

Reflection on visionary leadership style



**ASSIGN
BUSTER**

VISIONARY LEADERSHIP STYLE

Overview:

Visionary Leadership is defined as an operation to influence others in order to create a better future and solve problems in an innovative way (Kinsey, 2019.). Visionary leaders are those which have the ability to see the capabilities in others have the tendency to lead them. I believe that I have the quality to motivate others which in turn help in solving the issues of other people. This type of leadership style creates a positive momentum and endurance in an organization. However, the visionary leadership style is most effective when an organization needs a new and clear direction to follow. Employees or people who performed under visionary leaders always enjoy working with them and truly want themselves to reach their full potential and find meaning in their work. Visionary leaders are somewhere different from other leaders as they always inspire, encourage, empower and equip their team members for a better outcome. Therefore, if businesses is looking for moving to a next high level and takes on new initiatives or re-evaluate their vision, then a visionary leader is likely the perfect person an organization should consider to be working with (Lucas, n. d.).

Benefits of Visionary Leadership Style:

There are various benefits of visionary leadership style like visionary people could see the big picture and take ultimate responsibility i. e. as a visionary leader, by looking at the big picture you will be able to link various events with one another and take proactive actions before the problems shoots up which means you are always ahead and could see your final destination

<https://assignbuster.com/reflection-on-visionary-leadership-style/>

clearly. Moreover, these types of people are intelligent risk takers as moving towards achieving a new goal there is no guarantee that strategies will work, but visionaries are comfortable with the uncertainty and take as many measures possible to ensure the plan is successful. Another benefit of being visionary is their ability to focus on the worthy. When you focus your energy on what matters, you do not get distracted by extraneous forces. As a result, you always have your vision and ultimate goal in mind and you remind it to others as well no matter how difficult the situation becomes (Roberts, n. d.). However, this type of approach is best and successful with team members who have clarity on their goals about why they are doing, what they are doing and when they need a morale boost and celebrating their success on breaking down large goals via achievable minute steps and routines. Thus, such practices works best when employees are considered first and are invited to provide their ideas and work together with leaders to create improvements. In turn, this will make employees feel as if they are not only working to accomplish someone else's goal, but they will begin to self-identify with it. Finally, their expertise in organizing and their skilled communications in a process which put together departments and operations that help them reach the new vision (Patrick, 2018.).

Challenges of Visionary Leadership Style :

There are several challenges of visionary leadership style. Unlike others, visionary leaders also face the heat of its nature and commit mistakes. The primary factor which affects them is their single track mind i. e. there is a probability that visionary leaders could be too concerned with the vision to pay attention to necessary details. They keep on focusing on the future and

lags in the present taking into account on situations that require their attention in the present. Sometimes such leadership failed and does not work as a visionary leader becomes so attached to a vision that they could risk missing out on future ideas which might also benefit the company. They might be unwilling to consider a change in the plan or abandoning the vision altogether if they have to seek another alternative leaving the team and an organization behind in a lurch with unexpected outcomes. Another prime factor of this technique failure and its limitation is misaligned strategy, not having enough funding and lack of confidence. During startups, some visionaries fall short of funding to support the execution and thus misaligned the strategies of business and find themselves seemingly moving in hassle and teams experience the frustration of a lot of activity with no results and losing the confidence in the end. Finally, the most crucial factor is lack of coordination in teams and organization. There are instances when heads were not honest with each other which results in poor execution of projects or hanging the plans in between (Petrilli, 2019.).

Personal example of Visionary Leadership Style:

Being a professional, I have a very nice experience where I acted as a visionary leader in my organization. While working with Reliance Jio which is a telecommunication company in my native country, I was working as a trainer. So, we had been given a scenario in which each trainer had a batch of 15 employees whom we had to train about company software and systems in duration of 1 month. Our organization already cleared us that whichever batch will clear their certification on first place will be getting 2 months extra incentives in their salary. So since day one of training, I made <https://assignbuster.com/reflection-on-visionary-leadership-style/>

my intentions very clear with a nice vision and started making a very strong bond with my batch with a very nice introduction of everyone and our company process. From day one, I had started clarifying each and every point of training to my batch and unfolding their every little doubts at every step. My vision was very much clear of getting my batch on first place and getting the reward as incentive. My batch inmates were really supporting me in that task. Finally, after 3 weeks, my batch was competently ready for the certification wherever other batches were still not done with their training. With appropriate coordination, bonding and strategies with my batch, employee willingness and ambition helped me in achieving my objective on first place. All the employees cleared their certification in first attempt and I really appreciate and admire my batch employees whom I trained so that they would perform well in their job roles and tasks and always keep motivated. Due to the immense presence and charisma that they showed, these individuals will be considered as gems in their job.

However, there were few sides that didn't work well during training as some employees were lagging during the training and could not cope up with the pace of teaching. Such hassles and shaky times sometimes distract you from your path. But team efforts, dedication and batch bonding made my day at last. I really lead my batch in an admirable manner and was given a leadership award by my firm too with an appreciation letter and a certificate.

References:

- Benefits of Being Visionary – Dream Achievers Academy. Retrieved from <https://www.dreamachieversacademy.com/visionary-benefits/>

- Lucas, S. Visionary Leadership Has 3 Characteristics You Want to Find and Follow. Retrieved from <https://www.thebalancecareers.com/visionary-leadership-4174279>
- Patrick, M. (2018). Characteristics of Visionary Leadership. Retrieved from <https://smallbusiness.chron.com/characteristics-visionary-leadership-31332.html>
- Petrilli, L. (2019). 5 Reasons Visionary Leaders May Fail to Execute | Lisa Petrilli. Retrieved from <https://www.lisapetrilli.com/2012/03/19/5-reasons-visionary-leaders-may-fail-to-execute/>
- Roberts, C. Characteristics of Visionary Leadership. Retrieved from <https://yourbusiness.azcentral.com/characteristics-visionary-leadership-9056.html>
- Strengths and weaknesses of Visionary Leadership. (2019). Retrieved from <http://www.businessstudynotes.com/others/entrepreneurship/strengths-weaknesses-visionary-leadership/>
- Visionary Leadership Style. Retrieved from <https://www.money-zine.com/definitions/career-dictionary/visionary-leadership-style/>
- What Is Visionary Leadership? (2019). Retrieved from <https://bizfluent.com/info-8721665-visionary-leadership.html>
- What Is Visionary Leadership? 7 Traits of a Visionary Leader – Status Guides. Retrieved from <https://status.net/articles/visionary-leadership/>