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Reflecting on Growth Leadership in an Organization and Communities

Name

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Reflecting on Growth Leadership in an Organization and Communities

Leadership is a critical thing in any organization thus social work activities also require leadership skills to deal with individuals, groups, families and communities as a whole. With social workers putting all their efforts to meet the provisions of the basic need as well as improve the social functioning, collective responsibility, self-determination and general well-being leaders' who are transformative, participatory and effective are required. Therefore, my approach to the three mentioned above leadership is essential in ensuring the social work group achieves their goal as one team. I believe that a transformative leader should be able to lead their group by recognizing the changes required and developing a vision that the group will follow to achieve the variations. This will include transforming society into being a better place than it was previously. Also, my approach to a participatory leader is the one who involves their group, community or society in which they operate. Considering that social work involves working with the society it calls considering their views such as culture when implementing their functions to avoid interference. Finally, my approach to effective leadership leans on what we learned in class because it requires a person who can give guidance and motivation to the group. Additionally, they need to be courageous, confident and committed to enhance their group's talents and develop a committed team in attaining a common goal.

My position fits being a transformative leader because I was recently assigned as a leader to champion for sexual orientation in my society and I have managed to unite the community and make them understand the difference in sexual preference among individuals. Although it was a difficult task, I managed to bring change to society. Also, through the group, we involved individuals who are drugs addict and changed their way of life to being accepted persons in society. Gender is a critical aspect that requires special considerations towards changing how

women are viewed in society putting their significant contribution to my life known. Such characteristics have made me considerate of other people's opinions and viewpoints before making the final decision. Similarly, I have managed to enhance individuals well being and make the community respect various sexual identities. Besides, my positionality has influenced people I work with encouraging them always ask for help and advice in matters concerning their life and work. Again, I have enhanced the development of their talent and work on their challenges. The community is also happy with my work and always gives me the privilege to talk to children and motivating them.

I have had several strengths while working in my group that includes good communication skills that would make all people understand the goals and objectives I set for the team. Also, I respected individuals' views and made decisions based on every individuals' views. Another strength I had was trusting my decisions enabling every member to believe in themselves. Nevertheless, I encountered some challenges such as difficulty maintaining the group focus and cultural issues. However, I addressed the distraction problem by meeting in a room with no or minimal distractions hence making them focus. At the time I solved cultural issues by setting a tone of what I need the team to follow and adopt. I have learned that despite having leadership skills I need to separate friends and teamwork. Besides, I have learned that my leadership personality continues to advance the more I work with a team because by handling leadership challenges I encounter and improve on my strengths. By understanding different cultures, I can put clear visions that will respect their culture and at the same time, create transformative change in the community.

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