

LEADERSHIP STYLE BUFFET

by:

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Leadership, like teaching, involves dealing with a variety of people in an organization, each with its own set of needs and aspirations. As a result, leadership does not have a “one-size-fits-all” nature. Great leaders will combine various approaches – after all, there is a lot of overlap among them – to develop the best leadership style for their organization (Yushadi et al., 2019). The best leaders are skilled in several styles of leadership and have the flexibility to switch between them as the situation demands.

When faced with different situations, school heads do not implement a single style of leadership. One can be a constructivist leader, thinking in consideration of the knowledge of members. They are flexible and open to change and welcome diverse opinions. Distributed leadership shows collaboration among leaders and contributors, positive relationships, organization's improvement. It fosters synergy by decentralizing decision-making under distributed leadership, with individuals engaging in collaborative activities and willingly sharing or overlapping roles with others whose skills and knowledge complement their own.

A leader may need to use transactional leadership at times that call for a give-and-take relationship. If the goal of the leader is to encourage all interested members to succeed, invitational leadership may be adapted for it offer people positive messages that make them feel valued, capable, responsible, and worthwhile. A strategic and transformational leader should be able to motivate his or her team and encourage them to try new things. In this scenario, self-awareness, compassion, and motivation are required to introduce changes and let the organization be open to new policies. There were also times when a leader should also be a servant. A servant leader focuses on

counseling, empowerment, prioritizing the needs of others, and demonstrating compassion. Moreover, we cannot take emotions as an aspect of leadership. Emotionally intelligent leaders manage their organization's culture to enforce critical norms and values while motivating teachers and students to succeed.

Different theories were used to discuss the evolution of leadership. Some believed that leadership is innate, and that there are born to lead. Some theories address autocratic, participative, and delegative leadership styles. It appears to be a buffet of leadership styles from which all aspiring leaders can choose, and no specific style will fit all organizations. Furthermore, leadership is measured by how well you persuade others to work together to achieve a common goal. Leadership can be defined as a process of influence that results in a "vision" for the school based on clear values and beliefs. Leaders articulate the vision to gain staff and stakeholder commitment to the ideal of a better future for the school, its learners, and stakeholders. Regardless of which approaches are used, the main task of managing the should be prioritized (BUSH & SARGSYAN, 2020). This can be done in two ways: as a transactional leader or as a transformational leader. Transactional leaders influence others through what they offer in exchange, whereas transformational leaders connect with followers in such a way that the group's motivation and morale improve. Educational administrators understand that leadership necessitates several judgments each day that require sensitivity and understanding of various leadership strategies; therefore, they are encouraged to identify the most appropriate leadership strategy, or a combination of strategies, that will best enable their school to achieve results. (Amanchukwu et al., 2015). This leads me to the idea that I can have my style.

The totality of being a leader is being able to shift from one leadership to another, especially during unstable times, the combination of the leadership styles still works best (Earnest, 2003). First and foremost, managers must be creative and intelligent. Second, managers must concentrate on acting admirably and ethically while still living their

personality and value. Third, managers must set high criteria for work performance, push employees' ingenuity, and communicate positively about reaching high goals as a team. Fourth, managers must cultivate mature interpersonal relationships with their employees by being sensitive, caring, friendly, and compassionate. Finally, managers can incorporate technology into their leadership process. Managers, for example, can hold virtual meetings, generate reports, able to process and interpret data needed to establish the priority areas of concern. Undoubtedly, most school leaders face a variety of personal challenges, professional demands, and unexpected provocations. Savoring various menus of leadership entices the mind and heart of a leader as they face a 'different cuisine' of people. They must create an appetizing spirit within the organization to work toward the goal of ensuring that everyone on the team wins.

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