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Introduction

In any modern discussion about affluent property markets and high-value real estate, Dubai is likely to be involved. The emirate of Dubai is today recognized as one of the most attractive locations to reside or work in. It means that property developers in this city-state have a high spending customer base that consists of locals and foreign investors from all over the world. DAMAC Properties is one of the largest property development companies in the Middle East and is the most well-known property developer in Dubai. This company has helped build the image of Dubai as an ultra-modern business center and holiday location. DAMAC Properties is headed by Hussain Sajwani, who is both the founder and CEO of the company. The incredible growth of both Dubai and DAMAC can be attributed to the innovative and entrepreneurial business skills of Sajwani. His leadership style is transformational and has helped the company overcome significant barriers in an ever-evolving industry.

Background and Development

Sajwani has a proven track record in a variety of markets including catering, trading, real estate, manufacturing, and equity and capital markets. His ability to consistently find success was cultivated in his early years as a foreign student in the US, from where he sold properties in the United Arab Emirates. He then began his own catering business and gained major clients such as the US government and international construction company Bechtel. He then expanded his interests to the real estate industry after accurately predicting the coming property explosion in Dubai at the turn of the 21st century. Sajwani goes by the mantra that good leaders need to create,

articulate and then own the vision (Kerr, 2013). This allows the leaders to achieve the goals defined by that goal.

Sajwani is an organizational leader that prefers to take calculated risks than to miss an opportunity due to lack of initiative. This is an important aspect of leadership because it allows the company to reap from opportunities and calculated gambles in the market. Sajwani has consistently exhibited his transformational style since his earlier leadership years when he successfully expanded his investment portfolio from a catering business to various interests. He makes an effort to always stay updated with the latest news on all business markets. He also stays connected with his assistants and advisors to keep track of company value across the various countries they are operational in (Kerr, 2013). This has resulted in a consistent capability to develop business vision and turn it into corporate reality. The ability to provide necessary leadership for continuity and growth makes Sajwani a highly effective leader in the Middle East and beyond.

Becoming a transformational leader requires one to develop and practice management traits that foster an environment of inclusion, trust and accountability. A transformational leader should be able to create a business environment that supports personal growth of all employees and encourages sharing of responsibilities. An organization in which the employees are accountable and empowered to act independently will achieve stronger long-term results due to the ability of all employees to make quick and rational business decisions (Bass, 1990). A transformational leader is also one who prioritizes the needs of the organization over personal interests or ambitions. The organizational leader should have the willingness to transform the personal and professional of the staff and other stakeholders. The leader should also be willing to let the success of the organization take highest priority, even when it hinders personal ambitions.

An effective transformational leader is one who can surpass targets and business projections. The leader should not simply be satisfied with meeting the defined organizational objectives (Renz, 2016). The leader should influence performance in a way that consistently exceeds expectations. This helps to foster a culture of high-level performance from employees across all levels of the organization.

Personal Style

I believe that I am a transformational leader, or have the potential to be one, based on these components. The need to encourage growth in others is a major trait that I consider important in leadership. It is necessary to foster creativity and trust in the employees because they are ultimately responsible for the realization of any strategies developed by the organizational leaders. If the employees are not suitably motivated, inspired and guided by the leaders, the implementation of any strategies will become difficult. It is important to become a role model to the staff because accountability should come all the way from the top to the lower level employees. Having a workforce that does not hold responsibility for company performance will result in lack of incentive to accomplish the business goals (Srivastava, Bartol & Locke, 2006). As a transformational leader, I will therefore prioritize the development of employees on a personal and professional to create motivation and guidance. It will also be necessary to avoid letting personal ambitions hinder the performance and future of the organization. This will set a suitable precedence for existing and future employees of the company to consistently achieve optimal results for the sustained success of the company.

Conclusion

A transformational leader is one who is always willing to inspire and guide others through their own actions. It means that the leader should act as mentors for other employees in the organization. Hussain Sajwani is an example of a highly effective transformational leader who, despite his overwhelming success, continues to inspire and guide his employees through his regular involvement in the business. Sajwani motivates the employees of DAMAC to be excited about their roles in the organization by using his own entrepreneurial skills to drive the company forward. The ability of a leader to guide and motivate others is the most vital aspect of transformational leadership. It enables the leader to share responsibility to a wider section of the staff while earning the trust and respect of all employees.

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