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COURSE NAME: LEADERSHIP

ATLANTIC INTERNATIONAL UNIVERSITY

AUGUST 2024

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## **Introduction**

Leadership is often defined as “the action of inspiring others to act in concert to achieve a particular goal”. It signifies the harmony in actions that lead to a common objective. A genuine leader not only exudes confidence but also paves the way for his followers towards triumph. Over the years, various leadership styles have been identified and discussed by Psychologists (jenni.ai 2023).

Leadership isn't a destination; it is a journey. It is something that you will have to work at regularly throughout your career, regardless of what level you reach in your organization. Different teams, projects, and situations will provide different challenges and require different leadership qualities and competencies to succeed. So, you will need to be able to continue to apply these leadership characteristics in different ways throughout your career (ccl.org 2024).

Effective leadership is a skill that develops through time. Developing into a leader with all the qualities that are needed takes a lot of hard work and potential. A leader must possess several qualities to be effective (jenni.ai 2023).

True leadership goes beyond merely advocating for a cause. It involves taking responsibility, instilling motivation to others and differentiating oneself from being a

“boss”, A leader’s most important quality lies in their ability to inspire and propel people towards grand visions.

Confidence, good Communication, Respect, Competence and Passion are essential qualities for effective leadership. These qualities, when combined with hard work, determination and a commitment to excellence, can help leaders to achieve great things. These four essential leadership qualities will be discussed briefly in the essay. However, there are many qualities for effective leadership. In addition to the qualities there are also strategies which will be discussed in this essay which help to become a better leader.

My opinions and analysis of the course concepts will be discussed, I will also explain how I will apply the knowledge I have gained in this course at the workplace, in life or community. Lastly, I will share my personal experiences of leadership at my workplace.

## **Summary of the topic**

Leadership refers to the quality of leading people. It is one of the most important aspects of life. Michael Paschen and Erich Dihmaier (2012) suggest that leaders ought to act responsibly or take care of the emotional wellbeing of the people they lead. Leadership has led to the progress of human civilization. Without leadership, no organization or group can succeed. Furthermore, not everyone has these qualities. This is because effective leadership requires certain important characteristics.

Leadership is a unique quality that cannot be possessed by everyone. In order to enhance your career in the right direction and to inspire people around you, it is necessary to advance the quality of leadership. However, it is important to understand different types of leadership styles before improving your skills. Matthew R. Fairlom (2015) in his research cited Warren Bennis and Burt Nanus (1985) when the authors clarify that leaders are master of change, they influence and they are effective. Now we will look at the essential qualities of a good leader;

### **Qualities of a good leader**

Erin Wike (2024) explains that leadership qualities include a unique blend of soft skills, such as knowing how to motivate your team to meet deadlines and achieve their career goals.

## **Confidence**

The most important quality in a leader is confidence in one's own abilities. A leader must have strong self-confidence. A person lacking in confidence can never be a good leader. A person must be confident enough to ensure others follow him. The leader must have confidence in his decisions and actions. If he is unsure of himself, it can be difficult for people to follow him. How can people want to follow him if he doesn't even know what he is doing? Erin Wike (2024) came to the conclusion that having courage can help a leader face challenges and make necessary decisions with confidence. The author add that you can show courage by accepting more responsibilities or pushing yourself to gain new skills.

## **Good Communication**

This quality is a must for a good leader. This is because poor communication means the wrong message to followers. Furthermore, good communication will increase the rate of work with less mistakes from followers. Erin Wike (2024) explains that good communication skills include listening to the needs of others while also expressing your own. When you communicate well with your team, it helps them understand your expectations and goals. Paschen and Diksmayer (2012) contend that leaders are only able to bend people to their will, if they succeed in communicating their goals and expectations for the followers clearly and comprehensibly.

