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**Reflective study**

**of**

**Leadership**

Table of Contents

[INTRODUCTION 3](#_Toc497672533)

[IDENTIFICATION OF CURRENT LEADERSHIP QUALITY 3](#_Toc497672534)

[ARTICULATES AREAS FOR DEVELOPMENT OF LEADERSHIP SKILLS 5](#_Toc497672535)

[IMPACT OF LEADERSHIP ON CHOSEN SERVICES 6](#_Toc497672536)

[CONCLUSION 7](#_Toc497672537)

[REFERENCES 8](#_Toc497672538)

# INTRODUCTION

Leadership can be defined as the ability and understanding of an individual to motivate, influence and enable others to contribute toward the effectiveness and success of an organization or group of which they are members (Northouse, 2015.). It involves the creation of balance between management, coordination and supervision, even taking people’s responsibility on your shoulder is also recommended sometimes. It also involves directing, organizing and motivating them. Many speculations and theories have been given about leadership by many scholars. But in real world understanding and usage of the same is different in different pretexts. This one realizes when one enters from the literary world to professional world, when the concepts and ideologies we had studied do not match the real requirements of the working world. Good leadership aids in the improvising the learning and functioning of any workplace (Goleman, Boyatzis and McKee, 2013). In the process of continuous learning one should be capable enough to learn from one’s action. Paying undeviating commitment and consideration to the practical theories and values that form our daily actions, one can develop his or her transcendental qualities to attain leadership. Leadership can be defined as the capacity and understanding of an individual to motivate, influence and enable others to contribute toward the effectiveness and success of an organization or group of which they are members.

# IDENTIFICATION OF CURRENT LEADERSHIP QUALITY

I belief working for an organization or individual is more essential than working for a cause with an individual or organization. Working for a higher purpose is necessary than merely working for a boss. One should create right team working for him with a positive frame of mind. A single minded person cannot work efficiently in a team. One should take inspiration from great achievers and then evaluate oneself for the futuristic goals because if we are not motivated, we won’t be able to lead the team.

A successful leader attains a good work team work and sees to it that the team is working efficiently for a better output. I personally believe and follow that one should show almost care to his or her team members. Make them know that you count on them and you want the best for them. A good leader does never acts like a boss. I work relentlessly on self-development. I know that the most portable skills are not the technology or the product we make; it is our seniors, peers and people’s self, their brains and their emotions. I have high self awareness of all the things happening around me. I strive for balance, which needs to be created as it could not be found. The bridge that connects me to my team mates is empathy. It is like having detached attachment to your point. One has to feel the other person’s view point by leaving your point for a moment, seeing your view and other view simultaneously. Reading signals of emotions. Even I try to create synergy with collaboration. If I have seen further, it is by standing on should of giants. Even if the system makes I compete and choose not to participate and collaborate. I even propagate that I am a very keen follower of my ideals. I do not believe in creating followers, I create leaders itself. I suggest follow a leader if you are a leader. I lay emphasis on designing the thinking process in an efficient manner and not on engineering thinking. Think long term is vision, think short is a goal. Build visions on belief and goals on talents. Compliance does not foster innovation, trust does. I maintain that I am not in the herd of making fans or admirers. I check it constantly that I am having employees with same dedication and motivation to strengthen me and my organization.

I would prefer you to guide through this and let me know whether According to you am I good leader.

**According to you I am a good leader?**

Senior: The mentor I am currently working with is capable enough to present a positive stand between the management and the peers in a better way and is even capable to develop open ended discussion and communication within the organization and colleagues. He provides a constant support system to all the employees in a positive manner. The areas where in he needs to develop his value addition skills, creating a motivational environment enhancing the capabilities of the employees in an effective manner.

Peer: The mentor we are working with an inspirational figure. He is an innovative worker. He considers all the positive attitudes of the employees and channelizes them in an effective manner. He keeps on constantly boosting the employee’s morale and pushing them towards increasing their proficiency in a n organized manner. The areas wherein he needs to concentrate his bridging the gap between the seniors and the junior peers through open communication.

**What quality I have as a leader?**

Senior: Being a leader he propagates a clear vision of his needs from the team he is working with. But he needs to work on improving his skills, to work as a team builder. He should look that the mission and goals set for the team is clear or not. He should provide a clear path that the team should follow. He should explain if required in detail, his visions to the team mates to get better returns. He should include his team mates in strategic planning sessions, ask them for feedback and get their confidence before initiating the work.

Peer: A leader should look beyond the obvious and see others with insight and compassion by realizing each person’s greatest value. He should be able to make choices and take actions with high standards of morals and values which helps all in the organization to succeed effortlessly.  He should work on inculcating the qualities in himself first than expecting to see in the team members as the employees see integrity and will naturally respect your opinion and leadership.

