

Reflection on my leadership

[Business](#), [Management](#)



Reflection on My Leadership Leadership continues to be a critical topic in the modern context. Organizations have increasingly become cautious in attracting leadership that would deliver the organizational goals. Even in my healthcare industry where technical skills would seem to be solely important, leadership skills largely determine performance. Thus, this course has elicited an understanding of my leadership traits and how to become an effective leader in the healthcare industry.

The critical question regards whether leaders are born or made. Indeed, there have been successful leaders who have had no form of leadership education. Such people possess innate leadership skills. A majority of these leaders would be identified by their physical features and personalities as postulated by the traits theory. It is for this reason that perhaps Hughes, Ginnett and Curphy (2009) support the argument that leadership is an art. Whereas I support the traits theory, I also acknowledge that leaders could be made, the reason why this course plays a critical role in imparting effective leadership skills in me. This science aspect of leadership helps leaders analyze each situation critically and adopt strategies that would promote the organization's goals. As such, whereas I could leverage on my physical traits to be a leader, effectiveness would further require knowledge in leadership research.

As a professional in the medical field, I seek to have leadership skills that would be applied in making business sense in my profession. I appreciate that building my leadership image would call for experience other than formal education. According to Hughes et al. (2009), formal leadership education develops contextual analysis and provides knowledge on the

people to be led. It provides education on what qualities to foster for effective leadership. Nonetheless, such knowledge would only be useful if experienced in the real context, thus the importance of experience. Hence, it would be helpful if I start applying the leadership skills learnt from this course. I could start applying it in class, at home and the community, then transfer the experience to my workplace management. Additionally, learning from others would be beneficial in learning from experience, thus the importance of networking.

From my analysis, power is what defines a leader. Hughes et al. (2009) define power as the capacity to influence others. Without such capabilities, then one cannot be said to be an effective leader. However, it would be important to note that power does not belong to the leader but should rather be viewed as a function of the leader because even leaders' behaviors and attitudes could be influenced by their followers and the situation. The knowledge in medicine gives me expert power to lead a healthcare institution. For me to acquire referent power, I would have to work towards strengthening the relationship that I would have with the followers so as to have the potential to influence them. Whereas this could be viewed negatively, this course has helped me appreciate that situations could call for negative sanctions to influence action, thus coercive power.

Therefore, whereas I could have innate traits that could make me succeed as a leader in the healthcare industry, education would help in analyzing the varied contexts and make appropriate decisions. This course has imparted an understanding of various skills that I could apply to complement my leadership traits and thus make appropriate decisions aimed at promoting

organizational goals. It has also provided knowledge on appropriate use of power to influence my followers.

Reference

Hughes, R. L., Ginnett, R. C., & Curphy, G. J. (2009). *Leadership: Enhancing the lessons of experience* (6th ed.). New York, NY: McGraw-Hill/Irwin.