LEADERSHIP FINAL ASSIGNMENT

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Kyle Darvasi
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Instructor:

MARCELO MACHADO, Ph.D.
Over the course of the semester, many different aspects and angles of leadership have been discussed, reviewed, analyzed and also promoted. Some say that there is one dominate leadership style or approach. Some state that it is a combination of two or three. However, I believe it is a combination of much more. There is no specific formula to become a leader. There is not a legitimate book out there that reads “Do these five things and you will be a great leader”. There may be variations; people may propose their top five traits, skills, and such that a leader needs. However, of all the hundreds of people that study this phenomenon, they all have different ideas and viewpoints, meaning: It is different for everyone.

Over the course of the semester, and with the help of class discussions, assignments, a leadership review, personal experience, and people that I model that are great leaders; I have developed my own personal leadership model. It is what I think would make the most effective and greatest leader. In essence, it is not one leadership style or approach, yet a combination of many, because each has their own positive elements that should be taken into account and exercised by an effective leader. In addition, the situation that the leader is currently in will dictate what the most appropriate action will be and what approach or style that must be taken.

For quite a few years now I have wanted and been working towards becoming a leader and achieving a leadership position in my career and in social life. There have been a few books that I have previously read that have given me somewhat of a grounding in preparation for this course; for example, the book, “How to Win Friends and Influence People” by Dale Carnegie. Overall, it was a great book to start out with because it is not specially geared towards leadership, more towards understanding people and being able to communicate effectively with them in order to influence them positively. One of the most factors that were discussed in class about leadership was the importance of effective communication in leadership. In fact, many of the other books and articles reviewed often mentioned communication as the most effective skill that a leader needs to have. Peter Northouse mentions and discusses many times in his book its importance, and consequences of leaders not having effective communication; such as mistrust, confusion, inefficiencies, rebellion, deceitfulness, exclusivity, which quickly escalates to a decrease in productivity and relationship bonds. It is also a very practical book; meaning all the techniques he Carnegie mentions can be applied immediately. However, this becomes difficult because it is not in human nature to do many of the new techniques, such as continually praising and encouraging people, or asking questions instead of directing and giving orders; therefore it requires a constant mental focus to form these habits. I am quite aware that I will have to work a lot more on the key factors for the rest of my life; it takes a lifetime to master. Carnegie mentions that it is a completely different mindset that must be adopted for the change to occur and for results to be seen; that is why it is a life long journey (Carnegie, 1981).

When I had my leadership interview with Peter Fassbender, the mayor of Langley Town, he mentioned that all great leaders have a consistent positive attitude about life and towards themselves as well as towards others. It can be very difficult to continually maintain positivity around people. However, it is something that must come from within the person. I was able to notice on Peter that he had this positive atmosphere follow him wherever he went. If he entered an environment where it was less positive, it was usually up to him to lighten the atmosphere with some positivity. So, why do I believe
that it is important for leaders to have a great positive attitude? No one wants to follow someone that is negative or not of a positive beat. Most people that are like this, people do not want to be around because they, in fact, try to bring other people down to their level. Also, it is more difficult to confide, trust, have confidence and is open with a person that has a negative attitude. There are a vast majority of people that have adopted a victim attitude that hinders them of accomplishing goals or making a difference. Leaders with a positive attitude on life adopt an “owners” attitude.

Sam Beckford talks about this philosophy in his book, “The small business millionaire”. He mentions that one of the main reasons why people cannot advance is because of their attitude and that many have adopted a “victims” mentality. This gives them the urge to blame anything and everything on someone or something else. They never take responsibility for their actions or why things occurred the way they did. Beckford states that taking “ownership”, and having an “owner’s” mentality puts the responsibility on the individual; they are responsible for their own success and also for their short comings. Yet, this is also a major difference between the two: “owners” will embrace their failures and learn from them, while “victims” will dismiss the failure and try to blame a third party and not learn from it. When being a leader, it is natural that you will fail at times. But it is that important positive attitude that will then come into effect that will allow the leader to recognize the short coming, admit to it, and learn from it. When followers see this they will have greater confidence and respect for that particular leader and will open themselves up to be influenced (Sam Beckford, 2006).