# ARTICULATES AREAS FOR DEVELOPMENT OF LEADERSHIP SKILLS

As a leader progresses through his career he greatly needs to develop a different set of leadership skills. After all, he is taking on bigger and more varied projects and is responsible for more and more people. Inspiring and motivating others is an important feature. Because when people look up to you and believe in you then they only are more likely to follow you.Displaying high integrity and honesty towards your team and the organization is very essential. If you work hard and apply yourself then the truth is all you need.Solving problems and analyzing issues in respect to your seniors, peers and organization which helps the organization grow forms an integral part of one’s leadership qualities. It is important to inculcate such people in the organization who have the qualities to interact with clients, colleagues, and other professionals or peers in the workplace successfully. A high degree of patience, intelligence and strong knowledge of human endeavor so that the organization and the employees interest, both are taken care of. A good leader also works on maintaining healthy peer to peer relationship*.* I even believe that an effective leader needs to be decisive but at the same time, needs to know when he needs to listen to others. I regularly communicate with my co-workers what is needed to be done, but at the end, I do open the floor to comments and ideas.

**Is I am perfect on commanding on other?**

Senior: The mentor I am working with is an efficient leader. He propagates his duties well. He has developed a strong network of communication between the employees and the management. He stays committed to his team mates and is willing to learn and is more adoptable to the changes offered by the employees in relation to work. He needs to be a little less dominating at certain points. He should listen to his colleagues with patience and try to withstand with their point of views in certain situations.

Peer: The mentor I am working with is an inspiring leader. He stays connected with his colleagues at the all times and particularly at the time of need too. He is always there to support them and rises up to the occasion at the time of need. He is enthusiastic enough to keep the morale of the team high at difficult times. At the same time he should also see that he should not label people with passive captions. He should not play politics within the peers and should maintain the decorum of the work place.

# IMPACT OF LEADERSHIP ON CHOSEN SERVICES

Being in one of the most demanding service industry I believe one should always be open to new ideas (Fairhurst and Connaughton, 2014). One should have the ability to create a strong networking channel between the employees, management and the consumers or customers to fulfill each of their needs and demands efficiently.

**Impact of leadership in my services?**

Senior: As a mentor we completely adhere to the vision empowered by him on us. He is an effective leader and an important pillar of the organization that strengthens the team’s unity by organizing certain activities which change our monotonous and regular routine and motivates us to bring the best out from one. His never to give up attitude encourages us to believe in ourselves and brings in confidence and motivation required to improve the work efficiency.

Peer: With the adequate guidance of the mentor we are able to believe in ourselves. He inspires us to initiate projects with**definitive goals and follow concrete action plans. He inspires us to serve ourselves as role models instead of mere following others. He makes us to belief that any work should be done in accordance with high morals and values. He pushes to be more passionate towards our work without being getting deviated from the pre decided goals.**

**Is it positive or negative impact?**

**Senior: Definitely it is a positive impact. I have observed a great push in my performance since after getting guidance from him. He provides a much needed supporting hand at the time of need in respect to work. He maintains a positive attitude towards and looks at the bright side of life which creates a healthy environment, work culture and place around us. Eventually, it will magically** attract exciting offers and possibilities. I belief under his supervision there are unlimited possibilities to be attained.

Peer: Obviously, it is a positive impact. With his guidance I have learnt the importance of trusting the team with idea entrusted on them as whole. It develops the team strength. Even the way one delegates work to different departments and coordinates with them is also essential. The strong coordination strengthens the efficiency of the employees and helps the business grow. Creating a healthy work environment and training the new employees in accordance to the needs of the organization is beneficial too.

# CONCLUSION

Successful leaders are magnetizing and charming which inspires devotion in their followers We have often seen that many leaders tend to be perfectionists, which tends them to become more critical of themselves and the people around them. But sometimes it acts as a hindrance for the growth and development of the employees and the organizations. One should be careful and sensitive while dealing with his colleagues and peers. In all I believe a good leader inhibits the qualities of a good listener, a great motivator and a thorough positive thinker (Bolman and Deal, 2017). He possesses great ethical standards, a deep sense of admiration and loyalty in the followers. Having a healthy sense of humour is an added advantage which makes it easy for the employees also to communicate their feelings in a better way. Other than that what pushes me ahead from rest of others is my passion for my work. I am dedicated to my work with the same compassion and motivation as the way I am dedicated to my family. For me my work is like my child whom I am nurturing day and night. I strongly believe the amount of passion directly affects your attitude, energy and in return of your followers too.

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