**Organizational Leadership**

Student's Name

Institution

Course

Instructor's Name

Date

**Organizational Leadership**

**Personal Leadership Conundrum**

'How do I lead older, more experienced people?'

**Explanation Of Interest**

As a leader, having strategic goals is the critical determinant of your qualities and standards, despite your young and tender experience or age, aside from having an individual road map of where and what you want to accomplish in the organization, team inclusion and effective hand-holding among and for your minors is an essential leadership skill and quality that defines and aligns different leadership qualities and potentials. Continuous development also dramatically influences how good your leadership will be, majoring and focusing on the positive attributes of leadership within your roles and responsibilities. In recent times, I have defined myself as an outstanding leader, irrespective of my young age in the managerial position.

However, different case scenarios and challenges have presented themselves in recent years, moulding me into the organizational leader; I currently thrive as per research defined by Isa, Noor, Mohammad & Adnan (2021). Working with different personalities of a leader has proven to be a significant challenge in managing them, mainly when external and personal triggers and reasons from the juniors cause resistance to your leadership (Edman & Wårdh, 2022). A notable challenge I have been experiencing as an organizational leader is the professional incapability presented by most colleagues. For instance, through nepotism or favouritism, an employee is granted a job position for which they are not qualified (Isa, Noor, Mohammad & Adnan, 2021). As a result, therefore, the employee is incapable of delivering to the job's demands and expectations due to incompetence and under qualification.

Consequently, most employees are a nuisance to their current leadership and management due to their professional incompetence. Worst case scenario, they present their leaders as bad people, triggering personalized arguments. Aside from incompetency-based challenges, as a young leader due to my age, most juniors who happen to be elder to me tend to be resistant to my leadership model, not because of it being a poorly executable one, but because of my age (Edman & Wårdh, 2022). Being a manager who has professional and management capabilities is a factor that should be appreciated and apprehended in the modern career world. In most of the organizations I have worked in, however, including my current one, being of tender age and occupying a leadership position changes one into a career enemy among the elderly employees in the organization (Isa, Noor, Mohammad & Adnan, 2021). Instead of supporting you as a young leader through being cooperative and applying professional guidance to see you through as a team, most elderly employees strive to give your department a failing look and perception to submerge your leadership and department (Edman & Wårdh, 2022). To add salt into injury, most of them, due to their high level of experience, make efforts to downsize your potential, killing it and making you look like the inexperienced, clueless, and non-effective employee in the project (Tortorella, de Castro Fettermann, Frank & Marodin, 2018). I am still experiencing the above challenges (Isa, Noor, Mohammad & Adnan, 2021). This situation has its results inclined to the negative in terms of output since the elderly employees in the organization fail to offer professional support.

**An Introduction to My Project**

Recently, upon being identified for having an outstanding and promising leadership quality and the zeal to guide a department through a professional storm, I was assigned a team of colleagues who would work under me to remodel a kitchen (Tortorella, de Castro Fettermann, Frank & Marodin, 2018). Through the group, headed by my leadership, the project entailed an old-styled kitchen that had been dormant used over a long time. The client needed an entire kitchen makeover to be done (Isa, Noor, Mohammad & Adnan, 2021). If well and perfectly executed to their demands, it would assign the organization more projects that would not only be challenging but would pay more (Edman & Wårdh, 2022). As a result of the external pressures from the client, the management felt that there is a great need to have a young and promising leader to work and lead the team (Tortorella, de Castro Fettermann, Frank & Marodin, 2018). The purpose of having a millennial lead the team, despite the team having experienced and older employees who would lead and deliver, was significant because of the specifics and demands made by the client for the project.

Additionally, the kitchen makeover needed an employee's enthusiasm who always yearned for a management position to prove themselves worthy of the situation. I was a perfect fit for the practice and test work. Moreover, the management was confident of my strengths, hence feeling no pressure or limitation in assigning me a team full of experienced employees to handle and manage (Edman & Wårdh, 2022). Being put in charge of senior people in the organization, by both age and experience, was proof that I needed to deliver by leading the selected team into remodelling and redesigning the kitchen as assigned (Yukl & Gardner 2020). Leading older and more experienced people was my main challenge yet an opportunity to prove myself worth leading and heading the project (Isa, Noor, Mohammad & Adnan, 2021). Being a blessing in disguise, I had a lifetime opportunity to showcase my professional and leadership skills that would rule out my leadership future in the company.

