LDR 813-42: Organizational Dynamics (Fall 2024, Subterm B)

Essay: Assignment #4

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**Introduction**

As I lead the Grace Sufficient Organization (GSO) to be an effective ministry to the communities involved, I am working to develop great leadership for every leader and manager to learn from my leadership. Research indicates that employee underperformance can often be traced back to ineffective leadership behaviors. Every leader possesses strengths and areas for improvement, and recognizing these improvement areas is crucial for fostering a productive work environment. One effective method to identify detrimental leadership behaviors is through fostering a culture of open and honest feedback. Most employees may feel uncomfortable providing direct feedback to their leaders. Once problematic behaviors are identified, providing coaching can help leaders make necessary adjustments. It might be necessary to think about changing the leadership, though, if support and feedback are ineffective. This is because getting rid of a toxic leader can greatly improve team morale and productivity. In summary, the key to addressing employee underperformance lies in understanding and improving leadership dynamics through structured feedback mechanisms.

**Personally growth**

To enhance my personal growth for effective leadership in my organization, I recognize that providing clear direction to my team is essential. I need to ensure that I have a solid vision, as my lack of clarity can hinder my team’s performance. By setting well-defined expectations, I can help my team members understand what is needed from them and reduce potential frustration caused by misaligned deliverables. As a leader, it’s not just about giving instructions; it’s also about helping my team see how their individual tasks contribute to our overall objectives. Keeping them informed about the impact of their efforts on the organization will not only motivate them but also reinforce their commitment to their responsibilities. I want to prioritize the continuous growth of my team alongside achieving our goals. Supporting their development is crucial since they are the driving force behind our success. Ultimately, while it's beneficial for employees to meet expectations, I aspire to cultivate an environment where they can exceed those expectations and evolve into invaluable assets for the organization. This focus on both personal and team growth will lead to more effective leadership results and a thriving workplace.

**Reflection Entry**

Reflecting on my journey as a leader, I've come to understand that every leader has their imperfections. I recognize that I bring my own unique set of strengths and weaknesses to the table. A crucial aspect of effective leadership is the ability to engage in self-reflection. By closely examining my own shortcomings, I can take proactive measures to address them, which ultimately helps protect my organization from potential pitfalls. This process of self-awareness not only fosters my personal growth but also boosts the overall effectiveness of leadership within my team.

I have been particularly inspired by the concept of transformational leadership, akin to charismatic or visionary leadership. Transformational leaders have the power to inspire and motivate their followers in ways that go beyond mere transactions or rewards. This resonates deeply with my leadership philosophy. I've seen firsthand how building deeper connections and inspiring those around me often leads to better results than simply focusing on tasks or outcomes. Emphasizing relationships and motivation has become central to my approach, and I believe it will continue to enhance our collective success. Additionally, the effectiveness of transformational leadership in close supervisory relationships highlights the importance of strong, supportive interactions. It makes me think about how vital it is to cultivate close, trusting relationships with team members to create an environment where everyone can thrive. This has encouraged me to evaluate my own leadership style and consider how I can incorporate these principles to enhance my effectiveness in guiding others.

Conclusion

Effective leadership is not just an attribute but a critical responsibility that every leader must embrace. Poor leadership behaviors and negative qualities can lead to significant hidden damage within an organization. Low employee engagement, high turnover rates, diminished productivity, and a lack of discretionary effort are often symptoms of poor leadership. Therefore, it is paramount for leaders to recognize that their actions set the tone for the entire environment they oversee.

Conversely, exemplary leadership can be the guiding force that propels an organization towards success. It influences employee motivation, enhances productivity, and ultimately drives performance. This principle extends beyond organizational boundaries; it is equally relevant in family settings, group dynamics, and even spiritual leadership within the church.

Drawing from the teachings of Paul in 1 Corinthians 15, we see that purpose and dedication in leadership stem from a strong belief in foundational principles—much like Paul’s unwavering faith in the resurrection. He argues that without this belief, life lacks meaning, and the challenges faced in leadership can seem insurmountable.

Furthermore, the teachings of Jesus in Matthew 23:1-4 highlight the immense responsibility leaders have to lead by example. While leaders may possess the authority to instruct others, they must embody the principles they promote. When leaders create strict rules but fail to adhere to them, they undermine their own credibility and authority. Thus, it is the responsibility of every leader to model the behaviors and values they wish to instill in their teams, ensuring they foster an environment that uplifts and inspires. Finally, biblical leadership could be compared to transformational leadership for transforming lives from those that have already been transformed. You can only give what you have. Leadership by example and role modeling others is the way to go as an agent of change

**Footnotes**

## 1 Corinthians 15:30-32 NIV And as for us, why do we endanger ourselves every hour? I face death every day—yes, just as surely as I boast about you in Christ Jesus, our Lord. If I fought wild beasts in Ephesus with no more than human hopes, what have I gained? If the dead are not raised,

## Matthew 23:1-4 NIV Then Jesus spoke to the multitudes and to His disciples, saying, "The scribes and the Pharisees sit in Moses’ seat. 3 Therefore whatever they tell you [a] to observe, *that* observe and do, but do not do according to their works; for they say, and do not do. 4 For they bind heavy burdens, hard to bear, and lay *them* on men’s shoulders, but they themselves will not move them with one of their fingers.

**Galatians 6:9:** Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up.

**Hebrews 13:7**: Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life, and imitate their faith.

### [Colossians 3:23](https://www.biblegateway.com/passage/?search=Colossians+3%3A23&version=ESV) ESV Whatever you do, work heartily, as for the Lord and not for men.

### [1 Peter 4:10](https://www.biblegateway.com/passage/?search=1+Peter+4%3A10&version=ESV) As each has received a gift, use it to serve one another as good stewards of God's varied grace.

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