

CCHE-600 (SEC003)

Leadership Skills

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## Leadership Philosophy & Action Plan

I feel that my leadership style aligns more closely with the Authoritative and Coaching leadership styles. It is my believe that I also align with Servant leadership. The Authoritative leadership style is identified by providing clear direction, vision and goals along with motivating the team with a sense of purpose. This leadership style provides a clear vision for goals and communicates this in an effective manner to the team. They communicate how they strive to achieve these goals and the role the team play in their contribution to that achievement.

Authoritative leaders inspire and motivate by fostering enthusiasm, confidence, and a sense of purpose while demonstrating the meaning and importance of the contribution and effort of each team member. Authoritative leaders empower and encourage team members and achieve this by demonstrating their ability to make tough decision when required, this decisiveness established confidence and ability to be an effective leader.

Servant leadership is a leadership philosophy that demonstrates a leader's goal in the service of others. This style does not focus on the power or authority that comes with a leadership role. Servant leadership prioritizes the needs and growth of their team members. This leadership approach is focused on creating trust, collaboration, and overall engagement in a team environment. There are many different styles within the Servant leadership style (Autocratic, Democratic, Laissez-Faire, Transformational, Coaching, Ethical) and although I identify with some traits in each of the styles I feel that I identify most with the Coaching Servant leadership style and Visionary Servant leadership. I feel it is important to meet regularly with individuals to discuss goals, identify ways and provide guidance, and assist in the growth with a positive impact to the organization. Communication on a regular basis is key clearly addressing the institutions mission and values while identifying and establishing a clear understanding of each members role and ability in achieving the goals and mission.

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### Authoritative & Coaching leadership style(s) – Leadership Theories

Authoritative - Decision Making based on reliance of my own judgment

Coaching – Centered on the development of individuals and fostering relationships

- ❖ The Authoritative leader often trusts their own judgment and makes decisions independently, they also provide direction and a vision for the team. I feel and believe that I have a strong sense of confidence in the decisions and choices I make.
- ❖ Conflict Resolution is addressed head-on. I am proactive and direct in addressing conflict which is a trademark for an *Authoritative* leader. I do not like avoiding difficult conversations and prefer to tackle issues head-on focused on obtaining a resolution.
- ❖ Motivation is gained by setting clear goals and providing support. The *Authoritative* leader holds this trait setting clear visions and assisting in providing guidance to the team. *Coaching* leadership provides support ensuring the team has the guidance and resources to succeed.
- ❖ Communication, direct and to the point. The *Authoritative* leadership style involves clear, straightforward communication, this aligns with my preference to be direct and straight to the point. I strive to ensure there is no uncertainty especially in my expectations.
- ❖ Development and Growth, focused on training and skill identification. My emphasis is on identifying skills and assisting in the development of those skills, this is a key trait of the *Coaching* leadership style. I enjoy seeing the potential that individuals have and helping them grow and achieve improvement in their abilities.

In the assessment performed in class during our first class meeting my results produced that I am *Dominant* and *Supportive*. *Dominant* leadership is assertive, directive and focused on the decision-making process. *Supportive* leadership style holds traits that provide practical and emotional support. The characteristics in a *Supportive* leadership are positive, encouraging, and creating an environment where team members feel valued and cared for.

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Servant Leadership Style – Based on principle of leading by serving others.

- ❖ Focus, serving others of the mindset of service. Provide support and assistance to their team. Strive to meet the needs of others through guidance, resources and emotional support.
- ❖ Listening actively while providing empathy. Effective in listen attentively and empathetically. Genuine care and understanding for the needs of others creating trust and approachability.
- ❖ Development of others. Invest time and energy into assisting others grow and providing opportunities for learning and opportunities for advancement.
- ❖ Stewardship as a leader. Demonstrate responsibility to preserve and mange resources and individuals they are responsible for. Decisions are made that result in long-term maintenance and growth of resources and team members.
- ❖ Ethics are demonstrated by serving as a role model for strong ethical principles. Behave in a transparent, honest, and fairness in all interactions resulting in establishment of trust and respect. Guided by a moral compass with the best outcome of the institution and community they serve.
- ❖ Humility as a guiding principle. Personal praise or recognition is of little importance, leading with a sense of selflessness. A preference toward acknowledging the achievements and contributions of others. Leadership focused on helping others.
- ❖ Trust, foundational element of *Servant* leadership. Creating an environment where team members feels valued and open to share ideas, feedback void of judgment is of great importance. Trust is built on consistency, commitment, and demonstration of ethics.
- ❖ Community building and collaboration are important and a great emphasis is place on this. Ensures team members feel valued, and supported. Create a work environment focused on team success or individual success. Inclusivity is valued and very important.
- ❖ Empowerment is achieved by giving team members autonomy, ownership, and encouragement. Team members gain growth by being provided with a sense of purpose and pride in their efforts. Team members are encouraged to make decisions and provide solutions to problems resulting in self-reliance.