

The leadership skill i  
most want to develop



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The leadership skill that I most want to develop Leadership, the ability to influence people towards a desired objective, is fundamental to success of organizations. It determines an organization's collective potentials to meet its goals through managing human resource. There exist different leadership styles and skills that are appropriate for different situations. I, in this paper, determine the leadership skill that I most want to develop and outline my strategy for developing the skill.

My determination of the leadership skill that I most want to develop involved exploration of my leadership traits to understand the leadership style that suits me most. This was followed by exploration of available list of leadership skills that singled out most suitable ones for my leadership style. I conducted an online evaluation of my leadership style through responding to traits based questions and the process matched my traits with transformational leadership. My further exploration of the fundamental characteristics of the leadership style such as empowering and motivating people together with promoting collectiveness developed my insight into my leadership skills and other necessary skills to the leadership style. Based on this process, I identified translation of business strategies into clear objectives and tactics, and training other people in developing their skills as my strongest leadership skills. My weakest leadership skills are however, the ability to prepare people to understand changes and transitions, and managing multiple demands and competing priorities. I know that these are my strongest and weakest leadership skills because of my self-evaluation together with background information on leadership.

The leadership skill that I most wish to develop is the ability to prepare people to understanding changes and transitions. My specific objective in

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developing this skill is to be able to empower people to the capacity in which they can understand a change its consequences, and strategies to dealing with the change. I will measure progress of the development through qualitative evaluation of my subjects understanding of change at a particular time. This will involve presenting a change situation to the subjects, sampling them, and using interviews to evaluate their understanding of the change. I will then compare their responses with the actual scope of the subject change. I will need secondary resources such as published books and journals with information on strategies to developing human potentials. I will also require human resource in management executives to derive their understanding of the best strategies to empowering people towards a potential. These resources are readily available.

The objective, of developing people's ability to understand change, is relevant to leadership from its scope that allows people to comprehend needs in change scenarios. This aims at developing clarity of a scenario and offers the benefit of identification of appropriate strategies for managing or implementing a change. I plan to achieve this goal in four and a half months, within which I should have researched on suitable strategies and implemented the strategies. The goal challenges me by identifying an achievement that I need to make in my leadership potential. It also extends me by establishing the need to make an achievement and motivating me towards the achievement. The expected reward is my improved transformational leadership potential that will empower people to understanding change processes for independent management of the processes at individual levels. The goal has not yet been achieved.

Appendix: Outcome

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