributed to the task and all of them fulfilled the given responsibility. Therefore, the effective contribution of each of the team members helps me to complete the task within the deadline. I have an understanding of the complex situation that developed due to raised conflicts regarding resource collection in the assessment. Besides this, we are able to conclude the risk mitigation aspect for the selected project in assessment 1 which helps in the improvement of the behaviour of the leaders.

**Analysis**

Leadership plays a crucial role in an organisation which helps an organisation and its workforce to find a way to fulfil their work in a systematic way. On the other hand, inappropriate leadership cannot lead a team in the proper manner which reduces the value of a farm or project in front of competitors (Kalaignanam *et al.* 2021). In this context, while I am doing the module and fulfilling the assignment, I have faced different challenges in team handling issues regarding decision-making and communication barriers. As a result of communication barriers, sometimes I am unable to talk with other two team members who are from different socio-cultural backgrounds. Similarly, sometimes conflicts happen in our team which reduces the value and effects team productivity (Van Der Lippe and Lippényi, 2020). In this context making an appropriate decision which can reduce the chances of organisation conflict can enrich the success of these module outcomes. Learning from the failures and conflicts I have learnt that and understand that leaders need to have adequate conflict management and decision-making skill quite help leaders maintain each team member in a diversified team.

On the other hand, the team members of our team have maintained a collaborative behaviour with each other which helps the team to grab success in an integrity and diverse manner. For instance, due to some personal issues, one day I was unable to join the coursework and after that class, I found all the notes and class work records from my co-workers which shows the collaborative environment in our team. Based on that note, it depicts collaborative team management is extremely important for full fieldwork in an appropriate manner (Mora *et al*. 2020). During the session, I watched the construction project HS2. I have increased my leadership skills. For instance, leading the other two team members regarding the way to fulfil the work or assignment, accumulating all the necessary skills which are extremely important from the module and maintaining open communication with each other has led the team to success. Hence it depicts the project manager's need to have adequate skills regarding decision-making, communication conflict management, team Management, time management and others (Ballesteros-Sánchez *et al.* 2019). These skills not only improve the leadership of the project but also improve resiliency as well as the sustainability of project workers and the project outcomes.

***Conclusion***

Based on the above scenario it can be concluded that I need to increase my decision-making communication and management skills of the team. During the session of teamwork team members try to fulfil a single objective or goal they need to work in a collaborative and integrative manner which helps them to maintain a single line to fully feel the work in accuracy. On the other hand, if the leader who leads the team has some lack of communication or team management skills the team may not produce maximum productivity which reduces the value and raises a question mark on the teamwork (Jones, 2021). As a result of this, I as a leader need to have adequate skills and knowledge regarding team Management and making a decision in teamwork. These potential skills help me to achieve maximum success in future teamwork in my future workplace. Due to enhancing team Management diversity and collaborative behaviour as a leader, I can find maximum success from my co-worker which increases my working motivation as a leader. Due to my skill gap and behavioural issues, I need to make an action plan which helps me to define and full field objectives in a similar manner. An action plan helps individuals to access themselves and find a range of strategic interventions which help individuals to develop their interpersonal and professional skills in a systematic way (Mitsea *et al.* 2021). Thus, as a leader, I need to make and maintain an action plan which develops interpersonal skills and behaviour that increase the level of success in my life regarding leadership practice.

**Action plan**

|  |  |  |  |
| --- | --- | --- | --- |
| **Objectives** | **Actions** | **Time-bound** | **Respected stakeholders** |
| To enrich my team management skill | * By maximising my patience and cooperation with others I can enrich my team management skill * Communicating with each team member in a personal way I can identify all the issues of the members and solve those issues within is stipulated time | Within 6 months | Yoga trainer, Diverse staff, leaders |
| To enhance my communication skill and knowledge of other languages | * Joining a professional language course I can enrich my knowledge and skill regarding workplace communication which reduce the chances of communication gap with my team member * Reducing introvert Ness from my characteristics and interacting with my team member or go workers in the future days I can maintain friendly behaviour and communication with them | Within 3 months | Language trainers and leaders |
| To enhance my Emotional Intelligence | * By enhancing my knowledge regarding others' emotion and true respect to their emotions I can enrich my emotional intelligence * showing respect and provide value to emotions and attachments who are from the different social background I can satisfy them and which enrich my emotional intelligence | Within 5 months | Leaders and co-workers |
| To enrich my decision-making skills | * Hiring an external analysed for making a decision properly and in a collaborative manner I can make more fruitful decisions from my team * During the session, I need to make a workplace decision I need to allow my co-workers in the process which not only creates a collaborative and fruitful decision but also shows creativity in team members | Within 4 months | External analyst  Leaders |

