LDR 807-12: Transforming Self-Concept for Leader Development

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**Leadership Development: Navigating Challenges Through Self-Reflection and Servant Leadership**

The path of leadership development is complex and involves several disciplines, such as moral growth, spirituality, theology, and developmental psychology. In line with OGS's objective, this multidisciplinary strategy gives people a basis to assess their self-concept and seek deliberate development. This path is not only academic for those in leadership positions; it directly impacts our capacity to lead well, particularly in demanding settings like juvenile detention facilities. As a juvenile detention center director managing a team of twenty-three officers, I have discovered that authentic leadership is not determined by position but rather by the bonds we build and how we work together as a unit.

The idea of self-efficacy, which Bandura (1977) created, is essential to the growth of leaders. It alludes to a person's conviction that one can achieve in particular circumstances. Vicarious experiences, verbal persuasion, physiological input, and performance outcomes can all support this idea. For instance, when I see one officer defusing a heated situation effectively, it boosts the officer’s confidence and gives the unit more assurance. Likewise, the biblical narrative of David conquering Goliath exemplifies the strength of self-efficacy; although seen as the underdog, David's confidence in his skills resulted in a game-changing triumph. In my position, I want to offer an atmosphere where my staff members are encouraged to take initiative and have faith in their skills. This environment supports individual growth and prepares team members to respond effectively during crises, reinforcing their ability to lead under pressure. By offering resilience and adaptability, I can help ensure that my team is equipped to handle challenges confidently and collaboratively.

The Lars Sudmann video made me consider who I am as a leader, and I am glad to report that I have already implemented its recommendations. The Leadership Problems Formula—Too Little Time x People x Power—highlights leaders' complexities in effectively managing their teams. This equation emphasizes the need for self-awareness, as understanding my strengths and weaknesses is crucial to navigating these challenges. I often ask my team for input on how I am doing as a leader and what areas they think I can improve. This act is something I prioritize, and I tell them there will be no reprisals and that I want complete transparency. This input is invaluable, primarily when I conduct a Character Traits Check, assessing whether I rate myself as a good leader based on my past experiences with former leaders.

To be a great leader, I make a daily commitment to reflect for at least ten minutes on my interactions and any issues I may face. I can recognize patterns and triggers with this exercise, which helps with self-regulation and teaches me to control my impulses when faced with stressful situations. I may change my perspective and focus on positive solutions instead of just my immediate anger by pausing to consider how serious the problem is at that particular moment. This strategy improves my performance as a leader and creates a team environment that is more resilient and upbeat.

Furthermore, developmental stages emphasize the significance of moral, spiritual, and psychological development for leaders. I want everyone on my team to have frank conversations about their moral and spiritual convictions, as Paul did in his letters to the early Christians. This conversation deepens our comprehension and reaffirms our dedication to handling young offenders respectfully and carefully. Although the transformational change cycle frequently causes suffering, we grow as leaders precisely because of these difficulties. Servant leadership is best shown by the biblical account of Jesus washing his disciples' feet, which shows us that genuine leadership entails humility and a readiness to assist others.

Finally, a sophisticated grasp of self-efficacy, self-concept, and spiritual development is necessary for leadership development in juvenile justice. Together, these components can help us establish a nurturing atmosphere that promotes individual and group development. Taking on new difficulties as the facility's youngest director, I encourage teamwork and resiliency in my colleagues. When it comes down to it, being a leader is a shared journey. We work together to be positive social change agents that improve the lives of the young people we support.

**References**

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