



Challenge the Process and Enable Others to Act

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### Challenge the Process and Enable Others to Act

An essential leadership trait I wish to develop is to be comprehensive in my communication without assuming others know all the details about my plans. Although I like letting others know my expectations of them, I leave out some vital information. When I want someone to come to work early so they can work on an urgent task, for example, I never mention the exact time I wish them to report. Therefore, they could show up when it is already too late to deliver the activity.

The 'challenge the process' leadership practice will help me achieve this skill by reflecting on my experiences to better myself. It will ensure I do not repeat the same mistake twice. The 'enable others to act' will help me achieve this objective since it will push me to collaborate with others in realizing similar goals, for example, I will give others the space to communicate their ideas and challenge mine without feeling threatened.

Secondly, I would like to become more efficient in administering discipline to my team members. In most instances, I find employees on the wrong and I am unsure of how to penalize them. The 'challenge the process' is essential in achieving this objective since it will enable me to set short-term objectives instead of long ones which are unattainable. Breaking goals into smaller achievable objectives motivate staff and are thus likely to realize their targets and avoid the punishments of their leaders. The 'enable others to act' will help me develop others to overcome their weaknesses instead of always critiquing them (Bon, 2012). In most cases, staff is in the wrong for lack of guidance. However, leaders are quick to punish them and see them as weak instead of empowering them to overcome their negatives.

Lastly, I would like to use my past experiences as learning lessons. My failures demotivate me, and I lose the confidence to face a similar task in future. The 'challenge the process' will help me embrace mistakes as part of professional development and use the

experience to make changes on work processes, for example, consulting others instead of working individually. The 'enable others to act' will help me embrace the spirit of teamwork since I will not take the blame alone when the group does not meet its target. Therefore, I will not feel demotivated as other group members will encourage me, and together we hope for better performance in future.

Situational leadership theory holds that leaders change their approach according to underlying situations (McCleskey, 2014). It is an ideal method that will help me improve on communication by using the right tone depending on the situation. The leadership style will help me overcome feeling frustrated over my failures since it will challenge me to understand the conditions that facilitated the failure and determine where I need to improve to avoid them in future. Lastly, the theory is essential in making me an effective disciplinarian since it will help me evaluate the condition and choose the best way of punishing employees. If an employee fails to meet their sales targets during an economic recession, for example, I should not punish them since the buyer purchasing power is low. However, the punishment should apply when the business environment is conducive.

References

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