Different leadership strategies and formats will be applied to ensure the team's effectiveness in my current role. Notably, I will not allow my tender age as a team leader and my ineffective set of experience to step down in decision-making as a leader. Instead, continuous learning and contribution to the team's work through different formats and designs will prove my effectiveness as a team leader (Edman & Wårdh, 2022). Above and beyond, I shall keep a professional and social boundary with my colleagues since I shall be looking forward to effective leadership. In terms of role identification and management, I shall e hands-on in ensuring balanced role assignment is done to promote teamwork and goal achievement for remodelling the kitchen (Isa, Noor, Mohammad & Adnan, 2021). A team discussion forum will support and groom ideas on remodelling the kitchen. An open-door policy will effectively conceptualize ideas at an individual and team level (Yukl & Gardner 2020). Therefore, the organization will effectively achieve its goals, mission, and vision (Edman & Wårdh, 2022). Additionally, our project will be a success since most of the likely challenges will be curbed in advance, and we shall promote teamwork in the project (Isa, Noor, Mohammad & Adnan, 2021). As their leader, I shall use the most effective and resultful leadership and management model available to lobby for support into making the project a success.

**My Leadership Conundrum**

Through a strategic, relationship-oriented, and transformational leadership model, I shall effectively lead and manage my team to complete the assignment and have significant and positive reviews from remodelling the kitchen.

**Leadership Style**

**Strategic Leadership**

I am looking forward to leading my team to success through strategic leadership. The strategic part is well-identified upon the leader effectively sharing the company's goal with their junior employees and being in the front line to ensure the entire staff is in sync with the organization's strategic energy (Edman & Wårdh, 2022). Additionally, from the power the leader portrays, employees can easily copy and push themselves to the same point, achieving a lot as a team, department, and organization (Tresh, Steeden, Randsley de Moura, Leite, Swift & Player, 2019). Positive results are expected for a leader with and use strategic management as their leadership style, predominantly since team growth is also expressed and applied (Edman & Wårdh, 2022). In my case and situation, I am dealing with a team with more incredible experience than I have, and one composed of elderly members than me can prove to be a challenge.

Nonetheless, with the practical application of strategic management across the board, it gets easier for me to deliver to my professional and leadership goals. Notably, as a strategic leadership and management plan, I am looking forward to motivating my colleagues through different times with different types and natures of speech that are positively oriented and praising the organization's efficiency (Edman & Wårdh, 2022). Moreover, I plan to pamper my junior colleagues with praises and compliments that will increase their motivation and be reflected through the strategic achievement of the project (Isa, Noor, Mohammad & Adnan, 2021). Through my strategic leadership expectations, I shall share the company's vision and project, making both a commonly shared attribute among all employees the project shall include. By so doing, it is my conviction that we shall achieve success from the kitchen revamp and remodelling project.

**Transformational Leadership**

Through transformational leadership within the team, and through including all team members, I shall ensure positivity is experienced among all employees working on the kitchen revamp project and that through different transformational leadership strategies and skills, the team works as a whole and as one to achieve the goal, which is coming up with a successful kitchen remodel (Isa, Noor, Mohammad & Adnan, 2021). Notably, since the leadership strategy requires value creation, I shall split roles and responsibilities, delegate roles and works within the kitchen to increase employee value due to their experience, and work into successful teamwork that showcases individual strengths to top management (Edman & Wårdh, 2022) Through the aspect of value creation, it is my conviction that employees will feel motivated due to their works being well elevated and recognized (Tresh, Steeden, Randsley de Moura, Leite, Swift & Player, 2019). Above and beyond, I shall, through transformational leadership, push for a positive change in how they take up a young employee leading a team full of experienced colleagues and those in their older ages (Isa, Noor, Mohammad & Adnan, 2021). To achieve a positive change within the team, continuous interaction with them from a lower step as they are in the project will be wise to execute (Edman & Wårdh, 2022). Going down to their level will change their recently accumulated energies into positive and outstanding energy since I positively interact with the rest of the staff and share a personal perspective of the project and its execution.

Moreover, by applying elements in the transformational leadership model, I shall achieve my goal: to develop an effective team in the kitchen revamp. For instance, through an idealized influence, I shall look forward to buying in all employees into supporting my leadership model and ensuring that the project is eventual (Isa, Noor, Mohammad & Adnan, 2021). Above and beyond, through an inspirational and motivated approach, I shall provide all employees with my leadership energy, leading to effectiveness and achieving the project goals (Edman & Wårdh, 2022). In addition, stimulating my team member's intellectual potentials, considering individualized opinions, and grooming them into successful ideas that will be ideal for implementation by our project shall be effective transformational leadership strategies applicable for the success of our project (Yukl,& Gardner 2020).