## **Respect**

This is another most important quality of a good leader. Effective leaders treat their teams with respect, which can help them gain respect in return. They value feedback

and want to hear the opinions of their teammates. Effective leaders show their respect by empowering their employees to make decisions and use their expertise to achieve goals. Showing respect builds their sense of worth and communication (ccl.org 2024). Davis Burkus (2023) “Being a leader is not just about having authority and power; it is about earning the respect and trust of your team”. Leaders should respond positively to their team members’ ideas and feedback, encouraging open communication and collaboration.

It is essential to create a positive and productive work environment by setting the example, asking for their teams’ input, explaining decisions, protecting their people and respecting them first. By so doing this, leaders can establish trust, loyalty and mutual respect. This will not only enhance the leaders’ reputation but also inspire and motivate team members to do their best work ever (Davis Burkus 2023).

## **Competence**

According to Paschen and Dihmaier (2012) the competent leader shows confidence in her or his own abilities and is able to take decisions speedily but effectively and enlist help if necessary. The authors add that people who have the highest potential to make the right decisions or to instruct and train others as a result of their skills, can multiply their performance capabilities in a leadership role. This is supported by Erin Wike (2024) when he pointed out that being able to identify problems and use critical thinking skills to resolve them is an important leadership quality. A good leader should know when to make a decision and when to consult his team members

or peers to get their opinion on a certain matter. A competent leader should encourage the team members to come up with possible solutions to problems they bring to his attention.

## **Passion**

Passionate leaders anticipate and drive change. They set others up in their organizations to meet new challenges. They are always looking for opportunities to make improvements that can help them meet end goals. Passionate leaders inspire greatness and do not balk at making disruptive changes within their organizations and industries (Fast Company Executive Board 2022).

Leaders can motivate their teams by demonstrating their passion in the work place. The team leader should be passionate about work place goals, creating unity among their team to work together. When a leader believes in the value of his work, and show the he cares for the work he does, the leader will be able to motivate and inspire the team members. “Many people believe the most important quality of a good leader is the ability to motivate others to accomplish group tasks” (Matthew R. Fairholm 2015 in his research cited Hughes et al. 1993).

## **Strategies to become a better leader**

Sean Uys (2023) explains that leadership is an evolving journey filled with continuous learning, self-reflection and growth. Whether you are an experienced or just starting your leadership path, you have to engage in these strategies to help you become a better leader. The author has outlined the following strategies;



## **Embrace emotional intelligence**

Empathize with your teams' feelings and perspectives (Sean Uys 2023). A good leader should be vigilant in noticing his team members' emotional status and act accordingly. This can be done by interacting with the affected member and not spreading the conversation to other unconcerned people. A good leader should develop self-awareness by understanding and regulating his own emotions to react appropriately in different situations. Taking care of own's emotions is very important in a leader to prevent overreacting to minor challenges or situations, which can lead to frustration to the team members and lead to poor performance at work.

## **Set clear vision and goals**

Communicate your vision and make sure the team understands the long term vision and how their work contribute to it. This will create unity and motivation among the team as they would know what is expected of them. The leader should establish Specific, Measurable Achievable, Relevant and Time-bound goals to guide the team towards success.

## **Lead by example**

Act with integrity and uphold the values you expect from your team. Show commitment by demonstrating dedication to your work, showing your team that you are all in this together (Sean Uys 2023). This helps the team to work with enthusiasm and be flexible in case adjustments of duties are required.

## **Encourage growth and development**

A good leader should encourage continuous learning by offering training sessions, workshops or mentorship programs. This will equip the team with more and new skills and knowledge for improved performance. Also, the team members will be motivated and this will benefit the organization. Timely and constructive feedback should be provided to help the team members grow and improve.

## **Build trust through transparency**

Communicate openly and honestly. Encourage an open-door policy where team members feel comfortable sharing their thoughts and concerns. Share information by keeping the team members informed about overall organizational goals, changes and how their work fits into the bigger picture (Sean Uys 2023)

## **My Opinions and Analysis of the course concepts**

In my opinion, some individuals naturally have leadership qualities, while others develop these skills over time through experience. Leadership is a process which you can improve on by gaining skills through challenges faced in life, work place or community. I believe leadership skills and abilities continue to develop overtime.

