

**Final Project: My Positive Leadership Philosophy**

Camille Powell

University of Western States

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Dr. Ashley Duguay

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## **My Leadership Philosophy**

This final project will define my leadership philosophy. I will introduce the various components that guided the development of my leadership philosophy with reference to Aoyagi, et al., (2017), as this is an efficacious model for defining professional philosophies. Throughout this final project, I will provide well-defined, insightful goals and values that are relevant to my positive leadership framework, I will thoroughly describe multiple leadership theories and topics while synthesizing and integrating each of the topics to my individual leadership philosophy, and I will provide multiple reflections related to my individual leadership philosophy.

The first component that is integral to my leadership philosophy is having self-awareness (i.e., being knowledgeable about my feelings, motives, and personal characteristics in different contexts) and understanding how my values and personal experiences influence my positive leadership philosophy (Henson & Rossouw, 2013). My personal experiences and values allow me to act from an authentic and decisive place as I lead people from a theoretically and experientially informed position (Aoyagi, et al., 2017). I come from a multicultural 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. I now lead with these same values. I embrace diversity and differences; I have a desire to maintain multicultural competencies to better serve the populations with whom I work; I have compassion for all people; and I have a passion to understand people to help them to better understand themselves to empower them with their own values and unique qualities and strengths to reach their full potential and achieve performance excellence.

I have been surrounded by diversity since childhood with family members with different sexual orientations, life philosophies, religious orientations, and cultural backgrounds. I was raised exposed to and educated about the hardships and microaggressions that confront various populations, including what I can do to make a difference, such as actively leading with compassion, seeking understanding, and advocating to make change for equality. I come from an open-minded, accepting family, where seeking understanding is our mode of operation and differences are embraced and viewed as opportunities to expand our understanding of the human experience and the world around us.

I stand strongly in my values of love and compassion for people, and I will continue to develop myself and grow as a person to best support the people who I am fortunate to lead. I will maintain my cultural humility (i.e., an interpersonal stance that is open and accepting of cultural identities that are different than my own); take cultural opportunities (i.e., appropriately engaging with cultural markers to best understand another person's worldview and culture); remain culturally calm (i.e., having the self-awareness to self-regulate to maintain cultural comfort, minimizing transference; Davis, et al., 2018); increase my awareness of microaggressions that I may be unaware of currently; maintain my intergenerational acuity (i.e., leading with sensitivity to generational differences; Olckers & Booysen, 2021); and ensure that I develop the knowledge base to competently support LGBTQ+ populations, allowing me to embrace diversity and provide inclusive environments that empower all people. I will also maintain the competence to establish effective advocacy plans to advocate for individuals, as well as utilize ethical models for efficaciously navigating ethical issues and dilemmas, supporting ethical and safe environments for all individuals. My leadership philosophy is also shaped by honoring my following values.

I value optimism, facing challenges with confidence in my abilities and looking for the solutions and possibilities in challenging moments, as opposed to dwelling on anything remotely negative. This allows me to have an expansive mindset and to be the best person that I can be, as I am open to the many amazing opportunities that life can offer and confident in the outcomes (Frederickson, 2011). This shines through in my leadership with my emphasis on positive phenomena and gratitude that exists in each moment, ultimately empowering others to see life more optimistically as well.

I value authenticity, being genuine and living in honor of my top five strengths, honesty, love of learning, love, humor, and creativity, allowing me to be my best person, so that I can support others to be the best person that they can be for themselves and others. Modeling authenticity reveals to people what is possible for them by being who they are, allowing them to become more aligned with their own strengths and values, ultimately empowering them to reach their full potential.

I value balance, expressed in my life by keeping track of my priorities, every day, such as taking care of my health through the proper amount of exercise, nutrition, and hydration; making time for family, friends, and the important relationships in my life; and making time to work on and achieve my goals, while I lead a fulfilling career, always developing myself to best lead people. This allows me to lead a fulfilling and meaningful life, as the best version of myself for myself and other people.

I value gratitude, including appreciating my family, friends, goals, education, career, achievements, strengths, the precious moments, the grand occasions, and the love and value that is possible in every experience. This allows me to recognize my family and where I come from; my traditions, beliefs, and values that support and guide me; my friends that inspire and

challenge me; my opportunities that excite me; my strengths that empower me; my achievements that drive me; my goals that direct my focus; and all the extraordinary people who I am so fortunate to encounter in this life, allowing me to experience immense meaning and fulfillment.

I value making a difference (i.e., doing something that will make the world a better place), which is expressed in my life, through every action, thought, and behavior. I am purposeful and intentional with every person that I encounter, often highlighting their strengths, gifts, and values on most every occasion, through simple acknowledgments and genuine remarks. I am focused on always developing myself through my continuing education and engaging in reflective practices to be the best version of myself to make the greatest difference for people with my strengths and skillset.

