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 CAPELLA UNIVERSITY

NHS004 - Collaboration, Communication, and Case Analysis for Master's Learners

Assessment 1 Response Letter

Dear Lynnette,

Qualities of a successful leader and comparison with my leadership characteristics.

I would recommend the current human resource manager in the clinic to lead the project on medical diversity. From the time I was employed to work in the clinic, he has been supportive and corrects any medical practitioner in a humane and a friendly manner. The human resource manager appears to have passion in every role he performs, and these create positive energy in the clinic environment. Passion is an essential requirement in every work, and a person does what is right regardless of the sacrifice or the resources used (Chen et al. 2017). For the current project of evaluating the diversity, the human resource manager will passionately undertake the role and provide results that will positively impact the clinic.

Additionally, to the leadership qualities of the human resource manager, he believes in democracy and considers the opinion of others. The democratic nature of the human resource manager makes every employee in the clinic free to express their views. A competent leader should be democratic, where he allows others to air their grievances. This leadership aspect provides room for brainstorming among different clinical personnel hence coming up with a reasonable solution. The manager also does not discriminate against the opinion of other employees but critically analyses the subject (Chen et al. 2017). For a leader to be effective, he has to be fact-based and not to make a decision based on his interest but based on facts.

However, some of the leadership skills of the human resource manager differ from my leadership skills. In the aspect of freedom of everyone to express their view, some views from clinical members appear to be discriminatory to other members. On such occasions, the

1