With self-desire, determination, being open and willing to explore new ideas leadership skills can be improved and perfected.

I feel confidence plays a major role in leadership. If a leader shows lack of confidence, it means he is not sure or lack knowledge of what he is doing or saying

to his subordinates. This can prevent his subordinates from taking him serious and obeying his instructions. On the other hand, a leader who portrays knowledge and competence will influence his subordinate effectively. Confidence and competence work together in leadership.

A competent leader will be able to identify a problem, make sound decisions to solve the problem and ask for help if necessary. As a leader you should be a role model to your subordinate. Show passion and competence in everything you do or say to the team. A leader can be a good motivator if he easily identifies the needs and interests of his team members. A good leader is one who appreciate and praise his team members when they have performed well. A good leader will make sure that before attempting to change anything the confidence and support of all the team members is obtained. This can be done by introducing the change to the members and obtaining ideas from the team and build on them.

Great leaders are those who are able to inspire, encourage and motivate others in a humble manner.

A good leader should treat his members with respect. This include involving the members in decision making and solving problems. The team members in return will value their leader, respect him and strive for excellence at work.

The relationships between all the members of the team are affected by the communication skills of the leader. The attitudes of the leader to his members of the team have an impact on the ability of the whole team to communicate effectively. This approach is recommended by Erin Wike (2024) when he state that if the leader listens to the needs of the team, their views and suggestions at the same time expressing his own views, will help the team understand what is needed of them. This can reduce occurrence of mistakes and makes work to run smoothly among the team as they would be clear of the directions to take. Where there is no effective communication there will be insecurity, lack of job satisfaction and little motivation within the team members.

To conclude good leaders are self aware, communicate effectively, delegate work, encourage strategic thinking and motivate the team to do their best. A leader should be someone who is ready to take criticism from the group and use those criticisms to set goals for improvement. He shouldn't be someone who is over confident and thinks he knows everything. At some point in time every individual needs to be guided and corrected. A great leader will never shield away from challenges, will sought ongoing personal growth and development and always try to do the right thing.

## **How I will apply the knowledge in life work place and community**

With the knowledge I have gained from this course I will be able to demonstrate my improved leadership skills in my life, work place and community. I will fix my attention on my work place.

My personal goal is to lead others in a genuine manner. With the knowledge I have gained I will be able to focus on effective communication, setting a positive example and actively supporting my team's growth and success. I will listen to my team's views and opinions and also express my own views. This will help the team to understand my expectations and goals. It will also create unity among the team members, and the members will be, motivated to accomplish the goal when they know that their views and opinions are considered.

I will try by all means to inspire and motivate my team by recognizing their efforts, providing constructive feedback, promoting a positive work environment and fostering a sense of purpose. These actions will boost the team morale and productivity. I have the personal desire to do great things and to positively affect many lives during my lifetime. I will lead my team by being a positive role model, being loyal and committed, sincere and confidence.

I will dedicate time to understand my team members; their challenges, perspectives and emotions. This will help to build a strong relationship within the team. My target is to establish personal connections with my co-workers and develop a sense of

trust. I will display genuine concern for their well-being and acknowledging the team both professional and personal aspect of their lives. This will strengthen interpersonal connections and inspire trust and loyalty among my team members. This in turn will yield a positive and collaborative work atmosphere.

Taking initiative is another skill I will show case at my work place. I will begin to be observant and identify problems and opportunities, and take actions to address them. For problem identified I will develop new quality improvements projects for my department, discuss them with my team, work on them, evaluate the results and propose suggestions for improvement from the members.

In summary, my intention is to grow and strengthen my leadership skills by increasing my self-awareness and improving my ability to analyse information and deal with challenges objectively.