My leadership philosophy also surrounds the tenets of authentic leadership and servant leadership approaches. Congruent with servant leaders, I have a desire to serve and put the needs of others first (e.g., acknowledging everyone's needs as I lead them as unique individuals) and I am motivated to empower people to perform at their best. The preceding includes my emphasis on applying mechanisms for achieving optimal performance (e.g., mental skills training, mindfulness practices), operationalizing individuals' strengths, and providing them with facilitative environments that support and challenge them appropriately, ultimately instilling resilience (i.e., the capacity to withstand pressure and maintain overall well-being through challenges; MHS, 2017; Sarkar, 2019; VanBenschoten, 2020; Cotterill, et al., 2017).

Consistent with servant leaders, I have the following leadership qualities. I am a good listener and empathetic, including applying effective reflective listening statements and providing positive regard and my full attention when individuals talk with me (Mirivel, 2016; Rosengren, 2018). I am self-aware, and, in turn, self-regulated and self-motivated, as I regularly

apply reflective practice, allowing me stay attuned with myself and model resilience effectively (i.e., providing positive emotional and behavioral contagions; Keegan, 2016; MHS, 2017). I am compelling, as I lead by example with my passion for excellence. I can see the bigger picture, as I create positive environments where positive emotions flourish, allowing me to maintain perspective and see beyond the moment (Frederickson, 2011).

Compatible with servant-leadership, I also profoundly align with authentic leadership, as I am highly self-aware; extremely genuine as I remain true to who I am regardless of context; highly empathetic as I am open and always consider other people's experiences; I have a strong moral compass and operate with integrity, including regularly seeking guidance for ethical dilemmas, ensuring ethical decision-making (Center for Creative Leadership, 2022). I am also motivated to serve something greater than myself (i.e., empowering other people) (Kruse, 2013; Gavin, 2019). Congruent with authentic leaders, I am extremely disciplined, allowing me to function at my best to empower people most effectively; I lead profoundly with my heart, as one of my strengths is love; and I am also able to create higher levels of trust, productivity, and positive working environments for everyone with my authenticity and optimism (Gavin, 2019; Kruse, 2013). Consistent with authentic leaders and servant leaders, I am also highly committed to growth and development (e.g., through regular reflective practice, continued education, and mentorship) and not hierarchical or motivated by wealth or status (VanBenschoten, 2020; Gavin, 2019; Keegan, 2016).

My leadership philosophy 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). I promote individual engagement (E) by highlighting and empowering individuals' strengths with an atmosphere that supports growth and empowerment. 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. I convey meaning in work (M) 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. I make accomplishments visible (A) by celebrating big and small wins, ultimately supporting optimal motivation (Gavin, 2019; Robinson, et al., 2018; Ebner, 2020).

A second component that is integral to my leadership philosophy is immersing myself in the current positive leadership literature, allowing me to be well-grounded in my leadership approaches and continuing to expand my skillset (Aoyagi, et al., 2017). A third component that is integral to the development of my leadership philosophy is maintaining a great cohort of colleagues and peers, providing us with a space to practice critical reflection to best support our teams (Aoyagi, et al., 2017). A fourth component that is important to my leadership philosophy is maintaining regular mentorship to support my effective leadership, as mentors have a wealth of knowledge that I can continue to learn from, as I lead individuals in the complex sport and performance environments (Aoyagi, et al., 2017).

Developing my leadership philosophy will remain on-going, as I continue to refine my process through regular reflective practice. I will use Gibb's Model, including 1) Description (i.e., describing what happened); 2) Feelings (i.e., defining the feelings around the experience; not evaluating, just describing feelings felt); 3) Evaluation (i.e., evaluating what went well and what did not go well); 4) Analysis (i.e., reflecting on what might have helped or hindered the

situation; exploring tools); 5) Conclusion (i.e., determining what will be done differently next time); 6) Action-Plan (i.e., creating an action-plan based on the conclusions and committing to this action), to continue to reflect on my leadership philosophy and approaches to best lead individuals (Aoyagi, et al., 2017; EPM, n.d.). My goals for my leadership philosophy, highlighted throughout the preceding in my intentions and what I will do as a leader to be the best that I can be, surround my desire to continue to expand my skillset to best empower and lead people, through continued education (i.e., staying up to date with current leadership research, listening to educational podcasts), regular reflective practice, and seeking mentorship.

My experiences, values, and professional degrees compel me to lead with my passion to empower people to achieve the fulfillment and success that they desire. My life and leadership philosophy are twofold: For one, to make the world a better place by leading by example with compassion, love, acceptance, authenticity, generosity, willingness to learn from others, and an appreciation for growth and development, with each interaction that I have with each person. Two, I want to make a difference for people with my strengths and multifaceted skillset to empower people to achieve their full potential. I utilize advocacy plans and ethical models to efficaciously navigate ethical issues and dilemmas, ensuring ethical, inclusive, and safe environments for all individuals. My leadership philosophy operates with the tenets of servant leadership and authentic leadership approaches, creating a facilitative environment and positive culture of abundance surrounded by trust, compassion, gratitude, a strengths-based focus, increased self-awareness, emotional intelligence, positive emotions, positive phenomena, and positive communication that empowers individuals with resilience and a multifaceted skillset to experience a life of fulfillment, performance excellence, and overall well-being.



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