

## **Leadership Philosophy Reflection**

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## **Introduction –Core Beliefs and Actions**

My leadership philosophy is a combination of Transformational, Authentic and Servant Leadership styles as defined by Peter Northouse in *“Leadership, Theory and Practice”* (Northouse, 2018). I believe in a customized individual leadership style of managing as everyone is motivated differently. I am driven to lead with input from the entire team by collaborating for desired outcomes using dialogue to build communication and trust among the group. I consider myself a leader that leads with her heart and empowers, advocates, coaches, mentors, and loves the team. My ultimate leadership goal is for everyone I meet to reach their OWN goals and become the best version of themselves. I value and reward results, teamwork and personal and professional responsibility and accountability.

## **Reflection**

As I reflected on my leadership philosophy from 2020, I was amazed that my core beliefs and actions have not changed that much. However, what has changed is my assessment of myself and how I interact with this philosophy. Was this really me OR was this the leader I wanted to be? After reviewing the SLPI results, I set out on a mission to fully embrace Change Leadership and my role in this space, while focusing on my strengths. What I discovered was my leadership philosophy was aspirational and my desire to walk the walk took place. I have spent countless hours receiving feedback from mentors, former team members, family members and friends in recognizing and embracing my blind spots, the shadow of myself and how I could grow and develop in a new transformational way. Softening the edges has been a cornerstone for my development as well as improving my engagement in dialogue instead of pushing through to results. While I was not working during most of my coursework, I was able to engage with my

family in many areas of development and build not only stronger relationships with them, but also clean up some not-so-great stuff from the past. I have also used this method with some former team members and provided them context and closure for my perceived role in their outcomes.

### **My Beliefs and Goals – Why I Lead the Way I Do**

I believe attitude is everything. As a team we can break through barriers if we have the passion and desire to push through with determination, resilience, and dialogue. I enjoy working with upbeat teammates that inspire me to do better personally and professionally and I want to create that environment for a team. Personal and professional skills can be taught, degrees can be earned, and goals can be met when we empower and support each other. I believe that an attitude of collaboration and excitement is infectious, and it makes winning as a team enjoyable. Additionally, a good, infectious attitude makes the load lighter. While we all have challenging days, empathy and understanding is essential for engagement. We are in the trenches together and we all need support and encouragement.

### **My Strengths and Motivations**

In thinking about my strengths as a leader, I am proud of how I recognize contributions by showing appreciation for individual excellence and how I celebrate the values and victories by creating a spirit of community. The SLPI refers to this as Encouraging the Heart and its components are praising people for a job well done, encouraging others as they work on activities and programs, expressing appreciation for the contributions that people make, making it a point to publicly recognize who show commitment to shared values, finding ways to

celebrate people's accomplishments, and making sure people that people in our organization are creatively recognized for their contributions. I am also proud of my strength for Modeling the Way. The SPLI refers to this as a leader who clarifies values by finding my voice and affirming shared values and who sets the example by aligning action with shared values. The components of this strength are setting a personal example of what I expect from other people, spending time making sure that people behave consistently with the principles and standards that have been agreed upon, following through on the promises and commitments I make, seeking to understand how my actions affect other people's performance, making sure that people support the values that have been agreed upon and talking about my values and the principles that guide my actions.

When I was Chief of Staff at Leesa, I was responsible for bringing the entire organization together as one unit to achieve our goals. I navigated and executed this role by finding common ground between the board of directors, the executive leadership team, the managerial team, and our colleagues. I partnered with each group to create mission, vision, and values statements (three times!) that we could align around and support each other along the journey. While we navigated very rough waters, we were able to stay afloat, and endure three leaderships changes all of which I led. This is what inspired me to pursue Change Leadership as my concentration.

## References

Northouse, P. G. (2018). *Leadership: Theory and practice* (8th ed.). Thousand Oakes, CA:

Sage.