LDR 807-12 Leader Development: Transforming Self-Concept

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Professor

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**Assignment #3 – Essay**

1. Write a 5-page paper based on the description below:
2. Synthesize and integrate all that you have learned thus far to write an essay on the following question: “Why are self-concept, spirituality, and moral development so critical for leadership?”
3. **Paper outline**
4. Begin with an introductory paragraph that has a succinct thesis statement.
5. Address the topic of the paper with critical thought.
6. End with a conclusion that affirms your thesis.
7. Use a minimum of eleven scholarly research sources (two books and the remaining scholarly peer-reviewed journal articles).

Self-concept spirituality and moral development are essential for effective, ethical, and balanced leadership. People in positions of power have influence. With that power and influence comes the opportunity to positively or negatively impact their work environment, communities, and, at times, the world. A leader’s behaviors can impact the work environment, affecting the norms and standards of the environment. (Kim et al., p.5)

All leadership styles and approaches should practice strong moral standards (Slater, 2023). “The Word of God lists several spiritual qualities which qualify men for leadership among God’s people. Scripture emphasizes character above ability” (Dekoven, 1994, p.60).

Good leaders, such as Mother Teresa, Gandhi, or Dr. Martin Luther King Jr., moved the needle to impact society positively. In contrast, Hitler, who was also a leader, inappropriately influenced culture. Leaders with ethical standards build, whereas those without a moral compass, such as Hitler, destroy.

It is safe to say that the three previously mentioned leaders led with ethics, had a moral compass, and were people of good character, which kept them centered. In contrast, Hitler had some obvious character flaws and other notable deficiencies. Ethical leaders demonstrate ethical leadership (Adan et al., 2022). Responsibilities come along with being a leader; leadership is not simply a function of getting things done; it is an exercise in getting the right things accomplished for the right reasons for the betterment of society.

“We need leaders who are more self-aware, emotionally intelligent, and can use a variety of leadership styles for different situations. Furthermore, to create a culture that is ethical, caring, and sustainable, they need to bring their values to a higher level of consciousness “(Knights et al., 2020). Our enormous and, at times, small world must be taken care of and shared by us all; it is all we have. For unto whomsoever much is given, of him shall be much required (King James Bible, 2012; Luke 12:48).

Kakavelakis and Edwards (2022) state, “Leaders are in positions of power to impact others directly, making leadership a vital function. Leaders are often in the driver’s seat as power is afforded to them through hierarchical positions, amongst other means”.

Leaders know the way, show the way, and go the way. “Leaders get people moving. They energize and mobilize. They take people and organizations to places they have never been before. Leadership is not a fad, and the leadership challenge never goes away” (Kouzes & Posner, 2012. P. 1).

Leadership is a building process. As is corroborated by Williams and Denny, becoming a leader is a part of that process. There are very few “born leaders,” people who are genetically gifted with leadership ability. Most leaders are made/developed, not born (Willams & Denny 2015. P. 10).

Self-development and leader development work hand in hand. Peter Druker, one of the industry leaders in leadership and leader development, said. “Self-development of the knowledge worker is central to the development of an organization” (Druker, 2006, p. 196). The knowledge worker consists of the leader and his team. The leader should consistently strive to reach his full potential so others around him will follow suit. When all the players reach their full potential, the group or company can operate at peak levels; therefore, developing a leadership identity is considered foundational to individuals cultivating further leadership competencies and behaviors. Leadership identity has also been identified as “...probably the most important aspect of leader...development.” A leadership identity encompasses self-confidence in leading as well as an awareness of one’s strengths and weaknesses as a leader” (Summer et al., 2023, p.1).

Leadership identity is associated with being a leader and leadership affirmation. “The strongest leaders are those who have received a strong affirmation of their personhood in a way that frees them not only to lead a cause but also to serve others. A sense of identity, a security that comes from knowing who one is, lies at the very heart of leadership” (Ford, 1999, p.37).

Being a leader means that, at times, you may have to stand alone for what is proper and morally decent. Martin Luther King Jr. once said, “Ultimately, a genuine leader is not a searcher of consensus but a molder of consensus… I would rather be a man of conviction than a man of conformity” (Willams & Denny, 2015, p. 60).

Leaders who are comfortable with who they are display confidence in their knowledge, skills, and abilities, and their behavior mirrors that. **“**The self-concept owned by each individual will have a strong influence on the behavior of the individual” (Handayani et al., 2020, p. 557).