**Relationship-oriented Leadership**

Despite the concept behind the relationship-oriented leadership inclining more into hand-holding, I shall use the leadership model in its reverse mode to favour my effectiveness in the project and company at large. Through this specific leadership model, I shall allow the senior and experienced colleagues to share ideologies and apply the doctrines to our project in my watch (Edman & Wårdh, 2022). As a wise leader, opening the floor to the team for management ideas and execution methods shall sharpen my managerial and leadership skill and ensure that the project related to kitchen revamp is a record success (Isa, Noor, Mohammad & Adnan, 2021). From a managerial and psychological point of view, allowing the senior employees to guide you into success shall be an aspect they shall hold close to their hearts, making the project a team effort (Tresh, Steeden, Randsley de Moura, Leite, Swift & Player, 2019). Moreover, through hand-holding from the senior employees, effectiveness in communication and relationships shall be built and sealed, making it easier to work as a team in this and other future projects assigned to me as the team lead or manager. With the leadership model and strategy being defined by either performance management, relationship management, or both, I shall thrive into achieving both (Tresh, Steeden, Randsley de Moura, Leite, Swift & Player, 2019). As much as I shall seek performance management, I hope and conviction that through the execution of the leadership model, I shall achieve more relationship management, mainly due to the age and skillset difference possessed by different team members (Edman & Wårdh, 2022). By so doing, it is my professional hope that we, as a team, shall achieve outstandingly in the remodelling of the kitchen assigned to us.

**Preparation for The Project**

In preparation for the project, the teammates shall apply several strategies and forms to achieve effective achievement as an individual and a team. Notably, through different leadership skills, strategic presentation and thinking, and teamwork, the project shall, in my conviction, achieve more success. To effectively prepare and accomplish the project's goals, there will be a dire demand to prepare for the task effectively (Isa, Noor, Mohammad & Adnan, 2021). In preparation for the project, I shall need to think strategically and tactically on how to handle the project and the effective ways of achieving the set goals for the project (Yukl & Gardner 2020). Since I currently do not have set goals, the first step is setting strategic, measurable, achievable, realistic, and timely goals for my project (Tresh, Steeden, Randsley de Moura, Leite, Swift & Player, 2019). As a project leader, lobbying the rest of the team members into having and thinking as a team shall effectively enhance teamwork. Through a collaborative partnership, the project I head to shall be effectively achieved since, as the saying goes, two are better than one (Isa, Noor, Mohammad & Adnan, 2021). As much as employees in pour organization know about me, professionally knowing me shall be a strategy to prepare for the project. Showcasing my professional capabilities and involving most of the employees the project looks forward to working within most of my works and roles assigned shall enhance my preparedness to the project since it shall show compatibility and the skills set I possess.

Moreover, the professional interaction shall indicate the loopholes my skillset possesses and hacks to quickly fix my professional weaknesses for the effectiveness of the project. Moreover, sharpening my communication skills and effectively communicating to my team members before the project's kick-off shall be practical project preparation skills (Isa, Noor, Mohammad & Adnan, 2021). Aside from that, enhancing creativity before the execution of the project in combination with positivity and self-motivation shall be effective strategies for preparing for the project (Tresh, Steeden, Randsley de Moura, Leite, Swift & Player, 2019). Above and beyond, financial and emotional preparedness shall be highly needed, primarily because as a leader, more challenges shall be communicated to you instead of the entire team. Core skills should also be in my possession, especially those linked to the management and effective management, by controlling my core managerial and leadership skills.

**Analysis of Leadership Style Effectiveness**

Taking feedback and personal assessment were notable key points I derived my analysis from. Notably, senior employees and colleagues were generous to gauge and rate my leadership skills, an aspect that was effective in my research (Tresh, Steeden, Randsley de Moura, Leite, Swift & Player, 2019). For instance, from their experience, they were better positioned to note where I overreacted as a leader and not examples that I was reluctant as a leader to react and stand my space (Isa, Noor, Mohammad & Adnan, 2021). For instance, one of the group's senior members was wise to summon me aside at one example and note my weaknesses, advising me of what best to do to achieve total control of the team under me. The strategic leadership strategy was notably effective due to the motivation and sharing of my strategic vision with the entire team.

