**Blog 4: My Development as a Future Leader**

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## Appraise your leadership brand

 The only force that keeps up with essence of a group is leadership. People follow their leader on primary basis and then consider the vision proposed by him/he. Transformational leadership is quite an inspirational style of leading people with vision and inspiring them at every point of journey. Issues of disengagement of team members are effectively handled through transformational leadership. It is perceived that every individual working in a group should be given a chance to express their point of view so that decisions made in the organisation are fruitful. The transformational leadership model helps in developing a process which is mutual for both followers and the leader. Both the entities are raised to higher levels of motivation and morality by cooperation and excellent efforts.

 Barack Obama is a renowned transformational leader whose actions had had a deep impact over young minds and intellects. I am myself highly inspired by his works and also considered major similarities between our personalities. I have a vision to multiply growth of the organisation five times the regular rate. This has helped me stay motivated during times of crisis and emergency problems. Courage is a significant trait that I had recognised in myself which helped me in standing out of the crowd and forms my own separate team to function. A soothing attribute of transformational leadership is consecutive motivation acquired by both subordinates and colleagues. With a long term vision, I have also witnessed that sense of urgency in myself has helped me in reframing problems and bring in necessary changes easily in the action plans.

## Relevance of leadership brand to your chosen career

 Having an engineering career involves great dedication towards the requirements of company. Transformational leadership in this environment plays a significant role. It helps in effective resolving of clashes that often occurs amongst colleagues regarding their work for software. I work as a team lead where there is high ethnic diversity and cultural differences amongst each other. It is difficult for people to adjust with people of completely diverse mindset and cultural beliefs. Furthermore, changes are very hardly accepted in such environments. However, principles of transformational leadership have helped me in dealing with these socio-cultural factors and maintain balanced harmony amongst the individuals. The agility and desire to accomplish the set goal and make vision into reality is one of the characteristic that keeps the process going for transformational leaders.

## Strengths and development needs

 Being a project head of software engineering department, I require innovation and coordination as the primary qualities amongst my team members. There are situations when team members cannot cope with the stress prone environment and start losing interest in their respective work. I recognised this as a major problem in meeting project requirements. I have realised that inspiration is an attribute which cannot be applied forcefully but has to be instigated amongst the team members. Hence, visualisation of benefits associated with dedication and achievement of project was done by me. The coordinator of my team once quoted that I had good capability to develop goals and encouragement techniques. In addition to this, the advisor of our projects working in my team stated that I have the ability to stir emotions of team members which makes them focus better over their task. On the other hand, one of my team members also stated that I need to develop my weakness of expecting too high from others. This quality of mine has often landed my in emotional turbulences which further affected the team.

## Development plan

 I always initiate a feedback cycle that helps in gaining opinions of team members over my actions and areas of development are recognised simultaneously. These activities help in improving my leadership skills for every upcoming situation. Since, I have a weakness of having very high expectations which is quite unsuitable for the team progress; a lot of pressure is experienced by the team members. Some of the developmental techniques recognised by myself for overcoming this quality is developing a goal journal and maintaining effective communication with colleagues. I shall talk to respective person about the limits that I visualise and their capabilities to achieve them. This shall help in meeting the target with higher motivation than pressure. I will also make sure that a goal journal is maintained by me and my team members on a daily basis. This helps in keeping track over daily activities and achievements.