

Leadership Capabilities

Leadership plays a critical role in the running of an organization as it ensures that the goals and mission of an organization are attained. As someone who aspires to become a Global entrepreneur, who at some point funds and runs different types of business around the globe, leadership plays an important part in my life. Certainly, leadership holds skills that are within a person, yet not everyone who shows leadership poses the same skills. In my case, some of the leaderships skills I have attained are as follows; Self-awareness, which includes the ability of a person to eliminate biasness in decision-making and most critically understand the reason behind every decision made (Ancona & Bresman, 2018). Accountability which entails the ability to generate exceptional results in an organization through influencing other workers in the work place (Ancona & Bresman, 2018). Intellectual honesty, which allows the leader to positively adapt to new changes for the benefit of the organization. Talent magnet which enables a leader to attract a new pool of talented personnel to the organization's team which is critical for improving the performance of an organization (Ancona & Bresman, 2018).

I have shown and developed Leadership from a younger age. For instance, in a family setting, it showed when making firm decisions on family matters. This example covers from assigning chores and task to specific member of the family, as well as to proposing and taking the lead in vacation planning. Also, at school leadership was and still is demonstrated by my ability to lead the fellow students, during group projects and study sessions, in several tasks and successfully executing the project or assignment in hand. At work, leadership is demonstrated in different forms. During High School, I had multiple opportunities to work alongside my dad as his personal intern at his company. While I may not have been in a leadership position at the moment, I used this opportunity to learn leadership by observing my dad and his decision making. Formerly, as a

lead student fundraiser I was task with the supervision of my colleagues. I had to guide and encourage them to constantly improve and show better results. Finally, currently as an Intern in a manufacturing company, the workplace is a setting that enables me to demonstrate leadership by giving me the opportunity to take the lead in some projects as well as to occasionally propose ideas for new ones.

On the contrary, the leadership position is faced by different weaknesses and strengths. Among the strengths of my leadership skills include the ability to resolve conflict, the development of excellent communication skills, and the ability of decision-making. However, among the weaknesses stands the inability to set clear expectations and failure to earn trust from colleges. Also, stagnancy is another obstacle that may be showing giving to the uncertainty or lack of reassurance about future goals.

Strategic Thinking

Strategic thinking is the ability to plan for future success and progress of the organization (Robert Half, 2019). Strategic thinking involves the ability to understand the challenges that face the organization and incorporate ideas that are effective in solving them. Being a strategic thinker as a leader is essential as it allows a leader to understand the theme, data, and trends in the organization which drives success. Also, strategic thinking leaders can improve performance in an organization by utilizing limited resources such as labor, finances and time of the organization in achieving the targeted output (Robert Half, 2019). Without a strategic thinker, a company can make costly mistakes that will reduce the profit margin of the organization. Therefore, through a strategic leader the market trends and resources of the company are effectively utilized. Also, strategic thinking leader allows the organization to understand the changing environments such as

changes in economic stability, entrants of new competitors into the market and enable the company to adjust effectively (Robert Half, 2019).

Further, strategic thinking is a critical skill to entrepreneurs as it allows for competitive advantage in the market place by understanding the strengths and opportunities of competitors which helps the entrepreneurs to successfully maneuver in a new market (Kazmi & Naaranoja, 2015). Moreover, strategic thinking is a skill that enables the entrepreneurs to grow their business through the constant development of innovative ideas that are favorable to the customers and product operation (Kazmi & Naaranoja, 2015). Decision making is a critical element to entrepreneurs and therefore, through strategic thinking logical and confident decisions can be made to allow for the progress of the business.

Best Practices/ Recommendations for Developing Strategic Skills

Developing strategic thinking skills is guided by following diverse practices. Among the methods that lead to the development of strategic thinking is the ability to continuously learn. Education is obtained from various sources such as seminars, books, the experience of others, presentations, own expertise, conferences among others. Through continual learning, a person can gain new insights that lead to self-improvement which is critical for strategic thinking.

Additionally, being risk-taking is a practice that leads to strategic thinking. Through risk-taking, a person can experiment on new ideas and learn from failures and mistakes. Risk-taking is a step that eliminates fears and shows confidence in innovative ideas allowing for the development of strategic thinking.

Conversely, being able to seek advice from others leads to strategic thinking. Feedback and criticism from people is an effective way of understanding how to relate with people which

enhances preparation for future tasks. People have different ways of reacting to different situations and giving their views, in development for strategic thinking, it is critical to evaluate the feedback received and work on improving the negative feedback.

Moreover, the practices of not forgetting organization purpose are essential in strategic thinking. As strategic thought is critical for a person always to prioritize the purpose and people of an organization as they are the core mandate of business. Purpose brings about a future understanding of the market allowing for progress.

I have learned that strategic thinking is a skill that is critical for the productive future operation of an organization. Strategic thinking brings about focus and, energy and motivation that is needed for the continuous success of the organization. Incorporation of the company's objectives and goals, together with current trends is critical for successful action steps.

Action Plan to Work on Strategic Skill

My first step to work on strategic thinking skills will be to know where I will seek and observe trends. To become a strategic thinker, I will need to exclusively understand the trends, context of work and business drivers. To gain information on trends and business drivers, I will synthesize and explore internal business trends. I will always learn to connect more with my colleagues to understand the marketplace. Also, I will integrate information gained to the corporate level to gain a broader perspective and understanding of the business.

My second action step will be to think critically, which involves asking tough questions. I need to ask a tough question on the business operation to gain a broader point of view of the different scenarios which are essential in strategic thinking. Also, asking questions leads to obtaining answers on concepts that are not clearly defined in the organization.

The third action step will be to speak, which is sound strategic. Speaking allows one to explain their thoughts in a verbal manner which enables the audience to understand their perspective and eliminate possible assumptions. Giving the audience a topic of discussion opens up the minds of many employees who provide feedback which is essential in strategic thinking.

The fourth action step involves acting which entails the creation of thinking time and embracing conflict. To achieve strategic thinking, it is critical to reflect on various issues of the organization by critically thinking through it. Also, it is essential to give embrace the conflict that arrives in an organization without making them personal. Through the different steps achievement of strategic thinking becomes possible.

References

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