

Leadership Philosophy Paper

Developing a personal leadership philosophy empowers one to lead successfully by providing guidance to how you lead and influence, your values, and what is expected of your team and the type of environment you commit to creating. As an individual who has successfully lead a family business, my leadership philosophy revolves around the term charismatic, visionary, and integrity. This type of leader would look like someone who is "dominant and exceptionally self-confidence" (Bateman, 2014) with a strong drive to create trust and confidence in followers. This leader is well liked based on the goodness of the character and has a clear vision on what success looks like and is able to keep followers/team members motivated to innovate and perform at an exceptionally high level by giving them a sense of purpose in the work they do. The most effective part of this particular leadership philosophy is it encourages the heart. In other words, it touches others emotionally having a stronger impact because when others are able to have a connection with you and know that you care for their success as much as your own, they do much more than just the work, they work toward the vision with you.

An ideal team that would cooperate and is effective with this style of leadership can be diverse in skills, age, race, and any background they may hold. From my experience of leading and running multiple nail salons, I've noticed with a diverse background, the workers all seems to share the same values. These individuals specifically value the idea of personal development, communication, empowerment, and actively committed to organization goals/vision. Charismatic leaders are role models; they are power influencer and are good at what they intended to do as well as being able to bring out the best in their team performance. That is why those who are willing to better themselves in performance and are looking for feelings of empowerment will collaborate effectively with a charismatic leader. Charismatic leaders are known to be strong communicators and use powerful language to evoke an emotional response from followers and make them feel good and create confidence in their followers. Because of how the charismatic leader utilized emotional appeal to communicate with their followers, it enables feelings of trust. With trust, the leader has gained their influence and followers will instantly commit to the created vision by the leader because, in the eyes of the follower, the leader is now a credible figure that knows what she/he is doing. Therefore, a team that holds all the values above and desire of a leader who is a role model and compassionate that all can connect to, be likable, and trustworthy would collaborate greatly with a charismatic leader.

An organizational environment that I believe operates well under charismatic leadership would look like a place where employees of all levels felt valued and important. The company is able to be transparent

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