**Table 1: Action plan**

(Source: Created by author)

# Conclusion

Leadership plays a crucial role in workplace or project management. on the other hand, due to inefficient leadership and organisation or project may be enable to grab maximum success from the competitive market. In this context, an effective leader leads a project in an appropriate way which supports each team member of the team in managing a project and can fulfil their goals and objectives which are related to a project. On the contrary and in an efficient or effective way not deliver maximum success to co-workers in a project. Hence, by allowing all team members in the decision-making process to maintain a democratic leadership and focusing on risk management project managers can manage a project in an effective framework. The above-mentioned framework not only reduces the chances of unnecessary or sudden risks like financial risks, stakeholder management regarding risks and others from a project but also maximises the resilience of a project in a similar way.

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# Appendices

**Appendix 1: Peer review assessment questionnaire**

Question 1: Are you happy with your team members during the session on module fulfilment?

* Yes
* No
* Not interested

Question 2: Are you satisfied with the leadership of your group?

* Yes
* No
* Moderate

Question 3: Do you agree that teamwork plays a necessary and significant role in a project?

* Firmly agree
* Agree
* Not interested
* Not Agree
* Firmly not agree

Question 4: Do your leaders help you to enrich your module?

* Yes
* No
* Not interested

Question 5: Do you acknowledge that collaborative and team-oriented decision-making maximises team motivation and productivity?

* Strongly acknowledge
* Acknowledge
* Neutral
* Not acknowledge
* Strongly not acknowledge

Question 6: Do you think leaders need to have adequate team or group management skills?

* Yes
* No
* Neutral

**Summary**

More or less all team members show their experience through the questionnaire and deliver their responses in the session of questions answered. From the peer review, it depicts team members trying to participate in the decision-making process and wants collaborative leadership in group work.

**Appendix 1: Peer review assessment questionnaire**

Question 1: Are you happy with your team members during the session of the module fulfilment?

* Yes
* No
* Not interested

Question 2: Are you satisfied with the leadership of your group?

* Yes
* No
* Moderate

Question 3: Do you agree that teamwork plays a necessary and significant role in a project?

* Firmly agree
* Agree
* Not interested
* Not Agree
* Firmly not agree

Question 4: Do your leaders help you to enrich your module?

* Yes
* No
* Not interested

Question 5: Do you acknowledge that collaborative and team-oriented decision-making maximises team motivation and productivity?

* Strongly acknowledge
* Acknowledge
* Neutral
* Not acknowledge
* Strongly not acknowledge

Question 6: Do you think leaders need to have adequate team or group management skills?

* Yes
* No
* Neutral

**Summary**

More or less all team members show their experience through the questionnaire and deliver their responses in the session of questions answered. From the peer review, depicts team members trying to participate in the decision-making process and wanting collaborative leadership in group work.

# Appendix 2: PDP

## Personal analysis

|  |  |
| --- | --- |
| **Strengths** | **Weaknesses** |
| * Group work * Conflict management * Leadership | * Rising conflicts among team members * Research skill gap |
| **Opportunities** | **Threats** |
| * Support of the team members * The positive contribution of members | * The inability to complete the task * Unexpected results |

## Setting goals

“Personal analysis” helps to identify my weaknesses and threats which impacts caused barriers in my personal development. I have listed some goals for the management of the threats and weaknesses I have identified while assessing 1.

***Long-term goal***: I have taken the responsibility of presentation development where other team members are taking responsibility for research gathering which caused a skill gap. I think I need to develop my research skill by increasing my search skill along with my analysis skill.

***Short-term Goal***: Improvement of the collection and shared information in the assessment may help me to complete the whole task effectively. In addition, the application of the learned leadership lesson for the management of the team members may help me overcome conflicts.

## Personal objectives

In the below section, I have listed several objectives for completing the estimated short-term and long-term goals.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S (Specific)** | **M (Measurable)** | **A (Attainable)** | **R (Relevant)** | **T (Time-based)** |
| Develop searching skills | Examination of collected sources | using authentic databases such as Google Scholar | Practise data collection | 1-month |
| Rising critical understanding | Ensuring ability for conflict management and critical analysis of findings | Practising critical analysis of the generated sources from the database | Rising critical analysis skill helps me to increase my professional and personal skills. | 1-2 months |