

Leadership (8001LEAD)

AQF8

Poojitha Sivakumar

A002072009

Leadership Reflection

Word count: 765 words

Leadership is prominent all around, leaders evolve each day and step forward to take initiative of the situation. I believe that leaders are not only those who are born to be leaders but who are formed due to the trust their followers place on them (Beatty, Cleveland, & Murphy, 2001). The ability to think outside the box and have a vision is the most important distinguishing factor of a leader. There are many other skills a leader would require to efficiently manage their followers such as self-motivation, problem solving, decision making, emotional intelligence and much more (Northouse, 2019). It is crucial for a leader to identify their strengths which they lean upon and weaknesses which can pull them down. The skills inventory task “measures three broad types of leadership skills: technical, human and conceptual”. Upon completion of the skills inventory task, I have gained a deeper understanding of where my strengths and weaknesses lie with respect to the three types of leadership skills. According to the task, human skill (29/30) and technical skill (26/30) are my strengths whereas my weakness is in conceptual skills (21/30).

I am currently working at Kumon Narre Warren and Clyde North as a ‘Floor Manager’ where I am responsible for managing twelve staff members and approximately 150 students who range from pre-schoolers to grade 2 students. On a daily basis, I am required to manage the classroom operations, train the staff members in my team, monitor student progress and motivation and report any issues or achievements to the instructor (manager and owner of the two franchise centres). In the near future, I intend to take up my own Kumon centre with the support of my current manager. From my day-to-day tasks, I believe I have developed high interpersonal skills, emotional intelligence and communication skills. Moreover, I believe I have developed high technical expertise as I have worked as a teaching staff for three years and have further developed these skills as part of my current role where I am required to train staff members on a regular basis. However, I believe my current weakness is the conceptual skill where one is required to analyse the current trends, forecast future trends and have the ability to formulate an appropriate plan to ensure the organisation and team adapt to newer trends (Northouse, 2019).

In my current position, I have little to no opportunity to exercise and build upon my conceptual skill. However, I understand this skill is also critical in determining the success or failure of any high-level manager in an organisation. Therefore, I believe that my focus to develop my conceptual skills as part of my leadership development. As part of the Kumon organisation, which traditionally offers face to face classes, I have witnessed the importance of having conceptual skill where my manager pre-emptively began transitioning students to online

classes before the COVID-19 lockdown. This was critical in maintaining the business without too many losses whilst other Kumon centres had lost an average of 50% of their students because they were still waiting for directives from the Kumon head office.

The second task as part of the process was to undertake a style questionnaire “the style questionnaire is designed to measure two major types of leadership behaviours: task and relationship” (pg 93, Northouse 2019). Upon completion of the style questionnaire, I have been able to understand which style of leadership I possess, task (46/50) and relationship (41/50). Kumon is a high intensity work environment where I will have to ensure the tasks delegated are completed within a provided timeframe and hence, I agree with the results as it truly represents my strength which I have built in Kumon over these years and this experience makes me the leader I am today. However, the big takeaway for me is that I should not be afraid to play reverse roles and think from the side of the follower (Van Loon & Buster, 2019).

My second focus in my leadership development is to strive to become a leader who inspires self-confidence and critical thinking in my followers so that they have the capacity to demonstrate good judgement and question my directives if required. I am particular about my leadership style because I have witnessed the downfall of authoritative leaders in my life who have lost their trust and confidence of their followers which led to poor work ethics and eventual decline in the organisation performance. From my current understanding, I tend towards an authoritative leadership style because of the significant age gap between me and my staff who are mostly comprised of school students.

References

Beaty, J, Cleveland, J, & Murphy, K 2001, 'The relation between personality and contextual performance in strong versus weak situations', *Human Performance*, vol. 14, no. 2, pp. 125-148.

Northouse, PG 2019, *Leadership: theory and practice*, International student edition, 8th edn, SAGE Publications, USA. (Chapters 1, 2, 3, and 4)

Van Loon, R & Buster, A 2019, 'The future of leadership: The courage to be both leader and follower', *Journal of Leadership Studies*, vol. 13, no. 1, pp. 73-74.

References

[... type references here, in alphabetical order...]