

Leadership and Management: A Personal Perspective Paper Example Essay

Introduction

Leadership defines the action of heading persons in an organization with the objective of attaining a defined objective. Organizational leaders achieve their objectives by influencing the behaviors of employees in different ways. Moreover, a leader sets a clear vision in an organization, motivates the staff, guides the personnel through their work procedures and also boosts the workers' morale. Other examples of leadership roles include solving conflicts, setting organization's vision, recruiting and training new employees. Today, leadership is considered to be an important role in promoting employees' performance and productivity. As such, good leaders set clear visions for their staff and then encourages them to embrace the desired future of the organization. Management, on the other hand, means the deployment as well as manipulation of human, financial, technological and natural resources in an organization. Proper management is imperative for all organizations because it helps in arranging the factors of production, gathers and organizes essential resources and then integrates the resources in an effective way to achieve the organizational goals. The primary focus of this research is will be to ascertain whether my personal strengths and areas of growth align with various leadership and management roles essential for an organization.

Assessment of Personal Goals and Strengths

Based on a personal evaluation, my primary strengths in relation to working with other people include the ability to motivate others, the capability to solve conflicts, as well as potential to develop a clear and attainable vision. Arguably, the personal strengths I possess are better aligned with the leadership roles in an organization rather than the management roles. Moreover, this is because when functioning in an organization, I am highly efficient in motivating all personnel under my leadership to execute their roles. According to Ajayi (2012), motivation, when used in an organization, is a force that encourages as well as promotes all employees to cooperate in executing various organizational functions. I achieve motivation through providing guidance to others with a goal to boost their motivation when working in organizations. Also, I possess good conflict solving capabilities, which is efficient in solving conflicts between different workers under my leadership in an organization. Solving conflicts on time is imperative in ensuring that the operations of organizations run seamlessly without unnecessary interruptions (Clove & Goldsmith, 2011). Ultimately, the development of a clear vision is among the most imperative leadership roles in an organization. The role aligns with my strength to develop a well-defined vision that is easy to execute in achieve the desired goals.

Identification of the Desired Area of Growth

Motivation is the area of growth that I would like to promote to be more efficient when taking a leadership position in an organization. Additionally, this is because employees' motivation is an imperative aspect that promotes the performance of a department or an entire organization (Chaffari, Burgoyne, & Nazri, 2017). The presence of a motivated workforce means that an

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Living theory is a way of making use of personal accounts of experienced practice. As the Pac Man perspective on organisational change helps the change agent articulate the personal values he is committed to and how these values may be resisted in practice, living theory is useful for developing knowledge that has a practical impact on self improvement and social change. But it is also a type of theory that is difficult to publish in academic outlets. As a consequence of this, publishing Pac Man living theory research becomes a Pac Man game in itself, with the journal editors as one of the four adversary gatekeepers. But it is a rewarding game for those who want to contribute both theoretically and practically on how to make the world a better place.

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