

CULTIVATING POSITIVE LEADERSHIP VALUES

by:
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Every profession necessitates both technical and soft skills. Technical skills are those that can be learned and acquired through a series of training, workshops, and practices, such as computer literacy, driving, analytic abilities, and the like. Soft skills, on the other hand, are those that demand rigorous and serious application daily for us to perfect and put such skills into effect.

Leadership is one of the soft skills that we must have. Leadership, according to Pratt (2022), is the ability to influence and direct followers or other members of an organization. There are many definitions of leadership, but they all seem to agree that outstanding leaders must be able to make visionary, strategic decisions while persuading others to follow them. The general agreement is that leaders may persuade others to work toward a goal they have defined. They accomplish this by offering leadership and pushing others to work hard to achieve the desired result. They also can inspire and motivate others to work toward that vision.

On this particular subject, as an effective employees in our institution, we must consider what it means to be a good leader - your views about leading and motivating others. Leaders are humans, not machines, with attitudes and worldviews formed by their own experiences. As a result of their values and experiences, the best leaders establish a distinct leadership philosophy or point of view.

Giving yourself time to contemplate, I believe, can help you establish your persona as a leader, allowing your leadership philosophy to flow naturally. Blanchard (2020) believed that to determine your leadership point of view, you must do three things: first, identify and write about significant people or events that helped shape and influence

your belief, culture, and point of view as a leader; second, describe your leadership values such as truth, learning, creativity, success, and loyalty; and finally, share your expectations for yourself and others. Your leadership abilities are only as good as your expectations. Giving employees a clear grasp of what they may expect from you reinforces the idea that good leadership is a collaborative effort. Furthermore, letting others know what you expect from them lets others realize how they may flourish under your guidance.

More leaders with motivating and uplifting perspectives are needed around the globe. We hope that everyone will be able to work with leaders who are leading at a higher level in the future when self-serving leaders are no longer the norm and servant leaders are the rule rather than the exception. Always keep in mind that your leadership position is not about you. The idea is for your followers to understand your point of view so that you can work as a successful team.

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