

# Personal model of leadership paper

[Business](#), [Leadership](#)



Personal model of leadership is shaped by a leader's personal perceptions that are attributed to social as well as environmental factors that play a key role in shaping a leader's personal principles (Saleem & Naveed, 2017). Some of the aspects that I value as a leader are integrity, honesty, communication, and putting the needs of others before you.

This helps in bringing other members of an organization into my leadership plan where they are able to participate in the decision-making process and other important aspects of the organization (Saleem & Naveed, 2017). Most of my leadership principles have been shaped by the Christian religion. This involves serving others who are in lower levels and ensuring that their needs are met. Jesus Christ who was the son of God served others as an example for his followers to copy (Blanchard & Broadwell, 2018).

### How My Personal Model of Leadership Can Be Applied In a Professional Setting

My personal model of leadership can be applied in a professional setting by guiding other members of an organization as well as addressing some of their needs that may prevent them from performing their roles and duties effectively (Saleem & Naveed, 2017). This will positively impact all members of the organization who will also adopt such leadership traits impacting other members of the organization as well as the society.

Effective leadership is important in enabling an organization to achieve its goals and objectives (Saleem & Naveed, 2017). A successful leader is one who is able to influence members of an organization to adopt some of the effective leadership traits by being a good example. This leadership

approach is also beneficial in improving the relationship between a leader and his/her followers (Saleem & Naveed, 2017). This is further enhanced through an effective communication process between a leader and his/her followers.

This model of leadership has enabled the Christianity religion to be the largest religious group in the world by treating other individuals with love and respect (Blanchard & Broadwell, 2018). Traditional leadership approaches focused on the leader exercising his/her authority over other members. However, my personal leadership model shifts this perspective to a new one that involves leaders serving other members of the organization (Blanchard & Broadwell, 2018).

This model of leadership can also be applied in an organization through leaders focusing on their employees where they are involved in the decision-making process in order to make effective decisions (Blanchard & Broadwell, 2018). This will allow employees to air their concerns where appropriate measures can be taken to ensure that they are comfortable in their working environment. This will encourage and motivate them in improving their performance in the organization (Blanchard & Broadwell, 2018).

How My Personal Model of Leadership Compare To the Models That I Researched For the Graphic Organizer

My personal model of leadership is different from other models of leadership because most leadership models focus on the leader exercising his/her power and authority over other members of the organization (Teoh &

Yazdanifard, 2015). Although transformational leadership has similar principles to my personal leadership model, this leadership approach does not focus on the employees rather on the leader who becomes a role model to the employees (Teoh & Yazdanifard, 2015). This is meant to inspire and encourage followers to become leaders.

However, specific mechanisms must be implemented to enhance followers' morale and performance. This may include connecting the employees to the organization's identity as well as challenging them to take leadership roles (Teoh & Yazdanifard, 2015).

In servant leadership, employee motivation is derived from how the leaders treat the employees in diverse aspects which is similar to my personal leadership model. Autocratic leadership on the other hand is a leadership model that enables the leader to enjoy power and authority in an organization (Teoh & Yazdanifard, 2015).

In this approach, the leader has overall control over most of the organization's aspects. The leader makes decisions without the involvement of other members of the organization. A clear separation is evident between leaders and their followers which is different in my personal leadership model where leaders interact with their followers in diverse aspects (Teoh ; amp; Yazdanifard, 2015). This may include involvement in the decision-making process. Autocratic leaders make decisions based on their perceptions and experience.

This may not positively impact all members of the organization who do not have an opportunity to participate in the decision-making process (Gea, 2016). Delegation leadership is similar to my personal leadership model in that a leader allows his/her followers to make important decisions in an organizational setting. This aspect is beneficial in an organization as it allows members of an organization to feel empowered (Gea, 2016).

However, leaders using this approach do not help their followers in solving some of their needs and problems. This leadership approach has also been indicated to lead to low productivity, as followers may be unable to address some of the problems affecting them (Gea, 2016).

My personal leadership model allows leaders to focus on followers' needs and help them in addressing some of the problems that may affect their performance (Gea, 2016). The last leadership model is democratic leadership that focuses on encouraging creativity among the group members.

A similar aspect to my personal leadership model is that this leadership approach encourages members to give opinions during the decision-making process (Gea, 2016). However, the leader has the final say. This leadership approach has also similar results as the servant leadership approach that leads to increased productivity from motivated employees (Gea, 2016).

Does Your Personal Model Follow The Lines Of Servant Leadership Or Transformational Leadership?

My personal leadership model involves inspiring individuals to achieve the set goals by focusing on how their performance and morale can be

<https://assignbuster.com/personal-model-of-leadership-paper/>

enhanced. This is because employees are responsible for the success of an organization in achieving its goals and objectives (Davis, 2017).

These are the same principles established in servant leadership. The focus of servant leadership is on the employees and not on the power and authority of a leader in controlling members of an organization (Davis, 2017). This model has similar characteristics as servant leadership where leaders serve the needs of employees in the aim of motivating them to improve their performance.

Focusing on the team has been indicated as the most effective strategy to improve the performance of the team members in an organization (Davis, 2017). Giving followers an opportunity to grow will also influence them to do so in the future if holding similar positions.

Without giving members an opportunity to become leaders, leaders are not able to pass over successful leadership characteristics to their successors (Jennings & Stahl-Wert, 2016). This may affect the high performance that had been previously achieved. My personal leadership model has the advantage of improving the effectiveness of the leader in achieving organization's goals through motivating the employees (Jennings ; amp; Stahl-Wert, 2016).

Transformational leadership also focuses on impacting change in individuals where followers are encouraged to take up leadership roles. This is similar to my personal leadership that focuses on distributing leadership tasks to other individuals as this gives followers a sense of power and authority taking

control of different roles and responsibilities in their different departments (Jennings ; amp; Stahl-Wert, 2016).

However, transformational leaders focus on the goals and tasks ahead of the employees neglecting the needs of the employees. Servant leaders focus on their followers with the achievement of organizational goals being the outcome of this aspect (Jennings ; amp; Stahl-Wert, 2016).

## References

- Blanchard, K., ; amp; Broadwell, R. (2018). *Servant Leadership in Action: How You Can Achieve Great Relationships and Results*. Oakland: Berrett-Koehler Publishers, Incorporated.
- Davis, C. J. (2017). *Servant Leadership and Followership: Examining the Impact on Workplace Behavior*. Cham, Palgrave Macmillan.
- Gea, A. (2016). Personal Integrity and Leadership. *Humaniora*, 7(3), 359-369.
- Jennings, K., ; amp; Stahl-Wert, J. (2016). *The serving leader: Five powerful actions to transform your team, business, and community*. Oakland, California: Berrett-Koehler Publishers, Inc.
- Saleem, A. ; amp; Naveed, S. (2017). Leadership and employees reaction towards change: Role of leaders personal attributes and transformational leadership. *Pakistan Administrative Review*, 1(1), 61-83.
- Teoh, K. ; amp; Yazdanifard, R. (2015). *The General Review of How Different Leadership Styles Cause the Transformational Change Efforts*

to Be Successful. *International Journal of Management, Accounting, and Economics*, 2(9), 1130-1140.