

Finals Week - Positive Leadership Philosophy

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LEAD6000/LEAD8000 – Foundations of Positive Leadership

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Introduction

This final project will define my positive leadership philosophy (PLP) and reflect on my progress towards my goals and learnings from this term. I will describe the leadership theory that resonates most with me.

My Positive Leadership Philosophy

Understanding my values and personal experiences is integral to my PLP (Henson & Rossouw, 2013; Northouse, 2022; Du Plessis, 2019; Kouzes & Posner, 2011). I come from a multicultural, open-minded, accepting family, where love and compassion were our first languages, diversity and differences were embraced, recognition and empowerment were how we engaged with one another, humor and laughter were found through all experiences, and a desire to understand people and the intricacies of the world enriched our connections (Powell, 2022). I now lead with these same values. I stand strongly in my values of love and compassion for people, I embrace diversity and differences, and I continue to develop myself and grow as a person to best support the people who I am fortunate to lead (i.e., ASPIRE, multicultural competencies; Roffey, 2016; Middlebrooks et al., 2020; Madson, 2017; Nathifa, 2021; Davis, et al., 2018; Northouse, 2022; Powell, 2022; Sue et al., 2019).

My PLP operates with the tenets of authentic leadership, which is composed of self-awareness (i.e., being knowledgeable about my feelings, motives, and personal characteristics in different contexts), internalized moral perspective, balanced processing, relational transparency, and a high level of authenticity, confidence, optimism, resilience, efficacy (CORE), and emotional intelligence (Northouse, 2022; MHS, 2017). I will continue incorporating this theory by enhancing each facet of this leadership approach (e.g., my emotional intelligence, self-

awareness). This includes engaging in reflective practice, empowering my followers, inviting feedback from followers, colleagues, mentors, family, and friends, and operationalizing my character strengths (Northouse, 2022; Powell, 2023).

I will continue leading with my character strengths of honesty by being my authentic self, including honoring my strengths (e.g., humor and creativity) and values (e.g., expressing gratitude); love by approaching all people with my full attention to best acknowledge who they are as a unique person deserving of love; humor by showing up fully present to appreciate any opportunity to laugh and bring joy to every possible experience; creativity by showing up with an open mind and curiosity, allowing me to come up with creative ideas to best support people; love of learning by approaching every person and situation as an opportunity to learn how to best support people; gratitude by expressing my appreciation for all people and finding value in each experience (i.e., priming for the positive and expanding my mind to best support people with an optimistic mindset); resilience by remaining cognizant of my self-efficacy and resources that I have around me to support me; trustworthiness by being accountable to the people in my life, including showing up for people present to best support them; and empathy by approaching people from their point of view, allowing me to understand them from their perspectives, so that I can understand how to best support them (Middlebrooks et al., 2020; Madeson, 2017; Middlebrooks et al., 2020; Ohlin, 2017; Sarkar, 2019; Gielan, 2015). I will continue leading with emotional intelligence by developing my self-awareness and emotional acuity, so that I can better recognize people's experiences, including how to best support them; balanced processing, conflict resolution skills, and internal moral reasoning by developing my abilities to navigate conflicts more effectively, including educating myself regarding ethical models to assist me in making the most informed decisions; strength-based approaches by highlighting people's unique

strengths and educating myself regarding other strengths, so that I can better recognize them in other people; my intuition and discernment by trusting my informed perceptions regarding how to best support someone; my listening and communication skills by listening with curiosity and a desire to learn from everyone around me, and communicating with compassion and empathy in mind, so that I can best convey information (Mirivel, 2016; Gordon, 2012; Du Plessis, 2019; Middlebrooks et al., 2020; Northouse, 2022; MHS, 2017).

My PLP also surrounds creating environments where individuals feel cared for by operationalizing Connect, Relationships, Empower, Affect, Trust, and Engagement (CREATE). This involves creating connections (C) through intentional positive communication with team members, such as greeting each person by name; building and prioritizing relationships (R), such as setting time for all team members to meet and talk with and listen to one another, so they feel valued by one another and cared for in the dynamic; empowering (E) individuals by reinforcing the team members' autonomy and self-efficacy by providing them agency throughout the goal development process; showing that I care for each team member by positively influencing their sense of self (i.e., affect; [A]), such as using strength-based approaches; developing psychologically safe environments (i.e., trust; [T]), where individuals feel safe to come to me for anything; and maximal engagement (E) of team members by recognizing and involving individuals throughout the process with their unique strengths (Mirivel, 2016; Gano-Overway & Guivernau, 2018; Forner et al., 2020; Madeson, 2017; Powell, 2023; ICS, 2020; The Receptionist, 2022).

Additionally, understanding each stage of team evolution (e.g., forming, storming, performing, and adjourning) is integral to my PLP. This entails addressing various needs through each stage (e.g., understanding culture norms [forming], assurance of contributions [storming],

benchmark of team progress [norming], acknowledging and celebrating success [performing], and allay impending fear of loss [adjourning;] Middlebrooks et al., 2020), allowing me to create an environment of care, encourage creativity, shared leadership, and mitigate common team dysfunctions (e.g., fear of conflict, absence of trust, avoidance of accountability, lack of commitment, and inattention of results; Zhu et al., 2018; Monzani & Van Vick, 2020).

My PLP also surrounds the valuable tenets of the PERMA Lead model. I am motivated to enable positive emotions (P) with an atmosphere of trust and empathy, as I regularly practice gratitude, provide empathy, and model optimism with an emphasis on the positive phenomena (Cameron, 2013; Frederickson, 2011; Powell, 2022). I promote individual engagement (E) by highlighting and empowering individuals' strengths with an atmosphere that supports growth and empowerment (Frederickson, 2011; Powell, 2022). I create sustainable relationships (R) by creating an environment of trust, empathy, and self-worth by regularly acknowledging individuals and expressing my gratitude for their efforts on our team (Cameron, 2013; Powell, 2022). I convey meaning (M) in work by both being mission driven and motivated for a purpose beyond myself, as well as creating environments where individuals can define their own meaning in their work (Powell, 2022). I make accomplishments visible (A) by celebrating big and small wins, ultimately supporting optimal motivation (Gavin, 2019; Ebner, 2020; Powell, 2022). I also support hope (H) by reinforcing individual's beliefs in positive outcomes, increase efficacy (E) in followers by celebrating big and small wins, empower resilience (R) and optimism (E) by acknowledging individual's capacities to withstand and bounce back from adversity, and supporting individual's to believe in their ability to succeed now and in the future (i.e., HERO; Luthans & Youssef-Morgan, 2017; Madeson, 2017; Ohlin, 2017; Nathifa, 2021).

Developing my PLP will remain on-going, as I continue expanding my skillset to best empower and lead people through continued education (i.e., staying up to date with current leadership research, mentorship, listening to educational podcasts). My PLP operates with the tenets of authentic leadership approaches and positive culture of abundance surrounded by trust, gratitude, a strengths-based focus, emotional intelligence, and positive phenomena, ultimately empowering individuals with a multifaceted skillset to realize their full potential to experience a life of fulfillment, performance excellence, and overall well-being.

Conclusion

This final project defined my PLP. This paper allowed me to examine in more depth the quality of the material that I integrated through this quarter, including how I can best synthesize it to support my leadership journey. My PLP operates with the tenets of authentic leadership approaches and prioritizes trust, compassion, gratitude, a strengths-based focus, and emotional intelligence where individuals and teams are empowered with CREATE, PERMA, HOPE, CORE, and a multifaceted skillset to realize their full potential and experience a life of fulfillment, performance excellence, and overall well-being.

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