Additionally, most of the employees that were not directly involved with the project but had a skillset to share were open to walking into our area of operation and sharing their ideas ad opinions. This was effective to the success of our project since, by so doing, the different loopholes we had left out were covered by the other spotting loopholes and loose ends we had left out. Competitors also played an essential role in the success of our project, notably due to their competitive nature. When we were working on this specific project, we had a set of competitors working on similar projects (Isa, Noor, Mohammad & Adnan, 2021). As a result, therefore, we had to prove to the technological and organizational world that our organization was the best in delivering kitchen revamps, which we effectively gave to our word.

**The success of The Project and Final Thoughts**

Notably, the persuasion that came along with the application and sharing the vision with the team members was effective due to the uptake level. Through the four pillars and elements of transformational leadership, the team and I could feel the strategies' effectiveness. The leadership style was effective in a way that surprised the team. The much involvement the group was offered in intellectual contribution, the inspiration they received, and how effective it was for them to work with the rest of the team members positively affected the project (Tresh, Steeden, Randsley de Moura, Leite, Swift & Player, 2019). Moreover, how ideas and ideologies were discussed thoroughly and considered was also a positive aspect of the project, leading to its success. Above and beyond, the leadership styles resulted in the project's high success, as expected, since most of the strategies applied had been well researched and previously tested in other companies (Isa, Noor, Mohammad & Adnan, 2021). Through the application of transformational leadership, the team was able to run a continuous project campaign, one that had never been run before. The success fates from the project resulted in the successful and winning recognizable and notable rewards within and outside the organization's operation (Isa, Noor, Mohammad & Adnan, 2021). For instance, it was named the most creative and practical project, winning special prizes and medals out of the project's outstanding work. As the leader, I was recognized for applying notable leadership models that were fundamental theories without testable data and examples.

As a notable success, the project remodelled the kitchen, delivering a unique work set that called for us to gain more recommendations. Additionally, aside from completing the job within a record time of two months, the team at the end of the project had notably and effectively gained tight professional bonds that would not be easily broken. From there on, hence, all of the team members that had been involved in different roles of the project quickly recommended each other for managerial and leadership roles in the organization, which resulted in the department growing more considerable and more potential being noted from the small and limited interactions the team members gained and had with each other. Moreover, from the management's side, all of the team members and colleagues that were involved in the kitchen upgrade project were rewarded and recognized out of their roles and responsibilities in the project being outstanding. The delegation of positions for all employees played a significant role in identifying and noting all employees' efforts. As a leader for the project, I was also acknowledged for effectively delegating different roles and responsibilities, which resulted in the project recording a 100 per cent success rate.

As my final thought, the project was one of a kind in terms of the challenge levels and a learning opportunity, which I effectively grabbed and affected. For instance, with my low experience in management and leadership, the project was not biased but allowed me to exercise all that I had gained over the years, treating me kindly from the experience and learning experiences it offered me. Moreover, the team that worked under me was outstanding in service delivery and professional respect. As much as I was of tender age and new to a leadership role, the experienced colleagues were easy and wise to hand-hold me and show me the professional ways of working with juniors for the project's sake. Moreover, the project presented a great learning space and opportunity for me, one that I effectively embraced and used to learn several professional and, specifically, leadership roles and responsibilities.

**Summary**

In summary, leadership characteristics are well gained upon an individual effectively practising them, but not sitting back and claiming of being an expert in leadership without effective practice. From my case scenario, I have also learned that if well executed, a leader can be taught leadership qualities instead of struggling to read and apply the rates by the book. Working with an experienced colleague is also effective for a young leader. Through professional hand-holding, the employee can effectively teach the young leader the best practices and the do not's in the specific professional field. Above and beyond, an experienced leader can easily lead a team of experienced colleagues if communication and other professional attributes such as creativity and positivity can be effectively applied in delegated and assigned roles. Lastly, leadership qualities are better gained on the go, instead of theoretically and never having practised them.

**Leaders**

I have chosen two leaders that I feel are similar to my professional line. Gloria Passaris King is a top manager who heads the human resource and talent acquisition department. In her capacity, Passaris can effectively identify talents, nature them and assign them a managerial and leadership position. She guides them all the way through until she sees the individual succeed in the assigned role. Her email address is Gloria.passaris@peoplehum.org, and her direct work phone number is the extension in the organization is +344. My second choice is Kennedy James. James is a top manager in our organization, who heads the operations department. James can effectively identify coaching as an individual to learning organizational operations and coaching on to perfection into being an operational leader in his role and capacity. His email address is james.kennedy@peoplehum.org, and her direct work phone number is NUMBER extension in the organization is +0021.

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