## **My Personal Experience**

As a sister in charge of the Female Surgical Department, I noticed that most patients with small wounds were staying in the hospital for a long period of time with their wounds healing slowly despite the absence of other chronic conditions. Heather A. Wallace et al (2023) state that small cuts and scratches will usually heal in 1-2 weeks, while larger wounds may take 2-3 months or longer. Patients with wounds will be commenced on intravenous antibiotics for a maximum of 7days duration

depending on the wound status. Some wounds are changed dressing daily while others are changed dressing on alternate days. The patients with small clean wounds were getting infected and this prolonged the patient's stay in the hospital.

I called a meeting and sat down with my team members. I voiced out my observations and asked the team if they have noticed a delay in wound healing of the patients. The answer was positive. I asked my team what they think could be the problem. We brainstormed many potential causes and upon investigation we discovered that the major cause was poor aseptic techniques during wound dressing. I together with my team agreed on that proper aseptic techniques were not practiced during wound dressing.

I asked my team how can we improve and maintain proper aseptic techniques during wound dressing. I discussed with my team and expressed my views. We came to an agreement and I developed a project on maintaining proper aseptic techniques during wound dressing. I reported the project to the team and some amendments were made. I proposed that the project be evaluated every 3 months to ensure that the project meets our goal and objectives. I also reminded my team about the procedure for wound dressing using aseptic techniques.

The number of patients with small wounds who developed wound sepsis were at 68%. Our target was to decrease the infection rate to at least 20% in the next 12 months.

The project was project was put into practice smoothly with no resistance from the team. We evaluated the project every 3 months. There is a great improvement in the healing of patients wounds and patients stay in the hospital is reduced till date. This has helped to reduce financial costs for the patients and also reduce hospital resources. The project met our goal and objectives. We were able to reduce the infection rate from 68% to approximately 20% in 12 months. Although the results were not as we had wished them to be, there was some huge improvements in the healing of the wounds. There were some obstacles wish affected the implementation of the projects which were above my control as a leader of that departments. Things like patients supply (medication and dressing materials) were not available in the hospital and most of our patients are financially compromised to buy the supplies. I reported the matter to the hospital management who promised to work on it.



The results of the project will be summarized in the table below. The project is evaluated every 3 months. We started the project with the baseline data in percentage of 68%. Our target was to reduce the infection to 20% in the next 12 months.

Year	Month	No. of Patients admitted with small wounds	No. of Patients who developed wound sepsis	%	Comment
2022	October – December	50	34	68	Baseline data
2023	January- March	37	20	54.1	
2023	April- June	29	14	48.3	
2023	July- September	41	14	34.1	
2023	October- November	47	17	36.2	Most of the patients supplies were not available in the hospital
2024	January- March	39	10	26	
2024	April- June	39	7	18	

## **Conclusion**

Leadership is about influencing and motivating others to achieve a common goal.

Effective leadership in any workplace, in life or community require a combination of relevant skills, attitudes and behaviours. By incorporating the qualities and strategies discussed in this essay, one can inspire others achieve results and contribute to a positive workplace culture. Good communication, confidence, respect and passion are the most important qualities a leader should have. In addition to these qualities a leader should incorporate the following strategies to become a better leader; embrace emotional intelligence, set a vision and goals, lead by example, encourage growth and development and build trust through transparency (Sean Uys 2023).

Leadership is required probably in every sphere of life. Good leadership is the door to success. In contrast bad leadership is a guarantee of failure.

Erin Wike (2024) is on the opinion that leadership qualities include a unique blend of soft skills, such as knowing how to motivate your team to meet deadlines and achieve their career goals. If you are a leader, you should devote yourself completely to your chosen field. Everything we do is for the benefit of others. No matter what you do aspiring to leadership positions will always benefits others.

Leadership is a complex concept that involves various qualities and skills. Effective leaders have the ability to inspire and motivate others. They are able to navigate challenges, make difficult decisions and lead their team towards success.

Leadership also involves continuous learning and self-improvement. Leaders must adapt to changing circumstances and remain relevant. Effective leadership can have a positive impact on both individuals and organizations, fostering growth and creating a culture of success (Paschen M. and Diksmaier E. 2012).

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