In regards to attitude, Stephan Covey discusses this in his book, “The 7 Habits of Highly Effective People”. In fact, “Be Proactive” is the very first habit that he mentions and it is mainly regarding having positive energy and attitude, as well as being in charge of your actions and situations. Beckford calls it “owning”, while Covey goes a bit deeper. However, it is important for leaders to have this quality because they need to have control over situations so that they do not get out of control and their authority and capabilities are questioned. Their attitude is critical in this stage because it can determine how they approach situations. Being proactive, I believe, is a part of having a positive attitude because in being proactive one has already adopted the attitude to be prepared for upcoming situations and having a positive optimism about it. There is even a chart where Covey gives a few examples of how people can change their mindset by thinking and speaking differently. For example, a person with a victim mentality may say, “There’s nothing I can do”; while a proactive and positive person will say and think, “Let’s look at our alternatives”. It is very important for leaders to be aware of their emotions and attitude because it can have large ramifications towards influencing other people. For example, if a leader is faced with a certain issue, and has adopted the mentality that there is nothing that can be done, then he/she has already effected the mood and attitude of the rest of the team. Now the rest of the team will be less motivated and also develop a victim’s mentality and will not collectively work towards, instead stressing about how bad the situation is, but rather together trying to figure out a possible solution. Leaders that do this will then be less respected in their role and possibly be questions about their ability and credibility as a leader (Covey, 1989).

When I had my leader interview with the Mayor of Langley, Peter Fassbender, he mentioned to be that he believed that having a positive attitude and outlook on life was one of the most important foundations for a leader to have. It is part of the leader’s character and part of what makes people trust
that specific person. He also mentioned that he strives to have that mentality continuously, but it is difficult to keep that consistently, because life will always throw curve balls which will always test the leader (Peter Fassbender, 2010).

I believe I am by nature a bit more of a positive person, yet it is not always consistent. It is still easy to sometimes let your emotions get the better of you and get frustrated. The first step for me to develop a mentality that constantly thinks and acts positively is to practice thinking and saying positive phrases. I have learned a bit of this when I worked for two summers on an intense direct marketing and sales job. It was encouraged and taught by the company to always think positively in all situations because it will determine our actions. It will be important to continue that and do it so often that it becomes a part of me. I can start with the chart that Covey depicts in his first chapter of habit one (Covey, 1989). Therefore, when I am in conversation with people or in a group work setting, and some people are negative, I will take up the initiative to try to turn the negative atmosphere into a positive one by being the positive catalyst. This will require saying positive things and trying to get the group to see that there is hope and that we can overcome the problem or situation in front of us. This also ties in with the mentality that Beckford proposed in his book about taking ownership. It may even be the first step in developing a constant positive attitude because it requires the person to actually make the conscious effort to be positive and take ownership of it.

From classroom discussions, reading textbooks and talking to people, the theme of emotional intelligence frequently arises. Northouse defines emotional intelligence “as the ability to perceive and express emotions, and to use it to facilitate thinking, to understand and reason with emotions, and to effectively manage emotions within oneself and in relationships with others” (Northouse, 2007). Donald Goleman in his one of his articles mentions how important emotional intelligence is to a leader and how it can be used to influence followers. In fact, in his study he learned that followers very appreciate having a leader that is aware of emotional intelligence. It allows the leader to better understand others and to help them. Because they can use this to learn far more about the individuals and their moods, attitudes and such, it will help them better communicate and deal with them. In essence, it seems that emotional intelligence is primary the ability to connect with people on a deeper level where both parties have trust in each other. Every leader should strive for achieving this, especially when working within teams. There is also the aspect of how leaders use emotional intelligence for themselves. For example when they are stressed or are faced with a difficult task or decision. It is extremely important, I think, for leaders to have control over their own emotions; if they cannot have control over their own emotions how will they be able to be effective in influencing others and in understanding other people’s emotions? Leaders must be able to contain their own emotions because it reflects their follower’s mindset and attitude as well. Based on the article, followers very much appreciate, have a greater respect and are willing to follow a leader that can contain and manage his/her emotions (Goleman Donald, 2003).

