

Developing a Personal Leadership Philosophy

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Exercise 1:

Values List your values here	Personal Definition of Values	How do you envision these values guiding your leadership behaviors
1. Learning	Learning is a process that should never end. You should learn something new daily, even if it does not pertain to your job.	As a leader, I strive to learn more about my employees and job. Also, pushing my employees to learn will help them in their careers and increase my retention rate.
2. Trustworthiness	Trustworthiness is where my employees will trust my judgment based on the fact that they can trust me. I am honest and strive to be a trusted colleague.	It makes me a better leader, and my employees will follow me without worrying.
3. Advancement	Advancement is always striving to get promoted in your current position.	This will let my employees know that I care about their professional growth and trying to get them to the next level.
4. Professionalism	It is being on time for work, dressing the part, and treating people like adults.	This will hopefully cause others also to treat you with the same professionalism. This makes for a much smoother work environment.
5. Responsibility	If you mess up, take ownership. If there is a task that needs to be done, take ownership.	This, to me, is one of the most important and will let others know that you aren't just going to blame them for stuff that goes wrong.

Exercise 2

Write down two stories of leadership. One account should describe a positive experience you've had with leadership, and the second one should describe a negative experience with leadership.

Positive Leadership Experience- One of the best experiences of fantastic leadership was when we had to get certified on the ship I served on. It was the one that involved getting attacked and us defending the ship. I was in the heart of the ship, and my job was to track those incoming tracks and get information for the LT who was in charge. We passed every one of them that was needed to qualify. We then did an exercise that was chaotic and made to disorganize us. My LT was like a general on the battlefield; unfortunately, I can't say what was involved with these exercises. Of course, we failed it, but we stayed up longer than many ships that had done the same thing. He pushed us to work together, keep calm, remember our training, and DON'T PANIC.

Negative Leadership Experience- I have had so many of these I could write a book about them. One day, a different ship I was on was headed over to Europe across the dreaded northern Atlantic. I was up on the bridge with the Navigation Officer working on charts. Suddenly, the ocean started getting rough. Needless to say, the sea produced waves nearly 30 feet tall. A newish officer was standing watch on the bridge and telling the helmsman (the guy steering the boat) to head in the wrong direction. Everyone on the bridge was telling him that it was the wrong direction to be going. It would be best if you headed straight into the swells when it comes to rough seas. When we hit a big wave at an angle, I thought the ship would flip. We had to hang on to anything possible because the ship rolled to a steep slope. That got the attention of the XO, who ran up, took the helm, and positioned the ship back to head the waves straight on. That officer was relieved of his duties and was corrected. His lack of leadership was because he was right, and you could not tell him otherwise. A few times, this officer acted like this, and he also liked to be forceful when giving orders.

Write down your definition of leadership.

Leadership is taking control of a situation professionally while being influential, empathetic, and direct. A leader is someone people look to for professional advice and rely on when things get chaotic. In the Ted Talk Barry Posner talked about his definition of Leadership and he said that they had to have followers.

Using your definition of leadership, reflect upon how you first came to understand your leadership definition.

I was introduced to leadership in the Navy, which set the precedence of my definition of leadership. I learned the bad and good qualities of leadership. My experiences showed me what happens when good leadership is used and the consequences of bad leadership. My jobs after my tour were just reinforcers to the qualities I already knew

Exercise 3:

Can people who have caused others harm be leaders, e.g., Adolph Hitler?

Yes, though his intentions were evil. Hitler was a leader that inspired a lot of people. His speeches and how he got people to fight for him proved that. Another example would be

Alexander the Great. He was one of the most outstanding leaders in history but murdered millions to spread Greek influence.

What leaders do you admire and why?

Winston Churchill is one leader that I admire the most. He led Britain to victory in WWII while taking care of the home front. His speeches are still amazing to listen to, and they gave hope to the people of Britain. He was the “British Bulldog”. He was also known for his management skills, and people respected him. He was straightforward and very confident. I admire Hitler’s leadership traits, BUT not what happened because of his leadership.

Should leaders have certain qualities to be able to lead?

Yes and no. Suppose the question included whether that leader was leading in a good or bad way. A good leader has good communication skills, is confident, and is willing to empower. Some leaders utilize different qualities to their advantage. One big one is being an extrovert. Some leaders are more introverted but lead just as well.

How do leaders gain credibility?

They gain credibility from the success of those they are leading. The success of the organization also shows good leadership.

What is the purpose of leadership?

To create successful employees. To guide them in the direction they need to go to accomplish the mission.

According to John Maxwell, what leadership level are you currently at with the people you lead?

I would say I am at level 3, the Production level. I have not gotten to the level where I am developing people, but people still follow me. I hope that in the future, I will move up to level 4 and even to level 5.

Exercise 4: Leadership Philosophy

Leadership Philosophy

Continuous Learning: I believe leadership is an ongoing journey of growth and discovery. It is about mastering the tasks at hand and fostering an environment where

every team member feels encouraged to explore new ideas, acquire new skills, and challenge their boundaries.

Trustworthiness: Trust is the foundation of effective leadership. I am committed to building honest, honest, and reliable relationships. My goal is to create a transparent environment where everyone feels confident in my decisions and secure in their roles, knowing they are supported by a leader who values their input and well-being.

Advancement: I am dedicated to advancing in my career and lifting others as I climb. Recognizing and nurturing the potential in each team member, providing growth opportunities, and celebrating their achievements are cornerstones of my leadership style.

Professionalism: Respect, punctuality, and accountability are non-negotiable elements of my professional conduct. I lead by example, setting the bar high for myself and my team. This commitment to excellence ensures we meet and exceed expectations, fostering a culture of respect and mutual support.

Responsibility: I firmly believe in owning my actions and decisions, both in success and failure. Encouraging a similar mindset within my team promotes a culture of accountability, where challenges are met with resilience and learning rather than blame.

Embrace Challenges as Opportunities: Reflecting on my positive leadership experience in the Navy, I believe the essence of leadership is not just guiding teams through routine operations but also confidently leading them through unforeseen challenges.

The Perils of Rigidity: My negative leadership experience underscores the dangers of inflexibility and poor judgment. Leadership involves listening, adapting, and making informed decisions that prioritize the well-being and success of the team.

Drawing from these principles and experiences, my leadership approach is centered around nurturing an environment of trust, continuous improvement, and collective success. I would like to see a workspace where challenges are approached with optimism and resilience, failures are viewed as learning opportunities, and successes are celebrated together. As I advance through different leadership levels, my aim remains to achieve organizational goals and develop future leaders who embody these values and continue this legacy of positive, impactful leadership.