

My leadership style

[Philosophy](#)



My Leadership Style In The New East/Oust

My leadership style is a democratic one, particularly leading a permissive and delegative manner. I believe that delegation is an important element that leads teams to function, and people to feel empowered in the workplace. I, as a manager, need to foster employee involvement and empowerment to enable team members to contribute their best effort at work and to arrive at a sound decision making that involve the organization. One of my strengths is delegating work, which is giving the person a whole task to accomplish. If circumstances arise that I could not give an employee a whole task, it is my concern to ensure that he/she understands the overall purpose of the project or task. Another effective means I do as a leader in connecting the team to another group that plans and manages the work. A usual outcome is that staff members contribute most effectively once they are aware of the big picture, which only conveys the importance of delegation.

As permissiveness is another leadership style of mine, it allows employees to carry out tasks with creativity and innovation. Asking questions, watching the work performed, or asking employees for feedbacks in ensuring that instructions are understood, are few of the stances I employ in making the work done through delegation and permissiveness. These leadership styles will help in the preliminary work adjustments and adaptation, which the employees and EAST/Ouest will go through in the initial stages of the merging.

Since some employees who will be part of the new environment originally came from the old system and have hence developed relevant skills therein, employing the kind of leadership I have been exhibiting as a manager would

<https://assignbuster.com/my-leadership-style-essay-samples/>

help. Old and new employees will adjust to the new system under a merged organization and will be encouraged to share their ideas, competencies, and skills in order for the betterment of the carrying out of tasks and the organization as a whole. This may be undertaken by identifying the key points of the projector dates when feedbacks are needed about progress. Assurance that the delegated task or project is on track is also needed and must be made certain at all times.

Another strength I possess is seeing a big picture in a far perspective, which can be employed when faced with challenges posed by the new system as an outcome of the merging. Since I am able to see the bigger picture from a far perspective, I can hence introduce solutions and innovations, to which teams can function. As a team player, I am able to encourage teams to work skillfully and cooperatively on managing the projects tasked to them. This is undertaken by delegating them the necessary tasks with me functioning as an overseer and coach. It is also a trait of mine to determine in advance how I will thank and reward the staff persons for a successful completion of the task or project delegated to them.

One modification of my leadership style in addressing my situation as a leader at EEST/Ouest is incorporating point systems in job implementation through remunerative awards. This would enhance the level of productivity of employees who are challenged by the new EEST/Ouest work environment.