

Personal Leadership Philosophy

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Introduction

Leadership is a multifaceted concept that gets shaped by various influences throughout one's life. My beliefs, behaviors, and approach to leadership have been significantly shaped by personal experiences, idols, and cultural background. Through reflection, I intend to explore the influences that have molded my leadership philosophy, share personal experiences in a professional context, and identify areas for improvement.

Influences on My Leadership Beliefs

Throughout my journey, several key influences have profoundly impacted my leadership beliefs. First and foremost, family has played an essential role in shaping my work ethic and values. Growing up in a household that emphasized hard work, integrity, and perseverance instilled in me the importance of these qualities in a leader. Moreover, my experiences in sports throughout my childhood taught me the significance of collaboration reinforcing the idea that effective leadership involves not just directing but also uplifting others. During my time in middle school, I was a part of the Chesapeake Mayor's Ambassadors. Our mission to work together to contribute in meaningful ways to the community through service projects. This type of weekly activities also promoted teamwork and leadership which has stuck with me.

Professional Experiences

In my workplace, as the Lead Front-end Supervisor at a Kroger, I have had both positive and negative interactions that have shaped my approach to leadership. Being the youngest supervisor and being in charge of people my age and older as well as some friends, brought some challenges at a point. I had to balance being the boss and friend, as well as being easy-going but

still stern and respected enough to get the job done. I also became a listening ear for the associates fielding complaints about policies and operations in the company. This shift not only improved team dynamics but also fostered a sense of collaborative capabilities and accountability.

As the supervisor, I still have to answer to managers, and I have gotten to work under some good, respectable managers. On the contrary, I have also worked under a manager who was authoritative and dismissive of feedback. This experience highlighted the detrimental effects of a rigid leadership style, leaving the team feeling undervalued and stifled. Witnessing the negative impact of such an appropriate reinforced my belief in the importance of active listening and adaptability in leadership.

Developing My Leadership Philosophy

Reflecting on these experiences has led me to develop a more holistic view of leadership. I now understand that effective leadership is rooted in emotional intelligence, empathy, and the ability to embrace vulnerability. I aspire to lead with authenticity, fostering an environment where team members feel safe to express their ideas and challenges. Moreover, I believe that continuous learning and self-improvement are crucial in navigating the ever-evolving landscape of leadership.

Areas for Improvement

Despite my growth, there are areas I recognize I need to improve. One aspect is my ability to manage conflict effectively. In high-tension situations, I sometimes find myself avoiding difficult conversations instead of addressing issues head-on. I aim to cultivate the confidence to engage in more open dialogues and facilitate conflict resolution in a constructive

manner. I have already been working on this facet of leadership and have definitely made improvements.

Another area is enhancing my adaptability to different team dynamics. Every team is unique, and recognizing the various personalities and work styles requires flexibility. I have been very good with this over the years, but there are still some associates I haven't fully adapted to working with and don't like being scheduled with. I plan to invest time in understanding interpersonal relationships better and honing my skills to adapt my leadership style to different situations.

Conclusion

My journey in leadership has been profoundly influenced by family, mentors, and personal experiences in the workplace. These influences have shaped my beliefs and behaviors, highlighting the importance of empathy, communication, and adaptability. As I continue to reflect on my leadership philosophy, I am committed to improving my conflict management skills and adaptability to enhance my effectiveness as a leader. Through this ongoing journey of growth, I strive to inspire and empower those around me, fostering a collaborative environment where everyone can thrive.