Transforming People Problems

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Professor

Dr. Brenda Davis

Use this page to copy and paste the assignment details.

**Select One (1) Core Essential from the Syllabus Outline:**

1. Create a 350-word original discussion paper (with cited sources) during the week of residency. Be prepared to discuss and engage with other students during the live sessions. Post this document in DIAL.
2. The professor will check for content quality and word-count requirements. Grade assigned will be Credit or No Credit (CR/NC).

Leaders can make or break an organization, company, church, or even a country. There is a difference between being a good leader and an effective one. A good leader leads people to a better/more constructive place, whereas an effective leader can lead them wherever he/she wants them to go, even over a cliff (or a place of destruction). Unfortunately, leadership does not require a person to have a functioning moral compass. As the video by Grenny states, “Leadership is intentional influence that changes behavior” (Grenny, 2014, YouTube). A good leader can influence people to do good things; a leader without a moral compass can encourage people to do bad things.

As Piwar-Sulej and Iqbal state, “Both the current functioning and development of each organization depend on the characteristics of its leaders. To manage an organization, not only vision and the efficient communication of that vision are required, but also skills related to motivating people” (Piwar-Sulej & Iqbal, 2023. Introduction).

During my over twenty years of high/executive leadership, I have become a sought-after executive. According to sources for Boys & Girls Clubs of America, I’m in the top 5-10 percent. The road to becoming an effective leader was rocky. Along the way, I made many bad decisions before learning to make better ones and, many times, the right ones. My journey underscores the value of learning from leadership mistakes.

My philosophy is that if I “start right” and continue down the “right path,” there is a good chance things will turn out right. Under my leadership, we strive to do the right things for the right reasons and, therefore, often reap the benefits of attaining the (desired) right results.

Leadership and leadership styles are pivotal in shaping an organization's culture.

As Specchia points out, 'Several studies have shown that managers’ approach and leadership styles may influence both staff performance and healthcare system performance metrics' (Specchia et al. 2021. Introduction). This underscores the significant influence leaders have on the performance and culture of their organizations.

Leaders can make or break an organization. Good leadership leads people and organizations to a better place; in contrast, poor leadership can destroy people and an organization.

 References

Grenny, J. (2014, January 8). Mastering the skill of influence [Video file]. YouTube.

 https://www.youtube.com/watch?v=JHHIPNKKuXM [Seminal] [Time = 41:14]

Piwowar-Sulej, K., & Iqbal, Q. (2023). Leadership styles and sustainable performance: A systematic literature review. *Journal of Cleaner Production*.  Pp. 1-18

Specchia et al. (2021). Leadership styles and nurses’ job satisfaction. Results of a systematic review. *International journal of environmental research and public health*, *18*(4), 1552.