

### Personal Leadership Development Plan

The first few pages of Discover Your True North are a preface describing the remarkable legacy of Warren Bennis. It is said that as one of the great pioneers of the field of leadership he rejected the notion that leaders are born with certain traits. In that keeping he wrote "The most dangerous leadership myth is that leaders are born—that there is a genetic factor to leadership. This myth asserts that people simply either have certain charismatic qualities or not. That's nonsense; in fact, the opposite is true. Leaders are made rather than born." This quote recognizes the ever-evolving nature of leadership and the realization that certain qualities may be developed over time.

These ever-famous words by Warren Bennis are ones which I have a great connection with. My leadership style and philosophy is one that is deeply rooted in my life experience. Parts from my observations, other from my victories, and more often than not some of the strongest lessons have been learned in defeat. The way one handles failure and adversity I believe is infinitely more telling than how he or she handles success. I view my leadership plan, very much like I view my life, as a continuous journey. One without a particular end point and perhaps without a definitive beginning. Leaders who are truly effective are ones who continuously refine and redefine their mission, themselves, and their organization to meet a continuously changing and ever complex organizational environment.

It is no longer enough for a leader to merely pick a direction for an organization and hope that the employees tasked with carrying out that vision simply follow blindly. Effective leadership is much more complex than that. An effective leader helps his employees (or anyone he is tasked with leading for that matter) find not only the best in themselves but also in the group as a whole. They pull out individual strengths and turn them towards the betterment of the organization. Further, they are examples of the type of behaviors that they wish to see from others.

Because I am currently a student, my leadership style and my approach to leadership is very different than it has been in the past. Leading within a university, especially from a student prospective can be both challenging and rewarding. Each day I am presented with a number of different approaches to conflict, and each person has their own agenda. When working with individuals as part of any group, I am ultimately responsible for everyone and every product developed. The "buck" does stop with me, and ultimately it is myself that is held accountable of the actions of the group.

Knowing my own limitations however, especially when it comes to making decisions has been a personally journey for me over the last few years. Knowing when to ask for help, and further, knowing when you don't possess all the answers is key to being successful as a leader. No organization, no manager, no leader has all

# Personal Leadership Development Plan Paper

**Marco Cascella**



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