In terms of my leadership style, this is something that I will have to continuously be aware of and practice. Goleman mentions that it is a continuous process to become a master of one’s emotions and to learn how to understand other people’s emotions. In order for me to learn this, I must constantly develop a mindset where I learn to control my emotions, step by step. I have read a few books that
portray a few steps and ideas that could help with that (Goleman Donald, 2003). For example, a major part in emotional intelligence is communicating effectively with others. Also in Covey’s book, he mentions that to be effective one must seek to understand and then to be understood. For most people, including myself, they want to be understood right away. Therefore, I must continuously shift my habits to first understand the person. I can accomplish this by fully listening to them and be engaged in what they are communicating and actually be genuinely interested in their needs and issues. This means I must avoid trying to “prescribe before diagnosing”, which is another aspect that Covey mentions in his book. Again, this can be a very natural habit for most people that must be reconditioned and learned to first “diagnose” and fully understand the problem before actually trying to offer suggestions. It is very easy for us humans to automatically evaluate, probe, and interpret what the person is saying, but then we fully miss understand what the actual problem is. Instead, Covey proposes three (Greek) terms/stages that will help with communication, which will in turn lead to emotional intelligence. The first is Ethos, which means that I must first focus on establishing personal credibility with the other person. This is basically developing my character so that people will trust me because I can connect with them. The second is Pathos; this is the empathic or emotional side of the connection or relationship. For me to be able to influence people, we must be on the same emotional level. If I cannot achieve in getting emotionally connected with the other person they will also not fully trust me and not fully open up to me so that I can understand the root of the problem. For me to do this I must be genuinely interested in what they are saying and respect their emotions. The last stage is Logos; this primarily means the logic. In order or this to work effectively, all three stages must be present. The logic and reasoning is the last stage because at this point, once I have been able to establish credibility and connect with them emotionally, they will want to hear what I have to say and may even be asking of your opinion. That is the point where I will strive to get to when communicating with people. Once they trust you and have an emotional connection with you they will want and ask for your opinion, and if they see the reason and logic behind it, then they will most likely take your advice (Covey, 1989). The best way to get better at this would be to make a conscious effort to practice this with my personal and work relationships on a daily basis. This way I can slowly learn the process and get involved in it.

