LDR 815-32: Transforming People Problems (Spring 2024)

Course Learning Journal

Assignment #4

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Professor

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**Course Learning Journal: Leadership styles for social change**

**Introduction:** Leadership plays a critical role in driving social change, and understanding different leadership styles is crucial in achieving it. As I have learned through my personal journey of learning, transactional and transformational leadership styles can have varying effects on organizational cultures and employee preferences. While transactional leadership is effective in organizations that prioritize consistency and efficiency and prefer clear expectations, it may hinder creativity and innovation. On the other hand, transformational leadership can encourage innovation and creativity, but may result in a lack of structure and clarity. Through our course material, I have gained valuable insights into the importance of cultural backgrounds in determining the effectiveness of leadership styles for social change. Despite the challenges, I believe that with the right leadership style and approach, we can drive meaningful social change and make a positive impact on our communities.

Leaders must be mindful of their cultural background and how it influences their leadership approach. This awareness can help them develop a leadership style that is both effective and culturally sensitive. Thank you for your message, and I appreciate the opportunity to reflect on what I've learned.

**Personal Growth** -Upon conducting research on transformational leadership by author Faeq in 2020, I gained valuable insights into the importance of individualized mentoring for the career development and achievements of team members. As a leader, it is vital to consider and listen to staff on an individual level, assist them in identifying and improving their areas of weakness, and provide relevant training to help them reach their full potential. I also discovered that by combining various leadership styles, we can enhance organizational outcomes and achieve lasting results. Transformational leadership emphasizes collaboration over decision-making and strategic planning, inspiring and motivating employees to perform in ways that drive meaningful change for themselves and the organization as a whole. Furthermore, I learned the significance of cultural diversity in achieving organizational success. By involving individuals from diverse cultural backgrounds and experiences in leadership positions, we can develop a culture-specific approach that acknowledges and respects cultural differences. This approach presents an excellent opportunity for personal growth, as it equips me with skills and abilities to be effective. Continuing on my personal growth journey to become a better leader and raise future leaders, I have learned that it's important to develop a growth mindset and remain open to learning new things. I also believe that leadership is not just about achieving individual success but also about empowering others to succeed and grow. As a leader, I strive to be a good role model for my team members and lead by example. By providing opportunities for my team members to develop their skills, I can help them reach their full potential and achieve their career goals. Additionally, I recognize the importance of building a positive and inclusive workplace culture where everyone feels valued and respected. By creating a safe and supportive environment for my team members, I can foster collaboration, creativity, and innovation, which can lead to better outcomes for the organization. Overall, my personal growth journey in raising leaders has taught me that effective leadership is about continuous learning, personal development, and empowering others to succeed.

**Reflective Entry** -After reading Linge and Sikalieh's (2019) article on idealized influence in leadership, I have a better understanding of how leaders can attract and impact their followers through their visionary and ethical behaviors. As I reflect on my own experiences with leadership, I can see how charismatic leaders who are strongly related to the objectives of the company and engaged in their actions have a greater impact on their followers. However, while reading about the importance of mentorship in developing expert skill sets and becoming familiar with disciplinary culture, I was reminded that not all mentoring experiences are positive. Negative mentoring experiences, such as abusive supervision and harassment, can negatively affect the development of the next generation of professionals and lower the growth process of an organization. Institutions have the power to support effective mentorship and mitigate negative mentoring experiences by developing cultures of inclusive excellence. As Linge and Sikalieh (2019) point out, idealized influence also covers a leader's emotional connection with subordinates. Therefore, it is crucial that the relationship quality between the mentor and mentee is taken into consideration when developing a mentoring program. By creating a mentoring program that promotes more connection between mentors, management, and the rest of the workforce, organizations can foster a culture of inclusivity and excellence.

**Conclusion**-In my conclusion, both Barter (2018) and Carlo (2020) emphasize the importance of servant leadership in conjunction with transformational leadership. While transformational leadership sets ambitious goals and drives continuous improvement, servant leadership prioritizes serving others and empowering them to reach their full potential. By integrating these two leadership styles, leaders can create a culture of compassion, humility, and integrity that inspires and motivates individuals and organizations toward transformational change. As Plessis and Nkambule (2020) suggest, servant leadership can also be part of spiritual formation and training, particularly in the contextualization of 21st-century theological the combination of servant leadership and transformational leadership is a powerful approach to effective leadership. Barter (2018), Carlo (2020), and Plessis and Nkambule (2020) all emphasize the importance of prioritizing serving others, promoting transformational change, and empowering individuals and organizations to reach their full potential. By integrating these two leadership styles, leaders can create a culture of compassion, humility, and integrity that inspires and motivates individuals and organizations towards success. This approach is particularly relevant in the 21st century, where leadership that is driven by values, ethics, and empathy is becoming increasingly important. Therefore, it is essential to embrace servant leadership and transformational leadership to create a positive impact on individuals, families, organizations, and communities. By doing so, we can build a better future for ourselves and future generations.

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