

As this class is coming to an end, there were so many theories that we went over. I personally discovered multiple leadership styles and have a whole different perspective about how to, not only lead a team but my personal leadership style and what I can do better to improve it. Going through all the theories also allowed me to have a deeper understanding of tactics and ways to be an effective leader / boss, while keeping my employees feeling like they are appreciated, making it easier to retain high productivity.

First I'm going to define a leader. Some people believe a leader is based on a person's behavior and that's not the case at all. Going through all the theories I have a good understanding on what makes a leader. Something to keep in mind is that a leader is composed of many attributes. Such as behaviors, social intelligence, charisma, and having the ability to learn from mistakes and take a step back to analyze a situation and see it from a different perspective.

Some theories are based on behaviors that make a leader a leader, and that is far from the case. The reason why I disagree is because behaviors are taught, even though a person might have some attributes of a leader doesn't make them a leader because if you use that logic then because a person is a good speaker then they will be considered a great leader since they can speak in front of huge groups of people. That's not the case, in my opinion I feel like a leader should be a good mediator, not saying that a good speaker can't be a leader; it was because they have a good skill and attributes that set them apart from someone doesn't mean they don't lack other skills that is what take to be a effective leader.

This is where my definition of a leader consists of three things that can make you a well rounded leader, which is behavioral attributes, social intelligence, and compassion. The reason why I say this is because first to be a leader in my eyes, behavior does have a role in it only because you have to be willing to do what some people will not. This can include speaking publicly, confronting conflict, the ability to advocate for not only yourself but a team, and lastly sacrificing personal goals if it means it's for the benefit of the team. Therefore someone who is selfish and wants the best for the team rather than using the team to get ahead or a stepping stone on moving up.

The second thing that a leader must have in my eye is social intelligence. The reason for this is because you can be the smartest person in the room. That doesn't make you a leader, that just makes you the smartest in the room. I'm a firm believer that, if you walk in the room and feel like you can't learn from anyone and you think that there is nothing anyone can teach you, you're holding yourself back and can't evolve as a leader. For the social intelligence part you will have to be real with yourself and understand that you might not be the best or the smartest person, but if you can understand everyone and use their personal skills to the best of their ability. That is why knowing how to get people to rally behind you that what put an edge over the smartest in the room cause, you are personable and has a way with words that make it not as cold or blunt and you can pick up on social cues to understand you team and give them feedback that doesn't come off as rude or mean.

The last thing that I feel like you need to be an effective leader is that you need to be compassionate. The reason for this is because if you are cold and act like you don't know what it feels like to be human then you can't be an effective leader. Your team will always have something going on, even if that is personal, work related, or external, you are going to need to know when is the right time to address things and when to give someone a break. For example as a leader if you know that someone just lost a parent or loved one, you could imagine how that was if you were in the same predicament. I feel like this is crucial as a leader because you can get caught up in the company goals and forget that your workers are human at the end of the day and things happen unexpectedly. Therefore a leader who can demonstrate compassion and show their team that they care for them inside and out of their position.

With that being said the leadership theories that i feel like are the most effective are authentic and leader member exchange theory. The reason why I chose the two theories is because they are leadership styles that reflect my own and some that I can adapt with ease. Starting off with the authentic theory, it's about being transparent with your team to build strong trust between the leader and worker. This is beneficial because what I experience through my day of working with a company is that the most effective leaders show the worker that I'm just like you, someone trying to survive in the world even though I might be your boss, they can work together without a problem if you do what you need to. That's why in my leadership styles i'll adapt to this because i feel like being personable and still having boundaries with your team is important because me showing them i will not ask for anything that i wouldn't do myself, show them that

you're willing to come down to their level and see it from their perspective. After comparing my style and the theory I saw that this is the leadership that is the most compatible with mine but also when looking at different ones I feel like combining leader member exchange into authentic theory would be the best leadership style.

While my leadership style reflects the authentic theory by combining it with leader member exchange I will be also motivating my team to get their task done and overall give them small rewards while they are working towards the company's goal. If I am able to do so then, hopefully it will reduce burnout for the team and I can keep high productivity for the company / organization without having to micromanage them. Yes I am aware of the downside but that is not on the top of my mind because from experience if you address what is allowed and what is and hold your team accountable it should not be an agreement but just a conversation and should be fixed after that. My way would be just to elaborate that if you work with me I will work with you and if you do what you're supposed to then I will do, then we won't have a problem.

Overall I have learned a lot about myself and my leadership style. Some things changed my perspective on how to go about nothing and the effects on how to tell a leader from a worker. These theories that we covered over the semester changed my perspective and saw the flaws from my own leadership style and showed me what to look out for and what I can improve to become a better leader overall.