As we learned and discussed different leadership approaches, it turns out that many of them have good aspects that leaders should take into consideration. The first is the situational approach; in this approach leaders are forced to change their leadership styles depending on the follower and their level of skill and relational factors. According to Northouse it has four different styles: delegating, supporting, coaching and directing. They all fit on a grid in between low or high supportive behaviour and low or high directive behaviour. Leaders must understand each category and how to use it effectively for each individual. If a leader uses a style on a particular that does not match there they are at, then it can cause difficulties and mistrust. Both parties will get frustrated with each other and communication effectiveness with decrease. For me, it will be important to understand each style and which people would fit in each. However, I will need to know the people in my circle of influence enough to be able to accurately know which style would be best suited for them individually. The main key is to understand them, which requires effective communication and the understanding of emotional intelligence.
Another important theory that Northouse discusses that we also discussed in class was the concept of Path-Goal Theory. Even according to Peter Fassbender, motivation is a large part of leadership. It is involved in much of what leaders do. Northouse defines path-goal theory as “how leaders motivate followers to accomplish designated goals”. It suggests that the leader and follower have a good working relationship where the leader is aware and understands the skills, experience and capabilities of each employee in order to assign tasks and give them realistic goals to work towards. Followers will be more willing and motivated to complete tasks well if they can see themselves having the right tools and support system to accomplish the job. In this theory, the leader is there more of a guide and helps the follower achieve the desired result. Often they work together to define goals and objectives then plan the course of action and what is needed to accomplish the tasks. However, many times the leader’s job also becomes one to remove any obstacles that hinder the performance of the follower. Sometimes it may require that they leader and follower come up with a different, more effective plan of action to reach the goal. The four major basic ideas behind Path-Goal are: Defining goals, clarifying the path, removes obstacles, and providing support. In order for me to get rooted in this theory and actually be able to use it in life, would be to understand those four steps and practice them (Northouse, 2007). In my school and career life, actually taking steps to work with the groups that I am in and facilitating the collaborating of getting ideas for defining goals. For people that I do have a leadership position over, it could be communicating with them that I want to work with them to clarify an effective path for their work. I must learn to look out for possible obstacles that could come their way and then figure out ways of getting around them or removing them. Sometimes getting past barriers will require the help of someone outside my immediate group; therefore, it will be important for me to consistently be developing relationships with everyone in my circle of influence so that I can use those resources and connections to assist my team or people in my circle of influence. Lastly, I can start supporting people in my circle of influence by encouraging them and praising them for positive behaviour. Carnegie talks about praise and honest appreciation is the first principle in being an effective leader. However, it is not limited to telling someone they are doing a good job, it also means showing it. Followers appreciate it when leaders can appreciate their job done well and reward them with their behaviour, such as public recognition (Carnegie, 1981).

The other aspects of path-goal are the different leadership behaviours. The first is directive, which is more of a “telling” type of dictatorship; they have all the say in what happens. The second is supportive, which is when the leader is friendly and approachable and is focused on the well-being of the group members. Third is participative, when the leader continuously invites subordinates to be involved in the decision making. Lastly, is achievement-orientated leadership; it is when the leader challenges followers to perform at a high level. They establish a high standard of excellence and seek continuous improvement. These can be viewed sometimes as a progressive stages that employee’s follower through, with the end goal of reaching the achievement-orientated stage. At this stage the leader does not have to interfere much with the employee doing their work. They are more there to help clear barriers and offer guidance and hand out rewards and praise (Northouse, 2007).

Motivation is a big issue when it comes to management and leadership. If I want to be an effective manager/leader I will have to learn how to motivate people properly. Steve Chandler and Scott
Richardson talk about “100 ways how to motivate others”. All of them can be good motivators; however, there are a few that stand out and can be used in pretty much any situation. These are the ideas that I will have to work on incorporating when I working with a team and have to motivate employees or anyone else. The first is to “focus on the result, not the excuse”; many people will try to come with excuses to why they did not achieve their goals. As a leader I will have to focus more on working with them on achieving the result rather than foster over why they are “unable” to produce. It means to consistently talk about what can be done to improve and how to get there. It will be easy to start trying to blame people and criticize them, but the challenge will be to try to catch myself when I start falling into that and make a conscious effort to stop and only focus on the result and get them involved on how we can improve what we are doing so that we can achieve our goals (Steve Chandler, 2005).

The second idea proposed my Chandler and Richardson is to “create a game”. Most people like to play games or be involved in one. It makes everything more fun and light hearted, especially when one has teammates and is in a competition. Chandler mentions that when tasks are put as a game it makes people more inclined to get involved and participate. It works particularly well with team work. If there are a few tasks that people do not exactly enjoy, the leader should create a game out of it with a reward at the end. The most popular one is creating a game for being on time for work in the morning (Steve Chandler, 2005). I think this is a great idea, especially for when in a group setting and working with teams. As a leader though, I think the main challenge for this would be to figure out the rules of the game to make them fair for everyone and to allow everyone to agree on fair rewards. Once a game is put into play, it sort of brings that feeling of recreation and sport into the workplace and people can get excited about it.

