Leadership

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Leadership refers to the process of giving direction to people and influencing their decision-making to be in a particular line of thought. Leadership differed by far from management since management is concerned with doing things in the right way while leadership is about doing the right things. Leaders set the pace to build a vision or even create something new. It is about having a precise scope of influence in the lives of others and exercising this control to reach a particular goal or fulfill a mapped out plan. As much as leadership differs from management, management is still equally useful when it comes to leadership (Views). This is because leaders use their management skills as they guide people to a particular destination. Apart from directing a group of people leaders also motivate, coach, inspire and foster unity amongst the team members. Leaders are both born and made meaning people have traits that predispose them to be effective leaders while others learn the art of leadership as a skill (Northouse, 2015).

Different types of leadership exist in various settings. The culture of a given environment determines which kind of leadership style will be adopted and embraced by those who are being led. The types of leadership include laissez-faire, autocratic, participative, transactional and transformational. Laissez-faire is a form of leadership that lacks supervision of employees and feedback is not given to those who are under supervision. Thus, people are free to do as they please while still being required to be responsible. It usually applies in settings where there are many experts. Autocratic leadership is where the managers decide over matters solely without taking input from others. Participative leadership also is known as the democratic form of leadership values the input from others, which is considered and incorporated into the final decision. Transactional leadership people are given incentives to perform; they are rewarded from doing well and punished for their shortcomings as a model of motivation (Views). Transformational leadership largely depends on communication to sell the vision of the leaders to the people underneath them and to motivate them to accomplish individual goals.

The approach or leadership style that I use is participative leadership where the input of my team members is invited and highly valued however; the final decision usually lies with me. Getting people involved and allowing them to express their opinions while still considering each fact behind the given opinion and what would be the best approach is my usual way of governing any position of leadership in an any given capacity. Allowing people to feel part of the team and to know they contribute to the ultimate good of the team breeds a lot of loyalty since people usually stays where they feel they belong and matter. This is usually my top most priority whenever I take up leadership in any given group. When people feel they are part of the decision-making process, they quickly follow suit without much resistance as opposed to when things that they do not want are forcefully imposed on them. Participative leadership boosts the self-esteem and morale of the team players since they feel their opinions are of value, and they matter.

The strengths of my leadership approach include making people fell values highly; the motivation injected in people makes them perform well even when I am not present, and people are directed and inspired to achieve the set goals when no one is watching. Having people skills, which make people; feel included as well part of the team thus fostering a deep sense of unity within the group. Being industrious also sets the pace for people to follow suit in my footsteps because I have lead by example. Assertiveness also helps in the decision-making process knowing how to say no when there is the need to have the best of results.

The weaknesses that I have as a leader and which could affect my role include taking a length of time before reaching an amicable solution since I want to consider all angles of a given issue which can be just be referred to as indecisiveness. This can lag behind the decision-making the process as I look for a perfect plan or choice to settle on. Considering the opinions of all people sometimes takes a lot of time and energy more that it should thus eat up the energy that should be pumped into the decision-making process. There is also an issue of insecurity since many people are involved in the decision-making process, which may breed some form of apprehension towards individuals who do not support my ideas.

The leadership plan that I usually use is facilitating the conversation amongst the team members towards the topic at hand. Then I share any form of knowledge I have concerning the given issue. Thirdly, I encourage others to share their opinions and ideas by opening up the ground for whoever wants to take it. Then I synthesize and summarize everything that has been said and based on the ideas I make a decision, which is then communicated to the group.

**References**

Peter G. Northouse,. (2015). *Leadership: Theory and Practice, 7th Edition* (7th ed.). SAGE Publications, Inc.