**“**Once upon a time, rulers and kings used “divine” authority to keep control. People received guidance and direction from religious elders” (Iscovichet al.,2021, p. 12). When speaking of “divine” authority, the best, influential leader of all times, Jesus Christ, was affirmed when His heavenly father said, “This is my beloved son, in whom I am well pleased” (New Living Translation Bible, 2013; Luke 3:17). Affirmation builds confidence.

**“**The terms self-esteem and self-concept are related. Self-esteem is a person’s view of his or her potential, self-efficacy, self-worth, and self-definition. Self-concept is the perception that the subject develops about him/herself, i.e., what he/she can achieve, what others believe he/she is, and how he/she intends to be” (Palenzuela et al., 2022, p.2).

Progress is a race with no finish line, and the more the leader knows, the more he realizes how much more there is to learn. Becoming an effective leader is akin to an ongoing quest for knowledge. When God asked Solomon, the wisest man who ever lived, what he wanted, Solomon replied, “Give me wisdom and knowledge to lead people properly” (2 Chronicles 1:10).

Epistemology is a branch of philosophy that explores the nature of knowledge. Without a doubt, one of the key epistemological questions for the study of leadership is that of ethics. Thus, for example, whilst some people argue that “leaders are like the rest of us: trustworthy and deceitful, cowardly and brave, greedy and generous” (Bolden et al.,2023, p. 26).

People are people, and we all share some of the same characteristics, which is why being an ethical leader and ethical leadership should be at the center of all leadership.

Ethical, compassionate leaders usually understand who they are and what they stand for; their values and standards generally guide them. Furthermore, Paralta highlights two tangible benefits of ethical leadership in the following statement. Ethics and quality of life in the workplace have gained greater prominence in recent years as ways to contribute positively to organizational sustainability and overall performance (Paralta et al., 2023, p.2).

The 3 R’s related to building a successful organization are relationships, relationships, and relationships. “Healthy, strong relationships include extending compassion, receiving compassion, and practicing compassion” (Leah, 2018. P. 108). Leaders with a heart for their mission and all their stakeholders know the importance of building and sustaining meaningful relationships.

Apple CEO Tim Cook was the commencement speaker at MIT’s graduation ceremony in 2017, where he offered the following wisdom: “I’m not worried about artificial intelligence giving computers the ability to think like humans. I’m more concerned about people thinking like computers without values or compassion, without concern for consequences.” (Conly 2018, p. 217).

A concern for consequences should be woven into the fabric of a leader's makeup. James Comey once said. “I don’t love criticism, but I know I can be wrong, even when certain I am right. Listening to others who disagree with me and are willing to criticize me is essential to piercing the seduction of certainty. Doubt, I’ve learned, is wisdom. And the older I get, the less I know for certain. Those leaders who never think they are wrong, who never question their judgments or perspectives, are a danger to the organizations and people they lead.”

Comey’s comments are spot on; only one perfect leader walked this earth, and we didn’t accept him. (John 1:11) When someone assumes the role of the leader/CEO, it doesn’t mean that they suddenly transform into a super leader and are endowed with superpowers (Rothausen, 2023).

Self-concept spirituality and moral development are essential for effective, ethical, and balanced leadership. Practical, ethical leaders move the needle to make this world a better place by leading people and organizations to places they have never gone before and positively impacting society, making things better for the benefit of humanity.

Main points of your paper:

1. Self-concept is essential for effective, ethical, and balanced leadership.
2. Spirituality is essential for effective, ethical, and balanced leadership.
3. Moral development is essential for effective, ethical, and balanced leadership.

Proceeding with your entire essay this way would have helped you stay focused. It also gives the reader a clear sign of where you are in developing your topic.

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**GRADING RUBRIC**

1. **Thesis statement clear 5 points…/4.5**
2. **Introductory paragraph 5 points…/4.8**
3. **Main points, and overall coherence/unity of the essay 5 points…/4**

**4. Conclusion/closing paragraph 5 points…/4.8**

**5. Mechanics: Grammar & APA 7 formatting 5 points…/4**

**Grading Scale: Total Points: 25 points…/22.1**

**A= 25**

**A-= 24-23**

**B= 22-19**

**B-= 18-17 NC=No Credit, needs revision**