The third great idea is to “lead with enthusiasm”. It makes perfect sense because no one wants to follow someone that is not passionate about what they do or bring positive energy wherever they go. Every leader has the choice to lead with enthusiasm or not to; except one can lead to highly motivated teams, while the other can lead to long-term problems. Therefore, for me as a leader, I must constantly act enthusiastic, even if I don’t feel it all the time. Chandler mentions that once a person at least starts acting enthusiastically it becomes real and you can feel it, including the people in your circle of influence because “enthusiasm is contagious”. Another reason why enthusiasm is important in the workplace and in life, according to Emerson’s observation is that “nothing great was ever created without enthusiasm” (Steve Chandler, 2005).

The fourth idea is to “get some coaching yourself”. Many great leaders have a support system and mentors that they confide in and get advice from frequently. Then when you ask them why they did what they did or how, they reply with thanking their mentors and supports to whom they quote or learn from. In fact, Chandler mentions that more than 70 percent of top business leaders have coaches that help them for personal success. The reason is so that they can have people that can identify their strengths and bring them to the front and help them recognize their weaknesses and work on them. Also, when followers see this, it shows that leaders are also always learning and getting advice and it states that they do not know all the answers and are courageous enough to seek assistance and guidance; it also shows that they are willing to do what it takes to do what’s best for the company and
to achieve goals (Steve Chandler, 2005). For myself, I have somewhat of a mentor and life coach. However, because of certain situations it will become more difficult to meet and speak with that person except through email. It may be wise to find another person that is in a high leadership position to have as a mentor that I work with and learn from.

The last directly impacting idea is to “hear your people out”. This can be associated with emotional intelligence because it is all about listening to your follower’s needs and problems and actually caring about their situation and trying to help them. When we understand them to a deep level we can pick up on actions and behaviours of theirs that can lead us to think that something may not be quite right or something may be bothering a specific individual, in which case the leader can try to learn what is bothering them. The following is a great quote from Spenser Johnson, Business Author, “I have more fun, and enjoy more financial success, when I stop trying to get what I want and start helping other people get what they want”. It is so easy to get caught up in our own self interest that we forget about the interests of others. Yet, it can be more rewarding and satisfying when one can actually understand a difficult situation of another person and effectively help them through it and help them achieve their victory. In essence, that is a primary part of leadership in itself: to know one’s followers and have a deep relationship with them in order to help them reach their goals (Steve Chandler, 2005). For me in order to reach that level it is again key to learn much about every individual and connect with them emotionally so that they are open about what is going on in their lives and in the work place.

Northouse describes another leadership approach which, I think, is the overall best from all the approaches, which is transformational leadership. Northouse describes transformational leadership as the “process whereby a person engages with others and creates a connection that raises the level of motivation and morality in both the leader and the follower. This type of leader is attentive to the needs and motives of followers and tries to help followers reach their fullest potential” (Northouse, 2007). There not many people that exhibit this type of leadership approach and model it well because it is very challenging to get to this level. However, I believe it is the ultimate form of great leadership and a level that I want to definitely strive to achieve in my life time. One worldwide example of transformational leadership is Mohandas Gandhi because of his ability to raise the hopes and demands of millions of people. A Canadian example would be Terry Fox. Because of his diagnoses, he embraced the challenge to make a difference and rose over $300 million dollars for cancer research. In fact, a true testament of his powerful leadership image is that he is still very well known and respected even after he passed away (Northouse, 2007). However, for me to achieve this stage would be to change the values of the entire culture of a company that I may work for later in my career, to suite a more human view. Through this challenging process managers and employees will emerge with stronger and higher value standards.

A person role model for me that amplifies transformational leadership is a good friend and former boss from The Southwestern Company, a multi-million dollar company based in Nashville, Tennessee. His primary focus and where he directs his energy is into building strong relationships with everyone in his circle of influence; which could mean anyone that comes across his path. He builds these relationships so that people learn to trust him and go to him for guidance and help. He has told me himself that one of the keys to great leadership is a great friendship. This way he is able to understand all his followers individually and he knows everyone’s unique issues and problems. One interesting tip he gave me is to
keep notes on every person. It is mainly to keep tabs on their progress, what they are going through, what challenges they are facing, how they are dealing with it, what they need help in, what he has done to help them thus far, and the list goes on. He over seas a large team of over 250 different people in Canada and also in the United States, so for him it is important to have a way to keep updated on everyone’s individual situation. However, one of the reasons that people have a great respect for him is the fact that he truly cares for everyone and their individual needs. He is a very good communicator; and he uses many different types of communication tools. He is very good at replying to messages and always is ready to give his words of wisdom and encouragement. He exhibits a perfect example of the fifth habit; seek first to understand then to be understood, from Covey’s seven habits book. He has this ability to listen intently and allows you to fully open up and talk about issues that have arisen. After one has relieved all their concerns and problems, he calmly gives encouragement and a few things that they can focus on or a way to help them. Because everyone knows him and trusts him, they are always eager to listen to his advice and learn from him. If I will ever have that same ability I must just practicing what he does and learn to truly listen and care for people and have a deep respect for everyone. He has worked at that company for over 20 years, so he has told me many times that it is a lifelong process; it is a philosophy that changes one entire perspective on life and their everyday behaviours (Vogel, 2008-2010).

Another aspect that is important in transformational leadership is charisma. Weber describes charisma “as a special personality characteristic that gives a person superhuman or exceptional powers and is reserved for a few, is of divine origin, and results in the person being treated as a leader” (Northouse, 2007). That definition sounds almost too exclusive in my point of view. I do believe it is something special that some people have, and some people do not; but I also believe that people can also work towards getting to that level if they work at it. In my view, it is also an extra passion and positive energy that a person has that naturally draws other people to that specific person. It makes other people want to be around that person, trust them more easily and want to follow them. Vogel defiantly has a certain charisma that draws people to like him and trust him. With that it is much easier for him to influence people and build relationships with many people.

Northouse describes four major personality characteristics that a charismatic leader amplifies that can have a positive influence from followers. If I want to be more of a charismatic leader, or at least keep developing my characteristics into one of a charismatic leader I will need to focus on building up these qualities. The first is being dominant, yet not dominant in a militant or coercive way. It is more of setting a strong role model that people can look up too and follow. However, it is important for the leader to have a passion and energy for whatever they are proposing or doing. When they have that strong belief in what they are doing and are truly passionate about it, that excitement can spread to others. Second is the desire to influence. In this case the leader must show that he or she wants to have the responsibility to lead people and shows that they are also able to do so, that they have the knowledge and skills to do so. If a leader cannot show that they have the capabilities to lead then no one will follow and no one will take them seriously. Therefore, even though having a positive energy and passion is important, if other people do not see and believe in their capabilities then it will be useless. However, sometimes people are able to fake it for awhile and have some followers. But people can then, quite quickly sometimes,
see through them and understand that they are not qualified. However, the main point for desire to influence is for the followers to adopt the same belief and passion as the leader. The third is for the leader to be confident. Confidence also means for the leader to have the ability to articulate their goals and objectives and show people the reason behind their position or stance. If leaders are able to do this then people will trust them more and learn from them, as well as followers not questioning the leader. If a leader is not able to communicate their goals effectively then sometimes people are lead to believe that it is a sign of confusion and the leader not being confident in what he or she is standing for; in which case they will not have many followers. The final personality characteristic is for the leader to have strong values. Having strong values that are noticeable to others gives people the sense that you are deeply rooted and steadfast in your beliefs. This will allow followers to have a deeper connection with the leader and find confidence in them. Also, the leader’s individual values and beliefs will create an identity and individualism for that person that others will be able to look up to and model. With personal values, comes the ability for the leader to establish higher goals and expectations for not only him or her for but others as well.

I believe that effective transformational leadership has a major advantage in motivating followers. Because people can get deeply attached to transformational leaders and to their way of thinking and the way they believe things should be done, it is easier to get them aligned with what the leaders has planned. Once they are a part of the system, believe in it, and are happy within it, the followers will automatically have a more heightened motivation. Northouse talks about an interesting point called inspirational motivation that can stem from a transformational leader. He describes in his book as a way that “leaders who communicate high expectations to followers, inspiring them through motivation to become committed to and a part of the shared vision in the organization” (Northouse, 2007). It is also somewhat connected to team leadership because the leader focuses on getting a group together and get the entire team’s spirit enhanced so that they want to work together to achieve a common goal. An example of this was when I was doing a summer direct selling and marketing internship with the Southwestern Company. We all worked together in a team and every morning before we would go on our calls our entire team would gather and pump each other up through positive talks; we even had a chant/dance that we did to get energized and motivated, sort of what Wal-Mart does with their employees at the beginning of a shift. I think it is a great idea and something that I should do when I lead a team, large or small. When my team did that, it allowed us to all connect more together and strengthen our friendship. It was also great times to encourage those that needed it or give last minute advice and counselling to those that required it. It gives the team some last thought to focus on the day to keep their motivation and keep them energized.

Another small aspect, yet very important philosophy, that I believe is the idea of servant leadership developed by Robert Greenleaf, but mentioned by Northouse. It is interesting because most people would not think about serving people to be leading them. But, in fact, much of leadership is serving. Effective leaders always try to build relationships and try to understand people’s needs, and then help them solve them. It could be in the form of simply understanding someone enough to realize when they need extra encouragement or motivation and helping them do their work or buying them coffee. One of possibly the ultimate examples of servant leadership is Jesus Christ from the Bible.
Jesus had a massive influence on people during the time that he was on earth, as well as many followers throughout history and till present day. He was extremely effective in what he did and he did it all by serving others and helping others. Jesus did almost exactly to what Northouse described as servant leadership as a leader that “should be attentive to the concerns of their followers and empathize with them; they should take of them and nurture them”. Jesus spent his life on earth building relationships and fellowshipping with friends and people that sometimes society viewed as outcasts. He listened to everyone, including children, and genuinely cared for everyone’s needs and problems. He was very charismatic and passionate about what he believed and what he was trying to convey to others that people stuck to him like a magnet. He was so different than most people that many were instantly drawn to him because of his kind heart and his calmness. He was able to empathize with people and grew into a leader from just caring for their needs and serving them. He was such a confident and effective communicator that people saw and felt his dominance and passion, which gave them peace and assurance in him. It is interesting that Jesus focused on becoming the best servant that he could and through that he became one of the most effective leaders in history (Various, 1977).

The big question now, is how I become a servant leader. I will have practice more learning to build relationships with people, same as transformational leadership, yet possibly go a step further and actually serve them and take care of them; sort of have the mentality of adopting their problems as my own and empathising with them and working to help them getting it resolved. This could mean understanding the people well enough, and know how they would react to certain situations, that I can foresee possible problems and helping them out right away. Another aspect is that I do not necessarily have to be over zealous, like some leaders think they have to be, to get people’s attention. In fact, Jesus was quite the opposite. He was very calm and soft spoken, and he led with his actions and behaviour.

There are many different types of leaders, and in different situations, sometimes different styles are better than others. But ultimately, there are a few things that I believe effect leaders need to possess. For me personally, I believe that transformational leadership is the most effective and the leadership style that best suits my character and personality. I like engaging and being with people and establishing relationships. However, many other aspects are included in transformational leadership. Servant leadership could be considered a branch of transformational leadership because it is very similar in regards to building and maintaining relationships and empathizing with people, but then also making sure you serve them and take care of their needs. It reminds me almost like a father figure; where a father has a strong relationship with a child that he will protect it and does whatever he can for the child.

All the other aspects of leadership, such as path-goal theory, charisma, situational leadership, emotional intelligence, skills that are required, are all needed in order for transformational leadership to be effective. They are like tools that can be used at different times to accomplish different things that a leader needs to do.
Works Cited


